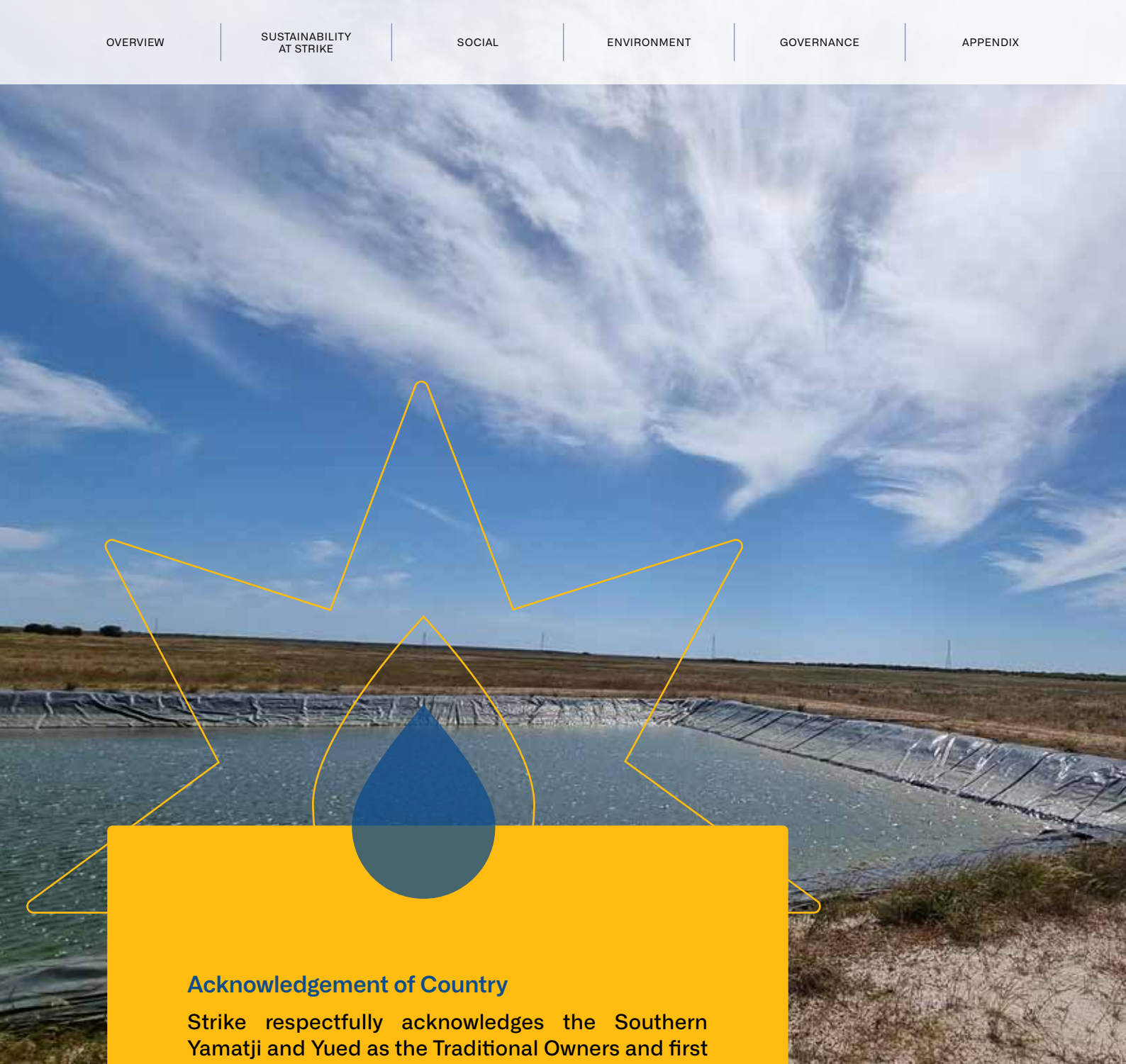




SUSTAINABILITY
REPORT

FY2024



Acknowledgement of Country

Strike respectfully acknowledges the Southern Yamatji and Yued as the Traditional Owners and first people of the land on which Strike operates. We are committed to maintaining positive, long-term and trusting relationships with these communities.

We pay our respects to their elders and leaders, past, present and emerging.

Disclaimer

This Report includes forward-looking statements within the prevailing regulatory laws of applicable jurisdictions. Forward-looking statements can generally be identified by the use of words such as “may”, “will”, “expect”, “intend”, “plan”, “estimate”, “anticipate”, “believe”, “continue”, “objectives”, “targets”, “outlook” and “guidance”, or other similar words and may include, without limitation, statements regarding estimated reserves and resources, certain plans, strategies, aspirations and objectives of management, anticipated production, study or construction dates, expected costs, cash flow or production outputs and anticipated productive lives of projects and mines. Such statements are subject to prospective risks & uncertainties and may cause actual developments to differ materially from the reported results.

The forward-looking statements in this Report were prepared based on the present intentions of the current Strike board and management team, numerous assumptions concerning current conditions and future events, as well as the business environment where Strike conducts business. Strike shall have no obligation to guarantee that all the valid information presented will bring the specific results as expected.

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About This Report

The FY24 Sustainability Report provides a summary of strategy and performance relating to Strike Energy Limited's (**Strike**) material Environmental, Social and Governance (ESG) topics for the financial year ending 30 June 2024. This is Strike's third annual Sustainability Report. It includes performance against specific targets as well as information on how Strike manages impacts related to each material topic. This report should be read in conjunction with our FY24 Annual Report prepared for the 12-month period from 1 July 2023 to 30 June 2024, to give a full overview of Strike's business. These reports aim to measure Strike's positive and negative impacts over time with the intention of further developing sustainable business practices and goals.

During the reporting period, Strike's assets include projects in the exploration, development and production phase. People-related data included in this report refers to all direct employees and contractors within Strike's operations. Strike reports on health, safety and environment information within its control.

In this report, unless otherwise states, references to 'Strike', the 'company', 'we', 'us' and 'our' refer to Strike Energy Limited and its subsidiaries, and all references to dollars, cents or \$ are to Australian dollars.

This Sustainability Report has been reviewed and approved by Strike's Board of Directors.

Reporting Frameworks and Standards

In preparing this Sustainability Report, Strike adheres to leading global frameworks to ensure transparency, accountability, and comparability in our disclosures. Our reporting is guided by the Global Reporting Initiative (GRI) Standards, which provide a comprehensive framework for communicating our economic, environmental, and social impacts. We also align with the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD) (previously TCFD), offering insights into our governance, strategy, and risk management related to climate change.

Additionally, we recognise our role in contributing to broader global objectives, particularly the United Nations Sustainable Development Goals (UN SDGs), which serve as a blueprint for addressing critical global challenges. By leveraging

these frameworks, we demonstrate our commitment to sustainable development and responsible business practices.

Corporate sustainability reporting is evolving significantly, both in Australia and globally, with the establishment of the International Sustainability Standards Board (ISSB) under the International Financial Reporting Standards (IFRS) Foundation. The ISSB aims to consolidate various frameworks (such as GRI and TNFD), to create a unified global baseline for sustainability disclosures, which will enhance comparability and reliability in corporate sustainability reporting.

As global reporting shifts towards a more standardised approach, Strike expects our disclosures to continue to evolve in alignment with these standards.

FY24 ESG Sustainability Highlights



Zero
FATALITIES



**Total Recordable Injury
Frequency Rate (TRIFR)**
BETTER THAN IOGP BENCHMARK OF 0.84



INDUSTRY LEADING
Female workforce
REPRESENTATION OF 39%



>\$8.5m spent
WITH LOCAL WESTERN AUSTRALIAN SUPPLIERS



2,060 tonnes of CO₂-e
EMMISSIONS AVOIDED



Zero clearing
OR LOSS OF ENVIRONMENTALLY SENSITIVE
AREAS IN REPORTING PERIOD



91% engagement
THROUGH EMPLOYEE ESG SURVEY

A Message from the ESS Chair and Managing Director

We are pleased to present our Sustainability Report for FY24, which provides an overview of our Company's approach to sustainability and outlines our performance against Strike's material ESG areas of impact.

We have continued to look for ways to operationalise sustainability through our strategic pillars of Responsible Environmental Management, Climate Resilience, People and Community, and Acting with Integrity. Our ESG efforts and all business activities are underpinned by a robust governance framework and unwavering commitment to high standards of ethical behaviour.

This past year, the importance of natural gas in supporting a balanced, cleaner energy future has become even more evident. As Western Australia continues its transition away from coal fired power generation, Strike remains steadfast in delivering reliable and lower-carbon energy solutions to power our state's future.

This has been highlighted by a successful year at Strike, where we have transitioned from explorer to producer with our Walyering asset coming online in September 2023. Thanks to its naturally low CO₂ content and being the first gas plant in Australia to be powered 100% by solar and batteries, Walyering is now delivering some of the lowest carbon intensive natural gas into the Western Australian domestic gas market. Furthermore, during the reporting period, Strike proposed a fully integrated development of its South Erregulla upstream gas reserves via a gas fired power station to provide a highly flexible, lower carbon-intensive source of electricity when compared with coal.



“Amid a year of substantial work programme we continue to show that our workforce is of primary consideration and care. As we step into new regulatory frameworks, our genuine approach to sustaining our communities and environments sets us up for ease of compliance.”

MARY HACKETT - NON-EXECUTIVE DIRECTOR & ESS CHAIR

This development is designed to complement the expanding renewable penetration and support Western Australia's transition away from coal-fired power by the end of the decade.

Natural gas plays a critical role in ensuring energy security and stability, particularly as renewable energy sources are scaled up in the region in which we operate, being the mid-west of Western Australia. Our responsibility to provide a reliable energy supply, while reducing emissions across our operations, is one we take seriously. This year, we have made meaningful strides in operational efficiency, whilst also making a step change in our ESG reporting in line with becoming a natural gas producer.

We are committed to working with our stakeholders to support the energy transition and Western Australia's ambition to achieve a lower-carbon future. As part of our sustainability strategy and framework at Strike, we continue to explore new technologies, partnerships, and innovations that will enable us to deliver energy more efficiently while minimising our environmental footprint.

In FY24, we have transitioned to align with both the Taskforce on Nature-related Financial Disclosures (TNFD) and the Global Reporting Initiative (GRI). We continue to assess climate-related risks and opportunities while building on the previously used Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Throughout FY24, we

made significant progress in addressing various environmental, social, and governance risks, and we identified new opportunities, all of which are detailed in this report. While we recognise that there is always more work to be done, we are taking steps to embed these processes into our core operations.

This report reflects our achievements, ongoing efforts, and challenges as we contribute to the sustainable transformation of the energy sector. We remain dedicated to operating with transparency and responsibility, and we are confident that our approach will help drive a resilient and sustainable energy future for Western Australia.

Sincerely,



Mary Hackett

Non-Executive Director & ESS Committee Chair



Stuart Nicholls

Managing Director & CEO



"At Strike, our commitment to sustainability is not just a goal, but a responsibility. As we harness the power of natural gas to enable Western Australia's energy transition, we are proud to be developing solutions that drive us toward a carbon-neutral future."

STUART NICHOLLS – MANAGING DIRECTOR & CEO

About Strike

Our Vision & Values

Strike Sustainability Ambition

Our primary objective is to provide sustainable, low-cost, and reliable gas to support the WA energy transition away from coal-fired power and enable the growth of the critical minerals industry.

Vision

Strike's vision remains clear and guides our sustainability journey: to be a leading Western Australian energy business, integrating our natural gas resources, gas-fired power generation and the world-class renewable energy potential of the Perth Basin region, to pave the way to a lower carbon future.

Core Values

We are a Company driven by innovation, sustainability and a commitment to creating value for our investors, stakeholders and the wider Western Australian community. Our core values demonstrate to our stakeholders the way we work, the way we interact and the standards we uphold to achieve our purpose.



RESOURCEFULNESS

Delivering low cost and innovative solutions



AGILITY

We are nimble, and we respond faster than the competition



COLLABORATION

Strike works in partnership with all of its stakeholders



OPENNESS

We are transparent and receptive to alternative views



LONG-TERM FOCUS

Our focus is on the horizon to create multi-generational value



COMPETENCE

Our actions are backed by qualified people who are experts in their fields

Assets and Operations

The majority of Strike's petroleum assets and tenements are located onshore in the northern Perth Basin in the mid-west region of Western Australia. During the FY24 reporting period, some changes were made to the operating interest and ownership of these assets in the Perth Basin, with Strike acquiring Talon Energy Limited in December 2023 and in turn a 100% operating interest in L23 (Walyering) and the surrounding EP447 exploration acreage. As part of this transaction, Strike also now holds a 25% non-operating interest in L7 and EP437 with Joint Venture partners Triangle Energy Limited (50% equity and operator) and Echelon Resources Limited (25% equity).

Strike holds a 50% operating interest in L25 and EP469 (West Erregulla and Erregulla Deep) with Joint Venture

partner Warrego Energy EP469 Pty Ltd (50%). All other Production Licences and tenements in the Perth Basin are 100% owned and operated by Strike.

Strike also holds permits in South Australia's Cooper Basin. PEL 96 (Strike (Operator) 67%, Australian Gasfields Pty Ltd 33%), and the Aldinga oilfield in PPL 210 (Strike 50%, Beach Energy Limited (Operator) 50%). Both permits are being rehabilitated and prepared to be surrendered to the government, with the work likely to occur in FY25 and be finalised in FY26.

The Mid West is defined as the local community for the purposes of this report, as this remains Strike's primary location of operations.

1

WEST ERREGULLA

Discovered by Strike in 2019, West Erregulla is Strike's flagship project, with 50% equity and operatorship of production licence L25 and exploration permit EP469. West Erregulla holds an independently certified gross 2P Reserve of 422 PJ and gross 2C Resource of 30 PJ (50% net to Strike).¹ Strike also recently made the significant Erregulla Deep discovery immediately to the East of West Erregulla which, given the recent successful flow test will likely generate a material increase in Reserves.

2

SOUTH ERREGULLA

Discovered by Strike in 2022, South Erregulla is 100% owned and operated within production licence L24 and exploration permit EP503. South Erregulla holds an independently certified net 2P Reserve of 45 PJ and net 2C Resource of 37 PJ², which will fuel Strike's proposed 85 MW peaking gas power plant³ to be constructed on the Strike owned Precinct.

3

OCEAN HILL

Ocean Hill is 100% owned and operated by Strike. Discovered in 1991, Ocean Hill was drilled to test the Jurassic play that has since been proven at Walyering. Since the success at Walyering, RISC have independently certified net 306 PJ of 2C Resources within the Ocean Hill structure⁴.

4

WALYERING

Originally discovered in 1971, Strike appraised the field in 2021, making a significant discovery with the Walyering-5 well. Within 22 months, Walyering became Strike's maiden producing asset. Brought online in September 2023, the field is currently supplying 25 TJ/d to Western Australia's domestic gas market. The field has been certified to contain net 41 PJ of 2P Reserves plus 16 PJ of 2C Resources.⁵ Walyering is 100% owned and operated by Strike.

5

PERTH

Situated on Kings Park Road, West Perth is home to Strike's corporate headquarters and remote operations centre.

¹ Refer to page 41 for important information regarding oil and gas reserve and resource estimation.

² Refer to footnote 1.

³ For more information refer to ASX announcement "Peaking Power Plant submission supported by South Erregulla" dated 24 June 2024.

⁴ Refer to footnote 1.

⁵ Refer to footnote 1.

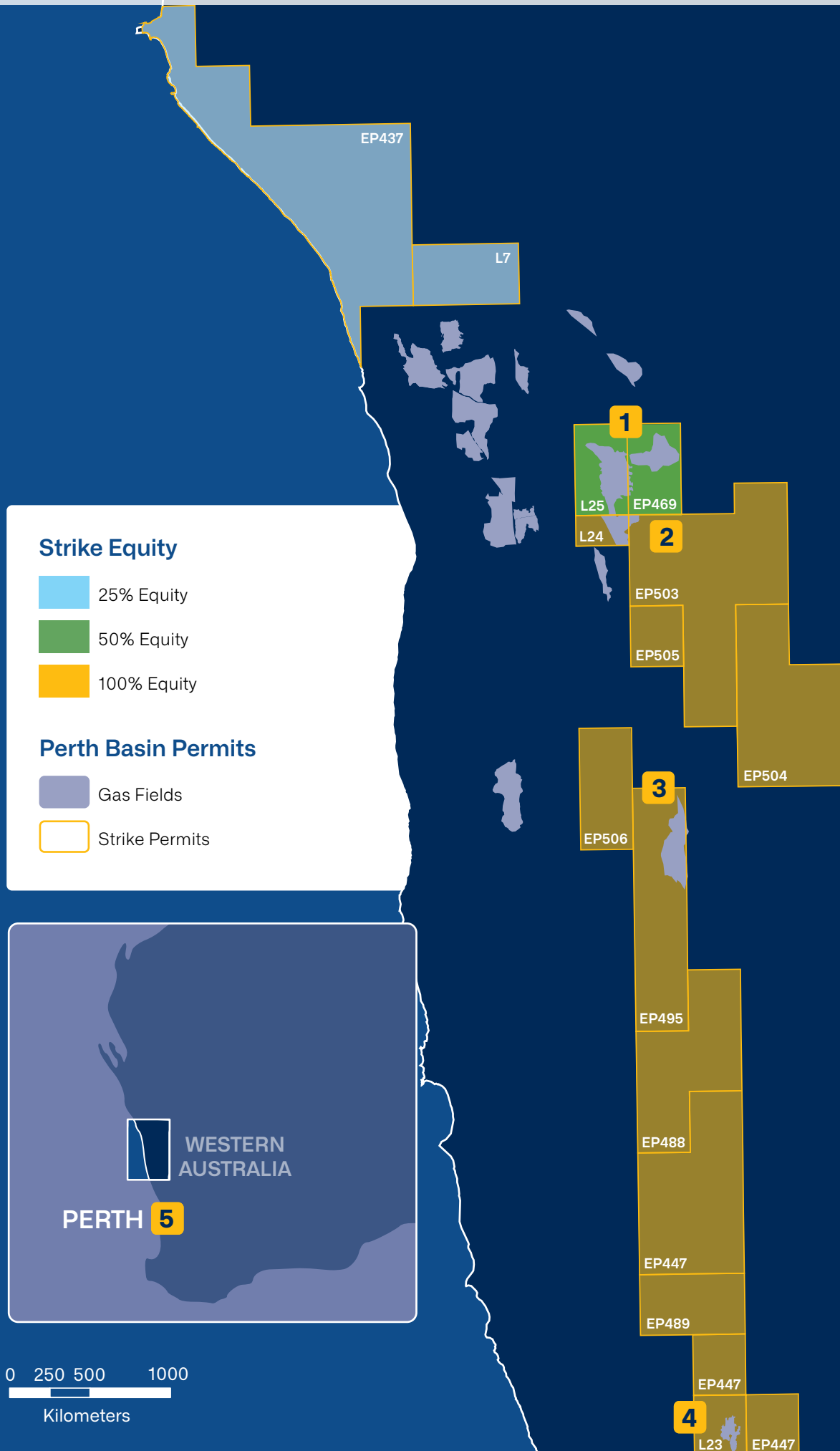


Table 1: Strike's Assets and Activities as at 30 June 2024

Perth Basin (Onshore Western Australia)			
ASSET NAME	PERMIT	OWNERSHIP	BRIEF DESCRIPTION
Walyering	L23 & EP447	Strike 100% (operator)	Three production wells and associated production facilities operated by 2 personnel onsite plus remote operations capabilities from Perth. FY24 saw a gross 6.6 PJe production of gas and condensate. Production averaged 25 TJ of gas and ~200 bbls of condensate per day.
West Erregulla	L25 & EP469	Strike 50% (operator)	Substantial conventional gas accumulation defined by four wells. Proposed to be developed via an 87 TJ/d processing plant built, owned and operated by Australian Gas Infrastructure Group (AGIG) with gas being delivered into the Dampier to Bunbury Natural Gas Pipeline (DBNGP).
South Erregulla	L24 & EP503	Strike 100% (operator)	Conventional gas accumulation defined by one well. Proposed to be developed via 85 MW gas peaking power station to deliver firming capacity into Western Australia's main electricity network, the South West Interconnected System (SWIS). South Erregulla also has an independently certified 4.8m tonnes of potential CO2 storage capacity within Jurassic aged sandstones ⁶ .
Ocean Hill	EP495	Strike 100% (operator)	Exploration well drilled in 1991 with successful flow test of gas to surface, deemed non-commercial at the time. 3D seismic was completed in FY24 which supports field appraisal and development studies.
Perth Basin Exploration Permits	EP447, EP488, EP489, EP504, EP505, EP506, EP437 & L7	Strike 100% (operator) Strike 25% in L7/EP437	Basin wide portfolio of exploration permits prospective for conventional gas, condensate and oil as well as underground carbon storage.

Cooper Basin			
ASSET NAME	PERMIT	OWNERSHIP	BRIEF DESCRIPTION
PEL 96	PEL96	Strike 67% (operator)	One exploration well. Well to be plugged and abandoned and site to be remediated in FY25 and FY26 and surrendered to the government.
Aldinga	PPL210	Strike 50%	One production well. The Aldinga shallow oil field is operated by Beach Energy and is no longer in production. The tenement is planned to be remediated in FY25 and FY26 and surrendered to the government.

Offices	
Perth Headquarters	Main company office with 40 permanent and 1 temporary staff, including senior management.

Industry Association Memberships	
AEP	CHAMBER OF COMMERCE AND INDUSTRY WA



australian
energy
producers



Chamber of Commerce
and Industry WA

⁶ Refer to page 41 for important information regarding oil and gas reserve and resource estimation.

The Western Australian Energy Story

Strike recognises the important role of natural gas in the transition to a cleaner energy future. As one of the largest petroleum exploration acreage holders in Western Australia's Perth Basin, Strike is well positioned to bring low cost, reliable energy to the region.

Strike currently produces ~3% of Western Australia's domestic gas requirements in a market that requires ~1100 terajoules per day to provide fuel or feedstock to industrial customers, mining and minerals processing, and gas fired power generation.

The Western Australian energy landscape is undergoing a significant transition, driven by the State's commitment to reducing carbon emissions and embracing a cleaner energy future. The retirement of coal-fired power generation, historically a backbone of WA's electricity supply, is central to this shift. As aging coal plants become less economically viable and environmentally sustainable, the government and energy sector are working to phase them out in favour of cleaner alternatives including renewable energy sources, gas fired power generation and batteries. This transition is aligned with global trends toward decarbonisation and the need to address climate change.

In this evolving landscape, natural gas has become a critical player. While renewable energy sources, such as wind and solar power are rapidly expanding, they are inherently intermittent, meaning their output can fluctuate due to weather conditions and time of day. This is where natural gas plays a crucial role. Gas-fired power generation offers a reliable and flexible backup, known as "firming capacity", which can be ramped up quickly to balance the grid when renewable output dips. Its relatively lower emissions compared to coal make natural gas a key bridging fuel in the transition to a more sustainable energy system.

At Strike, this landscape creates a significant opportunity. Natural gas is uniquely positioned to complement the growing share of renewables, ensuring energy security and stability while supporting the state's longer-term decarbonisation goals. By investing in gas-fired power infrastructure, we can help facilitate the retirement of coal, firm up renewable energy, and provide reliable electricity as the energy mix continues to evolve.



Stakeholders

Creating and maintaining meaningful stakeholder relationships is critical to understanding and working towards meeting stakeholder needs and expectations. We engage with our stakeholders in many ways. Our

key stakeholder groups, how we engage with them to manage the relationships and the areas of interest for each group are outlined in table 2 below.

Table 2: Strike Stakeholder Overview

Stakeholder Group	Interests	How Strike Engages
Employees	Safe and healthy workplace; professional development opportunities; job security	Regular communication and consultation; provision of financial assistance for continuing education; quarterly meetings
Board / Senior Management	Development options; sustainability strategy; prudent governance; return on investment	Weekly Executive Leadership Team meetings; monthly Board meetings; direct engagement; Annual Report; specialist Board sub-committees as outline on page 38
JV Partners	Licence requirements; exploration, appraisal and development options	Regular technical and operating committee meetings; various engagement procedures under Joint Operating Agreements
First Nations Peoples	Respect for local customs and laws; preserving cultural heritage; land care; employment and engagement opportunities	Heritage surveys; Heritage Protection Agreements; provision of operational services; regular consultation
Shareholders / Investors	Carbon neutral (scope 1 and 2 emissions); workforce and Board diversity; sensible allocation of risk and capital; return on investment	Investor briefings; ASX announcements; direct engagement; Annual General Meeting; Annual Report
Government / Regulators (local, state and federal)	Legal and regulatory obligations; compliance reporting, policies and frameworks; compliance with permit conditions; land access and regulatory approvals	Direct engagement; reporting and consultation
Local Communities	Proposal plans; land access agreements; social investment and consultation with local community; environmental impact	Direct engagement and consultation; project updates; monthly newsletters; regular email correspondence; community days
NGOs	Environmental performance; health and safety best practice	Transparent public reporting; ASX announcements; consultation
Customers	Safe and reliable product and supply chain; procurement of product	Direct engagement; ad hoc communications

SUSTAINABILITY AT STRIKE

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Sustainability at Strike

Strike recognises the significant role that natural ecosystems and biodiversity play in sustaining our operations. In alignment with TNFD and GRI, we identify and prioritise our nature-related dependencies and impacts through a structured approach to determining materiality of Strike's ESG related impacts and dependencies.

Sustainability Framework

Strike's sustainability framework is centred on four key pillars which underpin the Company's strategy to become a sustainable, integrated and low carbon emissions energy business in Western Australia. The four-pillar strategy helps to translate the Company's purpose into action via ESG targets.

Strategic Pillars



PEOPLE AND COMMUNITY

We value meaningful relationships with our people and communities and recognise the importance of bringing them along on our journey and making a positive contribution to the societies in which we operate.



CLIMATE RESILIENCE

We recognise the importance of gas in the energy transition and a lower carbon future. We believe that our carbon neutral (scope 1 and 2 emissions) by 2030 ambition supports the objective of the Paris Agreement to limit the increase in global average temperature to less than 2°C above pre-industrial levels and pursue efforts to limit the increase to 1.5°C.



RESPONSIBLE ENVIRONMENTAL MANAGEMENT

We believe in environmental stewardship; ensuring that we avoid, minimise, mitigate and manage the environmental impacts of our activities.



ACTING WITH INTEGRITY

Strong governance is crucial to the successful delivery of our vision. We strive to act with integrity and in a transparent manner.

2025 ESG Targets

Eliminate cold venting (through integration of vent line into compressor fuel)

Minimise vegetation clearing

Reduction of transport distance, emission intensity and logistics for liquids sales

Sanction peaking gas power station to support regions renewable energy

Continue to identify ways to manage our climate-related risks and opportunities and reduce greenhouse gas emissions and energy use resulting from our activities.

Reduce Scope 1 emissions at Walyering

Continue to develop a workplace culture that supports and values safety and wellbeing

Zero Fatalities

Focus on local participation, increased visibility and presence in the Mid West region

FY24 Material Topics

In line with our FY23 goal to mature our sustainability reporting, this year, Strike completed a materiality assessment to identify our material ESG topics, as outlined in the GRI reporting requirements. Strike consulted broadly with internal stakeholders to identify aspects of ESG that intersect with business operations. Aspects were then assessed according to the severity of their impacts, grouped into topics and ranked in order of impact. The materiality threshold was set at topics with crucial and significant impacts (the top two of five impact categories). The relevance of these topics was also validated by considering their importance to the Company and to external stakeholders. The internal perspectives that were considered were those of the board, key management personnel, employees and the potential for the impact to affect business drivers. The external

perspectives that were considered were industry peers, regulatory focus, stakeholder concern and shareholder and investor concern. The validation process confirmed the relevance of the material topics to the Company and Strike's management and performance in each of these topics is described in this report.

This report has been prepared with reference to the GRI Standards. It focuses on the following topics which have been assessed to have a material impact on Strike's stakeholders and sustainability performance. Throughout the report we also highlight connections to the relevant United Nations Sustainable Development Goals (SDGs). Strike's commitment to sustainability reporting supports progress towards SDG 12.6 - *Encourage companies to adopt sustainable practices and sustainability reporting.*



Our Value Chain

Strike's principal activities during FY24 were the exploration, development, production and marketing of hydrocarbons. Our revenue is primarily derived from the sale of gas and liquid hydrocarbons.



PEOPLE

Strike promotes a safe and inclusive workplace environment with a diverse, highly capable workforce and a high-performance culture.



SUPPLIERS

Strike sources goods and services from local, national and international suppliers. Strike is committed to maximising opportunities for local suppliers where possible.



EXPLORATION & DEVELOPMENT

Exploration for and development of natural gas resources is possible through partnerships with landholders and the local communities in which we operate.



PRODUCTION

Strike operates with an emissions design-out methodology to enhance operational efficiency and reduce our Scope 1 and 2 emissions via the incorporation of renewable energy sources and minimisation of flaring, venting, fuel use and fugitive emissions.



CUSTOMERS

Export of product into the domestic market via pipeline and road tanker. Strike currently only supplies gas to customers in Western Australia, with liquids being sold in South Australia. Strike's current customers, Santos Ltd. and Alinta Energy WA Pty. Ltd., supply critical fuel and services to the community. Today, energy produced by Strike powers homes, industry and public and essential services.

FY24 Sustainability Performance Overview

Table 3: FY24 Sustainability Scorecard

People & Community



OBJECTIVE	PERFORMANCE	FURTHER INFORMATION
Zero fatalities and workplace injuries.	Zero fatalities	Learn more about Health & Safety
Continue to develop a workplace culture that supports and values safety and wellbeing.	Increased awareness and engagement through employee ESG survey with a 91% engagement rate.	Learn more about Social
Focus on local participation, increased visibility and presence in the Mid-West region. Continue to contribute to Mid-West regional communities by supporting aligned community activities.	\$46,474 investment into local communities through multiple programs and initiatives and increased engagement during heavy operational periods. This equates to ~10% of revenue and is inline with industry peer group ⁶ .	Learn more about Local Communities
Continue to work towards ISO certification of the Strike Integrated Management System.	Continued advancing management system. Audit and gap analysis on current system is required before certification.	Learn more about Health & Safety

Climate Resilience



OBJECTIVE	PERFORMANCE	FURTHER INFORMATION
Carbon neutral (scope 1 and 2 emissions) by 2030.	Continuing commitment - Scope 1 and 2 emissions data now collected and reported on through NGER	Learn more about GHG and Air Emissions
Continue to identify ways to manage our climate-related risks and opportunities and reduce greenhouse gas emissions and energy use resulting from our activities.	Applied for Lower Carbon Grant to fund a project which will directly reduce GHG emissions from the Walyering Gas Field.	Learn more about Climate Adaptation, Resilience and Transition
Undertake a benchmarking exercise to establish further opportunities for improvement.	Ongoing - continually assessing performance against peers, formal benchmarking exercise to be completed	Learn more about linked section name
Review our climate risk register on an annual basis or more frequently where necessary.	TCFD review conducted in FY24 and matured to TNFD.	Learn more about Appendix A

Responsible Environmental Management



OBJECTIVE	PERFORMANCE	FURTHER INFORMATION
Ensure that environmentally sensitive areas are protected and preserved.	All environmentally sensitive areas were protected and preserved.	Learn more about Biodiversity
Prioritise previously disturbed areas for project development to minimise native vegetation impacts.	Zero clearing or loss of environmentally sensitive areas in reporting period.	

Acting with integrity



OBJECTIVE	PERFORMANCE	FURTHER INFORMATION
Continue to embed strong sustainability governance across the business.	Increased governance to align with Global Reporting Initiative.	Learn more about Sustainability at Strike
Update our material risks framework and sustainability program.	Implemented GRI aligned Materiality Assessment.	Learn more about FY24 Material Topics
Readiness assessment for IFRS.	IFRS delayed to FY26, assessment to be conducted in FY25.	

⁶ Peer group includes companies that reported on local community investment: Santos, Woodside and Beach Energy

SOCIAL

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Social

At Strike, our positive standing and status as a good corporate citizen is paramount to our operations. Our approach to social performance begins with a focus on the health and wellbeing of our team, which extends to providing benefits for our stakeholders, with a particular emphasis on the Mid West region that hosts our commercial assets. Attracting and retaining the best people while creating a culture that ensures their health, safety and wellbeing is of utmost importance to Strike.

TRIFR down to 0.66

BETTER THAN IOGP BENCHMARK OF 0.84

[↔ Read more on page 22](#)

Industry leader

IN GENDER DIVERSITY AND INCLUSION

[↔ Read more on page 24](#)

Over 60%

TOTAL PROCUREMENT SPEND IN WA

[↔ Read more on page 25](#)

CASE STUDY

Supporting Employee Well-being through a 9-Day Fortnight

In FY24 Strike introduced a 9-day fortnight working model, providing employees with an additional day off every two weeks. This initiative reflects our commitment to promoting a healthier work-life balance and enhancing employee well-being. By offering increased flexibility and time for rest, personal commitments, or professional development, we aim to foster a more engaged, motivated, and productive workforce.

This change not only supports the mental and physical health of our employees but also contributes to overall job satisfaction and retention. As part of our broader social responsibility agenda, the 9-day fortnight is one way we are ensuring our workplace remains supportive, inclusive, and adaptable to the evolving needs of our team.

Health & safety

Keeping our team safe each day is of paramount importance at Strike.

All staff, employees, contractors and visitors undertake health and safety training prior to visiting a Strike site. In FY24, Strike continued to develop a HSE Plan which includes routine HSE communications and awareness with a greater emphasis on key topics relevant to Strike's step change in becoming a producing operator.

Strike has an integrated operational management system (OMS) which strives to meet the intent of ISO 45001 (Occupational Health and Safety), ISO 14001 (Environmental Management), ISO 9001 (Quality) and ISO 3100 (Risk Management). Our OMS provides a reliable and efficient system to assist with delivering compliant operations.

Strike is currently undergoing a gap analysis on the current state of HSE management systems to enable full alignment with ISO 45001, ISO 14001, ISO 9001 and ISO 3100.

Strike's OMS is broken down into three modules which are responsible for:

1. EHS Event Management:

- Capture, report and manage EHS Events
- Injuries, audits, inspections, hazards and meetings
- Risk register and injury / return to work management

2. Stakeholder and Regulatory Obligations Management:

- Stakeholder register and communications database
- Regulatory and Statutory Obligations, Conditions and Compliance Management

3. Training and Competency Management:

- Role compliance and Gap Analysis
- Training Needs Analysis
- Online Learning Management System

FY24 Performance

In FY24, Strike recorded one Lost Time Injury during the reporting period which resulted in the Total Recordable Injury Frequency Rate (TRIFR) of 0.66 (based on 300,901 exposure hours) as of the end of

June 2024. This is below the IOGP industry benchmark of 0.84.

Preventing serious harm and reducing injuries remains a key focus for the year ahead.

Table 4: Work-related injuries during the reporting period

Work-related injury	Unit	Employees	Contractors	Total
Fatalities	# per year	0	0	0
Lost Time Injuries (LTIs)	# per year	0	1	0
Reportable Injuries (FAIs, MTIs, ADIs)*	# per year	0	0	0
Hours Worked	# hours	125,780	175,155	300,935
Total Reportable Injury Frequency Rate (TRIFR)	/200,000 hrs	0	1.14	0.66
Main Types of Injury	description	N/A	Moderate crush injury to foot from a dropped load	

*FAI: First Aid Injury, MTI: Medical Treatment Injury, ADI: Alternative Duties Injury

Non-discrimination & equal opportunity

At Strike, we believe it's our people that set us apart. As at the end of the reporting period (30 June 2024), our workforce including Executive Key Management Personnel (KMP), consisted of 36 full-time staff, 5 part-time staff, 7 office-based contractors and 5 office-based consultants.

Strike is dedicated to fostering an inclusive and equitable workplace where every individual is respected and valued. Strike's [Code of Conduct](#) outlines our commitment to integrity and fair dealing in all business affairs and our duty of care to all employees, clients and stakeholders.

The value of diversity is embedded within our policies and procedures including our [Diversity Policy](#), [Code of Conduct](#), and [Whistleblower Policy](#). Such policies aim to prevent discrimination and actively promote equal opportunity for all employees. We strive to create an environment where diverse perspectives are embraced, and everyone has the opportunity to grow, succeed, and

contribute to the Company's success. All employees and managers are required to understand and apply our policies, which encompass the principles of Equal Employment Opportunity and anti-bullying and harassment.

Decisions in making employee, management and Board appointments at Strike are based on merit, having regard to candidates' capabilities, experiences, skills, past performance, and ability to add value to the business as a whole. Strike recognises the benefits that having a diverse workforce can bring to our business, and we are committed to attracting and retaining a diverse range of talented people to work in all levels of our business, from entry level positions to Board members.

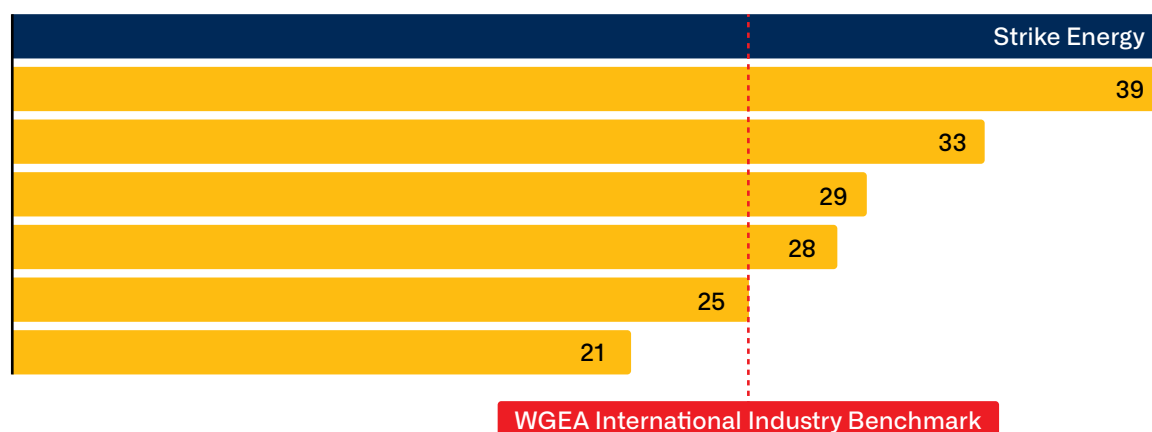
Strike will continue to actively encourage workplace diversity through equal opportunity, career development, training and education, and workplace benefits such as company paid parental leave and flexible working arrangements.

FY24 Performance

Strike is proud to be an industry leader in gender diversity and inclusion, with an overall workforce that is 39% female. This not only reflects our commitment to equality but also enhances our innovation and decision-making capabilities, driving sustainable growth in our

organisation. By fostering and empowering women, we contribute to a more equitable future whilst setting a benchmark for others in the industry to follow.

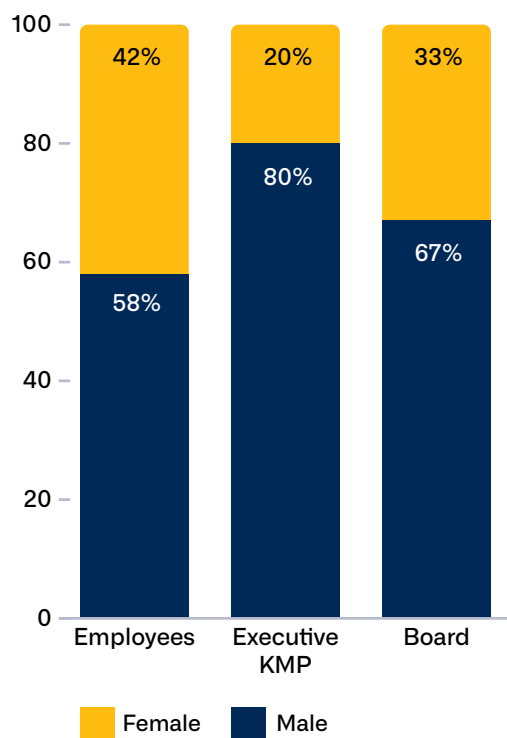
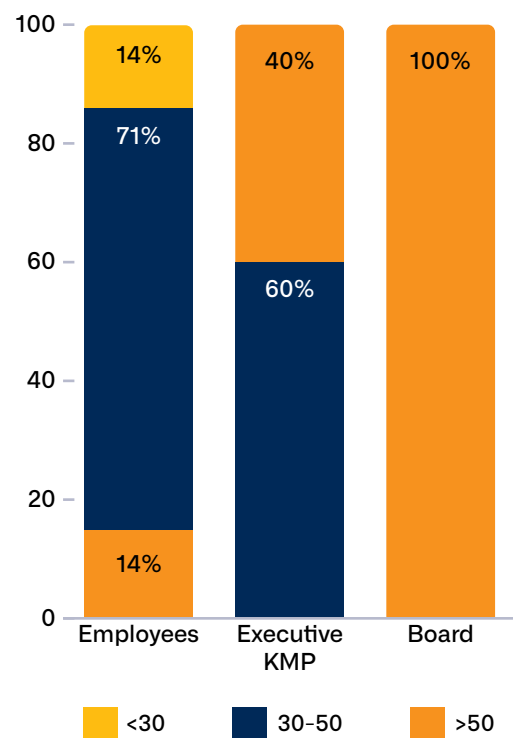
% Female workforce compared to Australian industry peer group



Peer group includes Santos, Woodside, Carnarvon Energy, Cooper Energy, Beach Energy & Jadestone Energy

Table 5: Number and location of employees and contractors as at 30 June 2024

Location	Employees	Consultants	Contractors	Total
Western Australia	39	4	7	50
South Australia	2			2
International		1		1
Total	41	5	7	53

Gender Diversity**Age Diversity**

The number of staff that took parental leave or returned to work following parental leave is outlined in table 6 below.

Table 6: Parental Leave

No. of employees	Female	Male	Total
entitled to parental leave	16	25	41
that took parental leave	2	4	6
returned to work in the reporting period after parental leave ended	2	4	6
returned to work in the reporting period after parental leave ended that were still employed 12 months after their return to work (note: This is only applicable for 2 male employees - all others taking parental leave have taken it within the last 12 months)	Not applicable	2	2

Local communities

Strike seeks to create value, not only for employees, shareholders and investors, but for the communities in which we operate. Where possible, we engage local contractors and suppliers.

Strike also proactively interacts with the communities in the Mid West region of Western Australia. This engagement encompasses collaborations with, sponsorships of and donations to local organisations, educational institutions, and emergency services.

CASE STUDY

Engaging the Next Generation

In our commitment to fostering and empowering the next generation, we had the privilege of hosting two school groups—Dandaragan Primary School and Jurien Bay High School—through the Energy Club's Next Generation Program. This initiative aims to educate students about energy resources, the energy industry, and the importance and impact on the community.

During their visit to the Walyering-7 drill site, students participated in interactive workshops that covered the fundamentals of energy production, exploration and drilling processes, and the environmental considerations involved in energy production. Engaging with our experienced team members, students gained firsthand insights into the industry and its broad impacts on local communities as well as society as a whole.

FY24 Performance

We are proud of the fact that, in FY24, over 60% of our total procurement spend was right here in Western Australia. A sizeable proportion is spent directly within the Mid West region. In procurement alone (i.e. excluding wages and associated expenditure), Strike contributed over \$8.5 million to the local Mid West economy in FY24.

In FY24, a total of \$45,474 was injected into the community through the following organisations or sponsorship opportunities:



Three Springs Lions



CRC Mingene



North Midlands Sub Centre St John



Three Springs Football Club



Dandaragan Primary School



Mingenew Expo



Mingenew Netball Club



Three Springs Primary School



Dandaragan Sporting Club

Engagement with Indigenous Peoples

Strike respectfully acknowledges the Southern Yamatji and Yued as the Traditional Owners and first people of the land on which Strike operates. We are committed to maintaining positive, long-term and trusting relationships with these communities. Preservation of Aboriginal connection to country is a critical aspect of project and activity planning. This is underpinned by Strike's pledge to consult with Traditional Owners prior to undertaking any ground disturbing on-site work. In addition, Strike routinely provides project and activity overviews to the Yamatji Southern Regional Corporation and the Yued Aboriginal Corporation to ensure transparency and open communication. Strike's ESS Committee's responsibilities include assisting the Board in its oversight, monitoring and review of the Company's engagement with Traditional Owners and acknowledgement and protection of cultural heritage.

FY24 Performance

In FY24, there were no incidents of impact on Aboriginal Cultural Heritage.

Strike aims to work with the Yamatji Southern Regional Corporation (YSRC) and the Yued Aboriginal Corporation to create mutual benefits and protect Aboriginal Cultural Heritage.

CASE STUDY

Collaborating for sustainable water development with the Yamatji Nation

As part of the Yamatji Nation Indigenous Land Use Agreement (ILUA), Western Australia reserves water for the exclusive use and benefit of Yamatji Nation, under a Strategic Aboriginal Water Reserve (SAWR), through groundwater licences.

During the reporting period, Strike collaborated with the YSRC via the Yamatji Water Corporation to assess a portion of the SAWR. The SAWR provides an opportunity for the YSRC to develop skills and employment should the water be viable for use.

Strike worked with Yamatji Water Corporation to construct a groundwater production bore and then flow test it to determine the quality of the water. The reports generated through this flow test have been provided to Yamatji Water Corporation as they continue to advance opportunities to develop the SAWR for the benefit of the Yamatji Nation.

ENVIRONMENT

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- 35 Biodiversity
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Environment

Climate Adaptation, Resilience & Transition

Strike recognises that climate change presents a significant global challenge, and we are committed to being a part of the transition to a sustainable energy future. Strike has identified climate change as a key business risk. As an oil and gas exploration, development and production business, we are exposed to transitional and physical nature-related risks.

3,120 L in fuel

SAVINGS OVER THE FIRST YEAR
[Read more on page 33](#)

2,060 tonnes

OF CO₂-e EMISSIONS SAVED
[Read more on page 34](#)

Biodiveristy

AWARENESS AND CONSERVATION
[Read more on page 35](#)

FY24 Management and Performance

Strike aligns our reporting with the Task Force on Nature-related Financial Disclosures' (TNFD) which supports the active management of nature-related

risks and the pursuit of energy transition opportunities. Table 7 outlines Strike's alignment with the TNFD recommendations.

Table 7: TNFD Recommendations and Responses

TNFD recommendation Strike Energy response and/or disclosure reference		
GOVERNANCE: THE ORGANISATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.		
Describe the board's oversight of nature- related risks and opportunities	The Strike Board has a designated ESS Sub-committee which is responsible for having oversight of climate-related risks an opportunities as per the ESS Committee Charter .	Read more on page 38
Describe management's role in assessing and managing climate- related risks and opportunities	Strike management are engaged in the annual review of the climate and nature-related risks and opportunities register as part of the biannual Corporate Risk Register Review.	Read more on page 28
Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	The board of directors holds ultimate responsibility for overseeing the company's human rights and stakeholder engagement strategies, including those affecting Indigenous Peoples and local communities. The board's ESS Committee meets quarterly and receives reports on the company's human rights performance, including engagement with Indigenous groups and local stakeholders as required. Senior management is tasked with implementing policies in relation to Human Rights, Indigenous Peoples, Local Communities and other affected stakeholders and ensuring that projects are compliant with both domestic laws and international human rights standards. This includes evaluating environmental and social impact assessments and ensuring alignment with the company's long-term sustainability goals.	

TNFD recommendation Strike Energy response and/or disclosure reference

STRATEGY: THE ACTUAL AND POTENTIAL IMPACTS OF NATURE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANISATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING.

Describe the nature-related risks and opportunities the organisation has identified over the short, medium, and long term.

Strike maintains a nature-related risks and opportunities register which is attached in [Appendix A](#).

⇒ [Read more on page 43](#)

On an annual basis, or more frequently if required, Strike refreshes the assessment and completeness of the identified nature-related risks to and opportunities for the Company, including transition and physical risks as well as opportunities stemming from the transition to a low carbon economy.

Each line item in the Strike nature-related risks and opportunities register includes a time horizon identifying if it is relevant to the short, medium or long term.

Describe the effect nature-related dependencies and impacts these risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.

As above dependencies and impacts are described in the nature related risks and opportunities register in [Appendix A](#).

⇒ [Read more on page 43](#)

Describe the resilience of the organisation's strategy, taking into consideration different nature-related scenarios.

Strike's strategy demonstrates resilience through flexibility, adaptability, and a proactive approach to managing nature-related risks. The Company is committed to reducing its environmental impact, ensuring operational efficiency, and aligning with the global shift towards nature-positive solutions. By maintaining a focus on natural gas as a transitional energy source and investing in technologies that enhance efficiency and sustainability, Strike is well-positioned to navigate the challenges posed by different nature-related scenarios while contributing to Western Australia's energy transition.

⇒ [Read more on page 7](#)

Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.

Strike's direct operational activities take place in the Mid-West Western Australia, between the towns of Cataby and Dongara, approximately 200 – 450km north of Perth. Most of Strike's direct operations are not conducted in priority locations. Operations are conducted namely on farmland where good landholder relationships are maintained, or the land is owned by Strike. Strike's West Erregulla asset in L25 and EP469 has a portion of land that would be considered a Sensitive Location as it contains native vegetation that can be home to Carnaby's Black Cockatoo which is considered a threatened species.

⇒ [Read more on page 10](#)

TNFD recommendation Strike Energy response and/or disclosure reference

RISK MANAGEMENT: THE PROCESSES USED BY THE ORGANISATION TO IDENTIFY, ASSESS, AND MANAGE CLIMATE-RELATED RISKS.

Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.

Materiality is a key principle guiding our approach to nature-related risks and opportunities. As outlined on [Page 17](#), we apply the **GRI 103-1** materiality assessment process to determine which nature-related dependencies and impacts are most significant to our business and stakeholders. Strike currently reports on Scope 1 and 2 emissions which can be found on [page 34](#).

[↔ Read more on page 17](#)

Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).

Currently, Strike broadly considers the upstream and downstream value chains during the materiality assessment process. As our ESG reporting matures, Strike plans to report on Scope 3 emissions and develop a process for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).

Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.

Strike's primary nature-related dependencies include water provisioning for gas extraction, as well as land use for infrastructure development. We assess these dependencies based on operational locations, proximity to natural water sources, and the demand on ecosystem services critical to our production processes.

[↔ Read more on page 35](#)

Our operations have direct and indirect impacts on biodiversity, particularly in regions near sensitive habitats. In accordance with GRI 304-1, we have mapped our operations in proximity to protected areas and high-biodiversity-value zones. Operational sites located near key ecosystems, including areas adjacent to habitats critical to endangered species as listed under the IUCN Red List, are outlined in the Biodiversity section of this report on [page 35](#).

TNFD recommendation Strike Energy response and/or disclosure reference

METRICS AND TARGETS: THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT NATURE-RELATED RISKS AND OPPORTUNITIES.

Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.

(Note: each of these will need to be cross-referenced to performance data if reported on)

In FY24, Strike reported on the following metrics aligned with its material topics:

- Biodiversity Metrics [↔ Read more on page 35](#)
- Land Use and Degradation
- Carbon footprint (Scope 1 & 2 emissions) [↔ Read more on page 34](#)
- Energy use from renewable vs. non-renewable sources [↔ Read more on page 34](#)
- Waste [↔ Read more on page 36](#)

Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.

In FY24, Strike reported on the following metrics aligned with its material topics:

- Biodiversity and Ecosystem Impact Metrics [↔ Read more on page 35](#)
- Land Use and Habitat Impact Metrics [↔ Read more on page 35](#)
- Emissions and Air Quality Impact Metrics [↔ Read more on page 34](#)
- Dependency on Natural Resources [↔ Read more on page 48](#)
- Impact on Air Quality [↔ Read more on page 52](#)

Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.

Strike is committed to its goal of being Carbon Neutral by 2030 and aims to reach this through a mix of the integration of renewable energy to power our activities, potential carbon sequestration and the use of Australian Carbon Credit Units (ACCUs) if and where required. Strike will continue to monitor and report on progress towards this target via annual emissions reporting.

[↔ Read more on page 34](#)

GHG and Air Emissions

Strike is committed to measuring and reducing negative environmental impacts throughout our operations. Company processes that govern the management of potential impacts related to GHG emissions are outlined in our [Environment Policy](#).

In accordance with the National Greenhouse and Energy Reporting (NGER) Act 2007, Strike reports our GHG emissions on an annual basis as the facility threshold is triggered by the amount of energy we produce at the Walyering facility, however, Strike's emissions do not currently trigger the threshold that requires them to be managed under the Safeguard Mechanism (enacted through the NGER Act).

FY24 Performance

Emissions from Strike's activities in FY24 relate primarily to the production of natural gas and condensation from the Walyering Field. Walyering was brought online in September 2023, resulting in a 100% increase in production compared to FY23. The main sources of emissions from the Walyering field are the cold vent line and Volatile Organic Compounds (VOCs) from the condensate storage tanks. During the reporting period, Strike applied for the Lower Carbon Grant to fund a project which will look to reduce or remove the need for cold venting.



CASE STUDY

Emissions Savings at Walyering Gas Facility through Solar and Battery Power

The Walyering production facility is designed to be powered 100% by solar and batteries reducing the need to burn fuel gas for its operational energy needs. This design method has delivered measurable savings in carbon emissions. Over the first year of operation, Strike estimates a saving of 3,120 L in fuel gas consumption, translating to 8.5 tonnes of CO₂-equivalent emissions saved. These savings align with the Company's broader commitment to achieving carbon-neutral emissions by 2030 and demonstrate the potential of integrating renewable energy solutions into natural gas production.



CASE STUDY

Emissions Reductions through Flow Testing at Walyering-7

As part of its ongoing efforts to reduce emissions and improve operational sustainability, the decision to flow test the Walyering-7 well through the Walyering Gas Facility represented a key innovation. Instead of resorting to flaring — an industry-standard practice for testing new wells — Strike opted to flow the well directly into the facility's production system, significantly cutting emissions and reducing environmental impact. By using the facility's existing processing infrastructure, the gas and condensate from Walyering-7 could be immediately channelled into the production stream, eliminating the need for flaring during testing. This operational shift not only reduced CO₂ emissions but also conserved valuable natural gas that would otherwise have been burned off, and allowed it to be sold into the domestic market. During the testing phase, Strike estimates a total of 2,051 tonnes of CO₂-equivalent emissions were saved, representing a significant improvement over traditional well-testing methods.

Strike continues to assess its permits for Carbon Capture and Storage (CCS) opportunities, with appraisal of the potential storage capacity within the Jurassic Sandstone in the South Erregulla-2 and 3 wells during the reporting period.

Emissions from exploration activities increased in FY24 as Strike undertook a significant exploration program including drilling 3 wells, acquiring 256 km² of 3D and 484 km of 2D seismic.

Table 8: below outlines Strike's Scope 1 and Scope 2 operational emissions.

Metric	Unit	FY24
Energy consumption		
Diesel	GJ	500
Solar	GJ	113
Energy consumption from renewable sources	%	18.5
Electricity consumption (office)	GJ	219
Total energy consumption	GJ	832
Energy intensity	GJ/boe	6.12
Total Scope 1 emissions	tCO ₂ e	24,058
Scope 1 by gas type		
Scope 1 - CO ₂	tCO ₂ e	3,899
Scope 1 - CH ₄	tCO ₂ e	20,723
Scope 1 - N ₂ O	tCO ₂ e	12
Scope 1 by activity type		
Fuel combustion	tCO ₂ e	3,904
Flaring	tCO ₂ e	-
Venting	tCO ₂ e	20,493
Fugitives (wellheads & gathering system)	tCO ₂ e	182
Scope 2 - Location based method	tCO ₂ e	32
Upstream intensity		
(Walyering Scope 1/boe produced)	kgCO ₂ /boe	18.7

Biodiversity

Strike is aware of the importance of biodiversity and conservation and its ecological, cultural and economic value.

FY24 Management and Performance

When planning a new project Strike considers the mitigation hierarchy with particular focus on avoiding impacts, specifically avoiding areas of significant conservation value and avoiding and minimising the clearing of any native or remnant vegetation.

Through our environmental approvals, we strive to ensure that environmentally sensitive areas are protected and conserved. Projects are reviewed against publicly available datasets to determine environmental surrounds. Where a Project is within areas of environmental concern, such as native vegetation, desktop assessments are followed by on ground studies to minimise impact to environmentally sensitive

areas. Based on subsurface targets, there are Projects that cannot avoid impact on environmentally sensitive areas. These Projects are referred to the Western Australian Environmental Protection Authority and/or the Commonwealth Department of Climate Change, Energy, the Environment and Water as required.

Strike continues to prioritise previously disturbed areas for project development to minimise native vegetation impacts. Despite a significant exploration and development program, Strike reported zero clearing or impact to environmentally sensitive areas during the reporting period.

Table 9: Summary of Strike's operations within or adjacent to areas of significance

Site Name	Approximate Site Area	In/ adjacent to	Protected/ high biodiversity value	Reason
West Erregulla Field Development (L 25)	65.66 ha	In	Protected/ high biodiversity value	Known Sandplain Duck Orchid (<i>Parceleana dixonii</i>) Known Star Sun Orchid (<i>Thelymitra stellata</i>) Potential habitat for orchids and the Beautiful Daviesia (<i>Daviesia speciosa</i>) Potential foraging habitat for Carnaby's Black Cockatoo
South Erregulla Development (L 24)	36 ha	Adjacent	Protected/ high biodiversity value	Known Sandplain Duck Orchid (<i>Parceleana dixonii</i>) Known Star Sun Orchid (<i>Thelymitra stellata</i>) Potential habitat for orchids and the Beautiful Daviesia (<i>Daviesia speciosa</i>) Potential foraging habitat for Carnaby's Black Cockatoo
Walpyring Processing Facility (L 23)	30 ha	Adjacent	Protected Area	Minyulo Brook – a registered Aboriginal Heritage Site

Waste

FY24 Management and Performance

Strike is committed to reducing waste by enhancing its understanding and management practices across all operating assets. This includes refining sourcing strategies and improving the waste management model to strengthen oversight and optimise waste management efforts.

Table 10: Total Waste

Description	Units	Total
Non-Hazardous		
Solid waste	m ³	388
Hazardous		
Solid waste	tonnes	2,542
Liquid Waste	L	500
Liquid Waste	m ³	13,022
Sewerage and Greywater	L	184,986



GOVERNANCE

- 39 Asset Integrity & Critical Incident Management
- 39 Managing Operational Risk
- 39 Loss of Containment
- 40 Economic Impact & Performance
- 41 Important Notices



Governance

We believe that strong governance practices are critical to us achieving our vision and purpose. Our governance framework is articulated in a Board Charter that is disclosed on our website.

The Strike Board is responsible for all matters relating to the strategic direction, policies, practices, risks, and the operation of the Company. This includes sustainability matters such as our ambitions for carbon neutral (scope 1 and 2 emissions) by 2030, identifying and mitigating our environmental impacts and risks, our relationships with communities and other external stakeholders, and the health, safety and wellbeing of our employees and contractors.

The leadership team is responsible for the day-to-day management of the Company in accordance with the

strategy, policies and programs, values and risk appetite approved by the Board.

Strike has implemented a Board Sub-Committee structure to assist with managing risk, monitoring performance, compliance and business improvement.

Each sub-committee operates under individual charters which govern the roles, responsibilities, composition and membership of the committee.



➔ The specialist Board Sub-Committee Charters are available on our website at www.strikeenergy.com.au/corporate-governance/.

Asset Integrity & Critical Incident Management

Managing Operational Risk

Risk management is a key governance and management priority for Strike, extending far beyond regulatory compliance. Critical incidents, such as loss of well control or transport accidents, are recognised as significant operational risks. To mitigate these, Strike implements robust safety management systems and performance standards designed to manage and reduce risks effectively. These systems aim to ensure full compliance with all relevant legislation and internal requirements, while also guiding operations to minimise risks to people, the environment, and Strike's assets. This system underpins Strike's commitment to conducting its activities safely and responsibly.

Loss of Containment

FY24 Management and Performance

Strike actively works to mitigate the risk of the accidental release of hydrocarbons, chemicals or produced water. Strike maintains appropriate procedures designed to reduce both the likelihood and impact of any such incidents.

In FY24, one Tier 1 loss of containment incident was reported to the Department of Environment, Mines, Industry and Resources (DEMIRS) when a minor gas leak was detected at the Walyering 5 flow control valve during the commissioning of the Walyering gas processing facility. Production from the well was immediately suspended until the leak could be remedied. A failed seal was determined to be the cause of the leak, and the defective equipment was replaced. Due to the inability to pinpoint when the leak started, the maximum possible leak volume of 5,265m³ was reported, triggering the tier 1 reporting threshold. No fines or penalties were imposed in relation to this event.

Zero Tier 2 loss of containment incidents occurred during this reporting period. As operations progress and diversify in 2024/2025, Strike aims to recognise new operational risk and develop management plans and processes in line with this progression in order to continue to maintain the health and safety of our staff and the integrity of the natural environments in which we operate.

Economic Impact & Performance

FY24 Management of Economic Impacts & Performance

Strike seeks to create value, not only for employees, shareholders and investors, but for the communities in which we operate. Where possible, we engage local contractors and suppliers.

Strike also proactively interacts with the communities in the Mid West region of Western Australia. This engagement encompasses collaborations with, sponsorships of, and donations to local organisations, educational institutions, and emergency services.

We are proud of the fact that in FY24, over 60% of our total procurement spend was right here in Western Australia. A sizeable proportion is spent directly within the Mid West region. In procurement alone (i.e. excluding wages and associated expenditure), Strike contributed over \$8.5 million to the local Mid West economy in FY24. More information on this can be found in the Local Communities section on [Page 25](#).

In FY24, a total of \$45,474 was donated within the Mid West community as outlined in the Local Communities section on [Page 25](#).

In FY24, Strike did not receive any financial assistance from government entities. This includes, but is not limited to:

- Tax reliefs or tax credits.
- Subsidies or grants.
- Financial awards or incentives related to investments, energy production, or environmental initiatives.
- Government-sponsored loan guarantees.
- Waivers or deferrals of government levies.

In FY24, no financial contributions were made to any representative associations or committees that participate in public policy development and lobbying. As an energy producer Strike regularly meets with the Western Australian Government in order to create an open dialogue on how best to foster an abundant, compatible and affordable energy market.

In line with our commitment to responsible financial management, Strike maintains a transparent approach to tax. In FY24, Strike has gross tax losses in Australia totalling \$328.7 million (2023: \$239.6 million), comprising \$239.2 million of recognised losses and \$89.5 million of unrecognised losses. Additionally, the Group has capital losses of \$31.9 million (2023: \$31.9 million). Under the Australian tax consolidation regime, the available fraction rule is applied to limit the rate at which these losses may be utilised by the head company. More information on the Company's Tax regime can be found on pages 68 and 69 of the FY24 Annual Report.

Strike operates in accordance with the Australian Securities Exchange (ASX) Listing Rules and the ASX Corporate Governance Principles and Recommendations.

During the reporting period, Strike demonstrated full compliance with recommendations set by ASX Corporate Governance Council Recommendations and did not record any legal, regulatory or corporate breaches.



Important Notices

Information Regarding Oil and Gas Reserve and Resource Estimates

References in this statement to:

- the West Erregulla reserve and resource estimate is set out in the ASX announcement dated 27th July 2022 entitled “West Erregulla Reserves Upgraded by 41%”. Strike’s interest is 50%;
- the South Erregulla reserve and resource estimate is set out in the ASX announcement dated 24th June 2024 entitled “South Erregulla Reserves”. Strike Energy interest is 100%;
- the Walyering reserve and resource estimate is set out in ASX announcement dated 23 September 2024 entitled “Walyering Reserves Statement”. Strike’s equity interest is 100%;
- the Ocean Hill 2C Contingent Resource is set out in ASX announcement dated 10 October 2022 entitled “Independent Certification of Ocean Hill Gas Resource”. Strike’s equity interest is 100%;
- the Gross CO₂ Contingent Storage Resource Estimate is set out in ASX announcement dated 15th June 2023 entitled “South Erregulla Update”.

The above announcements are available to view on Strike Energy’s website at www.strikeenergy.com.au.

Strike confirms, as at the date of this report, it is not aware of any new information or data that materially affects the information included in the referenced announcement and that all material assumptions and technical parameters underpinning the estimates in this announcement continue to apply.

Future Statements

Statements contained in this report are or may be forward looking statements. All statements in this report regarding the outcomes of preliminary and definitive feasibility studies, projections and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. These statements relate to future events and expectations and as such involve known and unknown risks and significant uncertainties, many of which are outside the control of Strike. Actual results, performance, actions and developments of Strike Energy may differ materially from those expressed or implied by the forward-looking statements in this report. Such forward-looking statements speak only as of the date of this report. Refer to the risk factors set out in Talon Energy Limited’s Scheme Booklet dated 3 November 2023 in relation to the acquisition by Strike Energy (through its wholly owned subsidiary) of all of the issued shares in Talon Energy by way of scheme of arrangement pursuant to Part 5.1 of the Corporations Act 2001 (Cth) for a summary of certain general, Strike Energy specific and acquisition specific risk factors that may affect Strike Energy. There can be no assurance that actual outcomes will not differ materially from these statements. A number of important factors could cause actual results or performance to differ materially from the forward looking statements, including the risk factors set out in the aforementioned document. Investors should consider the forward looking statements contained in this report in light of those disclosures. To the maximum extent permitted by law (including the ASX Listing Rules), Strike and any of its affiliates and their directors, officers, employees, agents, associates and advisers disclaim any obligations or undertaking to release any updates or revisions to the information in this document to reflect any change in expectations or assumptions; do not make any representation or warranty, express or implied, as to the accuracy, reliability or completeness of the information in this document, or likelihood of fulfilment of any forward-looking statement or any event or results expressed or implied in any forward-looking statement; and disclaim all responsibility and liability for these forward-looking statements (including, without limitation, liability for negligence). Nothing in this document will under any circumstances create an implication that there has been no change in the affairs of Strike since the date of this report.

APPENDIX

43 Appendix A: Nature-Related Risks
and Opportunities Register

51 Appendix B: Performance Data

Appendix A:

Nature-Related Risks and Opportunities Register

Strike Energy's Nature-Related Risks and Opportunities

The following tables outline key climate-related risks and opportunities that have the potential to impact our business over the short, medium and long term.

Key aspects of our Nature-related risk and opportunity assessment

Time horizons: short term is where the potential risk or opportunity has the potential to occur in the next 1 to 5 years, medium term is between 5 to 10 years, and long term is 10 plus years.

Risk level: this has been considered on a qualitative basis based on a combination of impact and likelihood of the risk or opportunity occurring.

Cost of management: this has been considered on a per annum basis, where low is \$5 million or less per annum; medium is between \$5 million to \$10 million per annum; and high is \$10 million plus per annum.

Table 11: Strike Energy's Climate-Related Risks

RISK 1: INTRODUCTION OF ADDITIONAL CARBON PRICING LEGISLATION			
DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
The introduction of more stringent carbon pricing mechanisms could impact the attractiveness of our natural gas product to industrial customers and increase preferencing towards alternative energy sources, such as renewable energy. More stringent carbon pricing legislation could drive up the cost of purchasing carbon offsets.	Transition; Policy; Technology Risk level: Medium	May impact the cost competitiveness of gas compared to alternative energy sources and in turn impact revenue expected from our Perth Basin assets. Time horizon: Short term Cost of management per annum: Low	We model the pricing for carbon abatement schemes as part of our strategic planning process, and include carbon pricing scenarios in our project economic evaluations. Our pricing assumptions are informed by publicly available market price information. Our gas supply agreements will require the supplier to be responsible for purchasing carbon offsets to net the emissions generated from this project. During the project engineering design phase an "engineering out" approach is undertaken to ensure our projects commence production with minimal emissions e.g. Walyering utilises renewable (solar and battery) power generation instead of gas turbines. These plans assist to mitigate our exposure to increased costs associated with carbon pricing legislation.

Appendix A

RISK 2: ACCELERATION OF NATIONAL AND STATE-BASED CLIMATE OBJECTIVES, INCLUDING NET ZERO COMMITMENTS AND INCREASED ENVIRONMENTAL REGULATION BOTH FEDERALLY AND THROUGH WESTERN AUSTRALIA'S ENVIRONMENTAL PROTECTION AGENCY APPROVAL PROCESS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Delivering on our Perth Basin natural gas development strategy is underpinned by our ability to obtain necessary approvals in a timely manner. While we have already publicly committed to be carbon neutral by 2030 for the Scope 1 and 2 emissions, the introduction of additional legislation that mandates a shorter timeframe for achieving climate-related targets or makes it increasingly challenging for natural gas projects to receive approvals, could make it more costly and impact our ability to deliver on our strategic objectives. In addition, there is a risk that this acceleration also leads to increased related environmental regulation driving up costs of delivering projects.	Transition; Policy Likelihood: High	May result in increased costs associated with: - selecting more capital-intensive infrastructure with lower greenhouse gas emissions; - obtaining the necessary approvals for new gas projects; and may result in a loss of expected revenue if there are significant delays. Time horizon: Short-Medium term Cost of management per annum: Low	We are developing our projects working closely with government bodies such as the Environmental Protection Agency to ensure our natural gas resources can be developed expeditiously and in line with evolving policy. We also review recent energy projects on a regular basis to inform our understanding of any changes to environmental regulation and look to incorporate lessons learned where applicable in our operations.

RISK 3: ENHANCED SHAREHOLDER ACTIVISM, INCLUDING CLASS ACTION AND DISCLOSURE EXPECTATIONS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Increased focus on climate change, and particularly the activities of companies operating in the fossil fuel energy value chain, leads to enhanced shareholder activism, including class action, and disclosure expectations.	Transition; Policy; Legal; Reputation Likelihood: Medium	May result in costly legal fees as well as increased disclosure costs. Time horizon: Short-Medium Term Cost of management per annum: Low	We are developing our projects working closely with government bodies such as the Environmental Protection Agency to ensure our natural gas resources can be developed expeditiously and in line with evolving policy. We also review recent energy projects on a regular basis to inform our understanding of any changes to environmental regulation and look to incorporate lessons learned where applicable in our operations.

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RISK 4: NATURAL GAS DEMAND

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
We recognise that each individual market participant is working through their own carbon reduction strategy. This will drive some participants to natural gas, while others will transition away from natural gas over the longer term. A decline in the projected demand for natural gas by industrial customers, which currently represents a significant percentage of Strike Energy's expected customer base for the Greater Erregulla project, due to changes in customer behaviours and climate-related regulation has the potential to lead to decreased revenue.	Transition; Market; Technology; Policy Likelihood: Low	May result in losses of revenue if we are unable to find alternative market/s for our natural gas. Time horizon: Short-Medium Term Cost of management per annum: High	A strategic approach to a long term, low carbon energy business with unique investment in renewables and gas fired power generation. During the project engineering design phase an "engineering out" approach is undertaken to ensure our projects commence production with minimal emissions e.g. Walyering utilises renewable (solar and battery) power generation instead of gas turbine, thereby eliminating CO₂ emissions. We are continuing to work on our communications approach to ensure this strategy is well understood by all key stakeholders. This strategic approach informs our talent strategy, which seeks to connect Strike Energy as a future provider of low carbon, low-cost energy with the time horizons that people are looking to invest their careers in.

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RISK 5: PUBLIC PERCEPTION TOWARDS GAS INDUSTRY

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Failure to proactively identify, implement and act on climate-related risks and to effectively communicate how our company's strategy is aligned to a low carbon future, may lead to negative media attention and increased public activism, creating an inability for the company to progress our projects as we would like to. This also has the potential to negatively impact our ability to attract and retain talented employees as well as capital market participants due to a perception of facilitating the continuation or development of higher fossil- intensive sources of energy. In addition, there is also the risk of landholders deciding to withhold land that will be used to produce fossil fuels.	Transition; Reputation Likelihood: Medium	May impact our ability to have projects approved and to realise revenue potential. Time horizon: Short term Cost of management per annum: Medium	A strategic approach to a long term, low carbon energy business with unique investment in renewables and gas fired power generation. During the project engineering design phase an "engineering out" approach is undertaken to ensure our projects commence production with minimal emissions e.g. Walyering utilises renewable (solar and battery) power generation instead of gas turbine, thereby eliminating CO₂ emissions. We are continuing to work on our communications approach to ensure this strategy is well understood by all key stakeholders. This strategic approach informs our talent strategy, which seeks to connect Strike Energy as a future provider of low carbon, low-cost energy with the time horizons that people are looking to invest their careers in.

RISK 6: FINANCIAL INSTITUTIONS AND INVESTOR PERCEPTION TOWARDS GAS INDUSTRY

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Failure to proactively identify, implement and act on climate-related risks, and to effectively communicate how our company's strategy is aligned to a low carbon future, may lead to negative sentiments towards our projects. This also has the potential to negatively impact our ability to attract competitively priced funding to sustain and grow the business.	Transition; Reputation Likelihood: Medium	May impact our ability to have projects funded and to realise revenue potential. Time horizon: Short term Cost of management per annum: Low	We have consistent and timely engagement with all key stakeholders to ensure articulation of Strike Energy's long-term strategy is well understood. This includes with financial institutions and investors.

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RISK 7: RISING INSURANCE COSTS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Insurance concerns regarding climate- related issues may impact/limit our ability to access insurance for our Perth Basin assets.	Transition; Policy; Legal Likelihood: High	A withdrawal or reduction in insurance options may limit our growth opportunities and lead to increased costs or protracted timeframes. Time horizon: Short term Cost of management per annum: Low	We have consistent and timely engagement with all key stakeholders to ensure articulation of Strike Energy's long-term strategy is well understood. This includes engagement with insurance providers. Annual review of nature-related risk assessment.

RISK 8: INCREASED SOCIETAL AWARENESS AND PRESSURE FOR FURTHER ACTION ON CLIMATE CHANGE

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
As the physical impacts of climate change become more pronounced and visible, this is making the issue of climate change a more pressing and immediate concern to members of the general public. This heightened concern may lead to increased pressure exerted on governments to stop existing fossil fuel activities from occurring and prevent the approval of new projects/ activities.	Physical; Acute and Chronic; Transition; Policy; Reputation Likelihood: High	May impact our ability to deliver on our revenue projections and strategic plan. Time horizon: Medium term Cost of management per annum: Low	Our 2030 carbon neutral emissions target (scope 1 and 2) demonstrates our desire to be an active participant in carbon reducing activities in the intervening period, which is reinforced by our corporate strategy. Walyering asset renewable power generation is demonstration of our commitment to reducing CO ₂ emissions.

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RISK 9: INCREASED FREQUENCY AND SEVERITY OF EXTREME WEATHER EVENTS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Increased cyclonic activity in mid Western Australia where our key projects are located has the potential to reduce access to our assets. Further, changes to weather patterns have the potential to lead to increased frequency and severity of bushfires and flooding events in remote locations where our assets are located.	Physical; Acute and Chronic Likelihood: Medium	May impact timetable for delivering revenue-generating projects, and in due course, ability to deliver on production forecasts. Time horizon: Medium term Cost of management per annum: Low	With an increase in severe weather, reliable, low carbon energy will become even more valuable. We continue our business-as-usual management of personnel and take these risks into account in relation to operational / development considerations, including engineering asset design and crisis management planning. We also take the increased frequency and severity of extreme weather events into consideration when planning developments. This includes informing decisions with the latest climate science.

RISK 10: INCREASED SCARCITY OF WATER RESOURCES

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Increased changes in chronic weather patterns in Western Australia have the potential to impact the availability of water supplies required for our Perth Basin assets due to the depletion of the Mid West aquifer.	Physical; Acute and Chronic Likelihood: High	Increased need for desalinated water may lead to increased costs through construction of a desalination plant. Time horizon: Short term Cost of management per annum: Medium	In anticipation of increased water availability issues, Strike Energy is currently working with third parties to develop water supply opportunities.

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Table 12: Strike Energy's Climate-Related Risks

RISK 1: THE OPPORTUNITY TO INCREASE REVENUE RESULTING FROM INCREASED DEMAND FOR LOW EMISSIONS PRODUCTS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
The transition to a global low carbon economy is driving increased demand for low carbon energy sources and products. Our business strategy is centred on developing an integrated series of energy products that are well positioned for the future demand of industrial customers, which are both low cost and low carbon. For example, our Walyering and Greater Erregulla gas projects have a significantly lower CO₂ emissions footprint compared to natural gas sourced from other locations. We expect this to be a superior product for industrial customers looking for options to transition to lower emissions energy sources without significant investment in overhauling their current processes/ technology and displacing thermal fuel.	Transition; Products and Services; Market Energy Sources Opportunity level: Medium-High	May promote increased revenue opportunities for all aspects of our business, particularly with the achievement of carbon neutrality (scope 1 and 2 emissions) by 2030. Time horizon: Short-Medium term Additional cost to realise opportunity outside of current business strategic plan: Nil	Our strategy continues to be informed by our understanding of how a low carbon future will impact market demand for different products. An acceleration in the transition to a global low carbon economy may, for example, enable further renewable developments or integration into our own assets. We have identified an opportunity to through firming generation WA with our application to install 85MW of immediately dispatchable generation. The South Erregulla Power Project will assist firming up renewable generation in the electricity market. Strike also continues to assess exploration wells for Carbon Capture and Storage (CCS) suitability as demonstrated at the South Erregulla field.

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RISK 2: THE OPPORTUNITY TO INCREASE REVENUE THROUGH ACCESS TO NEW AND EMERGING MARKETS

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
The Company expects to see an increase in demand for gas in the electricity system as the WA Government looks to exit coal-fired power generation and increase renewable penetration.	Transition; Products and Services; Market; Energy Sources; Resource Efficiency Opportunity level: Medium-High	May lead to increased revenue opportunities from the spark-spread between gas and gas fired electricity Time horizon: Short-Medium term Additional cost to realise opportunity outside of current business strategic plan: Nil	We have a well-resourced development team that is positioned to scan processing changes in the gas and power markets on an ongoing basis.

RISK 3: THE OPPORTUNITY TO REDUCE OUR COST OF CAPITAL/ DEBT THROUGH ACCESSING SUSTAINABILITY- LINKED FINANCE

DESCRIPTION	TYPE	POTENTIAL IMPACT TO BUSINESS	STRATEGIC PLANNING, RISK MITIGATION AND OPPORTUNITIES
Opportunities exist to leverage our differentiating strategic offer to access a deeper and wider investor and financing universe aligned with the shift to sustainable finance.	Transition; Products and Services; Market Energy Sources Opportunity level: Medium-High	May lead to new investor/financing opportunities and potentially decreased cost of capital/debt. Time horizon: Short-Medium term Additional cost to realise opportunity outside of current business strategic plan: <\$5 million	Articulation of a granular and actionable pathway to becoming carbon neutral scope 1 and 2 emissions by 2030. Targeting a 2030 commitment facilitates Strike's positioning as a leader in this space. Strike's Management Team and broader workforce have remuneration linked to key milestones relating to the delivery of carbon reducing activities and developments in order to incentivise the successful and timely delivery of this critical, value-adding and carbon-reducing project. Walyering asset renewable power generation is demonstration of our commitment to reducing CO ₂ emissions (no fuel gas utilised).

Appendix B: Performance Data

FY24

Diversity, equity and inclusion

Total number of employees	41
% Gender split (M:F)	61:39
% Non-Executive Directors (M:F)	67:33
% KMP (M:F)	80:20
% Total employee turnover	4.9
% Employee turnover (M:F)	0:100
% Employee hire (M:F)	60:40
Total number of employees that took parental leave, by gender (M:F)	4:2
Total number of employees that returned to work after parental leave ended, by gender (M:F)	4:2
% Return to work and retention rates of employees that took parental leave	100

Health and safety

Lost time injury – employees	0
Lost time injury – contractors	1
LTIFR – employees	0
LTIFR – contractors	1.14
LTIFR – total	0.66
Work hours – employees	125,780
Work hours – contractors	175,155
Fatalities	0
Total recordable injuries – employees	0
Total recordable injuries – contractors	0
TRIFR – employees	0
TRIFR – contractors	1.14
TRIFR – total	0.66
Tier 1 process safety events	1
Tier 2 process safety events	0

Community engagement and investment

Total community investment (\$)	45,474
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Greenhouse gas emissions

Walyering Scope 1 emissions intensity (kgCO ₂ e /boe production)	18.7
Scope 1 emissions (tCO ₂ e)	24,058
Scope 2 emissions (tCO ₂ e)	32
Total energy consumption (GJ)	832

Environment

Spills

Number of uncontained spills	9
Volume of hydrocarbon (Natural Gas) spills (m ³)	5,265
Volume of non-hydrocarbon spills (L)	140
Number of significant spills	1

Fines

Number of fines for non-compliance with environmental regulations	0
Value of fines (\$)	0

Waste

Hazardous

Solid (t)	2,542
Liquid (L)	500
Liquid (m ³)	13,022
Sewerage and Greywater (L)	184,986

Non-hazardous

Solid (m ³)	388
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Glossary

AGM	Annual General Meeting
ASX	Australian Securities Exchange
CCS	Carbon Capture and Storage
CEO	Chief Executive Officer
EIA	Environmental Impact Assessment
EPA	Environmental Protection Authority
FAI	First Aid Injury
FY	Financial Year
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
Ha	Hectares
HSEC	Health, Safety, Environment, Community
HSSS	Health, Safety, Social, Sustainability
IOG	The International Association of Oil and Gas Producers
ISO	International Organisation for Standardisation
JV	Joint Venture
LTI	Lost Time Injury
MTI	Medical Treated Injuries
MD	Managing Director
NGER	Australian Clean Energy Regulator's National Greenhouse and Energy Reporting
PJ	Petajoule
STX	Strike Energy Limited
SWIS	Southwest Interconnected System
TNFD	Task force on Nature related Financial Disclosures
tCO₂-e	Tonnes of carbon dioxide equivalent
TJ/day	Terajoules per day
TRIFR	Total Recordable Injury Frequency Rate
WA	Western Australia
WGEA	Workplace Gender Equality Agency Australia

Corporate Directory

Directors

Chair

John Poynton

Managing Director

Stuart Nicholls

Non-Executive Director & Deputy Chair

Neville Power

Non-Executive Director

Stephen Bizzell

Non-Executive Director

Mary Hackett

Non-Executive Director

Andrew Seaton

Non-Executive Director

Jill Hoffmann

Company Secretary

Justin Ferravant

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