Lycopodium

FY26

Sustainability Report 2026

30 June 2026





Rafiki wa Binti, Tanzania

Contents

1. Introduction

Message from our Managing Director & CEO 03
Our Business 04
Our Principles 05
Reporting Scope and Boundaries 06
Forward-Looking Statements 06
United Nations Sustainable Development Goals 06
Our Material Sustainability Impacts 07
Our Stakeholders 07

2. Governance

How We Operate 08

3. Risks and Opportunities

How We Manage Risk 10
Our Key Risks Identified 11

4. Strategy

Our Strategy 12

5. Metrics and Targets

Our Environmental Impact 14
Our Social Impact 17
Performance Data 25

6. Global Reporting Initiative (GRI)

GRI Content Index 27

01

Introduction



Message from our Managing Director & CEO

On behalf of the Board of Lycopodium Limited, I am pleased to present our FY2026 Sustainability Report.

Our sustainability reporting framework enables us to measure and assess our performance across the social, economic and environmental pillars of sustainability. Through this process, we identify opportunities for continuous improvement, monitor progress over time, and inform the strategies that will support our long-term success.

For more than three decades, Lycopodium has built its success on strong governance, responsible business practices and the creation of value for all stakeholders. This includes:

- creating value for our people by providing a safe, inclusive and rewarding workplace that supports professional growth and development;
- creating value for our clients through the consistent delivery of high-quality services;
- creating value for the communities in which we operate by fostering local employment, skills development and capacity building; and
- creating value for our shareholders through the sustainable financial performance of our business.

Together with the social and economic benefits we generate, our culture of innovative thinking is providing our clients with solutions that contribute to enhanced environmental and sustainability outcomes.

Through our involvement in leading research and development initiatives, Lycopodium is contributing to the advancement of emerging industries and technologies. This includes collaborating with industry partners on projects supporting new energy sources, renewable energy storage solutions and other technologies that will play an important role in the global energy transition.

As our business continues to evolve in response to changing market opportunities, stakeholder expectations and operating conditions, we will continue to be guided by our commitment to sustainable business practices, and are well positioned to create lasting value and contribute positively to the industries, communities and environments in which we operate.



Peter De Leo
Managing Director & Chief Executive Officer
Lycopodium Limited

Our Business

Lycopodium is a leader in its field, working with clients to provide integrated engineering, project, construction and asset management solutions. We have the expertise to provide feasibility studies and advisory services through to the delivery of complex, multidisciplinary projects.

Operating across the Resources, Industrial Processes and Rail Infrastructure industries, we offer a diverse team of industry experts to deliver bespoke and innovative solutions across all commodity types.

With the capability to deliver projects around the world, we have offices in Australia, Canada, USA, Argentina, Brazil, Peru, South Africa, Namibia, Botswana, Tanzania, Ghana and the Philippines.

Resources



- Gold and Precious Metals
- Base Metals
- Battery Metals
- Specialty Metals
- Uranium
- Diamonds and Gemstones
- Cement and Lime
- Bulk Minerals
  - Iron Ore
  - Mineral Sands
  - Bauxite

Industrial Processes



- Pharmaceuticals
- Biotechnology
- Chemical and Energy
- Food and Beverage Production
- Manufacturing
- Renewables
- Water and Wastewater
- Research and Development
- Sustainability and Environment
- Hydrogen
- Battery Value Chain

Rail Infrastructure



- Railways
- Non-Process Resource Infrastructure

Services



- Feasibility Studies
- Process Development and Optimisation
- Engineering and Design
- Procurement
- Project Management and Delivery
- Project Services
- Construction Management
- Commissioning and Operations Support
- Asset Management

Locations



Our Principles

Our clients are global and include both private and publicly listed companies. Among listed companies, our clients cover the full range, from small juniors, through mid-tier and ultimately to the majors. We occupy a unique position in the engineering market in that we have both the systems and processes necessary to service Tier 1 clients, but also the flexibility to provide simplified processes for junior and mid-tier clients.

Our principles are the fundamental building blocks that underpin who we are and how we work.



First In

First come, first served.
We stick to our commitments.
We do what we say.



Fair Price

We offer a fair price for the work we do and expect a fair price for the goods and services we procure.



Growing Together

Our people are our business. Their professional growth is our growth. Their wellbeing is our priority.



Access All Areas

Flat management structures. An open-door management policy.



Project First

Focus on the client.
Make the client's objective our objective.



Think Mercedes

Incremental changes.
Continuous improvement and evolution.



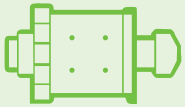
Breaking Point

Remain objective.
Be realistic.
Provision adequately.



Future Ready

Make it right for today, and into the future.



Cannot Stretch a Mill

Sizing of equipment is critical.
Understand ore variability and testwork accuracy.



Performance Guarantee

Ensure it's right.
Every aspect.
Integrity in everything.

Reporting Scope and Boundaries

This Sustainability Report covers the period 1 July 2025 to 30 June 2026 (FY2026). It includes information for Lycopodium Limited and its controlled entities. Lycopodium Limited is a company limited by shares, incorporated, and domiciled in Australia, where the company headquarters are also located.

The report focuses on topics that matter most to our stakeholders and therefore our business, as determined through our 2023 materiality assessment, with these material topics reviewed for the FY2026 reporting period. This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

In this report, the terms 'Lycopodium', 'the Company', 'our business', 'organisation', 'we', 'us', 'our' and 'ourselves' refer to Lycopodium Limited and its controlled entities.

Forward-Looking Statements

This report contains forward-looking statements in relation to Lycopodium Limited and its controlled entities. This includes statements regarding the Company's intent, goals, objectives, opinions, initiatives, commitments or expectations with respect to our business and operations, including market conditions.

Forward-looking statements can generally be identified by the use of words such as 'forecast', 'estimate', 'plan', 'will', 'anticipate', 'may', 'believe', 'should', 'expect', 'intend', 'outlook', 'guidance' and other similar expressions.

Any forward-looking statements are based on the Company's current knowledge and assumptions, including with respect to its operations and operating environment, and on this basis, there is no assurance that any assumptions made will prove to be correct. Readers are therefore cautioned not to place undue reliance on forward-looking statements made within this publication.

United Nations Sustainable Development Goals

In 2015, the United Nations Member States adopted the 2030 Agenda for Sustainable Development (Agenda). The Agenda is described as a "shared blueprint for peace and prosperity for people and the planet, now and into the future". Central to the Agenda are 17 Sustainable Development Goals (SDGs), which represent an urgent call to action by all countries in a global partnership to work together to achieve a better and more sustainable future for everyone across the planet.

The SDGs recognise that ending poverty and other deprivations relies on strategies that improve health and education, reduce inequality and encourage economic growth – while simultaneously challenging climate change and preserving our oceans and forests for future generations.

The Agenda notes the importance of the involvement and support of the private sector in global development efforts and contributing towards the achievement of the SDGs. It explicitly "calls upon all businesses to apply their creativity and innovation to solving sustainable development challenges".

As such, we are committed to playing our part in realising the SDGs, where we are able to influence these as a business. There are many ways this manifests, both in how we operate our own business and how we support our clients to meet their sustainability goals. Most directly, we contribute to the objective of SDG 8 – Decent Work and Economic Growth *(Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all).*



Our Material Sustainability Impacts

In 2023 we engaged with key internal and external stakeholders to determine our material sustainability impacts, undertaking a double materiality assessment. This assessment, managed by an independent consultant, was aligned with global best practice and identified both the impact of environmental, social and governance topics on Lycopodium and the impact Lycopodium has on the environment and society.

The assessment included:

1. Interviews with selected Lycopodium key executives.
2. A survey to gather a broad range of internal and external stakeholder views.
3. An assessment by key executives of the financial impacts of a variety of environmental, social and governance topics.

The information from this was considered in a materiality workshop, in which the final material topics were agreed. The Board considers that these material topics as identified in 2023 remain those relevant in 2026.

The material topics identified for Lycopodium are:

Environment

- Energy Consumption
- Greenhouse Gas (GHG) Emissions
- Water and Waste Management



Social

- Our People
- Our Communities



Governance

- Business Ethics and Transparency
- Legal/Regulatory Compliance
- Risk Management
- Stakeholder Engagement

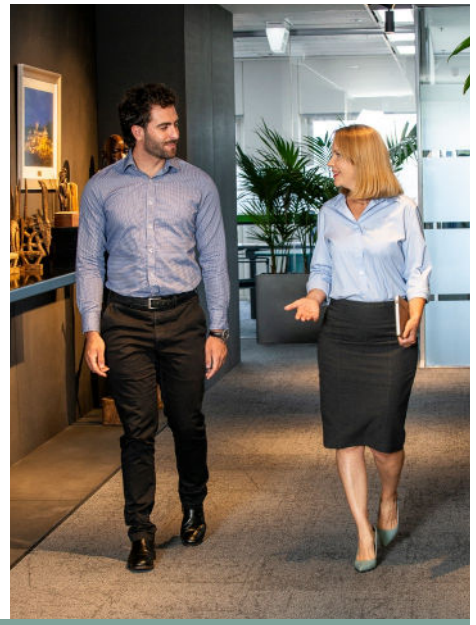


Our Stakeholders

We value stakeholder engagement and feedback and its importance in understanding what matters to our people, our clients, our shareholders and the broader communities in which we operate.

Engagement and communication with the stakeholders who are relevant to the operations of the Company facilitates the success of those operations. The systems and processes we have established for engaging and communicating with our stakeholders facilitate meaningful and timely engagement.

Our stakeholders are broadly categorised as internal and external and we use a myriad of channels to engage with them, as outlined in the table below.



Stakeholder	How we Engage
Internal • Employees • Board Members	• Email – universal 'Lyco Communications' email address • Email – direct, between groups and individuals • Intranet • Meetings – face-to-face and via Teams • Interactive, global Town Hall business updates • Video addresses • Internal systems and platforms – Teams, HRIS • Surveys – Culture Amp platform • Website
External • Shareholders • Clients • Suppliers • Subcontractors • Partners • Consultants • Industry Associations • Local Communities	• Email – direct, between groups and individuals • Website – noting there is a page specifically dedicated to Shareholder Communications https://www.lycopodium.com/investor-relations/shareholder-communications/ • Meetings – face-to-face and via Teams • LinkedIn • Investor meetings – including the Annual General Meeting and via Teams • Industry events • Corporate events

02

Governance

How We Operate

Corporate Governance

With a commitment to protect the interests of stakeholders and create value for them, the Board governs all matters relating to the strategic direction, policies, practices, management and operations of the Company.

The Board has implemented the Corporate Governance Principles and Recommendations of the ASX Corporate Governance Council to the extent considered appropriate for the size and nature of the Company's current operations.

The Audit and Risk Committees support the Board in fulfilling its corporate governance responsibilities, with the ongoing monitoring, identification and management of material risks to the Company, both financial and non-financial.

As the environmental, social and governance landscape continues to rapidly evolve, particularly in relation to the identification and management of risks associated with climate change and other environmental and social risks, we will continue to review and strengthen our governance mechanisms as appropriate.



Corporate Code of Conduct

Our Corporate Code of Conduct sets out the principles, practices and standards of personal conduct expected from all directors, executives and employees of the Company. We are committed to complying with all applicable laws and regulations and to delivering reliable returns and shareholder value whilst acting ethically and responsibly when dealing with third parties.

The objectives of the Code of Conduct are to ensure that:

- High standards of corporate and individual behaviour are observed by all personnel;
- Personnel are aware of their responsibilities to the Company; and
- All persons dealing with the Company, whether it be personnel, shareholders, clients, or suppliers can be guided by the stated values and practices of the Company.

Legal and Regulatory Compliance

We comply with the laws and regulations of all the jurisdictions in which we operate globally. This includes matters relating to taxing rights in the appropriate jurisdiction, transfer pricing, and ensuring transparency in our dealings with all taxation authorities across our countries of operation.

We disclose all financial information in compliance with ASX reporting obligations. Further information can be found in our FY2026 Annual Financial Report.

To find out more about our governance framework and the policies and instruments we have in place to manage how we operate, visit https://www.lycopodium.com/investor-relations/corporate-governance/



03 Risks and Opportunities

How We Manage Risk

Lycopodium takes a robust approach to risk management, in order to provide sustainable long-term value for our shareholders. Strong risk management practices enable the Board and management to make strategic decisions that align with the risk appetite of the business.

Our risk management framework, overseen by the Risk Committee, provides a whole-of-business approach for identifying, evaluating, monitoring, reviewing and reporting risk.

We undertake risk assessments and workshops to evaluate and prioritise risks, considering consequences and likelihood, in order to identify risks that have the potential to be the most significant. These include emerging risks which may present the business with medium to long-term risk exposure. We use qualitative and quantitative methods to define risk consequences and view consequences across a range of possible financial and non-financial impacts, including health and safety, environmental, reputational, commercial and legal, and community.



Our Key Risks Identified

In FY2026 we identified seven strategic risks that had the potential to impact the sustainability of our business. These risks, outlined in the table below, are set out in no particular order and are not exhaustive, but are considered to be the most significant.

During FY2025 our Rail Infrastructure business undertook an internal pilot program to establish procedures to comply with AASB S2 Climate-related Disclosures, which considers climate-related risks and opportunities. The project was undertaken to facilitate consistency in process and procedures across the business, enabling standardised information to be collected from all business units. A framework is now in place across the business to facilitate compliance against AASB S2 for the commencement of reporting as a Group 2 entity in the Company's FY2027 Financial Report.

Risk and Context	Overview
Harm to our people	A safe and healthy work environment is fundamental to our values. The nature of our work and the geographies in which we operate mean our people are at higher risk of experiencing incidents.
Project delivery	Unsuccessful fixed price contracts can have a material and onerous impact on the business if they are not managed correctly. Cost and schedule overruns and litigation with clients and subcontractors can all impact company cash flow and reputation as well as put stress on the greater workforce.
Technical failure of project	A project or study fails to meet its intended purpose due to technical deficiencies or major delivery failure giving rise to major claims on Lycopodium and its insurers. A variety of factors can contribute to technical failures within the complex environments that Lycopodium operates.
Sovereign, human rights and security risks	Lycopodium operates across multiple geographical locations. Some of these jurisdictions are subject to sovereign, human rights and security risks.
Material litigation	Given the breadth of clients and geographical diversity with whom and across which Lycopodium operates, the complexity of contracts with both clients and subcontractors can lead to misalignment of understanding of contractual commitments / requirements between the various parties and where these issues can't be resolved, it can result in litigation.
Attract, retain and develop talent	Attracting, retaining and developing employees continues to be a high priority for the business.
Cyber security	The volume and complexity of cybercrime is increasing. Lycopodium could experience business interruptions to critical IT services or other breaches of its information systems that could lead to the loss of intellectual property.



Boto Gold Project, Senegal

For further information on our approach to risk management and the mitigation controls we have implemented in relation to each key risk identified, refer to our FY2026 Annual Financial Report.

In relation to the management of opportunities, these are identified, considered and assessed at both a business/controlled entity level and by the Board and are integrated into the controlled entity and/or over-arching business strategy, as appropriate.

04

Strategy

Our Strategy

We take a long-term view on strategy, based on a five-year Strategic Plan, which is reviewed annually by the Board and adjusted accordingly based on market conditions and business needs.

The key pillars of Lycopodium's forward strategy are:

People & Culture

Continue to focus on developing and retaining the right people, with the required skills and experience, to reinforce our strong culture.

Working smarter – tools, systems and data

Leverage our systems and processes for visibility, insights, efficiency, consistency, optimisation and standardisation.

Deliver client and project excellence

Enhance technical capability and accountability, foster innovation, monitor technologies, and prioritise high-quality work over high-risk work.

Sustainably grow core markets

Focus on maintaining market position, developing client relationships, sustaining current growth for core clients and services whilst also monitoring new technologies and markets.

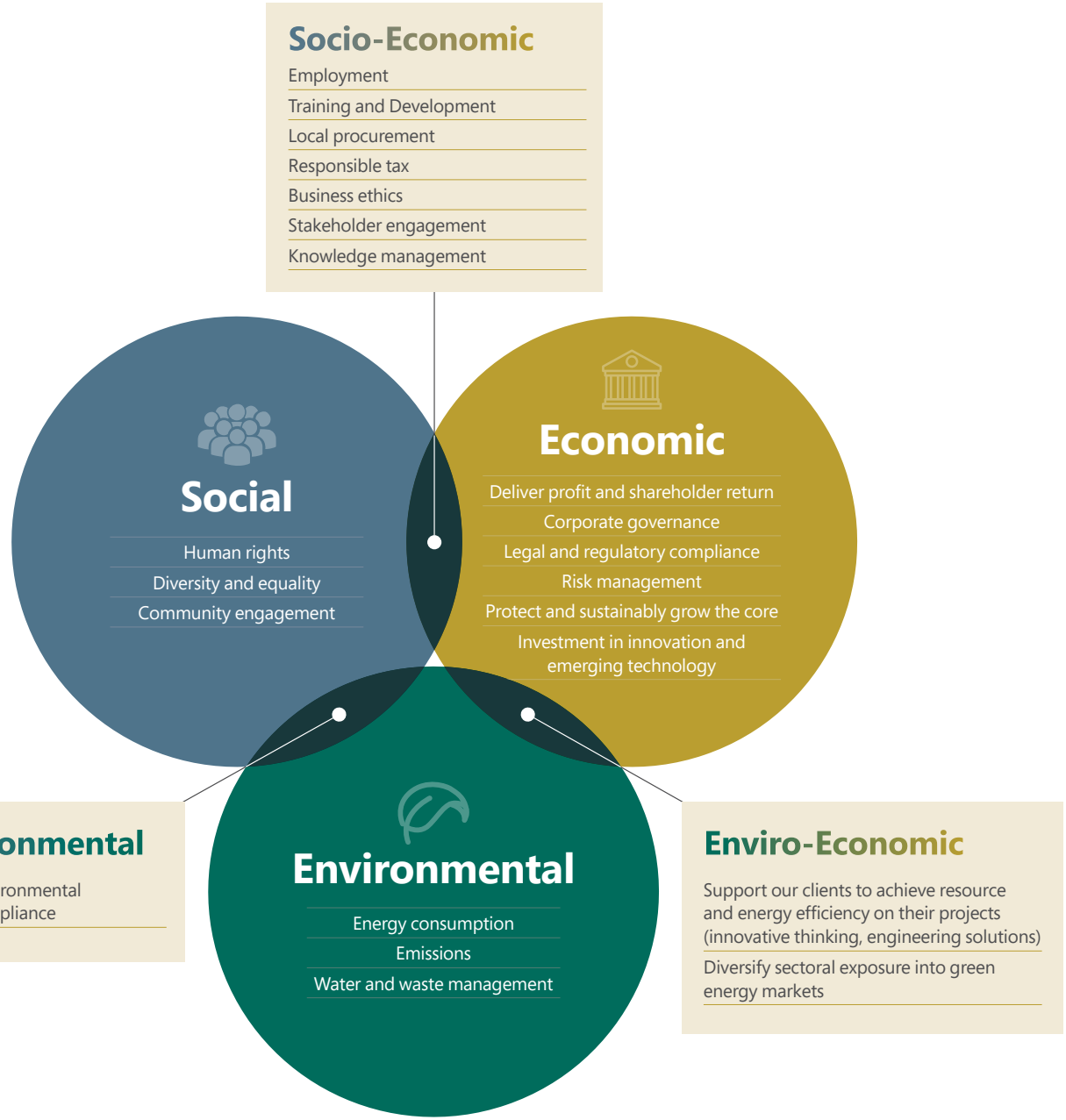


Koné Gold Project, Côte d'Ivoire

Our sustainable development strategy encompasses the systems and processes we have in place to achieve success in our everyday business activities (BAU sustainable business practices), to support our overarching strategic initiatives. Achievement of these initiatives will continue to deliver success for the business into the future and will enable us to remain competitive and relevant across the key markets in which we operate.

Based on the three key pillars of corporate sustainability – social, economic and environmental – the fundamental elements of our sustainable development strategy are outlined in the diagram opposite.

As a Group 2 entity, as classified in accordance with the Australian Sustainability Reporting Standards (ASRS), we commenced reporting for AASB S2 Climate-related Disclosures from 1 July 2026. Therefore, our strategic planning process is now considering scenario analysis and transition planning specifically in relation to climate risk, both physical and transitional, that may materially impact the Company based on our significant locations of operation and industry risk factors. Climate-related opportunities are also being considered.



05

Metrics and Targets



Pacific National, New South Wales

Our Environmental Impact

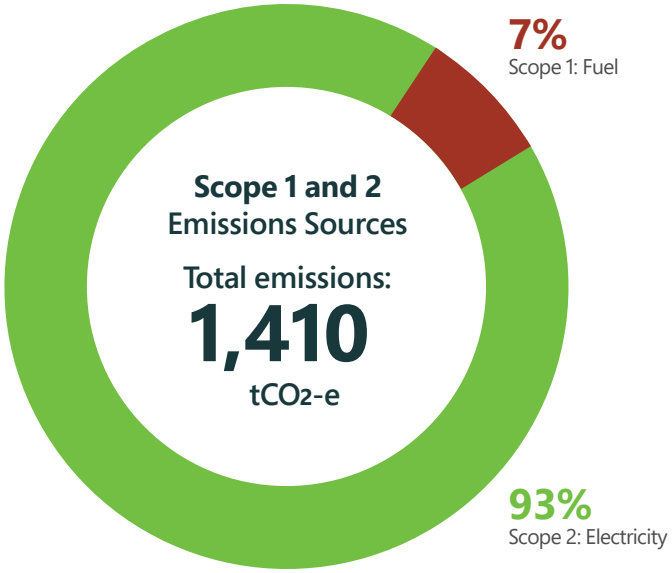
A note regarding operational control

For corporate reporting of consolidated greenhouse gas emissions, Lycopodium uses the 'operational control' approach. A company has operational control over an operation if it, or one of its controlled entities, has the full authority to introduce and implement its operating policies at the operation. Under the operational control approach, a company accounts for 100% of emissions from operations over which it or one of its controlled entities has operational control.

Lycopodium moves between sites over which it has operational control, such as its global offices, and sites over which its clients have operational control. All construction sites where Lycopodium provides services are under the operational control of its clients.

Lycopodium's organisational boundary for reporting purposes incorporates all of our offices, plus travel of staff to and from sites over which our clients have operational control.

Energy and Emissions



Our Scope 1 (direct) emissions are derived from the combustion of diesel and petrol for vehicles, with the majority attributable to vehicles used for rail inspections throughout Australia.

Scope 2 (indirect) emissions are derived from purchased electricity to maintain our office operations. The energy efficiency of the buildings from which we operate is typically outside our control, but in determining suitable office premises for lease, Lycopodium endeavours to secure accommodation in modern, energy efficient buildings.

Electricity contributes more than 90% of our combined Scope 1 and Scope 2 emissions.

Relative to full-time equivalent (FTE) employees, our energy and emissions intensity for Scope 1 and 2 is 0.99 tCO_2-e/FTE.



ARTC Level Crossing Inspections, Victoria

Water Management

We use water for various purposes throughout our daily office operations. Water plays a role in maintaining hygiene and sanitation standards, as it is used for handwashing, cleaning dishes, and maintaining restroom facilities. Additionally, water is consumed for coffee machines, water coolers, and other beverage dispensers that provide refreshments for employees. Overall, water is an essential resource that enables a functional and comfortable office environment.

Due to the nature of the water usage at our offices, we do not consider the amount to be material enough to measure and report.

Waste and Hazardous Materials

Lycopodium generates waste through various office-based activities and processes. This includes paper waste, noting however that the majority of Company deliverables are fully electronic and paper recycling bins are available in our offices. Additionally, office supplies like ink cartridges, toners, and batteries contribute to hazardous waste. Electronic waste can be produced from outdated or malfunctioning devices such as computers, printers, and other electronic equipment. In this regard, the Company has a modern and efficient inventory of IT equipment and has in place an asset replacement strategy based on monitoring the equipment's lifecycle and maximising the opportunity to promote its longevity and reuse opportunities. All hazardous and electronic waste is disposed of responsibly via accredited channels. Food waste, plastic bottles, cans, and packaging materials from employee break rooms further contribute to the overall waste footprint, noting in some office locations, recycling receptacles are available for inorganic recyclable materials.

Due to the nature and low impact of the waste generated, we do not consider the amount to be material enough to measure and report.



Our Social Impact

Our People

Health, Safety and Wellbeing

Our commitment to providing a safe working environment for our people, and delivering projects safely for our clients, is intrinsic to our culture and a fundamental metric of our success.

Our Occupational Health and Safety Management System is externally audited and certified to ISO 45001:2018. It comprises a set of policies, procedures and plans that systematically manages health and safety across our operations to minimise the risk of injury and illness.

Safety Performance

The Total Recordable Injury Frequency Rate (TRIFR) and Lost Time Injury Frequency Rate (LTIFR) are the key metrics we use to measure our safety performance. In FY2026 our TRIFR was 0.67 and our LTIFR was zero. This is based on 9 million hours worked across our projects and studies, and includes controlled workers who are not employees, but whose workplace is supervised by Lycopodium.



Yanqul Copper-Gold Project, Oman

Zero
LTIFR

0.67
TRIFR

Management and Leadership

Each study or project implements a risk management process that, throughout the life of the study or project, initiates reviews and gateway assessments to assist with the identification of potential risks and hazards. This includes undertaking risk assessment sessions with our contractors. Risks and/or hazards identified during any of the five risk assessment phases (as applied for major site-based projects) are addressed and control measures prepared. The risk/hazard and control measures are documented within a Consolidated Risk Register for either closeout, or action at a future stage of the project. Tasks identified as having a high or extreme risk rating undergo a more detailed risk assessment with appropriate control measures identified and implemented to manage the risk to within acceptable conditions.

All incident reports include root and contributory causes and from these causes we implement corrective actions based on the hierarchy of controls.

Our safety management approach is one of continuous improvement and we believe all incidents are preventable if risk is understood and proactively managed. Focus is therefore on lead indicators (forward looking, predictive measures) rather than lag indicators (output measurements/backward facing statistics).

The key preventative measures we implement include:

- Pre-Start Instruction Meetings
- Toolbox Meetings
- Weekly Contractor Progress Meetings
- Weekly HSE Meetings
- Safety Observations
- Workplace Risk Assessment and Control Reviews
- Job Hazard Analysis
- Inspections
- Audits

We undertake ongoing training with our teams to facilitate compliance with the policies, procedures and plans documented within our Occupational Health and Safety Management System.

To support the continuous improvement of our safety performance and culture, our leaders are provided with regular updates and participate in management reviews to identify areas for action and improvement. This includes monthly safety reporting provided to the Board and operational leadership teams.

Holistic Health and Wellbeing

All of our people and their families have access to counselling and 24/7 crisis support through our accredited Employee Assistance Program (EAP) provider, TELUS Health. During FY2026, a total of 24 people utilised this service, of which 96% stated the source of the issue as personal, rather than work-related.

Our reward, recognition and wellbeing platform, The Pod Life, provides staff with access to a range of health and fitness information and tools, including healthy recipes and eating plans and exercise regimes. Additionally, our staff regularly participate in and fundraise for an array of physical and mental health initiatives, including R U OK? Day, Spoke to a Bloke, The Bloody Long Walk and Purple Bra Day.

R U OK? A conversation could change a life.

SPOKE TO A BLOKE

THE BLOODY LONG WALK

breast cancer care wa

Our People

Gary Walters

General Manager, Engineering



Gary in our Toronto office

Joining Lycopodium in 2019 as Engineering Manager, Gary has played a key role in the growth of our Americas business over the past several years. Based in Toronto, his responsibilities have expanded alongside the region's success, which has seen the delivery of several major projects.

These include the Boto Gold Project in Senegal, the Bomboré Gold Project in Burkina Faso and the Baomahun Gold Project in Sierra Leone. Commissioning is also commencing on two projects nearing completion, the Twin Hills Gold Project in Namibia and the Yanqul Copper Project in Oman.

Today, Gary serves as General Manager, Engineering for the Americas region, continuing to support project delivery across the business.

"What I enjoy most is working with people in both the Lycopodium and client teams. It's incredibly rewarding to bring together the right expertise to develop technical solutions and then share in the success of delivering those outcomes."

Looking ahead, Gary is excited to continue supporting the evolution of the Americas business while helping develop the next generation of Lycopods.

"There's always something new to learn, and there is no shortage of opportunities to do that at Lycopodium. I'm passionate about passing on knowledge and experience to those coming through the business, helping them build rewarding careers of their own."

Attracting and Retaining a High Performing Global Workforce

As an employer of more than 1,400 people in FY2026, we are committed to providing our people with an engaging work environment that enables them to develop and grow and gives them a sense of pride and personal fulfilment in the job they do.

We understand that investment in our people is critical to attracting and maintaining a high-performing workforce, and therefore throughout FY2026, we continued to implement initiatives focused on providing the support and tools required to enable our people to perform at their best.

Our culture is underpinned by our core values which reflect the guiding principles we apply each day in how we treat each other (with respect), how we act (with integrity), and our approach to the work we do (with diligence).

- Respect ✓
- Integrity ✓
- Diligence ✓

1,400
People

91%
Participation Rate



Employee Engagement

Our dedicated Engagement and Performance Management platform facilitates an approach of continual performance feedback in managing performance and career pathways, enabling us to listen to our people, reflect on their feedback, and use this information to develop initiatives and strategies for continuous improvement.

We achieved a participation rate of 91% in the global employee engagement survey undertaken in late 2025, and pleasingly, amongst the list of questions where Lycopodium scored above 80% were the following:

- I am proud to work for Lycopodium
- I know how my work contributes to the goals of Lycopodium
- I feel I am part of a team
- I would recommend Lycopodium as a great place to work
- Lycopodium lives up to the values of Respect, Integrity and Diligence
- Lycopodium is in a position to really succeed over the next three years

We have used the feedback we received from this survey to inform our future improvement strategies based on three key areas of focus for 2026:

1. **I receive appropriate recognition for good work at Lycopodium.**
2. **The senior leaders at Lycopodium have communicated a vision that motivates me.**
3. **Lycopodium provides a good balance of available coaching and mentoring to support me in the workplace.**

In 2025 our three key areas of focus were:

1. **Generally, the right people are rewarded and recognised at Lycopodium.**
2. **I believe there are good career opportunities for me at Lycopodium and I am aware of what my future career plan could be.**
3. **We acknowledge people who deliver outstanding service here.**

Several ongoing initiatives were introduced to address the above three areas.

Our Engagement and Performance Management platform also provides continual feedback functionality, aimed at promoting more frequent interactions between managers and their teams and facilitating the opportunity for personnel to articulate the goals they are working towards and map their career pathways. This ongoing feedback process means that the annual performance discussion, undertaken by all employees, can be more focused on future career progression and coaching needs, rather than past performance feedback which has already been captured and discussed during the year.

Focus in FY2026 has been on embedding the 'Develop' module within our Engagement and Performance Management platform. Develop has been created to deliver both visible career pathways, mapped with competencies, and individual development plans.

Staff recognition is an important element of our engagement strategy, supporting our people to feel connected and recognised for the work they do. Our reward, recognition and wellbeing platform, The Pod Life, provides the ability to share staff achievements and awards, with both team members and leaders able to send and receive recognition.

Leadership

In FY2026, our Leadership programs continued to expand across all geographies. We now have a blend of development programs ranging from 3–9 months as well as 1:1 executive coaching. Over 100 frontline leadership and executive level staff benefit from these programs annually.

We also offer executive coaching to our senior managers, to support their leadership development and provide them with the skills required to effectively manage their teams.

Our succession planning strategy considers our talent globally, identifying and mapping critical positions with high potential talent that exists within the business and supports the retention and development of these future leaders.

Our People

Nadine de Lille

Project Engineer

Based in Cape Town, Nadine joined Lycopodium in 2021 as a member of our Graduate Development Program. Holding a degree in Mechatronic Engineering, she has built a diverse career within the business, gaining experience across both software systems and project engineering.

Nadine began her journey as a Software Systems Engineer, where she contributed to the development and administration of business systems using platforms such as Smartsheet and ProjectWise. Her work involved developing, implementing and administering project-related systems for major projects, including the Langer Heinrich Uranium Project in Namibia, helping to improve project controls, collaboration and information management.

Her foundation in mechatronics has enabled her to bridge the gap between engineering, technology and project delivery, applying analytical thinking and systems-based problem solving across a broad range of technical challenges. This versatility has supported her transition into project engineering, where she has contributed to projects including the Anglo American Platinum Footprint Reduction Project in South Africa.

"My continuous development and growth through the opportunities provided at Lycopodium has been fantastic. I enjoy being exposed to different aspects of my degree and applying my skills across a variety of projects and disciplines. Travelling as part of my role has also been a highlight."

Moving forward in her development journey with Lycopodium, Nadine hopes to progress into a Mechanical Engineer role, continuing to expand her technical capabilities and project experience.

"I am appreciative of the opportunities and support that Lycopodium has provided and look forward to continuing to grow with the company."



Nadine, far left, attending the Smartsheet ENGAGE Conference in Seattle, USA

Learning and Development

From the moment a new team member joins Lycopodium they are supported in their learning and development journey. Our online onboarding portal that resides within our Human Resources Information System (HRIS), supports the onboarding process prior to commencement, including a welcome video, access to our policies for review and the ability to upload employment documentation. On day one, staff are provided with a face-to-face new starter induction, including an office tour, introduced to their team members and are paired with a buddy to help them settle in and answer any questions they may have. All new starters undertake localised training modules over their first few weeks, delivered via our global Learning Management System (LMS), LearnUpon.

In support of our commitment to fostering a culture of learning and empowering our people to drive their own development, the learning and development process at Lycopodium is ongoing. Our strategy is to embrace a learning culture that revolves around the central LMS, combined with a variety of additional channels using engaging learning techniques and offering quality content for a broad cross-section of our community. This includes supporting the professional development of our people, through their participation in approved external training courses, subsidised by the Company. Lycopodium also supports the cost of annual professional membership to endorsed industry associations.

Our philosophy of mentoring entry to mid-level talent, as well as rotating them through various parts of the business, enables our people to become well-rounded and strengthens their holistic knowledge and understanding of the business. It also supports embedding our culture and values, with people new to the business sitting alongside and learning from our strong cohort of team members that have been with us for many years.

Our global Vacation Program and Graduate Program enable us to identify and secure high calibre talent early, prior to graduation, and then develop this young talent through the first few years of their career.

Our People



David Hebditch

Group Manager Project Delivery

David joined our Perth team in 2021 as a Project Manager, initially supporting the Navachab Gold Project in Namibia before moving to the Goulamina Lithium Project in Mali. These roles provided valuable experience across both office-based and site environments.

Over the years, David's responsibilities have expanded significantly. Today, as Group Manager Project Delivery for our APAC operations, he oversees and supports projects in delivery across the region.

One aspect of the role he enjoys most is the diversity of projects and locations, and the opportunity to work with people from across the industry.

"I really enjoy the diversity of project delivery and the broad range of people I have the opportunity to work with throughout a project, from vendors and contractors to clients and our own teams. I find mentoring younger project delivery professionals and supporting their career development at Lycopodium particularly rewarding.

"I'm excited to support the continued growth of the business as we take on larger and more complex projects, while maintaining the essence of who we are as a company and staying true to the Lycopodium way."



Nyanzaga Gold Project, Tanzania

Diversity and Inclusion

Our team members across the globe reflect the diverse communities in which we operate, in our offices and on remote project sites.

We strive to provide an inclusive workplace for our people, where they feel valued and respected. We are committed to equal opportunity employment for all people regardless of any personal attributes such as cultural background, ethnicity, gender, age, sexual orientation, marital status, family responsibilities, level of education, political or religious beliefs, or any other area of potential difference.

Our workforce consists of people with diverse cultures, values and backgrounds and we recognise that our Company benefits from the innovation, ingenuity, capabilities, and opportunities that this brings.

Our Equal Employment Opportunity Policy supports diversity across the business and reinforces the importance of equality in the workplace. The fundamental elements of this policy are:

- Appointing, training, developing and promoting on the basis of merit and ability alone.
- Promoting the awareness of diversity principles and the Company's values.
- Actions, policies, processes and systems which encourage workplace diversity.
- Providing employees with the opportunity to maximise their potential and enhance their professional development and contribution to the organisation.

Our Communities

We are committed to contributing to the communities in which we live and work, creating meaningful change and a positive legacy. Our community engagement strategy extends across our operations, whether it's working with clients to build relationships with the communities in which projects are delivered, supporting life-changing charities and education programs, or partnering with staff on initiatives that are close to their own hearts.

Embracing our responsibilities ensures we are welcomed into the community at the commencement of a project. Leaving a positive legacy ensures that any future project that might occur in the same location will be welcomed with the same positivity. This approach delivers symbiotic benefits – it creates opportunities for local communities, and for our business.

The Company supports the delivery of its clients' community engagement and Social License to Operate initiatives, enabling consistency in approach and alignment with clients' objectives. This support may come in a variety of forms, including:

- Donation of funds or in-kind services.
- Local contractor engagement – identifying capability and maximising local supplier and contractor content.
- Local employment and training – providing employment and training which supports local economic growth, provides opportunity for long-term employment, and upskills and builds capacity within local communities which can be transferred to future employment opportunities.

In FY2026, 96% of our total procurement budget was spent on local suppliers. Lycopodium defines 'local supplier' as suppliers that operate and are based within the town/city/region/country in which the office engaging with them is located. Our general philosophy is to engage as locally as possible in the first instance (town/city), branching further afield (region/country) as required.

In addition to supporting the activities of our clients, we have our own community engagement program, based on an Annual Giving Plan implemented via the Lycopodium Foundation. The Lycopodium Foundation was established to provide a formal vehicle for the administration of Lycopodium's philanthropic, community engagement and sponsorship activities. The Foundation is governed by a Trust Deed.

The diagram opposite summarises the Company's Corporate Social Responsibility (CSR) framework.



FY2026 Community Partnership Highlights



Rafiki wa Binti

Our support of Rafiki Australia Tanzania's Rafiki wa Binti (which means 'a friend for a girl' in Swahili) program continued in FY2026.

To mitigate the widespread issue of girls in Tanzania leaving school at puberty because they don't have the understanding or means to manage their menstrual cycle, the Rafiki wa Binti program is providing menstrual packs, including reusable period underwear and education kits, to schools in rural Tanzania, delivered via an education officer. The concept has been developed in consultation with local communities and so far, the initiative has provided 4,000 Binti Packs (24,000 pairs of underwear) to 4,000 girls across the country.



Clontarf Foundation

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equips them to participate more meaningfully in society.

Today, the Foundation supports 12,500 students in academies across Australia. Lycopodium has been a partner of Clontarf for many years and has further extended this partnership by establishing a Design Scholarship for Clontarf students.



BASICS International

We have worked with BASICS International, a non-government organisation (NGO) committed to protecting the basic human rights of children to education, shelter, food and safety, since 2007. In 2010, we assisted BASICS to build a school in Ghana, affectionately referred to as 'Nana's House' that has enriched the lives of children living in poor communities of Accra for many years now. Having endured Ghana's harsh coastal environment over the years, Nana's House was in need of some significant repairs and maintenance, and in 2022 we provided the funds to undertake these works, giving Nana's House a new lease on life.

We are now working with the BASICS team on the development of Camp Aklowah, an experiential learning and residential camp located in the countryside outside of Accra, with Phase 1 of the project now complete.

FY2026 Community Partnership Highlights (continued)



Murlpirrmarra Connection

Murlpirrmarra Connection is a not-for-profit organisation that works with young Aboriginal people from remote and regional communities to facilitate educational opportunities and employment pathways, along with providing community-based health and wellbeing programs.

It supports Aboriginal students throughout their years in secondary school, preparing them for their transition beyond school, into tertiary studies, training and employment. Lycopodium is a proud foundation partner of Murlpirrmarra.



Jeans for Genes

Driven by the commitment and passion of our people, our 2026 Jeans for Genes campaign surpassed all others, raising an incredible $114,000 for the Children's Medical Research Institute (CMRI).

This remarkable achievement brings our total fundraising contribution since 1998 to approximately $665,000. This represents nearly three decades of support for vital medical research, helping CMRI advance its work in finding new treatments and improving outcomes for children affected by disease. Every dollar raised contributes to creating a healthier future for children in Australia and around the world.



Eugenia Ravasco Foundation

The mission of the Eugenia Ravasco Foundation in Manila is to fight against social exclusion in the Philippines, offering protection, medical care, nutrition and education to support vulnerable families to integrate in their communities.

Over the year, we donated grocery hampers to families at Christmas and funded the School Wellness and Infrastructure Project for the Eugenia Ravasco Day Care Centre. The project included the renovation of classroom and toilet facilities and revitalisation of the playground, in addition to providing complete sets of uniforms, shoes, bags, school supplies, and hygiene kits to more than 60 young students.

Performance Data

Environmental

Scope 1 and Scope 2 GHG Emissions

Carbon Emissions	Region	FY2025 tCO_2-e	FY2026 tCO_2-e
Scope 1	APAC	85	79
	Africa	17	9
	Americas	0	14
Total Scope 1		**102**	**102**
Scope 2	APAC	508	539
	Africa	511	691
	Americas	31	78
Total Scope 2		**1,050**	**1,308**
Total Scope 1 and 2		**1,152**	**1,410**

Notes:

For Scope 1 emissions, which relate exclusively to the combustion of diesel and petrol fuel, we have used Australian National Greenhouse Accounts Factors, March 2025 for all regions.

The following sources were used for grid factors in determining Lycopodium's Scope 2 emissions:

- Australia – National Greenhouse Accounts Factors, Australian Department of Climate Change, Energy, the Environment and Water
- Philippines – Philippines Electricity Generation Mix 2024/2025, Low-Carbon Power Data
- Canada – Ontario Electricity Emissions Factors and Guidelines
- Argentina – International Energy Agency 2025 Electricity Emission Factors
- South Africa – National Environmental Management: Air Quality Act: South Africa's 2022 Grid Emission Factors Report
- Ghana – CO_2 Country Profile - Our World in Data

The increase in our Scope 2 emissions compared to the previous year is reflective of an increase in leased office space to accommodate our expanding global business, with a corresponding increase in energy costs. This year also includes the addition of data from SAXUM operations, the engineering company acquired in Argentina in which Lycopodium currently holds a 60% share. Given the nature of our business is selling engineering services, our Scope 1 and Scope 2 emissions are minimal.

Social

Health and Safety

	FY2026	Target – FY2026
Hours	8.96 million	
Lost Time Injury Frequency Rate (LTIFR)	0.00	0.0
Total Recordable Injury Frequency Rate (TRIFR)	0.67	<2.5
Environmental Incident Frequency Rate[1] (EIFR)	0.00	<1.5
Fatalities	0	0

Notes:

Frequency rates are calculated per million hours worked.

[1] Environmental incidents moderate and above.

Our People

People data as at 30 June 2026

Personnel by employment type and gender

Gender	Number	Permanent Full-Time	Part-Time/ Fixed Term	Casual	Contractors
Male	1,015	602	114	98	201
Female	415	294	57	22	42
Undisclosed	0	0	0	0	0
Total	**1,430**	**896**	**171**	**120**	**243**

Personnel by age group

Age Group	Number	Percentage
Under 30 years old	236	17%
30 to 50 years old	741	52%
Over 50 years old	453	31%
Total	**1,430**	**100%**

Diversity of governance bodies and employees

Gender	Number Board	Percentage	Number Employees	Percentage
Male	6	86%	1,015	71%
Female	1	14%	415	29%
Undisclosed	0	0%	0	0%
Total	**7**	**100%**	**1,430**	**100%**

Ratio of basic salary and remuneration of men to women

Location[1]	Ratio
Australia	1.3
Americas	1.4
Africa	2.3
Philippines	1.0

Note:

[1] In interpreting this data, note our Philippines office largely consists of people performing the same job functions, whereas our other locations consist of a variety of job functions, from administration roles through to senior technical and management roles.



Nyanzaga Gold Project, Tanzania

GRI Content Index

This Sustainability Report has been prepared with reference to the GRI Sustainability Reporting Standards

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	FY2026 Sustainability Report: Our Material Sustainability Impacts - page 7		
	3-2 List of material topics	FY2026 Sustainability Report: Our Material Sustainability Impacts - page 7		
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our Communities - page 22		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	FY2026 Sustainability Report: Our Communities - page 22		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Energy and Emissions - page 15		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	FY2026 Sustainability Report: Performance Data/Environmental/Scope 1 and Scope 2 GHG Emissions - page 25		
	302-2 Energy consumption outside of the organisation	Not applicable	Not applicable	Energy consumption outside of the organisation relates to Scope 3 emissions, which are not included in this report. The Company will commence reporting against AASB S2 as a Group 2 entity in its FY2027 Financial Report, with inclusion of Scope 3 emissions required commencing in FY2028.
GRI 302: Energy 2016	302-3 Energy intensity	FY2026 Sustainability Report: Energy and Emissions - page 15		
	302-4 Reduction of energy consumption	Not applicable	Not applicable	Our energy consumption predominantly comprises purchased electricity to maintain our office operations. Given the energy efficiency of the buildings from which we operate is typically outside of our control, our ability to impact this is limited, however in determining suitable office premises for lease we endeavour to secure accommodation in modern, energy efficient buildings.
	302-5 Reductions in energy requirements of products and services	Not applicable	Not applicable	Noting the limitations outlined above, the energy requirements of our products and services predominantly relate to purchased electricity to maintain our office operations.

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Water Management - page 16		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Not applicable	Not applicable	We operate from commercially leased premises where water is supplied by government agencies.
	303-2 Management of water discharge-related impacts	Not applicable	Not applicable	We operate from commercially leased premises where water is supplied by government agencies.
	303-3 Water withdrawal	Not applicable	Not applicable	We operate from commercially leased premises where water is supplied by government agencies.
	303-4 Water discharge	Not applicable	Not applicable	We operate from commercially leased premises where water is supplied by government agencies.
	303-5 Water consumption	Not applicable	Not applicable	Scope 3 emissions are not included in this report.

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Energy and Emissions - page 15		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	FY2026 Sustainability Report: Performance Data/Environmental/Scope 1 and Scope 2 GHG Emissions - page 25		
	305-2 Energy indirect (Scope 2) GHG emissions	FY2026 Sustainability Report: Performance Data/Environmental/Scope 1 and Scope 2 GHG Emissions - page 25		
	305-3 Other indirect (Scope 3) GHG emissions	Not applicable	Not applicable	The Company will commence reporting against AASB S2 as a Group 2 entity in its FY2027 Financial Report, with inclusion of Scope 3 emissions required commencing in FY2028.
	305-4 GHG emissions intensity	FY2026 Sustainability Report: Energy and Emissions - page 15		
	305-5 Reduction of GHG emissions	Reduction of our GHG emissions is an ongoing consideration in the planning currently being undertaken by the business to manage the financial impact of climate change. Steps we continue to take include: improving how we dispose of waste in our offices, recycling and diverting material from landfill; leveraging the technology we have available to communicate and meet virtually, thereby reducing air travel; and the engagement of a carbon-neutral data management centre in Australia (where the majority of our data resides).		
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable	Not applicable	Due to the nature of Lycopodium as an office-based organisation, the emissions of ozone-depleting substances are limited to the leakage of hydrofluorocarbons as part of commercial air conditioning. The amount would be immaterial and as such is not calculated.
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not applicable	Not applicable	Lycopodium's main source of nitrogen oxides, sulphur oxides and other air emissions is derived from the combustion of petrol and diesel in vehicles. Carbon dioxide equivalent emission factors, which include an allowance for seven GHGs, including NOx, are used to estimate Scope 1 emissions.

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Waste and Hazardous Materials - page 16		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Not applicable	Not applicable	Due to the nature and low impact of the waste generated, we do not consider the amount to be material enough to measure and report.
	306-2 Management of significant waste-related impacts	Not applicable	Not applicable	Due to the nature and low impact of the waste generated, we do not consider the amount to be material enough to measure and report.
	306-3 Waste generated	Not applicable	Not applicable	Due to the nature and low impact of the waste generated, and the business' endeavour to be paperless, we do not consider the amount to be material.
	306-4 Waste diverted from disposal	Not applicable	Not applicable	Due to the nature and low impact of the waste generated, we do not consider the amount to be material enough to measure and report.
	306-5 Waste directed to disposal	Not applicable	Not applicable	Due to the nature and low impact of the waste generated, we do not consider the amount to be material enough to measure and report.
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce - page 19 to 21		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	During the reporting period, Lycopodium hired 564 new employees and had 415 people leave the business. With the cyclical nature of project delivery, the majority of these departures were due to the conclusion of contracts on the basis of project completion and were therefore involuntary.		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	In Australia, Lycopodium provides paid parental leave to all its full-time and part-time employees, however this benefit is not available to casual employees. Other benefits provided to full-time and part-time employees include long-service leave and access to salary sacrifice options, including novated leasing of vehicles and banking assistance, including mortgage advice and other specialist services. Additionally, Lycopodium's reward, recognition and wellbeing platform, The Pod Life, provides staff with access to an array of benefits and discounts, plus health and fitness information and tools.		
	401-3 Parental leave	Thirty-six employees took parental leave during the reporting period.		

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Labour/Management Relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce - page 19 to 21		
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Lycopodium provides employees and their representatives with a minimum of 4 weeks of notice regarding the implementation of significant operational changes that could substantially affect them.		
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-2 Hazard identification, risk assessment, and incident investigation	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-3 Occupational health services	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-4 Worker participation, consultation, and communication on occupational health and safety	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-5 Worker training on occupational health and safety	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-6 Promotion of worker health	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-8 Workers covered by an occupational health and safety management system	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18		
	403-9 Work-related injuries	FY2026 Sustainability Report: Our People/Health, Safety and Wellbeing - page 17 to 18 FY2026 Sustainability Report: Performance Data/Social/Health and Safety - page 25		
	403-10 Work-related ill health	As an engineering organisation, Lycopodium's operations consist primarily of office-based services which provide professional engineering consulting services. As such, work-related ill-health may stem from physical causes including ergonomic risks and psychosocial causes leading to mental health issues. The Company offers all personnel access to counselling and 24/7 crisis support through an accredited Employee Assistance Program (EAP) provider.		

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Learning and Development - page 20		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Analysis conducted via timesheet code entries demonstrates our employees undertake an average of 60 hours of training per employee per year.		
	404-2 Programs for upgrading employee skills and transition assistance programs	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Leadership/Learning and Development - page 20		
	404-3 Percentage of employees receiving regular performance and career development reviews	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Employee Engagement - page 19 to 20		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Diversity and Inclusion - page 21		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	FY2026 Sustainability Report: Performance Data/Social/Our People/ Diversity of governance bodies and employees - page 26		
	405-2 Ratio of basic salary and remuneration of women to men	FY2026 Sustainability Report: Performance Data/Social/Our People/Ratio of basic salary and remuneration of men to women - page 26		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Diversity and Inclusion - page 21		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During the reporting period Lycopodium recorded no incidents of discrimination. Lycopodium fosters a working environment that is free from discrimination. The Company is committed to equal opportunity employment for all people regardless of any personal attributes such as cultural background, ethnicity, gender, age, sexual orientation, marital status, family responsibilities, level of education, political or religious beliefs, or any other area of potential difference.		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	Lycopodium operates in a manner where employees are free to exercise their freedom of association rights.		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Lycopodium operates in a manner where employees are free to exercise their freedom of association rights.		

GRI Standard	GRI Disclosure Requirement	Location / Details	Omission	
			Reason	Explanation
Child Labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	Modern Slavery Policy (available at lycopodium.com)		
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Lycopodium endeavours to ensure that the personnel it engages either directly or indirectly (on sites) are of legal working age in all jurisdictions. Lycopodium's Modern Slavery Policy (available at lycopodium.com) facilitates compliance with local, national, international, and other applicable regulations, in addition to addressing modern slavery risks within the Company's supply chain and global business operations.		
Forced or Compulsory Labour				
GRI 3: Material Topics 2021	3-3 Management of material topics	Modern Slavery Policy (available at lycopodium.com)		
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Lycopodium endeavours to ensure that its entities, and suppliers/ contractors that it engages with (where practicable), do not engage in forced or compulsory labour of any kind. Lycopodium's Modern Slavery Policy (available at lycopodium.com) facilitates compliance with local, national, international and other applicable regulations, in addition to addressing modern slavery risks within the Company's supply chain and global business operations.		
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our People/Attracting and Retaining a High Performing Global Workforce/Diversity and Inclusion - page 21		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	Lycopodium has not identified any incidents involving the rights of Indigenous peoples.		
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	FY2026 Sustainability Report: Our Communities - page 22		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	FY2026 Sustainability Report: Our Communities - page 22 to 24		
	413-2 Operations with significant actual and potential negative impacts on local communities	No operations under the control of Lycopodium have significant actual or potential negative impacts on local communities.		

Lycopodium Limited
ABN 83 098 556 159

Level 5, 1 Adelaide Terrace
East Perth, Western Australia 6004
Australia

T: +61 8 6210 5222
E: limited@lycopodium.com

lycopodium.com