



Modern Slavery Statement

Reporting period: 1 January 2025 to 31 December 2025

Reporting entity: Middlemount Coal Pty Ltd

The reporting entity

This statement is made by Middlemount Coal Pty Ltd ACN 122 348 412 (**Middlemount Coal**) for itself and its wholly owned subsidiaries Ribfield Pty Ltd ACN 080 772 283 and Middlemount Mine Management Pty Ltd ACN 140 398 143 (together **Middlemount Group**) as a “reporting entity” under the *Modern Slavery Act 2018* (Commonwealth) (**Act**) as required by and for the purposes of the Act.

The period for which this statement is made is 1 January 2025 to 31 December 2025.

The registered office of Middlemount Group is at Level 9, 127 Creek Street, Brisbane Qld 4000. The group’s head office is located at that address. Middlemount Group’s trading location is at Middlemount Coal Mine at Dysart-Middlemount Road, Middlemount Qld 4746.

This statement outlines progress in addressing the requirements of the Act and describes Middlemount Group’s commitments.

Middlemount Group has in place a policy on modern slavery and its commitment to ensuring compliance in its business and by its suppliers. This policy is regularly reviewed and updated and is made available to all relevant Middlemount Group stakeholders including staff as well as suppliers of goods and services. All Middlemount Group personnel and suppliers are made aware of and are required to comply with that policy.

Structure, operations and supply chains in Middlemount Group

Middlemount Coal is operator of the Middlemount Coal Mine located approximately 90 km north-east of Emerald in the Bowen Basin in Queensland, Australia (the **Mine**). Middlemount Group has no business operations located outside Queensland.

The issued shares in Middlemount Coal are held by subsidiaries of Yancoal Australia and Peabody Energy.

Operations at the Mine commenced in 2011. It is a truck and shovel open cut coal mine with associated infrastructure, coal handling and preparation plant, and rail load-out infrastructure.

The Middlemount Group operation produces approximately 4.2 million tonnes of ROM coal per annum. It provides employment to a workforce of approximately 533 people comprising direct employees and employees of contractors at the Mine and provides local and domestic economic benefits through the payment of royalties, Council contributions, community sponsorships and donations as well as use of local and State based businesses and services.

As at the last day of the reporting period, Middlemount Group operations had approximately \$550 million in direct and indirect annual operating expenditure and engaged 350 suppliers.

Middlemount Group's values, articulated via its mission statement and communicated to and reinforced with all of its workforce, include:

	Well-being We practice Self-care for ourselves, our team and our families.
	Respect We respect each other, the community and the environment.
	Responsibility We take individual responsibility for all our actions and strive to contribute positively to Middlemount Coal.
	Strength By focusing on individual strengths, we create a cohesive and supportive workplace through the engagement of our people.
	Excellence We strive for excellence, distinction and quality to achieve success through developing a culture of support and best practice.

Middlemount Group understands that modern slavery and human trafficking can occur in many forms, and it takes its commitment to its values and their application throughout its business seriously, including in understanding and managing the risks of modern slavery arising particularly in its supply chain.

We procure goods and services in these major areas:

- at the Mine - exploration, mining and processing of coal and loading on rail for transport to Dalrymple Bay Coal Terminal and to Abbot Point Coal Terminal for export; these activities include:
 - a permanent mine workforce comprised of Middlemount Group staff and contractors' personnel;
 - the leasing and hire of a mining fleet comprising excavators, dozers, dump trucks and ancillary equipment;

- the engagement of contractors to perform Mine activities;
- the operation of the coal handling and preparation plant and coal loadout; and
- Mine site office functions;
- at head office in Brisbane – corporate and professional functions to support the Mine’s operation;
- transport of coal by rail to port;
- port services to receive, handle and load coal onto ships for sale on FOB terms; and
- external corporate services including information technology, legal, accounting, professional and administrative services.

The risks of modern slavery practices in the operations and supply chains of Middlemount Group

Middlemount Group’s operations are located entirely in Queensland, Australia. In the reporting period, Middlemount Group’s suppliers were almost exclusively located in Australia.

Middlemount Group is aware that some suppliers may be part of corporate groups that have an international presence, or that are headquartered overseas, or that source substantial supplies from overseas suppliers, and that modern slavery risks can exist in these supply chains.

Most of Middlemount Group’s suppliers are local or domestic suppliers, operate in Australia only, and are subject to Australian law. Middlemount Group considers that modern slavery risks within its supply chain are generally low. That is not a cause for complacency and Middlemount Coal ensures that Middlemount Group is committed to maintaining a high standard of supply chain management.

The risks of modern slavery practices in the operations and supply chains of Middlemount Group are reviewed on a regular basis by management. Any concerns identified must be reported to the board of directors of Middlemount Coal.

The actions taken to assess and address these risks within the Middlemount Group

Middlemount Group is committed to ensuring that no one is disadvantaged or discriminated against for reporting in good faith a suspicion of an alleged contravention of the policy or laws regarding modern slavery. That commitment is underpinned by its whistleblower policy.

Middlemount Group’s supplier onboarding documents make suppliers and prospective suppliers aware of their and Middlemount Group’s obligations regarding modern slavery; they elicit information that Middlemount Group uses to assess modern slavery risks in its supply chain; and they require that the supplier disclose information relevant to exposure to modern slavery risks and to commit as a minimum to Middlemount Group’s standards and policy dealing with modern slavery.

Middlemount Group addresses implementation and enforcement of practices to guard against modern slavery through contract management with its suppliers and an annual audit process. In that process it considers in respect of the audited suppliers whether risks of modern slavery exist or are enhanced by reason of the location, industry sector, known governance factors and types of products or services.

Middlemount Group has an active program for interview and audit of its suppliers in respect of their modern slavery policies and practices, including follow up audits if indicated.



In the reporting period to which this statement relates Middlemount Group has:

- continued its supervision and review processes for its suppliers in respect of compliance with modern slavery laws and Middlemount Group's requirements; and
- actively audited a selection of its suppliers.

How Middlemount Group assesses the effectiveness of these actions

In the reporting period, Middlemount Coal has not become aware of any actual or suspected occasions where its operations or supply chains may be affected by modern slavery, and it has not received reports that might indicate a risk of modern slavery in its supply chain.

The assessment of actions to identify and address the modern slavery risks is an ongoing process. Middlemount Group continues to implement assessment procedures within the Middlemount Group. Its focus is to identify the parts of its supply chains that pose the greatest modern slavery risks and to audit and address those, particularly in respect of suppliers with overseas ownership or significant overseas procurement or other supply chains.

That process includes regular reviews of the results of supplier interviews and audits and improving the ways staff and suppliers are informed of the efforts of Middlemount Group to ensure that its supply chains remain compliant with modern slavery laws and community expectations.

Consultation within Middlemount Group

During the reporting period this statement covers, Middlemount Coal engaged with each of the reporting entities covered by this statement and consulted the entities it owns or controls, being Middlemount Mine Management Pty Ltd and Ribfield Pty Ltd.

The Middlemount Group companies have common boards of directors, management and staff and operate under common policies. Head office and mine site staff have oversight of operations and obligations across Middlemount Group. Middlemount Coal considers that this ensures that all companies in Middlemount Group understand the reporting obligations under the Act and information regarding the actions Middlemount Group intends to take to address these requirements, and that they are aware of relevant materials and updates.

The boards of directors of the Middlemount Group companies are responsible for overseeing the governance, management and strategic direction of each company. The boards of directors manage compliance of this and future modern slavery statements with the Act.

Other relevant information

Middlemount Group has considered whether other relevant information should be disclosed and has determined that no such other information requires disclosure.

Statement of compliance

This statement was approved by the board of Middlemount Coal Pty Ltd in its capacity as principal governing body of Middlemount Coal Pty Ltd on 27 February 2026.

Please also refer to the statement annexure.



Signature

This statement is signed by Sean Allen in his role as Director of and responsible member for Middlemount Coal Pty Ltd.

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Sean Allen
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Sean Allen
Director of and responsible member for Middlemount Coal Pty Ltd
23 April 2026



Statement annexure

Mandatory criteria	Page/s
a) Identify the reporting entity	1
b) Describe the reporting entity’s structure, operations and supply chains	1-3
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	3
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	3-4
e) Describe how the reporting entity assesses the effectiveness of these actions	4
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	4
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant	4