

A wide-angle photograph of a long, modern pier or bridge structure extending from the left side of the frame into the deep blue ocean. The structure is supported by numerous vertical pillars and has a flat top with yellow safety railings. The water is calm, reflecting the sky and the structure. In the background, there are low, hilly islands under a bright blue sky with scattered white clouds.

SUSTAINABILITY REPORT

FY25



CONTENTS

Acknowledgment of Country

The North Queensland Export Terminal and Abbot Point Operations acknowledge First Nations peoples throughout Australia. We recognise the Juru people, Traditional Custodians of the land and waters on which the Port of Abbot Point is located, and pay our respect to Elders past, present and emerging.

About this report

This report seeks to demonstrate our sustainability approach and performance, and our environmental, social, and governance outcomes. We aim for transparency and openness about our risks and opportunities, and the management of our sustainability measures.

Reporting period

This report has been prepared for the period 1 April 2024 to 31 March 2025.

Find out more

For more information about our Terminal and operations, visit our websites.



nqxt.com.au



abbotpointoperations.com.au

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INTRODUCTION



This report has been compiled for the reporting period 1 April 2024 to 31 March 2025, our 2025 financial year (FY25).

North Queensland Export Terminal

The North Queensland Export Terminal (the Terminal) has served as a safe and efficient export gateway for Queensland's resources since 1984. The Terminal is Australia's northernmost multi-user export cargo handling facility, and its natural, deep-water location ensures seamless vessel movements, without need for dredging.

The Terminal was constructed by the Queensland Government and MIM Holdings at the Port of Abbot Point and was commissioned in 1984. The Terminal is owned by North Queensland Bulk Ports (NQBP), a Government-Owned Corporation and has been leased to North Queensland Export Terminal Pty Ltd (NQXT) under a 99-year leasehold since June 2011. Abbot Point Operations (APO) manages terminal operations under a multi-year Operations and Maintenance (O&M) Contract.

The Terminal has a nameplate capacity of 50 million tonnes per annum. It provides strategic access for customers to

export world-class metallurgical and thermal coal from the Bowen and Galilee Basins to international markets. Metallurgical coal, which is used to make steel, a critical ingredient for economic growth in the developing world, makes up 65 per cent of the Terminal's contracted capacity. The remaining 35 per cent of the Terminal's capacity is used to export thermal coal. Thermal coal, also known as energy or steaming coal, is used to generate affordable and reliable energy such as for electricity or to produce cement. Electricity generated from thermal coal is being used to replace higher emissions fuels like diesel, wood and charcoal as energy systems are electrified – this helps to address energy scarcity in the developing world and lift millions out of poverty.

Sustainability is an integral part of our business and operations. The Terminal operates within a robust regulatory framework that governs daily activities and supports long-term responsible operations. Our commitment to compliance safeguards our people, the environment we operate in, and the community we are part of.

Terminal operations generate and sustain local employment and economic activity. They also enable vital coal royalty income for the State of Queensland, which is used to fund essential public infrastructure and services. The Terminal's economic footprint extends beyond its immediate surroundings and acts as a catalyst for widely distributed benefits across Queensland communities.

Commercial shipping within the Great Barrier Reef World Heritage Area is rigorously managed. The Great Barrier Reef Marine Park Authority (GBRMPA), along with the Australian Maritime Safety Authority (AMSA) and Maritime Safety Queensland (MSQ), administer special measures under international and domestic law to regulate shipping. All ships transit through existing shipping lanes that follow large, naturally-occurring channels through the Great Barrier Reef. These approved shipping zones are governed by AMSA. AMSA and MSQ monitor commercial vessels in the Great Barrier Reef and Torres Strait using the 24/7 vessel tracking system known as Great Barrier Reef and Torres Strait Vessel Traffic Service (Reef VTS). Reef VTS requires all vessels (including those on overseas, interstate, or intrastate voyages) to identify themselves and their intended passage through the region.

The ships are continuously tracked using radar, satellite, and other maritime sensors while the staff at local Reef VTS control centres are on hand to provide navigation advice and a quick response to any safety or pollution incident. Reef VTS has a proven track record of mitigating the risk of ship groundings, with only one ship grounding occurring since the system came into operation in 2004. In addition, local marine pilots, who are qualified and experienced ships captains, go aboard each vessel visiting our Terminal and help the captain navigate safely through the reef to our jetty.

The Great Barrier Reef Marine Park Authority (GBRMPA) has released the 2024 Great Barrier Reef Outlook Report, noting that in 2023 more than 5,000 ships were processed at major trading ports in the region. Ships arriving at, and departing from, the North Queensland Export Terminal, using designated shipping lanes, accounted for less than 8% of the vessels processed across the six major trading ports in the region.¹

Sustainability is an integral part of our business and operations. The Terminal operates within a robust regulatory framework that governs daily activities and supports long-term responsible operations. Our commitment to compliance safeguards our people, the environment we operate in, and the community we are part of.

¹ Great Barrier Reef Marine Park Authority 2024, *Great Barrier Reef Outlook Report 2024*, Reef Authority, Townsville.

Annual highlights

The North Queensland Export Terminal has been a part of the North Queensland community for more than 40 years. We are proud stewards of the facility and our operations maintain a high standard that respects our people, our environment, and our community.

During our reporting period for FY25, 1 April 2024 to 31 March 2025, our highlights include:



PEOPLE

Zero
fatality workplace record
for more than four decades

1.7
Lost Time Injury Frequency
Rate (LTIFR)

85.51%
local or regional
employees

21.03%
female employees

4.67%
indigenous employees



PLANET

Zero
reportable environmental
incidents

39%
waste recycled

383
All 383 ships
underwent vessel
vetting to meet
rigorous Terminal
standards



PROSPERITY

\$47M
value of goods and services
procured from local and
regional businesses

50%
local and regional
procurement

34.97MT
product loaded
through the Terminal

5,333
train arrivals

383
vessels loaded



PARTNERSHIPS

29
community initiatives
supported

\$343,052
FY25 Community
Support Program spend

\$2.5M+
Community Support
Program spend since 2017



GOOD GOVERNANCE

Continued accreditation
to International Organization
for Standardization (ISO)

**ISO 14001
ISO 45001**
NQXT

**ISO 9001
ISO 14001
ISO 45001**
APO



A message from Mark Smith

GENERAL MANAGER, NORTH QUEENSLAND EXPORT TERMINAL



Sustainability is at the heart what we do at NQXT Pty Ltd – our focus on safety, our commitment to the highest standards of environmental performance and adhering to best practice governance standards.

We are proud of our operational and ESG achievements, our local contribution and our role in advancing economic prosperity and social progress to communities globally. I am therefore pleased to present the North Queensland Export Terminal's Sustainability Report for the Financial Year 2025 (FY25 from 1 April 2024 to 31 March 2025).

Throughout this report we have outlined our approach and performance as a safe, responsible and efficient facilitator of Queensland coal exports. We have detailed highlights in operational performance, in environmental management and through partnership with our customers, stakeholders and local community.

These achievements underpin our broader economic contribution to the state of Queensland. The Queensland resources sector remains a leading contributor to the state's economic prosperity by generating thousands of jobs; facilitating multi-billion-dollar royalty payments; and supporting local and regional communities.

All of this has been achieved with an unwavering commitment to safety across the Terminal. Our Operator and Maintenance contractor, Abbot Point Operations (APO) has delivered a significant improvement in Lost Time Injury Frequency Rate (LTIFR) which is a key indicator of safety performance and a reduction in Serious Injury or Fatality Potential (SIFp) rate. I want to congratulate the employees and contractors who work at the Terminal for their focus, dedication and strong safety culture which has delivered these reassuring results and extended the Terminal's zero-fatality record.

We can never afford to be complacent in ensuring the ongoing safety of everyone who works at or visits the site.

The Terminal is a Strategic Port under the Queensland planning legislation which recognises its critical role in supplying coal product to global customers. Metallurgical coal for steel production and thermal coal for affordable and reliable electricity production and industrial use are currently exported via the Terminal to meet overseas demand. As the global energy landscape transitions, we know coal will continue to play a key role in supporting energy security for growing populations and enabling the infrastructure needed for increased renewable energy consumption.

From a governance perspective, the Terminal operates within a robust regulatory framework. Our operational performance delivers against this framework and is outlined in this report. Continued accreditation to ISO standards as well as compliance with our approvals and Commonwealth and State legislation remains a focus and we pride ourselves on transparency in all reporting.

Our success in safely and efficiently delivering our customers' product to the world depends on our effective collaboration, not only with APO as the operator, but with our key

stakeholders – North Queensland Bulk Ports Corporation Limited (NQBPC), Maritime Safety Queensland (MSQ) and the Australian Maritime Safety Authority (AMSA).

I want to thank these partners for helping us deliver on our FY25 achievements. I also thank our customers for their continued trust.

While this report reviews our performance over the past twelve months, we continue to look to the future. Through continuous improvement in practice, we are investing in our people;

implementing the latest operational and environmental technology; and undertaking to proactive asset management. We are proud of our role over the past four decades and look forward to a continued contribution for decades to come.

Mark Smith
General Manager
North Queensland Export Terminal



The Queensland resources sector remains a leading contributor to the state's economic prosperity by generating thousands of jobs; facilitating multi-billion-dollar royalty payments; and supporting local and regional communities.



A message from Damien Dederer

GENERAL MANAGER, ABBOT POINT OPERATIONS

As Operator and Maintenance contractor of the Terminal, I am proud to contribute to the North Queensland Export Terminal Sustainability Report for the 2025 financial year (1 April 2024 to 31 March 2025).

This report reflects our continuing commitment to operating safely, responsibly, and sustainably – principles that have guided our business since the Terminal was commissioned in 1984.

I want to commend the whole APO team on another record-breaking year in which they also delivered significant improvements in safety performance, best practice environmental management, and an unwavering focus on continuous improvement.

Last financial year, we loaded a Terminal-record 34.97 million tonnes of Queensland coal destined for 15 countries across the world. The performance supports our efforts to deliver on NQXT Pty Ltd.'s vision to support Queensland's prosperity by generating employment, enabling regional business activity, and enabling royalty income that funds essential public services and infrastructure across the State.

Our operations are founded on a robust operating framework that safeguards the environment and ensures compliance with the highest standards of safety and performance. We are proud to maintain a zero-fatality record spanning more than four decades and to have achieved strong safety results in FY25, including an LTIFR of 1.7. This reflects our belief that safety, local opportunity, and sustainability are inseparable.

Our mission is to Grow Local and is demonstrated in our local and regional procurement focus which saw \$47 million in operational spend go to local and regional businesses. With more than 85% of employees calling Bowen and the Whitsundays home, we want to play a key role in building local skills and capability for now and the future.

Environmental stewardship remains central to how we operate. During FY25, we recorded zero reportable environmental incidents and recycled 39% of waste generated. We continue to operate adjacent to the Great Barrier Reef World Heritage Area under one of the most comprehensive maritime safety frameworks in the world—working closely with Reef VTS, AMSA, and local marine pilots to ensure every vessel transits safely and responsibly through the Reef.

Beyond our operations, we are proud to invest in the communities that support us. In FY25, we contributed \$343,052 to community projects—part of a broader investment of more than \$2.5 million since 2017—and partnered with 29 local initiatives that deliver lasting social, cultural, and environmental value.

As operator, we recognise our responsibility to safety, accountability, integrity and respect—for our people, our environment, and our community. Through disciplined governance, ongoing ISO accreditation, and strong partnerships, we continue to deliver value today while preparing for the future.

Our achievements in FY25 are a testament to the dedication of our employees, suppliers, partners, and stakeholders. I thank each of our valued APO team members for their continued commitment and contribution to the North Queensland Export Terminal's success.

Damien Dederer
General Manager
Abbot Point Operations



Our achievements in FY25 are a testament to the dedication of our employees, suppliers, partners, and stakeholders.

OUR BUSINESS

**NORTH QUEENSLAND
EXPORT
TERMINAL**

Abbot Point Operations

FY25 highlights

34.97 TONNES
OF COAL WAS LOADED FOR EXPORT

RECORD
OUTLOADING AND
INLOADING PERFORMANCE

The North Queensland Export Terminal is located within the Port of Abbot Point, Australia's most northern deepwater coal port. It facilitates the export of Queensland coal to the world safely, responsibly, and efficiently.

The Terminal has a 50 million tonne per annum nameplate capacity. More than 30 million tonnes of Queensland thermal and metallurgical coal from the Bowen and Galilee Basins is exported through the Terminal each year.

During the FY25 reporting period, a record volume of 34.97 million tonnes of our customers' metallurgical and thermal coal was shipped to international markets via our Terminal.

The Terminal is located 25 kilometres north of Bowen, Queensland, Australia. The Caley Valley wetlands are located to the west of the Terminal, and general use zones of the Great Barrier Reef Marine Park are offshore. Our location in naturally-occurring deep water means no dredging is required. We are proud to operate our Terminal in a responsible and sustainable way.

Responsible operations

Our successful operations are the result of co-operation and collaboration between a range of entities to deliver our service to customers.

North Queensland Export Terminal

The Terminal is a multi-user export cargo handling facility that provides strategic access to global markets for metallurgical and thermal coal mines in the Bowen and the Galilee Basins.

NQXT is the asset owner and contracts the operation and maintenance of the Terminal to Abbot Point Operations Pty Ltd (APO).

The Terminal is leased to NQXT by the Queensland Government through North Queensland Bulk Ports, under a 99-year leasehold acquired in June 2011.

The Terminal is located within the Port of Abbot Point which was declared a Strategic Port and a Priority Port Development Area (PPDA) by the Queensland Sustainable Ports Development Act of 2015 (SPDA).

Abbot Point Operations

APO is contracted by NQXT to manage the maintenance and operation of the Terminal in a way that achieves both the safe and efficient export of high-quality Queensland resources to the world, and the betterment of people and the surrounding environment.

The Terminal is a key local employer and business partner. As at 31 March 2025, APO had 191 employees and more than 100 contractors.

Our key stakeholders

North Queensland Bulk Ports Corporation Limited (NQBP)

NQBP is a Queensland Government Owned Corporation and port authority responsible for strategic planning, business and infrastructure development, environmental management, security and safety, efficiency, maintaining navigable port depths for shipping and issuing licences, leases, and permits within the Port of Abbot Point.

NQBP is also the port authority at the Queensland ports of Weipa, Mackay, and Hay Point.

Maritime Safety Queensland (MSQ)

MSQ is a branch of the Queensland Government's Department of Transport and Main Roads. MSQ provides pilotage services, via contract to the Port of Townsville Limited, to all commercial vessels arriving at and departing from the Port of Abbot Point.

Dedicated marine pilots are familiar with the coastline, shoals, ports, weather, tides, shipping regulations, and restrictions of their pilotage area, reducing risk of collisions or incidents.

These systems are augmented with technology such as the Great Barrier Reef and Torres Strait Vessel Traffic Service (Reef VTS), which monitors vessel traffic in the region and is managed by MSQ and AMSA, and the Dynamic Under Keel Clearance (DUKC) system.

Australian Maritime Safety Authority (AMSA)

AMSA is Australia's national regulatory body that promotes the safety and protection of Australia's marine environment. AMSA provides the infrastructure for safe navigation in Australian waters and maintains a national search and rescue service for the maritime and aviation sectors.

AMSA oversees the Great Barrier Reef and Torres Strait Vessel Traffic Service (Reef VTS) at the Port of Abbot Point.

Our values

NQXT's vision is to remain the Terminal of choice, providing sustainable infrastructure to enable the North Queensland resources sector to export its products to the world. Our values embed this vision in our business.



Supply chain excellence

Facilitating efficient movement of Queensland commodities for our customers in a way that values the highest professional standards, health and safety, and environmental sustainability.



Vision and growth

Growing our role in the global supply chain to enable Queensland's exports to support international growth and progress.



Efficiency and compliance

Embracing advancements in technology and sustainable processes. Upholding efficient and compliant practices. Striving for continual improvement.



Partnerships

Adding value to the local community in which we operate and to Queensland through strong economic returns.

Abbot Point Operations



Safety and our environment

Protecting the health and safety of our people, being environmentally responsible and supporting our local community.



People

Building trust and capability through inclusion.



Integrity

Doing what we say we will do.



Performance

Creating value in everything we do.



A global export gateway

The Terminal is a nationally-significant multi-user export cargo handling facility. It is a vital part of Queensland's coal supply chain and export economy.

The Terminal's location near Bowen and its connection to the Central Queensland Coal Rail Network provides coal producers from the Bowen and Galilee Basins with access to key international markets. NQXT enables the efficient movement of high-quality coal from mines to ships for export to international customers and users.

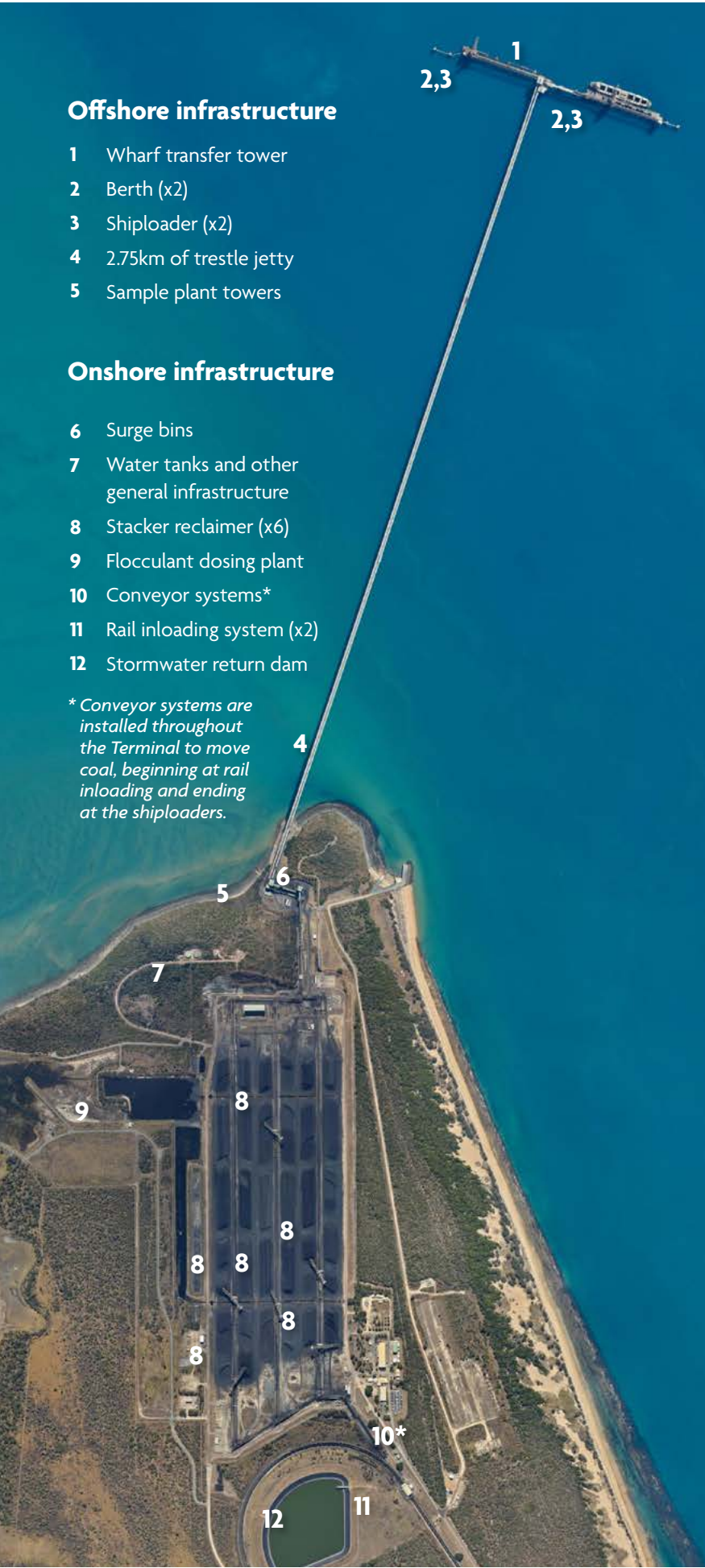
The Terminal is classified as a Strategic Port under Queensland planning legislation. This designation recognises its importance to both the state and national freight networks. Coal remains Queensland's most valuable export commodity.¹

From July 2023 to June 2024, coal royalties contributed \$10.6 billion to the Queensland economy, funding essential public services and infrastructure such as hospitals, schools, and roads.²

Queensland's ports are key drivers of trade, growth, employment and support vibrant communities throughout the State. The Terminal is proud to be part of such a significant supply chain to the Queensland economy in Australia.

North Queensland Export Terminal has been declared a strategic port and priority port development area.

¹ The State of Queensland 1995-2025 (Queensland Treasury) Queensland Economy, last updated 04 September 2025)
² North Queensland Bulk Ports Economic Impact Study –Connecting North Queensland to the World, 2025.



Offshore infrastructure

- 1 Wharf transfer tower
- 2 Berth (x2)
- 3 Shiploader (x2)
- 4 2.75km of trestle jetty
- 5 Sample plant towers

Onshore infrastructure

- 6 Surge bins
- 7 Water tanks and other general infrastructure
- 8 Stacker reclaimers (x6)
- 9 Flocculant dosing plant
- 10 Conveyor systems*
- 11 Rail inloading system (x2)
- 12 Stormwater return dam

* Conveyor systems are installed throughout the Terminal to move coal, beginning at rail inloading and ending at the shiploaders.

Coal supply chain

The Terminal has on and offshore infrastructure. At the Terminal, metallurgical and thermal coal is unloaded from trains and loaded onto ships for export to the world.

Coal arrives at the Terminal

The Terminal's operations manage large-scale, efficient movement of coal from inland mines to seaborne vessels. Coal is transported to the Terminal by rail.

Coal is transported from our customers' mines by rail along the Central Queensland Coal Rail Network. Each train has a maximum of 84 wagons. On average, the Terminal received more than 400 coal trains per month during the reporting period.

Coal is unloaded and transport via conveyor system

The trains are unloaded at one of two in-loading dump stations on a balloon rail loop. From there conveyor belts transport coal to the stockyard where automated rail-mounted stacker-reclaimers move it onto stockpiles ready for shipment.

Stockpiling and storage

Coal is stockpiled across three stockyard bunds, each approximately one kilometre in length. Six stacker-reclaimers manage the stockpiling and reclaiming process in conjunction with the conveyor system. This enables efficient inventory control and product blending for our customers.

Ship docks at Terminal

The Australian Maritime Safety Authority, MSQ's Coastal Vessel Traffic Service and Reef Vessel Traffic Service control ship movements in and out of the Terminal. Visiting ships must use designated shipping channels and local tugboats and marine pilots.

Two or three tugboats are assigned to each ship by the Harbour Master to safely dock the ships at the Terminal. The tugs at the Terminal are capable of handling 450 gross tonnage and able to complete 83 tonnes of bollard pull.

In addition, local marine pilots, who are qualified and experienced ships captains, go aboard each vessel visiting the Terminal and help the captain navigate safely through the reef to the jetty. Marine pilots are assigned by the Harbour Master. Each vessel is vetted prior to docking.

The vessel vetting process incorporates a review of operational and regulatory performance, ownerships, governance processes and ship safety.

Transfer to jetty and shiploader

Once a customer's ship is berthed and ready for loading, coal is moved from the stockyard bunds to a large surge bin. Coal is then carried by conveyor to a ship loader along the 2.75 kilometre trestle jetty.

The Terminal's berthing facilities are capable of loading Very Large Cape size (VLC) vessels. VLC vessels are the largest dry cargo ships.

Ship loading

The Terminal has two shiploaders to load coal into ships' locked and sealed cargo holds. Each shiploader has an average loading capacity of 4,750 tonnes per hour and peak loading capacity of 7,200 tonnes per hour.

Ship departure

The Terminal took an average of 1.01 days to load a coal ship in FY25. Once a ship is loaded it is guided out of the port by tugs using designated shipping channels. Coal is then shipped to various international ports.

 **34.97MT**
of coal was transported to, stockpiled and loaded from the Terminal in FY25

 **5,333**
trains arrived at the Terminal for unloading in FY25

Export reach

The Terminal exported coal to 15 countries in FY25. Asia and Southeast Asia remain the Terminal's largest export destinations. China, India, Vietnam, and Japan received the highest volumes – this underscores our strategic position as Australia's most northern coal export Terminal.



FY25 performance highlights

A record 34.97 million tonnes of coal was loaded for export in FY25. The Terminal also achieved record outloading and inloading performance.



A future-focused business

As a vital and strategic connector of Queensland resources to the world, we take a forward-looking approach to ensure we operate safely and responsibly.

We do this by managing risk, identifying opportunity, and delivering value through good governance, efficient operations, proactive maintenance.

A resilient focused mind-set

A variety of factors, including the weather, can impact the Terminal and the broader supply chain. This has made resilience and future forward-planning a defining feature at the Terminal for more than forty years.

We assess and plan for potential bad weather at the Terminal to minimise risk. We also model trajectories for future climate events. We assess risks and plan how future scenarios may affect the Terminal to make sure our operations are resilient and we can continue to provide a strategic global export gateway for our customers. We are evolving our approach to climate risk governance and disclosure requirements in accordance with recent amendments to the *Corporation Act 2001 (Cth)*, the *Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Act 2024 (Cth)*. These amendments mandate sustainability reporting in accordance with Australian Sustainability Reporting Standards (ASRS), Australian Accounting Standards Board (AASB) S2 Climate-related disclosures. These are based on the International Financial Reporting Standards developed by the International Sustainability Standards Board (ISSB), which was established by the IFRS Foundation.

Preparations to ensure compliance are well advanced and have included education and upskilling within the business, climate modelling, assessment of associated risk and opportunities, an AASB S2 gap analysis, and the creation of an internal working group.

Global coal consumption, power generation, production and trade are all at record levels as reported in the IEA's Coal Mid-Year Update 2025.¹

Energy security

As global demand for energy continues to grow, so too does the complexity of delivering it in a way that is secure, sustainable, and fair.

The continued evolution of global markets presents both risks and opportunities for Queensland's resources export sector and the Terminal. We proactively analyse trends and anticipate future needs to remain agile and responsive.

Global coal consumption, power generation, production and trade are all at record levels as reported in the IEA's Coal Mid-Year Update 2025.¹

The global energy landscape is changing, as growing demand intersects international emissions reductions targets, changing regulations, new technologies and market conditions. To meet these challenges, nations require a sustainable energy mix that delivers reliable, affordable power now and into the future.

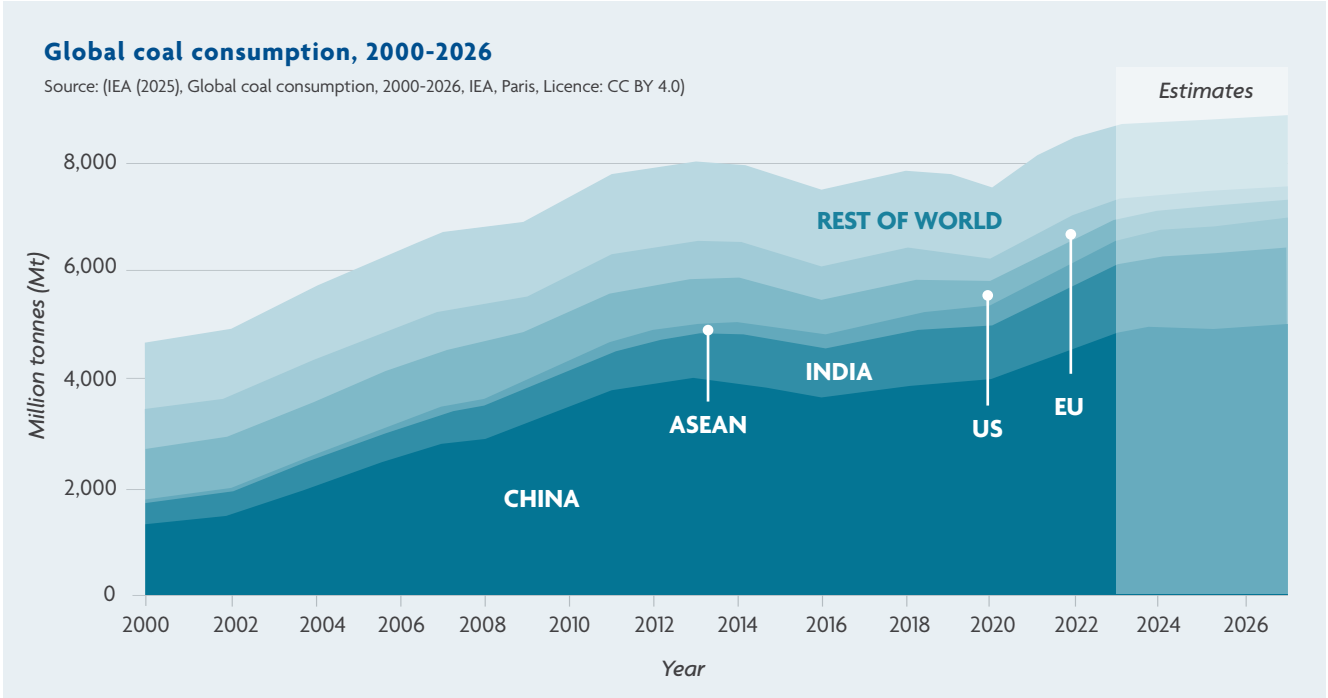
According to the International Energy Association (IEA), global coal demand rose by 1.5% to 8.79 billion tonnes (bt) in 2024, which was a new record.¹ China's demand for coal is predicted to remain stable, while demand will increase across emerging economies, such as India, Indonesia, and Vietnam. In these economies coal plays a strategic role in, providing electricity and materials for its economic and population growth.

According to the IEA, energy demand growth in Southeast Asia will be 25% of total global demand growth, second only to India. There is growing momentum across the ASEAN region to diversify the energy mix and boost cleaner energy production.^{2,3} This will bolster the role of coal to provide affordable, reliable energy to electrify energy systems and complement renewable energy sources. Therefore, high quality thermal and metallurgical coal will continue to play a critical role; supporting energy security for growing populations and enabling the infrastructure needed for the energy transition.

1 IEA (2025), Coal Mid-Year Update 2025, IEA, Paris, Licence: CC BY 4.0

2 Sue-Ern Tan, Singapore Maritime Week 2025

3 The IEA's Regional Cooperation Centre is working to strengthen Southeast Asia's energy future, 17 April 2025



Supporting the energy transition

Coking coal is used to produce steel, which is a critical enabler in the global energy transition. Its unique properties – strength, durability, and versatility – make it indispensable to the infrastructure and technologies that underpin renewable energy systems. It is also a vital enabler for growth in developing economies. Steel is used in buildings, railways, factories, bridges – all needed for urbanisation and to improve living standards.

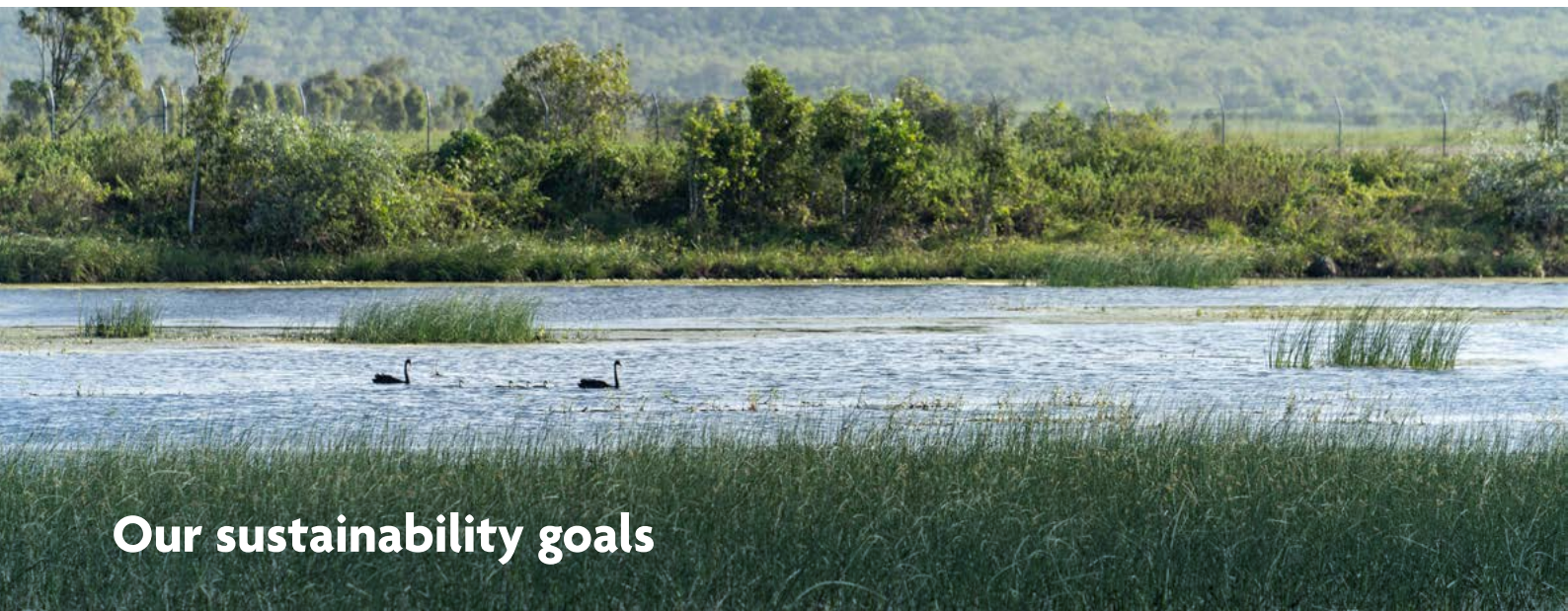
Steel is a key material in the construction of wind turbines, solar panel frames, hydropower plants, and other infrastructure. It is recyclable, which reduces waste.

According to the World Steel Association, global steel demand has been steadily increasing since the 1950s.

In 2024, 1,886 million tonnes of crude steel was produced globally¹. More recently, demand in regions like India, ASEAN countries, and Africa has been driven by rapid population growth, urbanisation, the modernisation of transport systems and economic expansion. As a key component in the steel production process, metallurgical (or coking) coal demand has also grown.

The Terminal plays a pivotal role in exporting the resources needed not only for global energy security but the decarbonisation of energy systems. This contribution is set to continue well into the future.

1 Worldsteel.org



Our sustainability goals

We have sustainability goals that drive continuous improvement across our business.

We use Independent materiality assessments, our environmental, social and governance (ESG) and sustainability priorities, and the pillars of the UN Sustainable Development Goals (SDGs) to shape our sustainability strategy, framework, goals and key performance indicators (KPIs).

The United Nations General Assembly adopted the Sustainable Development Goals (SDGs) in 2015. The SDGs identify 17 goals and related targets to address significant ESG issues globally. We have identified SDGs 7, 9, 14 and 15 as most relevant to our business.



Affordable and reliable energy

We are part of a supply chain that enables the delivery of high-quality Australian coal to global markets. This coal is used by nations to produce affordable and reliable baseload power or steel for infrastructure which has uses in energy distribution infrastructure.



Industry, innovation and infrastructure

We have a proactive asset management program to ensure our infrastructure is resilient.



Life below water

The Terminal is located on the coast. We have robust environmental management and monitoring programs to protect the environmental value and biodiversity of local ecosystems.

This includes our marine sediment sampling and terrestrial weed management programs.

Our implementation of digital advancements in shipping has enhanced the safety of shipping at the Terminal and the way we manage our operations adjacent to a World Heritage marine environment.



Life on land

The Terminal is located adjacent to the manmade Caley Valley Wetland. We manage water onsite to ensure we promote the health of the adjacent wetland ecosystem and are compliant with our water use licence.

We use a flocculant dosing plant (FDP) within our property to help remove dirt and plant matter from stormwater. We also regularly test the quality of water at the Terminal and have a stormwater management and storage system to ensure that only water that meets high regulatory standards is released from our site.

Key performance indicators

The key performance indicators (KPIs) for our sustainability focus areas at the Terminal in the reporting period included:

PEOPLE

- Zero fatalities
- Minimising the risk of injury or illness in our workplace
- Supporting skills development
- Training future generations through apprenticeships and trainee programmes
- Enabling a diverse and inclusive workforce

PLANET

- Efficient use of resources
- Zero reportable environmental incidents
- Investment in technology to improve environmental monitoring and protection

PROSPERITY

- Global export business with a local focus
- Prioritising employment for the North Queensland region
- Boosting the regional economy with a focus on local and regional procurement

PARTNERSHIPS

- Investing annually in community programs and social infrastructure
- Tailored community support that responds to local needs

GOVERNANCE

- Operating in compliance with approvals and Australian Commonwealth and State legislation
- Upholding ISO standards and regulatory instruments



Sustainability roadmap

We recognise sustainability requires a whole of business approach and is underpinned by a robust sustainability framework that is grounded in our values and focus areas of People, Planet, Prosperity, Partnerships, and Governance.

Our business vision and strategy in the short, medium and long-term includes key elements of our Sustainability Roadmap, which was informed by an independent materiality assessment. It outlines our path to continued excellence in the Environmental, Social, and Governance space. The roadmap includes two distinct parts – foundation topics and future focus areas.

Foundation topics are where we have established, controlled systems and processes driving strong performance and continuous improvement.

These include:

- Our people;
- Safety;
- Compliance;
- Respect for the land, the environment and its surrounds;
- The local community, including a commitment to Grow Local and the Community Support Program;
- Biodiversity;
- Robust asset management inclusive of innovation advancements, technology and data driven strategies and solutions; and
- Transparent communication and reporting.

Future focus areas are where we see opportunities to deepen our impact and deliver enhanced sustainability outcomes through targeted initiatives and innovation.

This reporting period's future sustainability roadmap focus areas remain climate disclosure, whole-of-life planning, psychosocial safety and wellbeing, and resource efficiency.

The foundation of sustainability roadmap

	Our people
	Safety
	Compliance
	Respect for the land, the environment and its surrounds
	The local community, including a commitment to Grow Local and the Community Support Program
	Biodiversity
	Robust asset management inclusive of innovation advancements, technology and data driven strategies and solutions
	Transparent communication and reporting



Climate disclosure

In preparation for reporting against the Australian Sustainability Reporting Standards (ASRS), Australian Accounting Standards Board (AASB) S2 Climate-related disclosures, both NQXT and APO have undertaken a gap analysis to assess readiness for AASB S2 reporting. A key outcome was the development of a robust methodology for setting reporting boundaries – ensuring future disclosures are consistent, comprehensive, and aligned with emerging regulatory expectations. The current and short-term focus areas for Climate disclosure are business education and internal upskilling and supply chain risk review.



Whole of life planning

The Terminal's asset inspection and management programs are embedded within a whole-of-life asset management system which supports long-term maintenance strategies and lifecycle optimisation. All capital works undertaken at the Terminal are required to evaluate alternative approaches and solutions during the planning phase, taking into consideration key ESG criteria including safety, resource efficiency and operational resilience. Capital project decisions are made by evaluating the merits of each alternative and allocating funding in alignment with NQXT's long-term asset strategy. This ensures that investments maximise whole-of-life value and uphold the Terminal's asset management objectives.

Planning was undertaken during the reporting period to repair the Stacker 1 cable in FY26. Repairing instead of replacing the cable provides real-time and immediate cost benefits, as well as a range of sustainability benefits including waste reduction, circular economy benefit and resource efficiency.



Psychosocial safety and wellbeing

The Terminal's Healthy Workplace Plan was developed in collaboration with the workforce in FY25 to proactively manage psychosocial hazards and promote mental health and wellbeing. Initiatives are being progressively rolled out as a key focus area in the short and medium-term as Australian legislation continues a focus on psychosocial risks.



Resource efficiency

The Terminal continues to advance energy, water, and waste efficiency projects. These include, but are not limited to, the detailed planning underway to implement Hungry Boards and Inloading Hopper Level Sensors in targeted areas.

Hungry boards are engineered panels designed to improve efficiency and containment of materials on conveyor belts. Hungry boards are planned for installation at the Terminal in FY26 to improve conveyor carrying capacity and reduce water use. Made from ultra-high molecular weight polyethylene reinforced with stainless steel, Hungry board impact resistance, wear durability and modular design make them an ideal choice. By preventing spillage and increasing carrying efficiency, Hungry boards are predicted to improve maintenance turnaround times and reduce material suppression and cleanup water use.

Five new inloading hopper level sensors are planned for installation in each dump station in FY26. The new sensors will provide real-time monitoring of material levels during the inloading process, helping to optimise material flow, prevent overfilling, and reduce the risk of blockages or spillage. By eliminating the need for manual inspections, the sensors will also benefit employee safety. Early detection of issues will help reduce downtime, while integration with automated control systems will improve remote monitoring, data-driven maintenance planning and energy use.

Our approach to maturing key sustainability topics is designed to stretch the business to continue to build on our strengths while proactively addressing emerging risks and opportunities – supporting long term value creation for our stakeholders, communities, and environment.

PEOPLE



FY25 highlights



1.7 LOST TIME INJURY FREQUENCY RATE (LTIFR), AN IMPROVEMENT FROM 3.7 IN FY24



85.51% OF EMPLOYEES LIVE IN THE WHITSUNDAY REGION



21.03% OF EMPLOYEES ARE FEMALE

At the heart of our operations are the more than 300 people – employees and contractors – who drive the Terminal's success every day and form a critical link to a global supply chain for our customers.

We are proud that approximately 85 per cent of our employees call the Whitsunday Region home, and that the majority live locally in Bowen. This strong local presence reinforces our commitment to support our local and regional communities now and into the future.

Every person working at the Terminal helps to shape our business culture, which prioritises safety and harm prevention and excellence in service delivery. To ensure the health and safety of our people and community we implement safe work practices and educate and train our people. Whether they are an employee, a contractor, customer, visitor or vessel staff member, everyone onsite is supported to work safely and confidently.

We strive to create a diverse, inclusive, and respectful workforce where employees are empowered to demonstrate the business's values and contribute to business performance, productivity, and community wellbeing.



Strong safety culture

For more than 40 years the Terminal has maintained a zero-fatality record, a testament to the strength of its safety culture and focus on continuous improvement.

Our number one priority is to ensure our employees, contractors, and visitors are safe to go home at the end of each day. That is why we regularly review our safety protocols, procedures, performance and outcomes and make proactive enhancements to improve and mature the safety culture at the Terminal.

Initiatives include injury prevention, review of operational practices and planning processes, critical control verification, healthy workplace plan, training and coaching and the safety culture.

The site-wide safety culture program achieved positive results in FY25:

- **Reduction** in Serious Injury or Fatality Potential (SIFp) rate; and
- **A significant reduction** in Lost Time Injury Frequency Rate (LTIFR) from 3.7 to 1.7.

Lost Time Injury Frequency Rate, according to Safe Work Australia, refers to the number of lost-time injuries within a given accounting period, relative to the total number of hours worked in that period. In FY25 we have worked to enhance the Terminal's safety culture through training, hazard controls, audits, industry benchmarking and proactive injury management. Operations had one injury for the year that resulted in lost time. This was a rolled ankle resulting in a sprain.

Safety will always be a cornerstone of operations at the Terminal.

Our goal is not just to meet safety targets – but to build a culture where safety, inclusion, and care are second nature.

**ZERO
FATALITY**
WORKPLACE RECORD

Supporting psychosocial safety

The mental and emotional wellbeing of everyone who works at the Terminal is critically important to us.

Our Healthy Workplace Plan is designed to proactively identify and manage psychosocial hazards in the workplace and to promote mental health and wellbeing. The plan was developed using inputs from formal risk assessments and workforce consultation.

The Healthy Workplace Plan focuses on prevention, early intervention, and meaningful support mechanisms, and is fully aligned with the Queensland Code of Practice for Managing the Risk of Psychosocial Hazards at Work. Implementing the plan will ensure we meet our compliance obligations and improve the everyday experience of our people.



The plan is focused on five key areas:

Leadership and culture

To develop and support leaders who inspire and engage employees. To cultivate a culture of respect, transparency, and continuous improvement.

Empowerment and engagement

To empower employees with opportunities for growth and decision making. To create an engaging workplace that values employee contributions.

Support

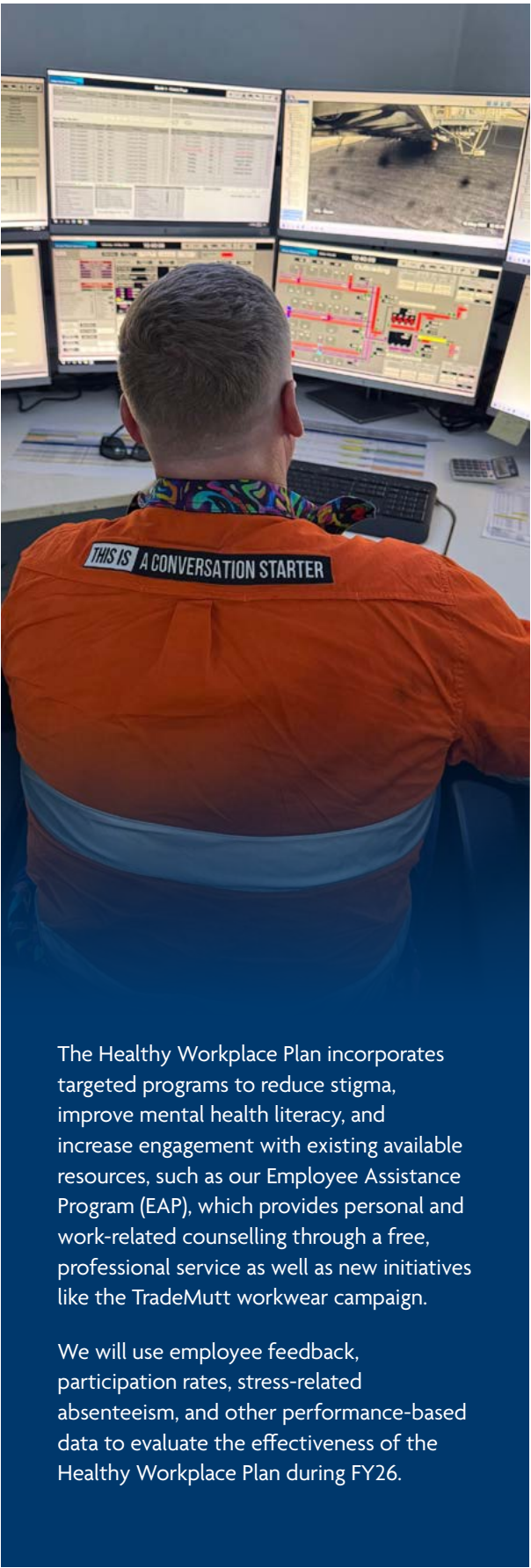
To provide employees with the necessary resources for success. To foster a culture of care, inclusion, and psychological safety.

Job design

To design roles that provide clarity, purpose, and growth opportunities.

Reward and recognition

To create a culture where achievements are acknowledged and celebrated.



The Healthy Workplace Plan incorporates targeted programs to reduce stigma, improve mental health literacy, and increase engagement with existing available resources, such as our Employee Assistance Program (EAP), which provides personal and work-related counselling through a free, professional service as well as new initiatives like the TradeMutt workwear campaign.

We will use employee feedback, participation rates, stress-related absenteeism, and other performance-based data to evaluate the effectiveness of the Healthy Workplace Plan during FY26.

Case study

Starting Conversations That Matter: TradeMutt Shirts

As part of our ongoing Healthy Workplace Plan and Psychosocial Hazard Awareness Program, every Terminal employee received a custom TradeMutt work shirt.

TradeMutt was created by two tradespeople after losing a mate to suicide. The creators wanted to breakdown the stigma of mental health issues in blue-collar workplaces and encourage real and meaningful conversations that would help people. The high visibility Australian-made shirts include a discreet QR code under the left pocket linking directly to TIACS (This Is a Conversation Starter), a free mental health counselling service for tradespeople and those who support them.

One in five Australians between the ages of 16 and 85 experience a mental health condition each year.¹ These shirts are more than just Personal Protective Equipment (PPE). They provide a visual signal that someone is open to a chat and are a symbol of care, connection, and commitment to supporting one another's mental wellbeing.

We support the TradeMutt co-founders goal that every person wearing a TradeMutt shirt approaches conversations with empathy, compassion, and without judgment. Everyone rides the highs and lows of life, and sometimes a simple conversation can make all the difference.



Our Healthy Workplace Plan is designed to proactively identify and manage psychosocial hazards in the workplace and to promote mental health and wellbeing.

¹ Australian Bureau of Statistics (2020-2022), National Study of Mental Health and Wellbeing.

Investing in our people

Building a sustainable local workforce starts with supporting the next generation of skilled workers through our apprenticeship and traineeship program.

In FY25, 12 apprentices and two school-based trainees were part of the Terminal operations team. During their four-year apprenticeship, our apprentices gain hands-on experience

and technical skills for careers in the resources industry. The APO apprentice program is well regarded in the region and places in the apprentice and traineeship programs are hotly contested.

Our seven mechanical and five electrical apprentices are part of our contribution to building local skills. Training apprentices will ensure our region has the technical capabilities needed to support our operations over the long-term.

Case study

From classrooms to ship loaders: Damon found his spark at APO

When Bowen State High School student Damon first heard about school-based traineeships, he did not realise just how much it would change his future.

Like many students, he was unsure of his next steps – but knew he preferred hands-on work over sitting in a classroom all day. After researching options and advice from his parents and teachers, he applied for a school-based traineeship with Abbot Point Operations, and enrolled in a Certificate II in Engineering.

“After mum told me my first resume draft was terrible, I started again and gave it my best shot.”

That effort paid off. He soon found himself on-site surrounded by heavy machinery and a supportive team who made him feel right at home.

The experience sparked more than just new skills – it helped Damon discover a real career path.

“At first I worked with the fitters and turners, but when I gave electrical a go, I knew I’d found what I loved.”

Damon says the blend of school and work offered through a school-based traineeship set him up for success. Juggling assignments with on-the-job training was not always easy, but with support from Bowen State High School, Bowen TAFE mentors, and the Abbot Point Operations team, he learned resilience, time management, and a strong sense of purpose.



Damon has now transitioned to an electrical apprenticeship at Abbot Point Operations, backed by the practical knowledge and confidence gained through his traineeship. From offshore shifts working on ship loaders to mastering the safety and teamwork that define the industry, Damon says every day as an apprentice on-site teaches him something new.

“Being out on the ship loader with the ocean glassed out... it’s something Grade 10 me never imagined.”

Strength in diversity

We believe better business outcomes are achieved when different perspectives are encouraged. That is why we strive to ensure our workplace culture values diversity of skills, experience, and opportunity.

Females comprised 21.03% of our workforce in FY25, up from 19.9% in the previous reporting year. Indigenous employees made up 4.67% of the total workforce, up from 3.98% in the previous reporting year.

We are embedding a culture where all employees can work at their full potential. This includes support for professional development, systems and infrastructure that support a diverse workforce.



The business celebrated International Women’s Day in 2025 by coming together to hear the experiences of four female members of the team. The audience heard humbling and honest stories about careers, family, friendship and futures, in a safe and supportive environment.



IN FY25

Female employees comprised

21.03%

of our workforce,
up from 19.9% in the previous
reporting year

IN FY25

Indigenous employees comprised

4.67%

of our workforce,
up from 3.98% in the previous
reporting year

PLANET

FY25 highlights

ZERO REPORTABLE ENVIRONMENTAL INCIDENTS

383 SHIPS UNDERWENT APO'S VETTING PROCESS PRIOR TO BERTHING

39% OF WASTE DESTINED FOR LANDFILL WAS RECYCLED

The Terminal has operated responsibly adjacent to protected and sensitive terrestrial and marine environments for more than 40 years.

Protecting the natural environment is central to our core business values and sustainability KPIs. We recognise our responsibility to preserve and safeguard the ecosystems in which we operate.

We achieve this through rigorous environmental management systems and daily operational practices that minimise the Terminal's ecological footprint, reduce emissions, understand product and equipment life cycles and care for water resources.

Biodiversity protection, operational efficiency and regulatory compliance have been embedded in our culture for more than four decades. We will continue to ensure environmental performance is front of mind for our employees, contractors, and visitors to the Terminal.

Case study

Reusable coffee cups – a waste initiative

As part of our ongoing waste minimisation and reduction initiatives, the Terminal has successfully eliminated the use of single-use paper coffee cups. On average, more than 100,000 reusable coffee cups have been used at the Terminal annually.

All employees and permanent contractors have been issued branded reusable coffee cups. Care was taken to select with a B-Corp certified Australian business that provided high-quality, durable, dishwasher safe reusable cups.

While supporting our employees' love for coffee, this initiative has delivered a significant reduction in single-use waste disposal from site, contributing to landfill diversion efforts and serving as a reminder of our broader ESG commitments.



Operations

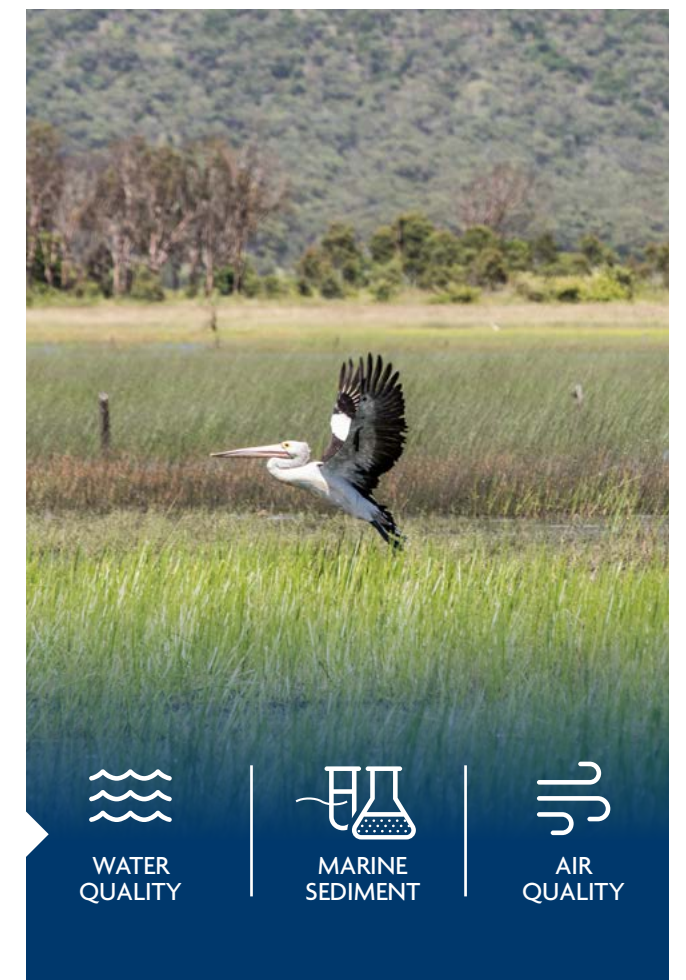
The Terminal had zero reportable environmental incidents during FY25.

This reflects our care for the surrounding land and marine environment and compliance with all relevant Queensland and Australian environmental laws, our permits and environmental approvals.

Some of the key environmental licences held by the Terminal include:

- Water licence, under *Water Act 2000 (Qld)*;
- Abbot Point Stormwater Return Dam Controlled Action Approval, under *Environment Protection and Biodiversity Conservation Act 1999 (Cth)*; and
- Environmental Authority for bulk handling and onsite sewage treatment, under *Environment Protection Act 1994 (Qld)*.

The Terminal has long-standing environmental protection programs and environmental governance systems. Surface water monitoring, groundwater monitoring, marine sediment monitoring and air quality monitoring are some of the ongoing environmental measures we use to track and improve our performance. Samples are tested by independent expert accredited scientific laboratories.



WATER
QUALITY

MARINE
SEDIMENT

AIR
QUALITY

Energy use and greenhouse gas emissions

The Terminal reports on Scope 1 and Scope 2 emissions as per the requirements of the Federal National Pollutant Inventory (NPI) Reporting and Greenhouse and Energy Reporting Scheme (NGERs).

The reports are compiled by an expert third party environmental accountant consultant.

Our total Scope 1 and 2 Greenhouse Gas (GHG) emissions for the 12 months to 30 June 2024 was 41,121t CO2-e. Only 1.8% of the GHG emissions emitted are from Scope 1 emissions; otherwise known as direct emissions. Most of the Terminal's emissions are Scope 2 emissions from electricity sourced from the Queensland State electricity grid. During this NGER reporting period, the Terminal consumed 55,300MWh of electricity for its operations.

The Australian Energy Market Operator (AEMO) oversees the National Energy Market (NEM) in eastern and south-eastern Australia, including the planning for and implementation of energy diversification. The Queensland electricity generation mix has changed in recent years as more renewable energy has entered the market. In 2023-24, 28% of Queensland's electricity was generated from renewable sources; up by 2% from the previous year.¹ As more electricity from renewable sources enters the NEM, we expect that Scope 2 emissions for all Queensland electricity users, including the Terminal, will reduce over time.

We continuously assess opportunities for energy saving measures and implement technology to deliver energy efficiency gains. The business began trialling the use of Plug-in Hybrid Electric Vehicle (PHEVs) at the site during the reporting period. The trial tracks fuel savings, electricity use, charging ability, safety and general usability.

The Terminal will continue to seek ways to reduce its electricity consumption and improve energy efficiency as it is a key priority in the Terminal's sustainability roadmap.

¹ 22 August 2025, Department of Climate Change, Energy, and Environment and Water, Australian Energy Statistics by state and territory

Respect for marine environment

We operate responsibly alongside the Great Barrier Reef.

Our location - 53 kilometres from the closest point of the Great Barrier Reef and adjacent to the Great Barrier Reef World Heritage Area (GBRWhA) – brings with it an obligation to protect the surrounding marine environment.

The GBRWhA waters close to the Terminal are home to whales, dolphins, and other protected species. Their continued presence is a testament to the Terminal's ability to operate without harming the ecosystem on which they depend.

The Terminal's location provides significant natural advantages to minimise impact to the marine environment. As the Terminal is in deep water, no dredging is required and vessels access the Terminal via shipping lanes that follow naturally occurring channels.

The Terminal's operations comply with all legislation and regulations relating to shipping and protecting the pristine marine environment where we operate. The Australian Maritime Safety Authority (AMSA) and Maritime Safety Queensland (MSQ) monitor commercial vessels in the Great Barrier Reef and Torres Strait using the 24/7 vessel tracking system known as Great Barrier Reef and Torres Strait Vessel Traffic Service, better known as Reef VTS.

Vessel masters must also comply with the *Nature Conservation (Wildlife Management) Regulation 2006 Part 5A* which prescribes minimum approach distances and maximum speeds within proximity to marine mammals in Queensland waters. The laws are in place for the safety and conservation of the marine wildlife.

APO vets each vessel before it is allowed to berth at the Terminal. The vetting process assesses the ship's loading performance history, regulatory performance, sanctions, compliance, owner and operator governance, and ship safety score. If a ship fails to meet the APO standard, they are prevented from coming to the Terminal. In the reporting period 383 ships were vetted using this process.

Strict controls are enforced to minimise marine pollution from ships releasing rubbish, sewerage, fuels and other waste. Under the *Transport Operations (Marine Pollution) Act 1995*, there are substantial penalties for breach and failure to report pollution. All vessels must also comply with the *Biosecurity Act 2015* and the *International Convention for the Control and Management of Ships' Ballast Water and Sediments 2004 (the Ballast Water Management Convention)*, to prevent the spread of invasive marine species.

Case study

Operating in harmony with our marine habitat for over four decades

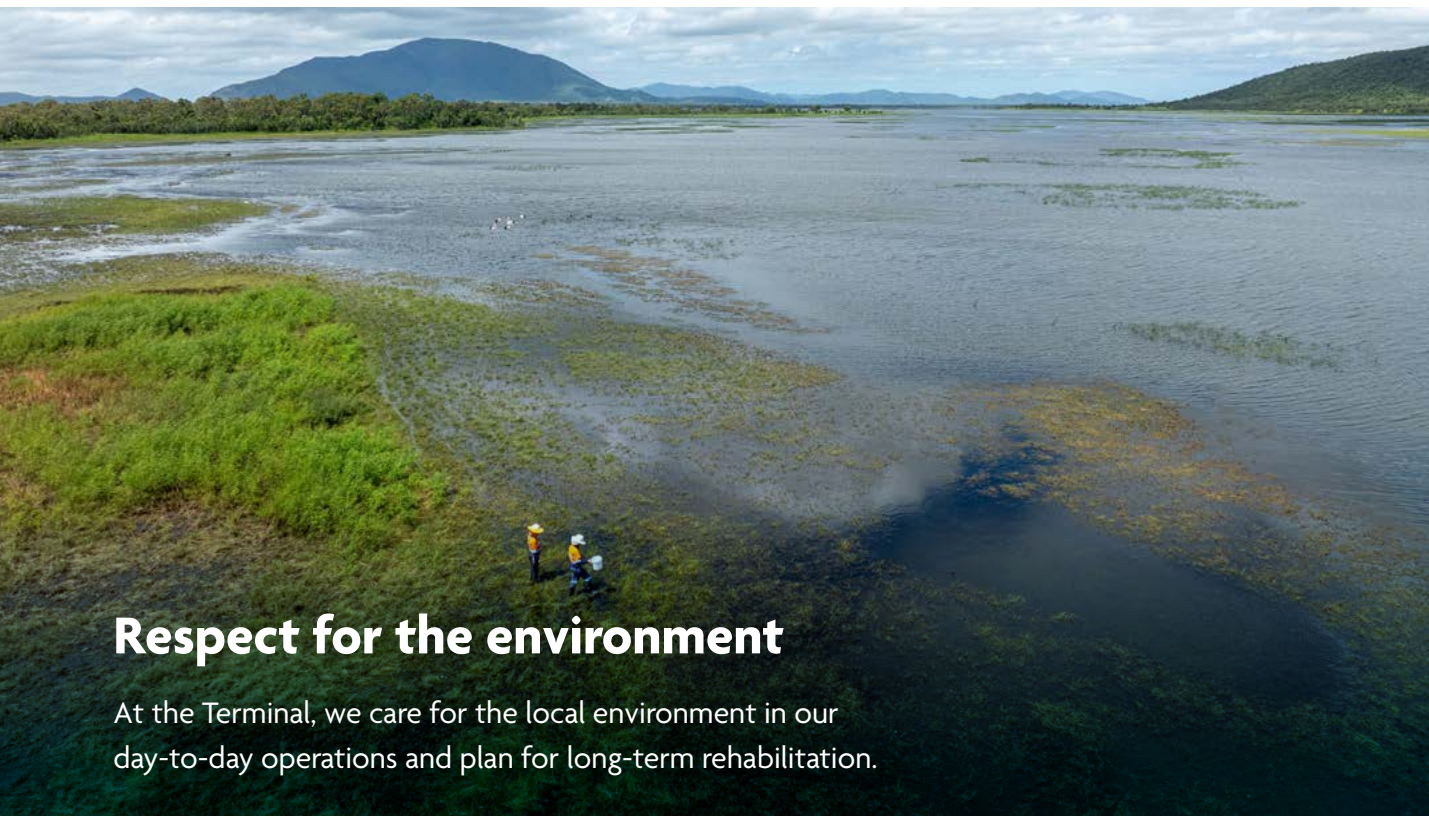
Our underwater structures – such as pilings, docks, and pipelines – are more than just essential components of the Terminal; they serve as thriving marine habitats.

These structures offer shelter, breeding grounds, and surfaces for algae and other organisms to grow and support a healthy and diverse marine ecosystem. The waters around the Terminal are rich in sea life. It is not uncommon to see squadrons of twelve or more manta rays gliding through the waters.

The Terminal has run an annual Marine Sediment Monitoring (MSM) Program since 2014. The program is designed to assess whether offshore maintenance activities – particularly abrasive blasting and painting – are effectively managed to protect and the marine environment. Each year, samples are collected from up to 27 locations near offshore infrastructure and analysed by a NATA-accredited laboratory, following strict Queensland and national environmental guidelines.

Over the past decade results have complied with the relevant guidelines, which demonstrates that operational control measures are effective.





Respect for the environment

At the Terminal, we care for the local environment in our day-to-day operations and plan for long-term rehabilitation.

Protecting the Caley Valley Wetlands

The Caley Valley Wetlands lie to the west and south-west of the Terminal. The manmade wetlands were created in the 1960s when a rock wall was built to trap fresh water flowing across a salt pan. Now the brackish waters of the wetlands provide shelter for migratory birds and are a permanent home to a wide range of wildlife.

The Terminal undertakes the following work to protect this valued ecosystem including:

- continual improvement of water management infrastructure;
- compliance with strict water quality requirements; and
- treating stormwater and testing its quality to ensure compliance with regulations before allowing any to be discharged from on-site holding ponds.

The Terminal had zero reportable environmental incidents in FY25 and this reflects the care with which we manage our operations.

Wet weather preparedness

Cyclone preparedness and resilience are a fundamental part of North Queensland business operations. Being prepared has always been our mantra.

Each October, our Severe Weather Committee oversees preparation for cyclone season. The Terminal's systems, people, processes, and infrastructure readiness are checked and tested. The committee monitors weather forecasts and uses these to assess potential impacts and coordinate planned responses as needed.

Our system of robust planning and cyclone preparation has been matured during the Terminal's 40 years of operation to protect our people and equipment including six 40 metre tall stacker reclaimers, a 2.75 kilometre offshore trestle jetty, wharf and shiploaders.

To prepare for bad weather, equipment is secured and infrastructure is locked down. The site is also stocked with food, water, and supplies in the event some of the Terminal's employees and contractors are cut off from Bowen during or after a cyclone. The Abbot Point Harbour Master, appointed by MSQ, directs shipping activity and may shut the port and direct ships to stand offshore when severe weather is expected.

Case study

Proper preparation enables performance

Our team put their cyclone and severe weather preparation into action, expertly responding to severe weather experienced in North Queensland in early 2025.

As torrential rain swept across North Queensland, our people, systems, and infrastructure rose to the occasion.

Between 30 January and 12 February, the Port of Abbot Point received an extraordinary 873mm of rain in just 14 days. This is equivalent to 100% of the Terminal's average annual rainfall and 2.5 times the expected February average.

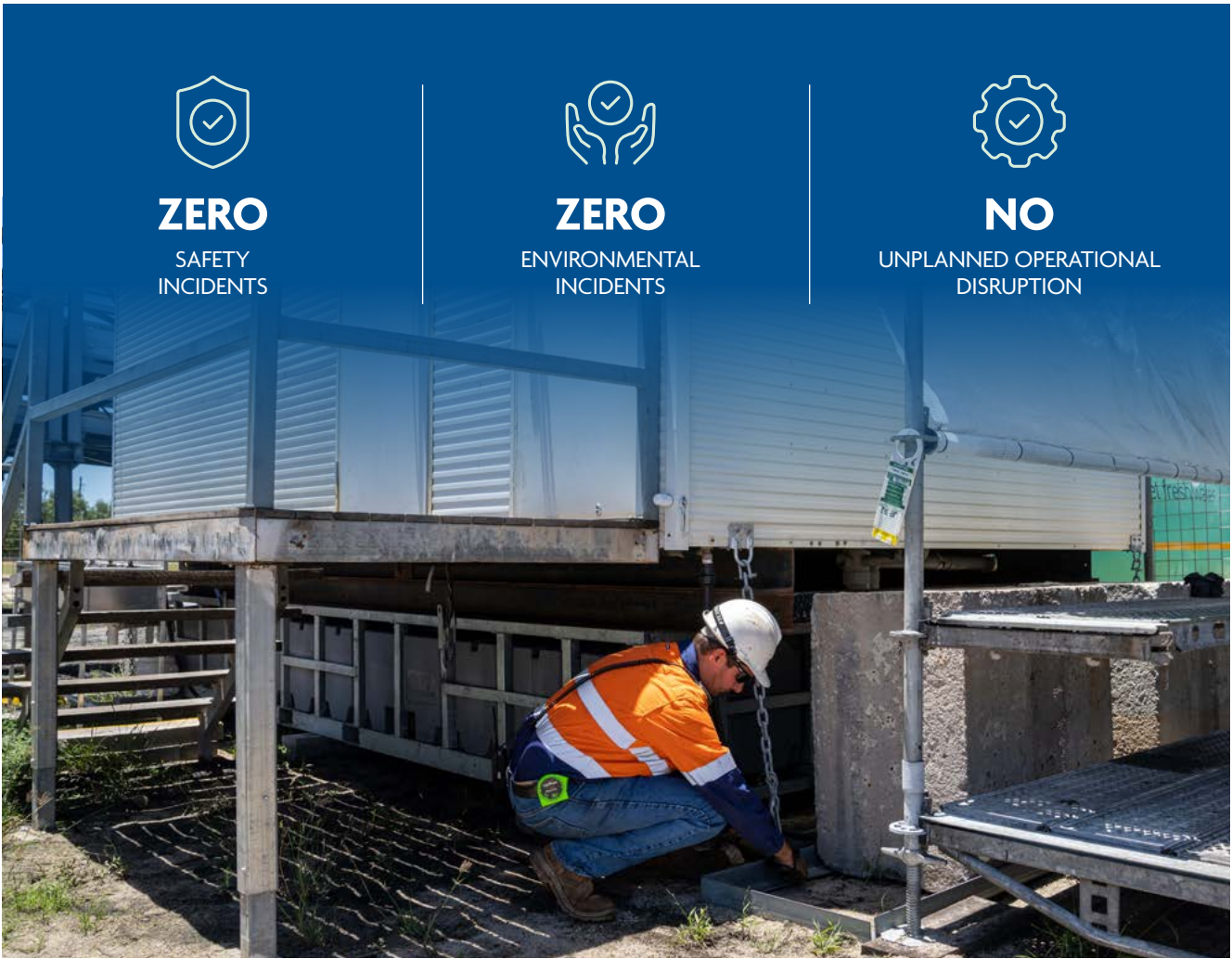
Thanks to early preparation and experienced leadership from our Severe Weather Committee, all precautionary measures were completed before the rain began, ensuring our people and infrastructure were safe and protected and environmental impacts negated throughout the event.

The result was:

- Zero safety incidents;
- Zero environmental incidents; and
- No unplanned operational disruption.

Our upgraded water management systems performed to design – channelling and containing runoff and protecting surrounding ecosystems.

At the heart of our response was our people – highly trained, calm under pressure, and united by a shared commitment to safety and environmental care.



Water use

Water is a vital resource, and its responsible use and management is integral to the business. Our Water Management Plan is embedded into our business operations.

Water at the Terminal is primarily used for:

- coal handling operations, including conveyor belt movement and ship loading;
- dust suppression through targeted spray systems;
- maintenance and safety systems, including showers, cleaning, and
- minimal supply for general office use.

In FY25, the Terminal withdrew a total of 262.67 megalitres of water. Importantly, there were no water discharge licence limit exceedances during this period. Our maintenance teams work continuously to identify and repair leaks and look for opportunities to improve efficiency. The weekly loss and defect elimination meeting is a key part of this process.

All maintenance work is tracked via SAP. Work orders are sent to the maintenance team in a timely fashion.

The water management system at the Terminal has a Trigger Action Response Plan (TARP) for both drought and flood indicators. The TARP sets out the actions that must be completed to ensure operational resilience in any season.

The Terminal's Stormwater Return Dam (SRD) plays a critical role in overall site management of water capture and reuse. It allows stormwater from the site and overland flows from outside the site to be stored and treated. Compliance checks are undertaken annually and the results are published on the NQXT website.

Dust and waste management

We take active steps to minimise dust emissions and waste from our operations.

The Terminal implements strict protocols to minimise dust dispersion, through plant design and conveyor belt water sprays. We use dust monitoring to test and ensure the ongoing effectiveness of these controls. There are eight environmental dust monitors in and around the Terminal, including within the Caley Valley Wetlands. There were no compliance or nuisance complaints related to dust during the reporting period.

As a well-established facility, the Terminal has comprehensive waste reduction, reuse and recycling procedures in place. These have been designed with the waste facilities available in our region in mind.

As the Terminal does not process or manufacture materials there is little industrial waste to be managed, and waste is primarily generated by office and maintenance activities.

Waste is separated into the following categories:

- Non-hazardous waste;
- Hazardous waste;
- Recycled non-hazardous waste; and
- Total waste sent to landfill (non-hazardous and hazardous).

During FY25 a targeted scrap metal recycling campaign at the Terminal resulted in 233 tonnes of non-hazardous waste being recycled. During FY25 39% of waste destined for landfill was recycled.



Planning for the future

Long-term planning is central to our approach for managing the life of operations and ensuring responsible closure of the Terminal far into the future.

We are committed to safeguarding both the asset and the surrounding environment beyond the operational horizon.

Under the 99-year lease agreement with the Queensland Government, NQXT does more than commit to contribute to rehabilitation in a future state – NQXT progressively funds the full rehabilitation cost of the asset and the land through annual instalments to the North Queensland Bulk Ports (NQBP) rehabilitation fund.

This structured funding model guarantees that the cost of rehabilitation is available to NQBP well before it is required. Undertaking a proactive approach ensures that when the time comes sufficient funds have been set aside to support an agreed comprehensive rehabilitation and monitoring plan.

Regular calibration of practices and technologies enables the Terminal to align rehabilitation planning and funding with good practices.

GREATER EFFICIENCY

33.1 MEGALITRES LESS WATER
USED TO LOAD MORE COAL THAN IN FY24



NO

WATER DISCHARGE LICENCE
LIMIT EXCEEDANCES

PROSPERITY

FY25 highlights



\$47 MILLION

VALUE OF GOODS AND SERVICES PROCURED FROM LOCAL AND REGIONAL BUSINESSES



50% LOCAL AND REGIONAL OPERATIONAL PROCUREMENT



34.97MT

PRODUCT LOADED THROUGH THE TERMINAL

Our commitment to prosperity is grounded in advancing both economic and social progress.

As a vital export hub, the Terminal plays a key role in delivering a reliable supply of metallurgical and thermal coal to global markets – this lifts living standards, supports development and improves energy security in the nations that import coal from our customers.

Closer to home, APO's mission to Grow Local means we contribute to local and regional development through job creation, training opportunities, and strong community partnerships.

We serve our customers to deliver their coal to international markets by providing efficient, responsive, and responsible operations. Our long-standing focus on operational excellence continues to meet evolving customer needs, while upholding our environmental and societal responsibilities as part of a larger supply chain.

Continuous innovation and operational improvements have enabled the Terminal to achieve record throughput. This has strengthened our position as a responsible operator and a valued cornerstone of the local community and a key supply chain partner for the State of Queensland.

Moving commodities for economic growth

The Terminal is a vital link in Queensland's coal export supply chain. Our operations enable customers to export their thermal and metallurgical coal, the State's most valuable export commodity. This underpins Queensland's economic prosperity and contribute to international growth and development.



Metallurgical coal

Metallurgical coal is fundamental to global economic development. As a key input to steelmaking, it is integral to the construction of infrastructure needed for modern life including buildings, cars, ships, trains, bridges, and home appliances. It is also essential in the construction of renewable energy infrastructure such as wind turbines and hydropower facilities.

As urbanisation continues to accelerate in developing economies, the demand for metallurgical coal will continue to grow. Metallurgical coal will remain a foundational material in enabling the physical infrastructure required for global advancement and transitions to a lower-emissions global economy.

Thermal coal

Thermal coal continues to play a crucial role in delivering affordable and reliable energy to millions of people around the world. According to the IEA, global demand for thermal coal reached a record high of 8.79 billion tonnes (bt) in 2024. Demand is projected to remain strong – particularly in emerging economies such as India and across the ASEAN region – even as renewable energy adoption continues to grow.

As the global energy mix evolves, thermal coal remains essential in many developing nations, where access to consistent baseload power is critical for driving social and economic progress. In countries like India, Vietnam, and the Philippines, coal-fired electricity – alongside an expanding renewable sector – is enabling a transition from traditional fuels like wood and biomass to modern, electrified systems. This shift is not only improving living standards but also contributing to reductions in emissions intensity.

Australian thermal coal is well positioned to meet this ongoing demand. Known for its high energy content, low ash, low sulphur, and minimal trace elements, Australian coal offers superior efficiency and lower environmental impact when compared to many global alternatives.

Coupled with its proximity to Southeast Asia, Australian coal continues to provide a dependable energy source – supporting access to electricity, enabling economic development, and complementing the transition toward cleaner global energy systems.

Continuous innovation

Embracing innovation is central to our business – enhancing efficiency, strengthening our role as a responsible operator, and amplifying the benefits we deliver to the local community and Queensland economy.

With more than 40 years of continuous operation, the Terminal has evolved through the adoption of advanced technologies, industry innovation, and supply chain improvements.

Case study

Smart upgrades drive safer, smarter operations at the Terminal

A suite of new innovations rolled out at the Terminal during FY25 delivered tangible gains in safety, efficiency, and performance.

Among the upgrades planned and commenced was a laser-based volumetric control system that measures coal profiles on inloading conveyors in real time. The system automatically adjusts feed rates to optimally fill conveyors, prevent overflows and reduce spillage. This project will be completed in FY26.

New redundant level sensors have been installed on inloading hoppers, which have automatic water and air sprays to keep the new sensors functioning optimally. These sensors reduce the risk of wagon derailments and improve overall reliability. The new sensors are not falsely triggered by debris and dust.

The system that is used to stop conveyor belts when testing the integrated metal detector was also improved. The process was updated so that the belts are stopped in a way that provides safe, easy access for trained and competent employees to retrieve objects used to test metal detectors and to eliminate the need to work at heights.

Finally, the Terminal successfully trialled lightweight idlers that reduce manual handling risks and extend maintenance intervals – boosting both worker safety and operational efficiency.

Together, these innovations demonstrate a culture of continuous improvement where smart solutions make a real difference and where systems enable employees and contractors to bring new solutions to the table.

The Dynamic Under Keel Clearance (DUKC) system uses real-time tidal data and ship modelling to optimise vessel loading and safe navigation. In FY25, this technology enabled a record-setting 198,032 tonne shipment of coal. When loaded, the ship had a sailing draft of 17.95 metres – this demonstrates the precision and performance benefits DUKC provides.

A continued commitment to innovation means we can achieve operational efficiency in a safe and environmentally responsible way.



Asset management

The Terminal takes a proactive approach to asset management and maintenance to maintain high productivity and minimise downtime.

Detailed asset lifecycle strategies and long-term maintenance plans for key equipment have been developed in an integrated asset management approach between NQXT and APO. This enables informed decision-making, optimises performance, clearly defines roles, and ensures the reliability of critical assets over time for improved performance, optimum efficiency and effective life cycle utilisation.

This approach brings together strategic and tactical asset management and operation. It is embedded in short, medium, and long-term business plans and the Terminal's capital works plan.



Case study

MEAD keeps our marine infrastructure strong and sustainable

Each year, a specialised team of commercial divers and engineers from Marine Engineering and Diving (MEAD) descend beneath the waves to carry out vital maintenance on our offshore infrastructure. A significant amount of Terminal infrastructure is located offshore, including a 2.75km jetty and two berths.

MEAD's work is essential to protecting the 751 steel pilings that support the Terminal's jetty from harsh marine conditions. From replacing anodes to inspecting sea shield jackets and testing piling thickness at the seabed, their expertise ensures the structure remains strong, reliable, and environmentally sound.

The Terminal's pilings are fitted with advanced protective coatings, tidal zone shielding, and a cathodic protection system that guards against corrosion – one of the most effective defences available. This annual program of inspection and maintenance is part of a proactive strategy that protects the life of the infrastructure while safeguarding the surrounding marine environment.



Driving Queensland's prosperity

Queensland's world-class resources sector is a cornerstone of the state's economic strength. It generates thousands of jobs, supports local communities across regional and metropolitan areas, and delivers significant direct contributions to the state budget through royalty payments.

From July 2023 to June 2024, coal royalties alone contributed **\$10.6 billion** to the Queensland economy, funding essential public services and infrastructure such as hospitals, schools, and roads.¹

The Terminal facilitates the efficient and reliable export of coal to global markets to help enable this economic contribution, while contributing to the state's strong position in the global energy and industrial supply chain.

The Terminal supports broader economic outcomes through trade, employment, and productivity. Annual capital and operational expenditure, along with export activity, continue to positively impact Gross State Product and jobs – this reinforces the Terminal's role as a vital link in Queensland's economic success. In FY25 the Terminal's economic contribution included:

- **\$9.9 billion** in annual international trade value;
- **\$9.5 billion** contribution to Queensland's Gross State Product each year²; and
- **8,100 jobs** facilitated annually across the supply chain.²

These figures show the Terminal is more than just a logistics hub – it is a strategic asset that underpins regional prosperity, state revenues, and employment opportunities across Queensland.

Every dollar of capital and operational expenditure or trade value generated by Abbot Point, where the Terminal is located, achieves positive economic returns.²

¹ Queensland Resources Council 2024 – Coal 2024
² North Queensland Bulk Ports Economic Impact Study – Connecting North Queensland to the World, 2025.

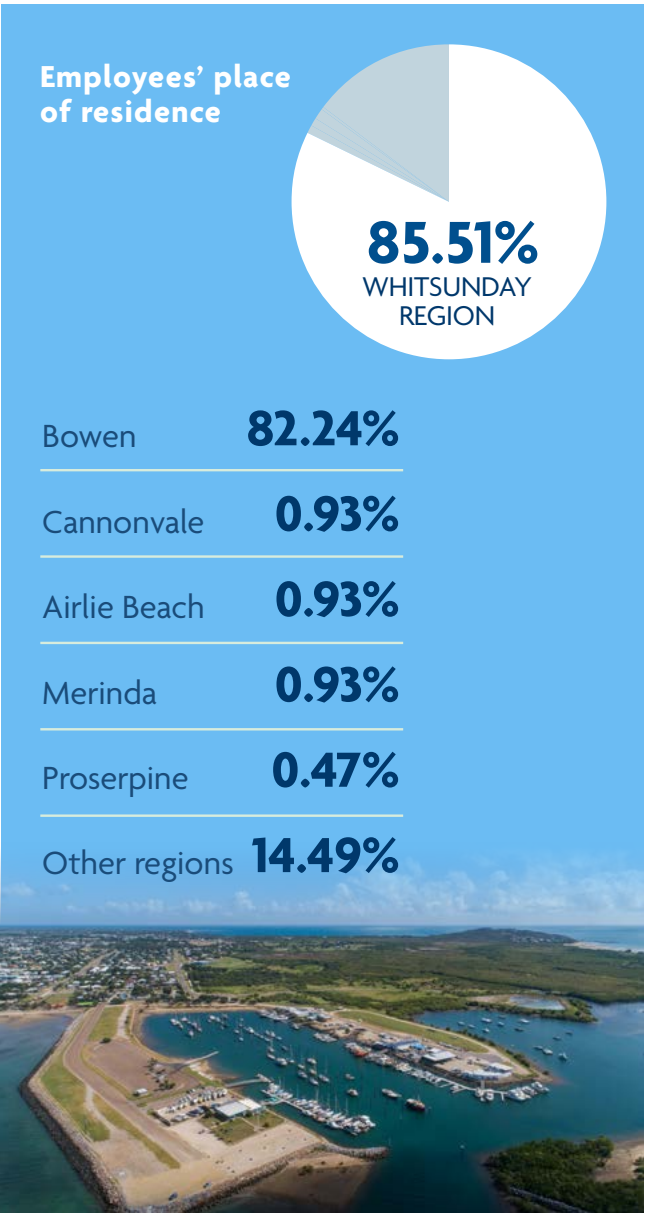
Creating local value

Alongside our contribution to Queensland's broader economy, the Terminal is proud to be a part of a vibrant local community centred around the town of Bowen in the Whitsunday region.

APO's Grow Local mission, means we create economic and social value through local employment, supporting regional supply chains where possible and delivering targeted community investment through our Community Support Program (CSP).

Local employment and procurement

In FY25, **85.51%** of our full-time equivalent (FTE) employees lived in the Whitsunday Region, the majority in Bowen.



Local suppliers

Procuring from local suppliers strengthens regional supply chains, supports jobs and ensures that the economic benefits of our operations flow directly into the communities we live in and work alongside.

In FY25:

- **50% of our operational expenditure – \$47 million** – was directed to local and regional suppliers;
- **\$15.4 million** spent with businesses located in the Whitsunday Regional Council and Burdekin Shire Council Local Government Areas (postcodes 4800-4807); and
- **\$31.6 million** spent with regional Queensland suppliers.

Where possible, we seek to engage Traditional Owners and other Indigenous businesses in our supply chain. During the reporting period the Terminal engaged Juru Enterprises Limited (JEL) on a contract for weed management. The Terminal will seek to continue and expand engagement with JEL and other suppliers as part of our commitment to create long term economic opportunities for Traditional Owners.

Case study

NQBC – A local service provider

NQBC is an electrical services and metal fabrication business based in Bowen. In 2016 the company began working from a home office on small residential and commercial projects.

Over time the business has grown and now NQBC employs ten skilled professionals, including electricians, machinists, waterjet operators, boilermakers, and sheet metal workers.

This growth has been driven by diversification and a reputation for delivering innovative, practical solutions to complex challenges, including work at the Terminal on shiploader variable speed drive upgrades, shutdown works, and fire line repairs.

What sets NQBC apart is its ability to act as a one-stop shop, its adoption of new technologies and its team of multifaceted tradespeople who thrive on problem-solving. Beyond business, NQBC actively supports the local community through sponsorship of junior sports, reinforcing its commitment to regional development.

NQBC is a prime example of how local businesses can deliver value if projects are packaged into scopes of work that match the skills and capabilities of local suppliers.

Case study

Common User Facility collaboration boosts industry growth

The Terminal has supported the new Common User Facility (CUF) at the Port of Abbot Point to assist in the future economic growth of Bowen and North Queensland.

The CUF was developed by NQBP to attract and enable emerging industries. It offers shared workspaces, meeting rooms, amenities, and parking for a range of Abbot Point port users – from contractors and government representatives to industry proponents and port tenants.

The Terminal facilitated the connection of essential services – sewerage, electricity, and water to the CUF which saved more than \$1 million in additional infrastructure costs. These services were connected through a safety-assured process supported by APO.

The CUF has already proven its value in supporting one of the region's most high-profile new ventures; the Bowen Orbital Spaceport, operated by Gilmour Space Technologies. Located within the Abbot Point State Development Area, the Spaceport is the launch site for Gilmour's Eris rocket – Australia's first domestically designed and built orbital rocket.

NQBP as the port authority maintains oversight of usage thresholds to ensure that essential services are not compromised and that any shared activity aligns with the port's core purpose.



PARTNERSHIPS

FY25 highlights



29 COMMUNITY PROJECT INITIATIVES SUPPORTED



\$343,052
FY25 COMMUNITY SUPPORT PROGRAM SPEND



\$2.5 MILLION+
COMMUNITY SUPPORT PROGRAM SPEND SINCE 2017

We have a deep commitment to the communities we call home. We collaborate with local stakeholders – Traditional Owners, residents, employees, contractors, and community groups – to identify shared priorities and deliver practical, long-term support to our communities where they need it most.

Abbot Point Operations Community Support Program

We achieve this through the flagship Abbot Point Operations Community Support Program (CSP). This involves working in partnership and responding to community needs for people and organisations that help Bowen and the Whitsunday region thrive. This collaborative approach is delivering meaningful outcomes for local and regional health, education, infrastructure, and wellbeing.

Since its launch in 2017, the CSP has invested more than **\$2.52 million** into community groups and initiatives in Bowen, informed by our ongoing consultation with community, and alignment with local priorities.

In FY25, the CSP provided **\$343,052** in funding to 15 initiatives and 24 local organisations.



APO's CSP pillars

Each year the APO Environment and Community Team meets with local community leaders, groups, and other stakeholders to understand community priorities under the five CSP pillars:

- Education and skill development;
- Community health;
- Sustainable livelihood development;
- Community infrastructure development; and
- Sporting, social club and event support.

This ensures the support provided to eligible community groups, organisations, and initiatives in the Bowen region has a meaningful positive impact on our communities now, and into the future.

In FY25, CSP funding responded to community needs by supporting initiatives in the following categories:

43%	38%	19%
COMMUNITY & SOCIAL	EDUCATION	HEALTH & AGED CARE



Supporting school outcomes

The CSP proudly supports both primary schools and high schools in the region, prioritising practical measures that deliver a tangible benefit for students and the school.

In FY25 this included:

- Back-to-school packs with essential stationery and textbooks to ensure all children start the year with necessary supplies;
- Funding laptops to enhance digital learning;
- Sponsorship of STEM engagement programs; and
- Support for school-based guidance and community engagement officers to provide much needed support to students.

Each initiative was aligned to the CSP’s education and skill development pillar and targeted at lessening barriers to learning to support the region’s long-term skills pipeline.



Case study

Bowen State School Pre-Prep Program readies children for school

In FY25, the Community Support Program (CSP) provided \$17,000 to Bowen State School to support its expanding Pre-Prep Program. Open to all families in the community, the program offers early childhood learning opportunities for children who are unable to access formal kindergarten or day care – an ongoing challenge in the Bowen region due to limited availability.

The funding contributed to a wage subsidy that enabled the continued delivery of a structured program, with age-appropriate sessions focused on play-based learning, social

interaction, and early developmental skills. Participation in the program grew significantly over the year, with families providing feedback on the service’s positive value.

Importantly, the program supports smoother transitions to school by fostering confidence, routine, and a sense of connection among children and their families. For many local families, it provides the only regular exposure to a group learning environment, helping to close the gap in early childhood education access, and setting children up for success in their first years of school.



Thanks to the support of Abbot Point Operations, we’re seeing real improvements in student confidence and attendance – helping our young people reach their full potential beyond the classroom.

ROBERT HARRIS, PRINCIPAL, BOWEN STATE HIGH SCHOOL

Case study

Bowen State High School – Hands on Learning (HOLA) program

In the reporting period, Bowen State High School launched the Hands-on Learning (HOLA) program to improve student engagement, wellbeing, and attendance.

The CSP is proud to support the weekly program which helps students in Years 8–10 build life skills, teamwork, and confidence. Each session includes a wellbeing check-in, cooking lessons in the Flexispace kitchen, or working on meaningful projects such as garden construction, school beautification, and community BBQs.

Principal Robert Harris said the school used its CSP grant to purchase tools, materials, and food – enabling students to fully participate, and the program is already making a difference.

“Thanks to the support of Abbot Point Operations, we’re seeing real improvements in student confidence and attendance – helping our young people reach their full potential beyond the classroom.”

Students report improved behaviour and stronger relationships, with one sharing, “I now look forward to HOLA on Wednesdays... it’s a shame every day isn’t a HOLA-day!”

Resilient, sustainable communities

In FY25, the CSP provided \$150,000 to nine organisations for projects and initiatives that addressed community challenges such as homelessness, childcare demand, community safety and wellbeing.

Support of these initiatives helps our neighbouring communities to prosper and remain a great place for our employees to live, work and play. These organisations, projects and initiatives included but are not limited to:

Bowen Neighbourhood Centre

Fit out of community Op Shop and Cooina Family Centre Kitchen

Community Cafe and Back to School Packs



CareerForce Australia

Career Academy Grow Local Connection Program

in collaboration with Bowen State High School.



Girudala Community Co-op

Youth Health Support Program

in collaboration with Bowen State High School



Port Denison Sailing Club

Coach safety boat motor replacement



Bowen Mental Wellness Program

Providing mental wellness programs to veterans and the broader community



Bowen Delta Rural Fire Brigade

Contribution to a new 4WD Station Utility Vehicle





Case study

Students explore with Career Academy Grow Local Connection

Each year, stakeholder feedback highlights the importance of growing local talent pipelines and keeping skilled people in the community. APO took this feedback onboard and through the CSP, partnered with SBB Partners, Bowen State High School and CareerForce to provide the *Career Academy Grow Local Connection Program*.

This program provides Year 11 students with valuable career exposure through five half day sessions across Terms 1 and 2. Sessions are focused on building job readiness skills and connecting students with local employers, industries, and pathways.

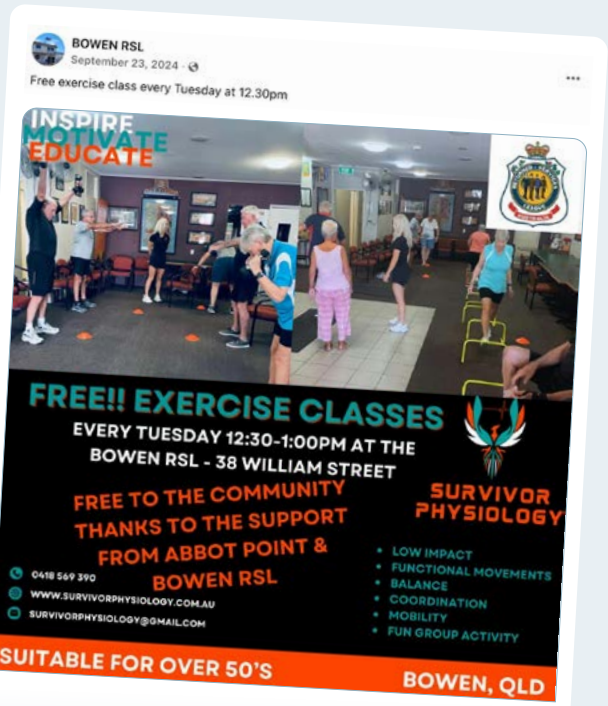
At the heart of Career Academy is the power of local role models. Through real-life panels and interactive activities, students can see the career possibilities in their own community and what is possible in the future.

Case study

Supporting Veterans' Wellbeing

The Bowen Returned & Services League (RSL) Sub-Branch plays a vital role in supporting the wellbeing of local veterans and their families – including widows – by offering welfare assistance, support, and connection to community. The Sub-Branch identified mental health and social isolation as a key concern among veterans and the broader community.

Through CSP support, the Bowen RSL launched a 32-week Mental Wellness Program to support both veterans and the wider Bowen community. Running from April to November, the program offered three half-hour sessions per week, focused on breathwork, meditation, and light exercise. These initiatives were designed to build resilience, improve wellbeing, and reduce social isolation – offering long-term impact for those who have served, and the community that supports them.



Enhancing local health and aged care services

Access to quality health and aged care is essential for the wellbeing and resilience of regional communities.

Supporting services in Bowen and the Whitsundays region that help keep individuals healthy, connected, and supported across all stages of life is a priority within the community health CSP pillar.

During FY25, **\$50,000** was given to three organisations to provide better access to services for people with a disability and improve local health and aged care infrastructure.



Case study

Growing local aged care sector excellence

Murroona Gardens provides essential aged care services for the region's elderly community. As a major local employer with over 140 dedicated staff, Murroona Gardens is not just a care provider – it is an important part of the local community.

Like many aged care facilities across the country, Murroona Gardens is facing a dual challenge – training and retaining qualified staff and an increase in demand for services due to an ageing population.

To maintain the high standard of care their residents deserve, Murroona Gardens is growing a skilled, local workforce through an onsite aged care training facility. The *Empowering Excellence in Aged Care Training Hub* has been made possible through partnerships with TAFE Queensland, Blue Stone Medical, Dementia Australia, The Lantern Project, Central Queensland University, James Cook University and more.

The CSP supported the *Empowering Excellence in Aged Care Training Hub* through the provision of IT equipment. Congratulations to Murroona Gardens for being named Medium Employer of the Year at the 2025 Queensland Training Awards – a well-deserved recognition for their commitment to staff engagement and training. The CSP is proud to support this growing need for excellence in aged care.



Case study

Enabling inclusion and independence

When the Bowen-Mackay patient transport service ceased in 2023, APO's CSP partnered with Bowen Flexi Care, a trusted NDIS and disability service provider to help over 100 people across Bowen and the Whitsunday region to continue to access health and social care services.

Through the CSP, funding support for bus maintenance and fuel costs has helped ensure participants can continue accessing essential services and community programs safely, reliably, and without disruption.



Case study

Equipment upgrades for Bowen Hospital

The CSP proudly partnered with the Mackay Hospital Foundation in FY25 to purchase essential medical equipment for the Bowen Hospital.

The Bowen Hospital falls under the umbrella of the Mackay Hospital and Health Service. It offers a range of services to the Bowen community including emergency, oncology, palliative care, visiting specialists and allied health.

It was identified that the following equipment would support the ongoing community needs in Bowen and we were proud to support the purchase of:



A Symba Paediatric bed/cot to improve comfort and care for young patients



A Sara Steady mobility aid to support rehabilitation and promote patient independence



A tonometer, a specialised device used to test eye pressure and support early detection of eye conditions

These upgrades enhance the hospital's ability to deliver quality, frontline healthcare and reflect the ongoing commitment to community wellbeing in Bowen and the Whitsunday region.

GOVERNANCE

FY25 highlights

SUCCESSFUL
ISO SURVEILLANCE AUDIT

MODERN SLAVERY
COMPLIANCE MAINTAINED

ZERO
FORMAL COMPLAINTS

Strong governance underpins the integrity and performance of our operations. Our governance framework ensures we operate transparently and efficiently, enabling growth, managing risk, and upholding stakeholder confidence.

Organisational structure

NQXT and APO each have a Board of Directors, as required by the *Corporations Act (Cth) 2001*, that oversees strategic direction, compliance and financial and other reporting.

In accordance with the *Corporations Act* and other business legislative requirements in Australia, both the NQXT and APO entities contribute to Australian taxes via payroll, income, and other business taxes.

Certifications

The implementation of globally recognised International Organization for Standardization (ISO) management systems is a cornerstone of the Terminal's governance framework.

These are embedded into our organisational structure and day-to-day operations. Both NQXT and APO maintain ISO certification, ensuring systems and processes are established and regularly reviewed to control risks to people, plant, and the environment.

The Terminal operations (APO) certifications include:

- ISO 9001 – Quality Management (since 2021);
- ISO 14001 – Environmental Management (since 2010); and
- ISO 45001 – Occupational Health and Safety Management (since 2014, transitioning from OHSAS 18001).

NQXT Certifications (as asset owner):

- ISO 14001 – Environmental Management (since January 2021); and
- ISO 45001 – Occupational Health and Safety Management (since January 2021).

Our systems are independently audited by a third-party certification body, with annual surveillance audits and full recertification audits occurring every three years. The latest surveillance audits, conducted in 2024, confirmed continued compliance across all ISO standards the Terminal prescribes to.

These programs are central to our ISO aligned, Plan-Do-Check-Act management model, ensuring continuous improvement in environmental performance.





Transparent engagement

We are committed to ethical conduct, regulatory compliance, and transparent stakeholder engagement.

Modern slavery

Both NQXT and APO submit annual Modern Slavery Statements in line with the *Modern Slavery Act 2018 (Cth)*. The aim of Modern Slavery reporting in Australia is to support businesses to identify and address modern slavery risks in their operations and supply chains, promote responsible and transparent supply chains, ensure that goods and services are not linked to exploitation, increase public and investor awareness by making Modern Slavery Statements publicly available on the national register, and drive continuous improvement in corporate practices to reduce the risk of modern slavery globally.

The publicly available statements describe:

- **Entities structure** including operations and supply chains;
- **Risks** of modern slavery practices;
- **Actions** taken to assess and address those risks;
- **Measurement** of effectiveness; and
- **Consultation** processes and any other relevant information.

Due to the strength of human rights and employee legislation in Australia, and the drive for local employment and procurement, the risk of modern slavery at the Terminal is relatively low, however it is assessed with rigour and the level of interrogation the topic deserves.

During the reporting period, as reported to the regulator, no breaches of modern slavery were identified by the entities.

Complaints and whistleblowing

Engagement with the local community, landholders, and surrounding businesses and customers is part of our day-to-day operations. We maintain clear, transparent mechanisms for reporting and resolving concerns raised by community members. We are active members of the local and regional communities, and we actively welcome engagement and discussion regarding our businesses.

The APO Incident Reporting and Investigation Procedure ensures a defined and transparent process for reporting, investigating, and resolving complaints in a timely manner.

We champion a culture of ethical behaviour and good corporate governance. Our whistleblowing policy is available to all employees and our policy and practices support the values and code of conduct for our businesses. Our whistleblowing policy and practices are in accordance with the *Corporations Act 2001 (Cth)*.

No complaints were received during the reporting period.

We maintain clear, transparent mechanisms for reporting and resolving concerns raised by community members.

Case study

Governance in action

An effective Management Operating System (MOS) is how we ensure every day is a great day at the Terminal. It underpins our ability to continuously transform, remain competitive, and stay relevant in a dynamic industry. This operating system supports each department in achieving its objectives and aligns site-wide business plans with our governance structures.

The MOS is our integrated way of working to enable and create a foundation for the Terminal's operational success. It brings together the right culture, routines, behaviours, and leadership practices to deliver safe, stable, and high-performing operations, translating the business's values into everyday practice

The MOS defines and integrates leading governance and management practices across the organisation. Through the MOS, we empower our people to solve problems, improve processes, and create value. It provides a clear framework for how work is planned, executed, and improved – ensuring consistency, accountability, and alignment with our strategic objectives.

The MOS is built on four management principles: Strategy, Teamwork, Discipline, and Improvement with three key components.

These key components include:

- **System:** A structured approach that directs the flow of work, information, and resources to achieve our purpose;
- **Symbols:** Visual, sound and felt elements in the workplace that reinforce our commitment to governance and operational excellence; and
- **Behaviour:** Leadership and team behaviours that shape culture, drive performance, and sustain improvement.

The operational MOS at the Terminal empowers employees to lead in accordance with the business values. It is the mechanism through which we define and deliver strategy, ensuring that governance is not a separate function but an integrated part of how we operate.





Operations

METRIC	UNIT	FY25	FY24	FY23	FY22
Throughput	Million tonnes (Mt) coal	34.97	34.71	32.7	28.99
Train arrivals	No.	5,333	5,350	5,035	4,529
Vessels loaded	No.	383	350	364	339
Average time vessel at berth	No.	1.14	1.5	1.14	1.03
Average vessel load time	No.	1.01	1.4	1.01	0.88
Average days vessels are live prior to berthing	No.	1.13	1.7	1.06	1.24

Safety

METRIC	UNIT	FY25		FY24		FY23		FY22	
		NQXT	APO	NQXT	APO	NQXT	APO	NQXT	APO
LTIFR	Rate	0	1.7	0.00	3.7	0.00	0.00	0.00	0.00
Fatalities	No.	0	0	0	0	0	0	0	0

People

METRIC	UNIT	FY25		FY24		FY23		FY22	
		NQXT	APO	NQXT	APO	NQXT	APO	NQXT	APO
Female workforce representation	% FTE	20	21	20	19.91	20	16.58	16	21.1
Male workforce representation	% FTE	80	79	80	80.09	80	83.42	84	78.9
Workforce identifying as first nations	% FTE	0	4.67	0	3.98	0	6.38	0	6.5
Employees aged <30 years old	% FTE	0	13	0	12	0	16	0	15
FTE employees aged 30 – 50 years old	% FTE	80	59	80	56	80	54	100	55
FTE employees aged >50 years old	% FTE	20	28	20	32	20	30	0	30
Employees receiving formal training (including induction)	% FTE	100	100	100	100	100	100	100	100

Environmental performance

METRIC	UNIT	FY25	FY24	FY23	FY22
Reportable environmental incidents	No.	0	0	0	2
Fines for non-compliance	No.	0	0	0	0
Waste					
Total waste generated	Tonnes	661	523	698	366
Total hazardous waste	Tonnes	169	202	192	135
Total non-hazardous waste	Tonnes	492	321	506	231
Total recycled non-hazardous waste	Tonnes	233	136	335	104
Total waste to landfill (hazardous and non-hazardous)	Tonnes	382	334	302	208
Greenhouse gas emissions ¹					
Scope 1 emissions	tCO2-e	752	630	747	718
Scope 2 emissions	tCO2-e	40,369	39,013	37,814	39,138
Energy consumption ¹					
Electricity consumption	MWh	55,300	53,443	47,267	48,319
Water					
Water withdrawal – total from all areas	ML	262.6	295.7	224.50	164.71
Water withdrawal – recycled – stormwater return dam	ML	67.94	79.57	52.53	12.93
Water withdrawal – Groundwater ²	ML	191.07	214.96	171.31	151.78
Water withdrawal – Seawater	ML	0	0	0	0
Water withdrawal – Third-party water (potable ³)	ML	0.51	0.41	0.65	0
Water withdrawal – Third-party water (non-potable)	ML	3.07	0.77	0	0
Water Discharge Licence limit exceedance(s)	No.	0	0	0	0

¹ GHG and Energy data is the exception as reported per the Australian legislation for the period 1 July to 30 June annually. ² Groundwater extracted from the Salisbury Plains borefield for the Bowen Groundwater Management Area under allocation for the water year (01 April to 31 March) or defined period.

Community

METRIC	UNIT	FY25	FY24	FY23	FY22
Operational commercial spend with local and regional suppliers	AUD	\$47 million	\$45.3 million	\$33.2 million	\$28.7 million
Percentage operational commercial spend with local and regional suppliers	%	50%	50%	49%	40%
Community Support Program spend	AUD	\$343,052.32	\$323,453	\$306,965	\$288,680
Community Support Program events supported	No.	15 CSP Recipients	18	9	13
		24 Community group, Sport, and Recreation Donations			
Community complaints	No.	0	0	0	0

Resource intensity

METRIC	UNIT	FY25	FY24	FY23	FY22
Emissions intensity ¹	tCO2-e	0.00176	0.001142	0.00118	0.00137
Energy intensity ²	kWh/t	1.58	1.54	1.46	1.66
Water withdrawal intensity ³	l/tonne coal shipped	7.51	8.52	6.86	5.68
Landfill waste intensity ⁴	t/Mt of coal shipped	10.92	9.62	9.24	7.17

Governance

METRIC	UNIT	FY25	FY24	FY23	FY22
ISO accreditation	Accreditation	Yes ISO 9001, 14001 and 45001 (APO) ISO 14001 and 45001 (NQXT)	Yes ISO 9001, 14001 and 45001 (APO) ISO 14001 and 45001 (NQXT)	Yes ISO 9001, 14001 and 45001 (APO) ISO 14001 and 45001 (NQXT)	Yes ISO 9001, 14001 and 45001 (APO) ISO 14001 and 45001 (NQXT)
Modern slavery reporting	Submission	NQXT and APO submitted on-time reports	NQXT and APO submitted on-time reports	NQXT and APO submitted on-time reports	NQXT and APO submitted on-time reports
Workplace Gender Equality Agency (WGEA) report*	Submission	APO submitted an on-time WGEA report*	APO submitted an on-time WGEA report*	APO submitted an on-time WGEA report*	APO submitted an on-time WGEA report*

¹ Total scope 1 and scope 2 emissions tCO2-e divided by total shipped coal tonnes for the reporting period. ² Total energy consumption divided by total shipped coal tonnes for the reporting period. ³ Total water withdrawal divided by total shipped coal tonnes for the reporting period. ⁴ Total waste sent to landfill (hazardous and non-hazardous) divided by total shipped coal tonnes for the reporting period. * (not required from NQXT)

Glossary of terms

A	AASB	Australian Accounting Standards Board
	AEMO	Australian Energy Market Operator
	AMSA	Australian Maritime Safety Authority
	APO	Abbot Point Operations
	ASRS	Australian Sustainability Reporting Standards
B	Bt	Billion tonnes
C	CSP	Community Support Program
	CUF	Common User Facility
D	DUKC	Dynamic Under Keel Clearance
E	EAP	Employee Assistance Program
	ESG	Environmental, Social and Governance
F	FDP	Flocculation Dosing Plant
	FTE	Full time equivalents
	FY	Financial Year
G	GBRMP	Great Barrier Reef Marine Park
	GBRMPPA	Great Barrier Reef Marine Park Authority
	GBRWHA	Great Barrier Reef World Heritage Area
	GHG	Greenhouse Gas
H	HOLA	Hands on learning
I	IEA	International Energy Agency
	IFRS	International Financial Reporting Standards
	ISO	International Organization for Standardization
	ISSB	International Sustainability Standards Board
J	JEL	Juru Enterprises Limited
K	Km	Kilometre
	KPIs	Key Performance Indicators

L	LTIFR	Lost Time Injury Frequency Rate
	LVH	Light Vehicles
M	MEAD	Marine Engineering and Diving
	MOS	Management Operating System
	MSM	Marine Sediment Monitoring
	MSQ	Maritime Safety Queensland
	Mt	Million tonnes
	Mtpa	Million tonnes per annum
N	NGERs	National Greenhouse and Energy Reporting Scheme
	NPI	National Pollutant Inventory
	NQBP	North Queensland Bulk Ports Corporation
	NQXT	North Queensland Export Terminal
O	O&M	Operations and Maintenance
P	Port of Abbot Point	A maritime area, as defined by Maritime Queensland, in which the Terminal is located
	PPDA	Priority Port Development Area
	PPE	Personal Protective Equipment
R	Reef VTS	Great Barrier Reef and Torres Strait Vessel Traffic Service
	RSL	Returned & Services League
S	SDA	State Development Area
	SDGs	Sustainable Development Goals
	SIFp	Serious Injury or Fatality Potential
	SPDA	Sustainable Ports Development Act
	SRD	Stormwater Return Dam
T	TARP	Trigger Action Response Plan
	Terminal	NQXT leased land and owned infrastructure, operated by APO
V	VLC	Very Large Capesize

Disclaimer

Document reliance

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