Sustainability Report

2026

IMDEX™

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Contents

About this Report

This Sustainability Report presents IMDEX Limited's sustainability performance for the 2026 financial year (FY26) from 1 July 2025 – 30 June 2026. It covers all IMDEX subsidiaries and outlines our sustainability strategy, material topics, and performance.

The content of this report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standards.

It also marks the first year that IMDEX is voluntarily disclosing information in reference to the Australian Accounting Standards Board (AASB) Standard 2 (S2) climate-related disclosures which is provided within the Annual Report FY26.

Unless stated otherwise: 'IMDEX', the 'Group', the 'Company', 'we', 'us' and 'our' refer to IMDEX Limited and our controlled entities. References to a year denote the financial year ending 30 June and references to dollar figures are in AUD currency.

In this report, 'sustainability' refers to the organisation's long-term intent to contribute to outcomes that support the ongoing availability of resources and wellbeing for current and future generations. 'Environmental, Social and Governance' (ESG) refers to management of environmental, social and governance risks and opportunities that are material to our business.

www.imdex.com/investor/sustainability

Guide To Our Reporting

Our Sustainability Report is part of our annual reporting suite. This report is supplemented by information on our website at imdex.com and our 2026 Annual Report available at www.imdex.com/investor.

Reporting Boundary Changes

During FY26, IMDEX completed a number of acquisitions that expanded the scale and scope of our business. As a result, certain sustainability metrics and disclosures may not be directly comparable to prior years. Where acquisition-related impacts have materially influenced reported performance or comparison of data, additional context has been provided throughout this report.

AASB S2 Reporting

On 29 June 2026, IMDEX was granted relief by the Australian Securities and Investments Commission (ASIC) from the obligation to prepare a sustainability report under subsection 292A(1) of the *Corporations Act 2001* for the year ended 30 June 2026. This was in response to an application by the Company seeking such a waiver due to its transition into a Group 1 reporting entity following business growth and acquisitions completed during the financial year. The relief instrument received from ASIC can be found on page 32 of the FY26 Annual Report.

Throughout FY26, IMDEX continued progressing our climate reporting readiness program, including the development of climate-related governance, risk management, data collection processes and disclosure frameworks to support future reporting obligations.

To support the information needs of our stakeholders for assessing IMDEX's climate-related risks and opportunities and prospects, the company has voluntarily included selected climate-related financial disclosures within the FY26 Annual Report. This information has been prepared in reference to the AASB S2 Standard and does not represent a complete set of disclosures and should not be interpreted as a statement of compliance with the standard.

The work undertaken during the year has strengthened the foundations required for IMDEX's mandatory reporting and supports IMDEX's planned preparation of a compliant AASB S2 report from FY27.

Forward Looking Statements

This report may include forward-looking statements. Further information can be found on page 69 of this report.

We welcome any questions or feedback about our Company. Please contact us at communications@imdexlimited.com.

Recognition of Indigenous Peoples

IMDEX operates in jurisdictions where Indigenous peoples hold rights and interests in land, waters and cultural heritage. We support the principles of the United Nations Declaration on the Rights of Indigenous Peoples and are guided by the UN Guiding Principles on Business and Human Rights in how we consider our responsibilities.

For our business, the most significant intersection with Indigenous rights arises in the exploration and mining contexts in which we work, where cultural heritage and access to land are important considerations. Our connection to these impacts arises primarily through our business relationships, and also through our own field activities. Our responsibility is to understand where those connections exist and to engage constructively with our customers where relevant.

Chair of the Sustainability Committee Address

On behalf of the Board and as Chair of IMDEX's Sustainability Committee ('the Committee'), I am pleased to present the IMDEX Sustainability Report for the 2026 financial year (FY26).

This year has been a period of significant uplift in the governance, processes, and data quality underpinning IMDEX's sustainability performance. The Committee has continued to strengthen its oversight role, ensuring that changes implemented evolve in line with both increased regulatory expectations and the Company's growing ambition.

A key area of focus for the Committee during FY26 was overseeing the Company's preparation for reporting in line with the Australian Sustainability Reporting Standards. The Committee increased the number of meetings in the financial year from three to four to account for the additional oversight activity in support of the Company's readiness for reporting in compliance with the Australian Accounting Standards Board (AASB) S2 Climate-related Disclosure standard.

We closely oversaw the Company's preparation for disclosure across the four pillars of AASB S2, including detailed consideration of climate-related risks and opportunities, the processes to support future integration of these matters into enterprise risk management, and the governance structures required to support future reporting obligations. The Committee also endorsed updates to its Charter during the year to reflect expanding climate-related responsibilities and evolving disclosure expectations.

Ultimately, IMDEX was granted relief by ASIC from the obligation to prepare a sustainability report under the *Corporations Act 2001*, as the company's classification as a Group 1 reporting entity was confirmed part way through the financial year, due to a largely unexpected uplift in trading condition and a material volume of merger and acquisition (M&A) activity, compressing the available time to prepare disclosures. Notwithstanding this, the Committee was pleased with the progress made by management on AASB S2 disclosure readiness – a significant achievement and a strong demonstration of the Company's commitment to high-quality climate-related disclosure.

For that reason, we determined it was important to voluntarily include disclosures in reference to the AASB S2 to demonstrate to our stakeholders the progress we have made. It is clear from the work completed to date that IMDEX is financially resilient under the assessed climate scenarios, and that the energy transition presents a net opportunity for the business. Further details on the outcomes of climate resilience assessment can be found in the FY26 Annual Report, in the Voluntary Climate Disclosures section.

The Committee has also monitored the progress of IMDEX's Sustainability Strategy and the implementation and performance of related ESG initiatives across the business. During the year, significant attention was provided to the refinement of ESG targets and measures to ensure alignment with the Company's material topics and strategic priorities.

The Committee also remained focused on the quality and integrity of sustainability reporting. As stakeholder expectations and regulatory requirements continue to increase, reliable data, robust controls, and clear governance arrangements are becoming increasingly important. Throughout FY26, the Committee provided oversight of improvements to sustainability data management, reporting methodologies, and assurance readiness, recognising their importance in supporting credible disclosures and informed decision-making.

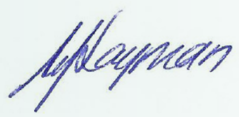
The Committee believes that effective oversight of ESG matters is an important component of good governance and supports the Company's ability to identify opportunities, manage risk, and respond to a changing operating environment. As IMDEX continues to mature our approach, the Sustainability Committee will remain focused on ensuring the Company maintains appropriate governance, accountability, and transparency across our sustainability activities.

I would like to thank my fellow Committee members, Trace Arlaud and Uwa Airhiavbere, together with the Executive Leadership Team, ESG Working Group and employees across the business for their commitment throughout the year. The progress achieved in FY26 reflects a collective effort to strengthen the foundations that support sustainable long-term value creation for our shareholders and stakeholders alike.

Together, we have made substantial progress in strengthening the Company's sustainability foundations, positioning IMDEX to meet evolving regulatory requirements and to deliver sustained value for our stakeholders.

Sally-Anne Layman

Non-Executive Director and Chair of the Sustainability Board Committee



Managing Director and Chief Executive Officer Address

“We deliberately invest in technologies that make mineral extraction more efficient and less resource intensive. Many of our employees choose IMDEX because they recognise the essential role of mining in broader society, and IMDEX's ability to have a positive impact on those operations.”

This is IMDEX’s sixth Sustainability Report, and I am pleased to share the progress we have made in strengthening how we manage, measure, and deliver sustainable outcomes for our customers, employees, and shareholders.

IMDEX’s purpose is to unlock the Earth’s value efficiently and sustainably. As a mining technology and earth sciences company, we recognise both the opportunity and responsibility to leverage our Research & Development (R&D) capability, geoscience expertise, and global footprint to address key challenges facing mineral resource extraction and deliver lasting value for our stakeholders. I also acknowledge the critical role our employees play in creating sustainable value – both through the outcomes they deliver for our customers and the culture they help shape across the business.

During FY26, we continued to strengthen our business offering and welcomed many more employees through the acquisitions of Earth Science Analytics (ESA), Advanced Logic Technology (ALT), Mount Sopris Instruments (MSI), and the completion of our acquisitions of Datarock and Krux Analytics. These businesses have expanded our capabilities across geoscience, artificial intelligence, drilling analytics, geophysics and digital platforms, accelerating our ability to deliver connected solutions that help customers find, define, and optimise orebodies with greater precision, confidence and speed.

Their people also contributed in unique ways to IMDEX’s diverse culture and continue to help build our workforce of the future.

Strengthening our Approach

In FY26, our focus has been on translating our sustainability ambition into a more structured, and measurable approach across the business, including by strengthening our sustainability governance framework, and enhancing accountability. We have also expanded the Sustainability function, as well as formalised the structures and processes that underpin oversight and management of sustainability performance.

This year also saw continued progress in embedding sustainability into core business processes. Our double materiality assessment, completed in FY25 and reaffirmed through a qualitative review in FY26, ensures our strategy and disclosures remain aligned to the issues most critical to long term value creation, risk management, and stakeholder expectations.

Building Capability

Key to embedding sustainability in our operations has been the continued development of our sustainability data and management systems across regions. This work has focused on improving consistency, reliability, and audit readiness, positioning IMDEX to support more robust disclosures and more informed decision making.

In parallel, we have refined our Sustainability Strategy to reflect both our progress and the evolving regulatory environment, including the introduction of AASB S2. A significant part of this work has been to build the capability of our people across the organisation. In doing so, I have been pleased to see the Sustainability Team engage with a wide cross-section of functions at IMDEX in order to upskill our teams as well as highlight the importance of high quality data and credible disclosures.

Accelerating Regulatory Readiness

During FY26, we advanced a range of initiatives to strengthen our sustainability reporting capability, including a climate risk and opportunity assessment, a governance uplift, improvement in data systems, and disclosure readiness. While ASIC relief meant IMDEX’s climate-related disclosure obligations did not apply in FY26, we have voluntarily included selected disclosures in reference to the AASB S2 in our Annual Report to provide useful insights for stakeholders and support readiness for future reporting requirements.

Delivering Through our Strategy

Our Sustainability Strategy continues to guide how we create value through four pillars: Strong Foundations; Product Leadership; Sustainable Customer Solutions; and Workforce of the Future.

Across these pillars, we are increasingly focused on data-driven outcomes, strengthening our ability to demonstrate both our own performance and the value our technologies enable for customers. This includes improving how we measure sustainability impacts across our product suite and embedding these considerations into innovation and service delivery.

Our people remain central to this progress. Building capability across the organisation and embedding sustainability into day to day decision making will continue to be critical as we advance our approach.

Looking Ahead

The progress made in FY26 represents a step-change in IMDEX’s sustainability maturity. We have strengthened governance, improved data and systems, and significantly accelerated our regulatory readiness.

While there is more to do, these foundations position us well to continue to deliver sustainable, long-term value for our stakeholders.

I would like to thank our employees across the globe for their continued commitment to this journey. Their efforts are fundamental to embedding sustainability across IMDEX and to delivering on our ambitions.

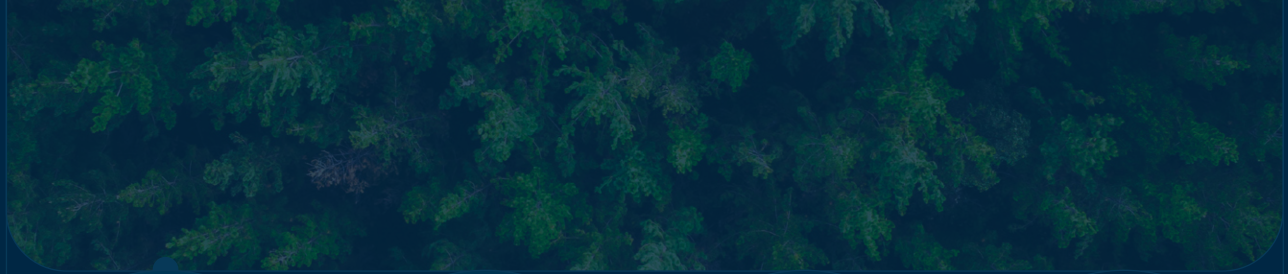
Our direction remains clear, and our capability continues to strengthen. I look forward to further progress in FY27.

Paul House

IMDEX Managing Director and CEO

Performance Snapshot

Highlights



79%
local procurement

3,400
Total CO_2 equivalent (tCO_2-e)

93%
Response rate to Employee Engagement Survey

Zero (0)
Lost Time Injury Frequency Rate (LTIFR)

Business Overview

About IMDEX

IMDEX's purpose is to unlock the Earth's value efficiently and sustainably. IMDEX is a leading global mining technology and earth sciences company that enables customers to find, define, and optimise the subsurface with precision, confidence, and at speed.

Our four corporate values underpin our actions and help guide our decision making.

Global Game Changers

Our global experience and diverse thinking drive innovative solutions that reduce environmental and social impacts for our global customers. We empower our people and customers through inclusive decision-making, flexible thinking, and by connecting expertise to create lasting value worldwide.

Forever Curious

We shape the future of mining by challenging the status quo and creating innovative technologies driven by our talented people, customer needs, and evolving industry trends. Through curiosity, creativity, and collaboration, we set new benchmarks and push the boundaries of the industry.

Go Beyond

We create exceptional customer experiences by putting their needs at the centre of what we do. Through active listening, collaboration, and innovation, we deliver efficient solutions and lasting value. Strong partnerships and customer involvement drive long-term success and help us deliver on our promises.

Together We Thrive

We are a diverse, global team that empowers each other to be our best. By sharing knowledge across departments and borders, we create a positive, accountable workplace where safety and well-being come first. We take ownership, celebrate success, and work as one united team.

Company Overview

The Company's product offering includes an integrated range of drilling optimisation products, cloud-connected rock knowledge and geophysical sensors, and data and analytical software.

This combined product offering is commodity agnostic and can be applied across resources value chain.

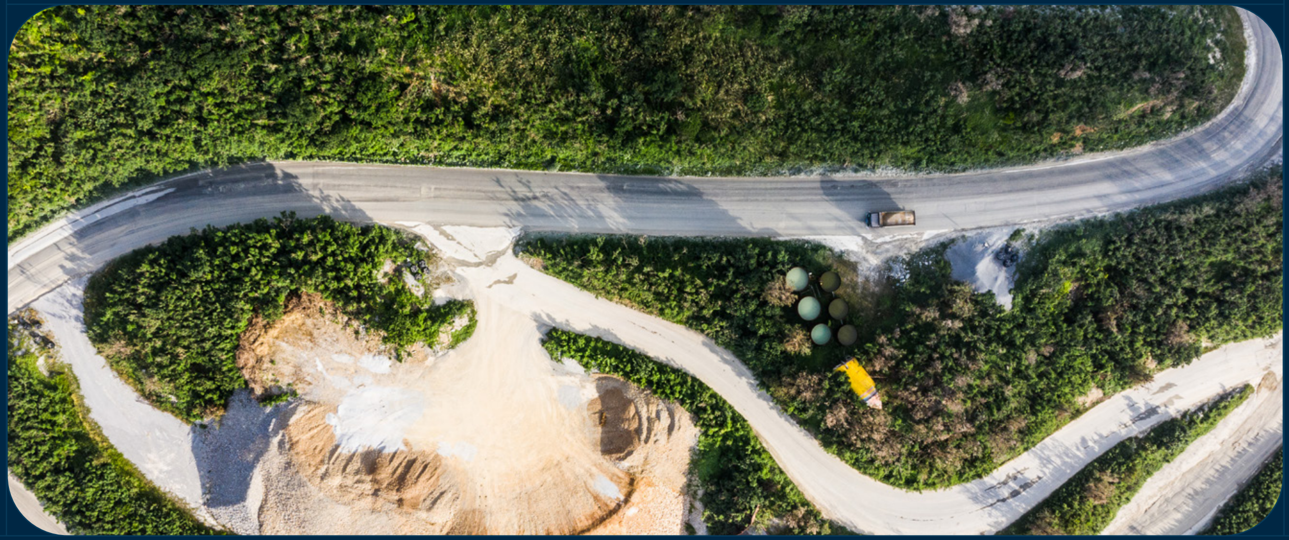
IMDEX Operations

Business Units

- Drill Site Technologies
- Digital Earth Knowledge

Market Segments

- Minerals Exploration & Resource Definition
- Mining Production & Non-mining Activities



Our Global Business

We support customers in more than 100 countries across the globe, including offices, warehouses, and research and development (R&D) centres. Our Company partners with drilling contractors and resource companies to provide integrated offerings that unlock greater productivity and provide critical insights.

With our Head Office in Balcatta, Western Australia, IMDEX has facilities in all key mining regions of the world: Asia Pacific (APAC), Europe (EUR), North America (NAM), South America (SAM), and the Middle East and Africa (MEA). World-class R&D facilities are located at the Balcatta Head Office as well as San Luis Obispo, California; Trondheim, Norway; and Redange, Luxembourg.

Map of IMDEX's global operational footprint.

Our Approach to Sustainability

Sustainability Strategy

IMDEX's Sustainability Strategy demonstrates our approach to sustainability and guides our action across key material topics relevant to our employees, customers, and partners.

As a multi-year framework spanning FY25-FY30, IMDEX's Sustainability Strategy is intended to evolve as organisational maturity, stakeholder expectations and reporting requirements continue to develop. Our strategy encompasses four pillars:

Strong Foundations

Establishes the governance, systems, and controls required to manage risk, meet regulatory obligations, and support credible sustainability outcomes.

Product Leadership

Embeds sustainability into product design and operational decisions by strengthening R&D practices, improving materials and circularity outcomes, and building reliable emissions data to support efficient, responsible and future ready products.

Sustainable Customer Solutions

Builds the data and capability to support our customers' sustainability outcomes by developing robust methodologies and case studies that demonstrate how IMDEX products support improvements including emissions reduction, water management, and safety.

Workforce of the Future

Builds a safe, skilled and inclusive global workforce by strengthening people systems and practices, progressing diversity and inclusion, and maintaining health, safety and wellbeing as a non-negotiable foundation for long-term capability and resilience.

Following the FY26 materiality assessment, the updated material topics have been aligned to these four strategic pillars to support ownership, prioritisation and delivery. While all four pillars are considered critical to our sustainability framework, the level and pace of progress across each will vary, reflecting their respective stages of maturity within the business.

Material Topics

To ensure IMDEX's sustainability strategy and disclosures address the issues that matter most, a double materiality assessment was undertaken in FY25. This assessment considered both the impacts of IMDEX's activities on the environment and society, and the financial risks and opportunities that sustainability factors present to the business.

In FY26, a qualitative materiality assessment was undertaken to confirm the continued relevance of these topics in the context of business and external developments. The assessment confirmed that IMDEX's core sustainability priorities remain broadly consistent, with targeted refinements to reflect the evolving business and external risk environment. To read more about our high touch materiality assessment in detail visit Appendix B.

Qualitative materiality assessment process

1. **A desktop review of relevant legislation, peers and standards for new, amended or emerging topics, risks and opportunities**
2. **An internal review of the proposed additional potential topics, as well as variations and amendments to the existing long list**
3. **An internal review of the updated long-list of potential material topics**
4. **Re-prioritisation of the long-list of material topics**
5. **Internal review of any changes to the materiality of topics**
6. **Finalisation and endorsement of the material topics**

The FY26 material topics, incorporating these updates, have been endorsed by the Board Sustainability Committee.

IMDEX's FY26 Material Topics

Environmental	Social	Governance
Waste management, materials use and circular economy	Global workforce, labour practices and capability management	Procurement and supply chain management and practices
Climate adaptation, mitigation and GHG emissions	Workforce diversity, equity and inclusion	Cybersecurity
	Health, safety and wellbeing	Artificial intelligence, automation and ethical technology use
		Product innovation and research and development
		Geopolitical risk management

Stakeholder Engagement

IMDEX engages with a broad range of stakeholders globally and is committed to maintaining transparent, timely communication. Our approach focuses on building strong, ongoing relationships with employees, customers, suppliers, investors and industry participants.

Engagement is conducted through a range of formal and informal channels, including meetings, interviews, workshops, training, surveys and regular disclosures, ensuring we understand stakeholder expectations and incorporate feedback into our decision-making.

This approach supports informed engagement, strengthens trust and enables IMDEX to respond to key sustainability risks and opportunities while delivering long-term value.

Read a summary of our stakeholder engagement at Appendix A.

Sustainability Governance

The Board of Directors provides oversight of the company's sustainability performance. The Board, supported by its Sustainability Committee, provides direction over sustainability strategy, risks and opportunities, reporting, and sustainability-related incentives.

The Board's oversight responsibilities include:

- The approval of the company's Sustainability Report, Climate-related disclosures and Modern Slavery Statement
- Ensuring compliance with external sustainability and climate-related reporting requirements
- Reviewing and approving the company's sustainability and climate objectives and targets

For further information on the structure of our Board, please refer to our Corporate Governance Statement and Board Charter.

Sustainability Committee Oversight and Activities

The Sustainability Committee supports the Board in its oversight of environmental, social and governance (ESG) matters, including sustainability-related risks and opportunities and associated disclosure obligations. The Committee provides governance oversight of how ESG and climate-related risks and opportunities are identified, assessed, integrated into strategy and risk management processes, and disclosed.

The Committee's functions and responsibilities include:

- Overseeing the governance frameworks, policies, and management arrangements supporting ESG and climate-related risks and opportunities
- Reviewing and recommending ESG-related objectives, metrics, targets and commitments, where developed, including consideration of climate-related metrics, targets and transition-related actions
- Providing oversight of sustainability-related reporting and disclosures, including the Sustainability Report, Annual Report disclosures and regulatory reporting (e.g. modern slavery and climate-related disclosures)
- Monitoring the continued integration of ESG considerations into strategy, risk management, and decision-making processes
- Overseeing management frameworks, methodologies, and processes supporting ESG data, measurement, and reporting
- Monitoring compliance with applicable ESG, sustainability and climate-related regulatory obligations, and evolving disclosure requirements
- Considering emerging ESG risks, opportunities, regulatory developments and industry practices
- Reviewing the scope and engagement of external ESG advisors and assurance providers
- Monitoring progress toward sustainability commitments and performance outcomes

The Sustainability Committee met four times during the year to oversee the Company's sustainability strategy, targets and reporting obligations. Key areas of focus included review of the Committee Charter and FY26 priorities, endorsement and monitoring of ESG targets, oversight of sustainability and regulatory reporting requirements (including Modern Slavery and AASB S2 climate disclosures), progress of climate disclosure implementation, review of material sustainability topics and performance, consideration of climate risk assessment outcomes and materiality review findings, and planning for FY27 sustainability priorities. External advisors supported the Committee's review of AASB S2 governance, strategy, risk management, metrics and targets, including Board readiness and implementation planning.

To access the Sustainability Committee Charter, visit the Corporate Governance section of our website.

Management of Sustainability Performance

Responsibility for implementing IMDEX's Sustainability Strategy is delegated by the CEO to the Chief People, Communications and Sustainability Officer (CPCSO), who oversees execution and delegates operational responsibilities to the Head of Communications and Sustainability. To support delivery, IMDEX has established an ESG Working Group comprising of representatives from key business units and subject matter experts. This group met monthly throughout FY26 and is responsible for supporting the implementation and reporting of the Company's sustainability targets and commitments. Progress is tracked and discussed during the monthly meetings, with outcomes reported by the Head of Communications and Sustainability to the CPCSO to the Executive Committee and Sustainability Committee of the Board.

Corporate Governance Framework

Our corporate governance framework includes a suite of policies and governance documents that define IMDEX's approach to sustainability, underpinned by accountability, transparency, and alignment with global standards.

In FY26, IMDEX continued to strengthen our sustainability governance framework, and key updates included:

- Broadened the sustainability function to strengthen delivery capability and support improved management of sustainability performance.
- Established clear escalation pathways to the Board Sustainability Committee
- Introduced structured monthly performance monitoring and reporting for the regions' emissions.
- Aligned governance with AASB S2 and global reporting frameworks.
- Updated the Sustainability Committee Charter to strengthen Board oversight of ESG strategy, risks and opportunities, and climate-related disclosures, including alignment with AASB S2 requirements.
- Updated the ESG Working Group Terms of Reference to formalise its role in implementing ESG strategy, embedding sustainability across the business, and supporting disclosures.
- Updated the Sustainability Policy to align with governance enhancements and reinforce IMDEX's approach to embedding sustainability across strategy, operations, and decision-making (pending Sustainability Committee endorsement)
- Revised and approved the Modern Slavery Statement in FY26, with IMDEX consolidating disclosures across multiple jurisdictions to enhance transparency and consistency. The Statement continues to be updated annually, supported by strengthened due diligence processes and supply chain risk management targets.
- Introduced a Human Rights Policy to formalise our approach to managing human rights risks and strengthen expectations across our operations and supply chain.

IMDEX's approach to sustainability is supported by a suite of governance documents, including our:

- Sustainability Policy,
- Risk Management Policy,
- Human Rights Policy,
- Supplier Code of Conduct,
- Global Code of Conduct,
- Health, Safety and Environment Policy,
- Diversity, Equity and Inclusion Policy,
- and other key corporate governance policies.

We review our corporate policies and statements regularly to ensure their continued relevance and effectiveness in the global environment in which we operate.

To access the list of policies above, visit the Corporate Governance section of our website.

Our Performance

Targets FY26

For FY26, our target setting was refined to align with the outcomes of the materiality assessment and our Sustainability Strategy, reflecting IMDEX's growing maturity and strengthened capabilities and governance.

All targets are reviewed and endorsed by the Executive Leadership Team and the Sustainability Committee to ensure alignment with strategic priorities and long-term value creation. Performance against these targets is discussed in further detail across each strategic pillar of this report.

Strategy Pillar	FY26 Target	Performance	Outcome
Strong Foundations	Channel partner conformity with training and governance standards maintained at 90% or higher	Achieved	Exceeded 90% conformity, exceeding target and reinforcing adherence to governance standards across channel partners.
	Modern slavery audit and living wage awareness training rolled out to 100% of supply chain teams	Achieved	Training was delivered to supply chain personnel in all business units.
	Implement Human Rights/ Modern Slavery Policy	Achieved	A Human Rights policy is now approved and published, supporting a more formalised and consistent approach to human rights risk management.
	High Risk Supplier conformity with code of conduct and audit standards maintained at 90% or higher	Achieved	High-risk supplier conformity with the Supplier Code of Conduct and audit standards exceeded 90%
Product Leadership	Maintain ongoing investment in R&D of at least 8% of revenue	Achieved	IMDEX continued investment in research and development and achieved our target through $43 million invested in FY26
	Integrate ESG metrics into IMDEX project prioritisation framework	Achieved	ESG considerations are progressively being integrated into IMDEX's project prioritisation processes through introduction of sustainability in project management principles and guidelines.
	Hold ESG innovation events in at least two regions	Achieved	Two ESG innovation events were delivered in Europe and APAC to build sustainability capability across the business, covering ESG governance, materiality, AASB S2 requirements and IMDEX-specific reporting expectations, while facilitating cross-functional discussions on key risks, opportunities and implementation challenges that informed the ongoing development of the sustainability strategy and future targets.
Sustainable Customer Solutions	Quantify environmental footprint improvement in at least 2 customer operations as a result of using IMDEX products	Partial achievement	Development of customer impact progressed, with case studies used to demonstrate environmental benefits where direct measurement was not feasible, informing a revised approach to future customer engagement and data capture.
	Present or publish at least 5 thought leadership articles on sustainability, with at least 2 being customer case studies	Partial achievement	Progress was made in developing and sharing sustainability thought leadership, with four articles published on both internal and external channels, while incorporation of customer case studies is ongoing.
Workforce of the Future	Increase in total female workforce participation year on year	Achieved	This target was achieved, with results reflecting both progress across the heritage business and the inclusion of newly acquired operations.
	Maintain high level of safety engagements across all levels of the organisation, with a focus on demonstration of safety leadership	Achieved	Leader-led safety engagements exceeded FY25 levels across all business functions, with safety interactions significantly surpassing internal targets and demonstrating strong workforce engagement and ongoing commitment to safety leadership across the organisation.
	Global standardisation of flexible work offerings for employees within regions and functions	Achieved	Progress was made towards global consistency in flexible work practices, with implementation advanced across key regions, while further alignment is ongoing to address regional and operational constraints.
	Assess AI augmented workforce design opportunities with a proof of concept for at least 2 functions	Achieved	Assessment of AI enabled workforce opportunities was completed in three major corporate functions, providing insights to inform future operating model design and capability development.

Targets and Objectives FY27

For FY27 our targets and objectives have been developed as follows:

Strategy Pillar	Long term goal – FY25-FY30	Annual Targets
Strong Foundations	Audit-ready ESG governance, controls and reporting capability embedded across IMDEX.	Undertake a review of Supplier Code of Conduct as part of ongoing commitment to business integrity
		Update Code of Conduct training and roll out global Speak Up campaign
		Deliver targeted anti-bribery and corruption training for employees in higher-risk or government-facing roles
		Roll out a governance structure/operating model that reflects business maturity to support internal and product development use of AI
		Develop a process to collect baseline Scope 3 supplier spend data
		Improve reliable and auditable emissions data collation across the regions, including for Scope 3
		Maintain ISO/IEC 27001:2022 (Information Security Management Systems) certification by completing all audits with no major non-conformities
Product Leadership	Sustainability-by-design embedded into R&D and product decisions, supported by circularity improvements and reliable emissions data.	Maintain ongoing investment in R&D of at least 8% of revenue
		Explore life cycle assessment opportunities for existing products
		Define opportunities for implementation of a materials use and packaging strategy
Sustainable Customer Solutions	Credible, repeatable evidence of customer sustainability outcomes enabled by IMDEX solutions (methods, data, case studies).	Build integration of ESG metrics into commercial trials with select customers to support quantification of ESG benefits
		Continue integration of ESG metrics into the project prioritisation process
Workforce of the Future	A safe, inclusive, globally connected workforce with strong people systems and Health, Safety and Wellbeing as a non-negotiable foundation.	Identify priority enhancements to employee benefits across global locations
		Implement a global mobility policy and framework to enable consistent, cross-border deployment of critical talent and capability across our global operations
		Design and deliver at least two hands-on leadership workshops and toolkits for prevalent psychosocial hazards
		Continue delivery of DEI Strategy ensuring progress on priority initiatives (cultural, neuro- and gender diversity) and maintain female workforce participation increase year on year

Strong Foundations

Goal: Audit-ready ESG governance, controls and reporting capability and knowledge embedded across IMDEX.

79% local spend of total spend

4.5 stars - NABERS rating for Balcatta Head Office

3,400 tCO_2-e

FY27 Targets and Objectives

Undertake a review of Supplier Code of Conduct as part of ongoing commitment to business integrity

Update Code of Conduct training and roll out global Speak Up campaign

Deliver targeted anti-bribery and corruption training for employees in higher-risk or government-facing roles

Roll out a governance structure/operating model that reflects business maturity to support internal and product development use of AI

Develop a process to collect baseline Scope 3 supplier spend data

Improve reliable and auditable emissions data collation across the regions, including for Scope 3

Maintain ISO/IEC 27001:2022 (Information Security Management Systems) certification by completing all audits with no major non-conformities

Procurement and supply chain management and practices

Effective procurement and supply chain management are essential to IMDEX's global operations. Our team manages risks such as non-compliance, ethical sourcing, supplier concentration, and geopolitical disruption, while strengthening governance and supplier oversight to enhance resilience, transparency and long-term competitiveness.

IMDEX manages an increasingly global supply chain. In FY26, foundational improvements were made to enhance supply chain visibility and strengthen supplier risk profiling.

As a result of these changes:

- Governance maturity improved, with channel partner conformity exceeding targets at 92%, and capability uplifted through the rollout of modern slavery and living wage training across all supply chain teams.
- A Human Rights Policy was developed and published to the business, establishing a more consistent framework for risk management.
- Total local procurement for FY26 was 79% of total spend.

Further information regarding local spend data and outcomes for FY26 are provided in our Performance Data Tables at the end of this report.

In FY27, IMDEX will build on this progress by strengthening supplier monitoring and traceability and continuing to align with evolving ESG and regulatory expectations.

Geopolitical Risk Management

Like other global businesses, IMDEX's operations and supply chains are exposed to geopolitical developments, including regulatory changes, trade restrictions, sanctions and security challenges. These factors can affect business continuity, workforce safety, and operating costs.

During FY26, IMDEX assessed geopolitical conditions at global, regional, and country levels, considering sanctions regimes, regulatory requirements, trade dynamics and broader operating environments. Due diligence is conducted on suppliers, customers, and third parties, with enhanced screening applied in conflict-affected and higher-risk jurisdictions.

A small number of IMDEX operations are located in higher-risk jurisdictions, including Mali and the Democratic Republic of Congo. These operations are subject to additional oversight and risk-based controls to support workforce safety, compliance, and business continuity. Crisis management exercises are also conducted across the business to strengthen organisational preparedness.

In FY27, IMDEX expects to continue maturing its approach to geopolitical risk through ongoing monitoring, scenario planning, and consideration of geopolitical factors within the broader enterprise risk and resilience framework.

Cybersecurity

Strong cybersecurity is critical to protecting IMDEX's systems, data and intellectual property. IMDEX governs and manages cyber risk through a formal Information Security Management System aligned to ISO/IEC 27001:2022. It is supported by a dedicated Information Security function responsible for threat monitoring, incident response, regulatory compliance and resilience.

In FY26, this framework was further embedded across IT infrastructure, cloud environments, and product development processes, including security by design practices and annual testing of customer facing applications.

Our workforce contributes to the cyber security of our operations, with our employees required to complete cyber security training on an annual basis.

In FY27, IMDEX will build on this progress by maintaining ISO/IEC 27001:2022 certification, strengthening risk based monitoring and further embedding cybersecurity across our operations.

01 **Case Study**

Strengthening Cybersecurity Through Employee Awareness

As IMDEX continues to strengthen its digital capabilities, building a strong cybersecurity culture remains a key component of organisational resilience. During FY26, IMDEX expanded its cybersecurity awareness programme through regular phishing simulations and targeted training designed to help employees recognise and respond to evolving cyber threats. This approach complemented the Company's broader Information Security Management System and ongoing efforts to raise awareness of cybersecurity risks across the global workforce.

The programme introduced employees to increasingly relevant, real-world phishing scenarios, reinforcing the practical skills needed to identify suspicious activity and apply secure working practices.

By maintaining regular engagement with cybersecurity awareness activities throughout the year, IMDEX continued to strengthen employee vigilance and support the protection of its people, systems and information assets. This ongoing investment in workforce capability contributes to the Company's broader cyber risk management framework and helps enhance resilience in an increasingly complex threat environment.

Artificial intelligence, automation and ethical technology use

Artificial intelligence (AI) automation, and data-driven technologies are increasingly embedded across IMDEX's operations and products. For example, these technologies support IMDEX's digital earth knowledge strategy, enabling faster interpretation of geological data and supporting scalable software-enabled growth through integrated technology platforms.

In AI, automation and ethical technology use, IMDEX's initial focus has been on building foundational governance and organisational capability to provide greater visibility of AI-related risks and opportunities, while supporting more informed and consistent use of emerging technologies. The team has commenced exploring governance structures through existing risk, legal and cybersecurity frameworks. Early activities focused on clarifying responsibilities, improving information management practices, and increasing oversight of higher-risk applications, while maintaining human accountability for key decisions.

In FY27, IMDEX intends to continue maturing our approach to AI governance, with a focus on responsible, secure and effective use of AI and automation across the business.

Climate change adaptation, mitigation and GHG Emissions

IMDEX is evolving our approach to monitoring and managing climate-related risks and opportunities across our operations and value chain. We also recognise opportunities that effective climate change adaptation and mitigation bring – from our own operational efficiency to helping our customers improve the sustainability of their mining practices.

During FY26, IMDEX continued to develop our approach to climate-related risk management and emissions reporting. Activities included enhancing processes for identifying and monitoring climate-related risks and opportunities, improving coordination between Finance and operational teams, and strengthening data collection and validation practices to support more consistent emissions reporting.

In Q4, IMDEX was granted regulatory relief from mandatory climate-related financial disclosure under *Corporations Act 2001*, deferring our first reporting year to FY27. Despite this exemption, IMDEX continued improving our emissions data processes, governance arrangements, internal controls and disclosure practices.

To provide stakeholders with visibility of this work, selected climate-related information is included within IMDEX's FY26 Annual Reporting Suite. This voluntary disclosure has not been prepared as an AASB S2-compliant sustainability report and should be considered in the context of the regulatory relief granted for FY26.

In FY27, IMDEX will continue developing our climate governance, data quality, and reporting processes in preparation for future disclosure requirements, with a focus on capability and system maturity.

02 Case Study

Solar Upgrade at Balcatta

At IMDEX's Balcatta head office in Western Australia, a major solar upgrade has significantly expanded the site's renewable energy capability. Building on an existing 100 kW solar installation commissioned in 2016, the project added approximately 199 kW of new capacity across the rooftops of Building 1 and Building 2, creating a combined 300 kW solar photovoltaic (PV) system.

The expanded system is expected to generate approximately 340,971 kWh of renewable electricity annually and has been designed to maximise rooftop space while providing future battery storage capability. Following full commissioning in May 2026, the system generated 15,583 kWh during June 2026, a 154% increase compared with the same period in the prior year, despite June being one of Perth's lowest sunlight months. More than 94% of the electricity generated was consumed onsite, supplying 34.6% of the facility's electricity demand and helping to reduce grid electricity purchases by 16.5%. The solar generation from the upgrade saved approximately 7.4 tCO_2-e expected from Scope 2 emissions in June 2026. This is a major improvement from the estimated 3.1 tCO_2-e saved from June 2025.

The project was delivered in phases to minimise disruption to operations, with a strong focus on safety management and contractor coordination. Beyond delivering renewable energy benefits, the upgrade contributed to the Balcatta facility achieving a 4.5-star NABERS Energy rating and identified further opportunities to enhance building performance. IMDEX will continue to monitor system performance as additional operational data becomes available and assess opportunities to further optimise energy use across its global operations.

In FY27, IMDEX will continue developing our climate governance, data quality and reporting processes in preparation for future disclosure requirements, with a focus on capability and system maturity.

GHG Emissions

The main sources of emissions associated with our operations are from transport fuel consumption (Scope 1) representing 54.05% of the total emissions inventory, mostly occurring from our fleet of diesel semi-trailer trucks in North America. Secondarily, electricity purchased from the grid (Scope 2) represents 26.87% of our total emissions inventory.

IMDEX's Scope 1 and 2 GHG emissions were 3,400 metric tonnes of carbon dioxide equivalent (tCO_2-e). This included 2,487 tCO_2-e of Scope 1, and 914 tCO_2-e of Scope 2 emissions (locations based).

Scope 1 emissions have been steadily decreasing in the APAC region, whereas the Scope 1 emissions in NAM have gradually increased since baseline. The source 'Petrol/Gasoline' has been the greatest increasing source of growth since baseline year.

This year, our Scope 1 and 2 GHG emissions increased 20% (569 tCO_2-e). This increase primarily reflects an expansion of the reporting boundary and improvements in data completeness, rather than a like-for-like increase in operational emissions. Key contributing factors included:

- The inclusion of eight sites acquired during the reporting period, including operations associated with Datarock, ALT, ESA, and Krux Analytics.
- The addition of electricity consumption data for 16 sites where data was previously unavailable.
- More comprehensive fuel consumption data across several operations.

The FY26 greenhouse gas inventory has been prepared in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) and the AASB S2 Climate-related Financial Disclosures, including the application of a location-based approach for Scope 2 emissions reporting. Further information about our reporting boundary and methodology for calculating greenhouse gas emissions can be found Appendix D.

Scope 1 and 2 emissions inventory

GHG Emissions (metric tonnes of CO_2-e)	Unit	FY24	FY25	FY26
Scope 1 - Refrigerants	tCO_2-e	-	84	59
Scope 1 – Stationary fuel combustion	tCO_2-e	112	133	148
Scope 1 – Transport fuel combustion	tCO_2-e	1144	1788	2280
Scope 2 – Purchased Electricity (location based)	tCO_2-e	901	825	914
Total Scope 1 + Scope 2 (location)[2]	tCO_2-e	2157	2831	3400

[2] Total emissions are presented using the location-based approach, which represents the most comprehensive and consistent measure of Scope 2 emissions across IMDEX's global operations.

FY26, FY25 & FY24 Emissions by Region

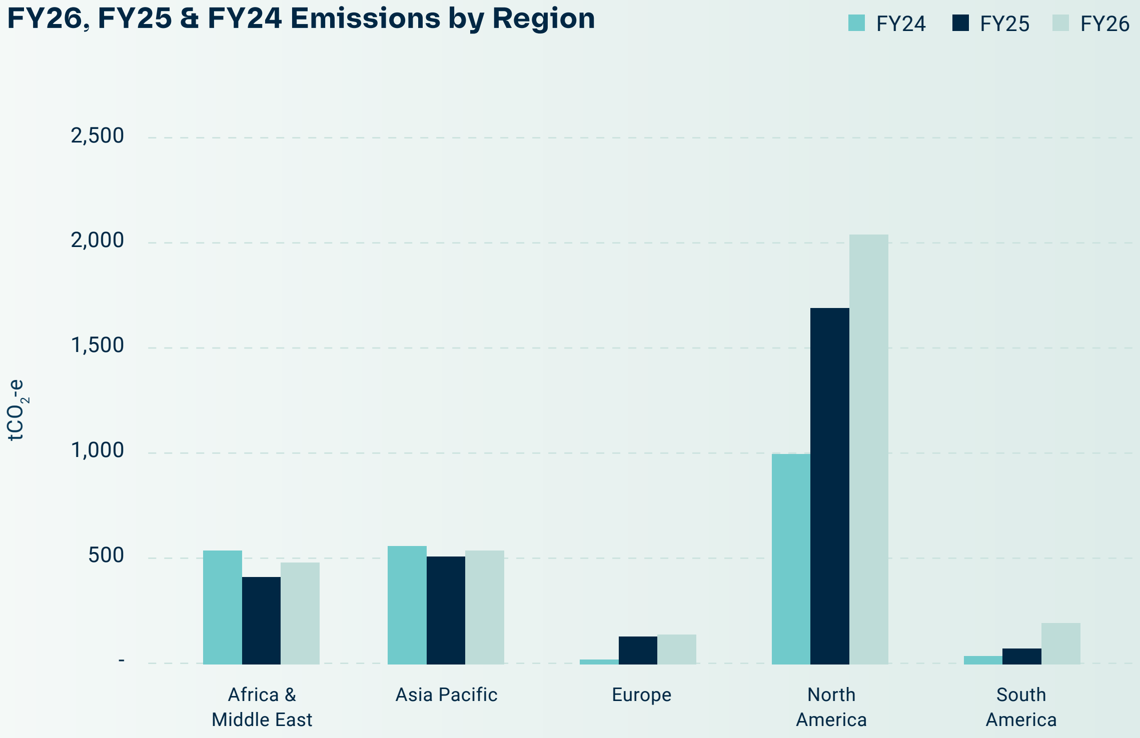


Table 2 Regional comparisons of emissions data from FY24, FY25 and FY26

FY26, FY25 and FY24 Emissions by Scope and Region

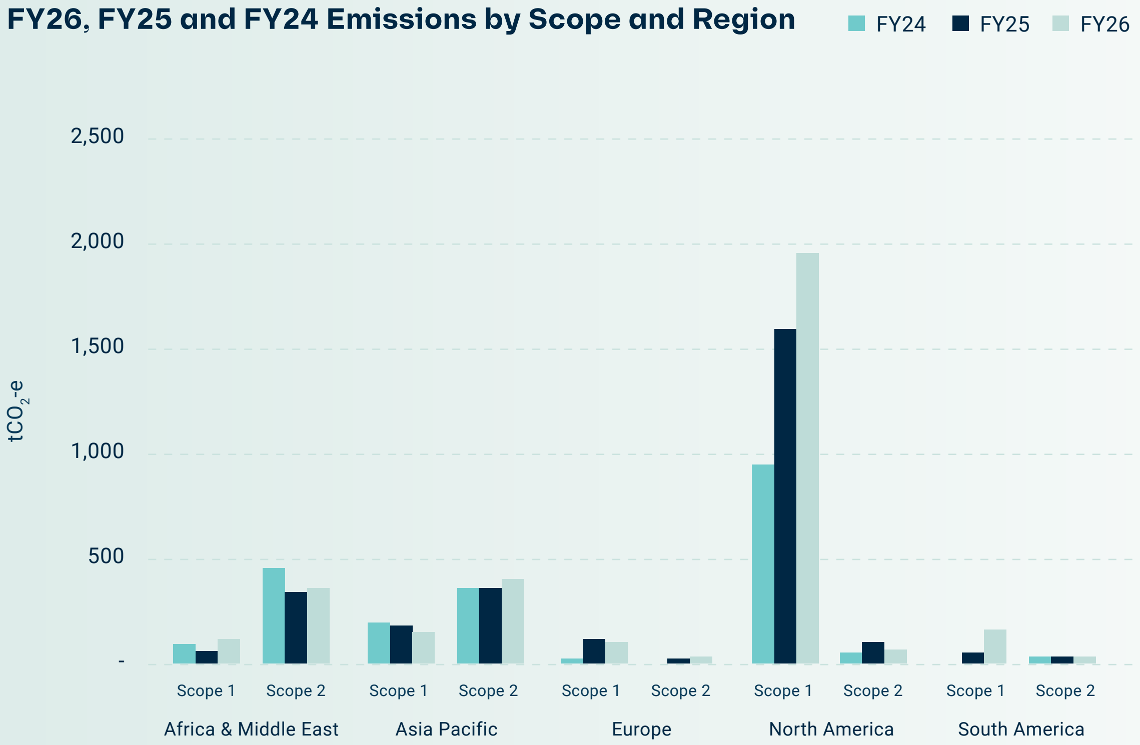


Table 3 Regional emissions comparisons from FY24, FY25 and FY26 for Scope 1 and Scope 2

Product Leadership

Goal:

Sustainability-by-design embedded into R&D and product decisions, supported by circularity improvements and reliable emissions data.

8% R&DFY26

~170kg Plastic netting recycling diverted from landfill and returned to supplier

FY27 Targets and Objectives

Maintain ongoing investment in R&D of at least 8% of revenue

Explore lifecycle assessment opportunities for existing products

Define opportunities for implementation of a materials use and packaging strategy

Product innovation and research and development

Innovation and research and development (R&D) are central to IMDEX's strategy and technology leadership. Through ongoing investment in technology and product development, IMDEX translates research into commercially viable solutions that endeavour to support safer, more efficient, and more productive mining operations.

R&D investment is focused on advancing technologies that address key industry challenges, including productivity, resource efficiency, automation, digitalisation and data-driven decision making. During the reporting period, IMDEX invested $43 million in research and development, representing approximately 8% of annual spend. During FY26, development activities continued across Digital Earth Knowledge (DEK), automation technologies, and integrated digital platforms designed to improve customers' operational efficiency and support more sustainable exploration practices.

During FY26, IMDEX commenced work to identify how sustainability considerations can be incorporated into project delivery processes. This included exploring approaches to identifying and evaluating sustainability-related risks and opportunities throughout the project lifecycle.

Our innovation approach is customer-led, with pilots, field trials and ongoing engagement helping ensure new technologies are practical, scalable, and aligned with evolving needs of the mining sector. In the last year, IMDEX also enhanced governance across the innovation lifecycle, strengthened cross-functional collaboration and continued to optimise R&D processes to improve resource allocation and speed to market. Protection of intellectual property remains an important component of the innovation framework, helping safeguard technology advantages and support long-term commercial value creation.

Through targeted investment, customer collaboration, and disciplined governance, IMDEX maintains a strong innovation pipeline that supports long-term value creation and competitive advantage.

Waste generation and management, materials use and circular economy

IMDEX's operations, products, and packaging generate waste and rely on material inputs that require responsible management across the value chain. Our approach centres around management of environmental impacts, while implementing circular economy principles, and stronger customer and supplier collaboration.

Materials are managed through procurement, design, operational and waste management processes, with consideration given to material selection, packaging efficiency, recoverability and end-of-life impacts where relevant.

During the year, the business progressed our understanding of material flows and circular economy opportunities, with a particular focus on strengthening packaging data, governance, and decision-making processes within a subsidiary of the IMDEX group.

To gain certification, the IMDEX subsidiary developed a formal packaging sustainability strategy aligned with Australian Packaging Covenant Organisation (APCO) guidance, providing a structured framework for assessing packaging performance. This initiative also highlighted ongoing challenges relating to supplier data availability, material traceability, and variability in recovery infrastructure, providing valuable insight into future priorities.

Looking ahead, IMDEX is using the knowledge gained through this work to better understand how circular economy principles, material stewardship and data requirements can be applied more broadly across the business. The strengthened data foundation and governance approach provide a basis for future consideration of more formalised materials and circular economy governance across IMDEX.

03 **Case Study**

Plastic netting reuse update

In FY25, IMDEX introduced a closed-loop recycling initiative for protective plastic netting sleeves used to transport machined components. Developed through collaboration between our Quality Control team and a key supplier, the program diverts durable plastic netting from landfill by returning it for reuse through existing logistics routes, avoiding additional transport emissions.

During FY26, the initiative continued to expand across regions, demonstrating how practical collaboration can support circular economy outcomes. The program is currently estimated to divert approximately 170 kg of protective netting from landfill each year across APAC and the United States, extending the useful life of packaging materials through supplier take-back and reuse arrangements while supporting more circular resource use across IMDEX's operations.

While recycling activity of the sleeves is occurring in additional regions, only verified quantities have been included in reported outcomes. The program highlights how small operational improvements and supplier partnerships can contribute to waste reduction and more circular resource use across IMDEX's global operations.

Sustainable Customer Solutions

Goal: Credible, repeatable evidence of customer sustainability outcomes enabled by IMDEX solutions (methods, data, case studies).

166% increase in drilling productivity with an application of DeviDrill

~40,000m³ in water savings through Ultra Lightweight SRU

FY27 Targets and Objectives

Commence integration of ESG metrics into commercial trials with select customers to support quantification of ESG benefits

Continue integration of ESG metrics into the project prioritisation process

Developing Sustainability Maturity

Last year marked an important step in strengthening our ability to demonstrate and quantify the sustainability outcomes enabled by our products and services. This work remains in the early stages of development.

IMDEX continues to build the methodologies, data capabilities, and customer case studies required to provide credible, repeatable evidence of how our solutions support improved environmental, operational, and safety outcomes across the resources industry. This work reflects our longer-term ambition to better understand and quantify how our technologies contribute to areas such as water stewardship, emissions reduction, productivity and workforce safety.

This year, our drilling fluids and recycling solutions continued to demonstrate strong evidence of reducing water and drilling mud consumption, minimising waste generation, and supporting more efficient use of resources. Technologies such as our solids removal and fluid recycling systems enable drilling fluids and water to be recovered, treated, and reused. These properties reduce the need for freshwater inputs, chemical additives, transportation and disposal while maintaining drilling performance. In some applications, these technologies have demonstrated substantial reduction in water consumption, mud usage, and associated waste streams.

Beyond environmental benefits, IMDEX's portfolio endeavours to support safer and more productive operations. Our solutions improve drilling consistency, reducing equipment wear, minimising manual intervention and providing real-time operational insights that enable faster decision-making and reduced downtime.

> **The solution delivered approximately 40,000m³ of annual water savings, a 61% reduction in drilling fluid additive consumption and around USD $1 million in annual cost savings.**


IMDEX products being delivered via helicopter to a remote customer site in New Zealand. Credit: Ryan Matheson

04 **Case Study**

Water Stewardship through Drilling Fluid Recovery

Access to water is critical for mining and exploration projects, particularly in remote and water-constrained regions. At a large-scale mineral exploration project in Argentina, IMDEX partnered with the customer to reduce water consumption and waste generation while maintaining drilling performance. IMDEX deployed an integrated drilling fluids management solution comprising four Ultra Lightweight Solids Removal Units (SRUs), drilling fluids expertise and 24/7 onsite support. Operating as a centralised processing plant servicing nine drill rigs, the system continuously recovered and recycled water and drilling additives back into the drilling process, reducing reliance on freshwater sources while supporting operational efficiency.

The solution delivered approximately 40,000 m³ of annual water savings, a 61% reduction in drilling fluid additive consumption and around USD $1 million in annual cost savings. The recovery and reuse of drilling fluids also reduced waste volumes, transport requirements and associated emissions, while lowering vehicle-related safety risks. Reduced additive use further decreased manual handling and personnel exposure to repetitive lifting and chemical handling activities. Together, these outcomes demonstrate how IMDEX's drilling fluids recovery technologies can improve operational performance while supporting more efficient resource use and reducing environmental impacts across exploration programs.

Strategic Acquisitions

IMDEX expanded our capabilities through the acquisition of Datarock, Krux Analytics, Earth Science Analytics (ESA), Advanced Logic Technology (ALT) and Mount Sopris Instruments (MSI) during financial year 2026. Together, these businesses strengthen IMDEX's digital orebody knowledge, drill site intelligence, and geophysical and subsurface technology capabilities.

IMDEX is building a platform capable of delivering greater productivity outcomes for customers by connecting real-time operational data, advanced sensors, AI-driven interpretation and geological modelling. As integration progresses, these capabilities are expected to play an increasingly important role in evidencing and quantifying customer sustainability benefits across water management, emissions reduction, operational efficiency and safety.

This supports the evolution of IMDEX's sustainability approach beyond managing our own impacts toward providing measurable evidence of the positive customer outcomes our technologies enable.

IMDEX Technical Sales Team Lead, Matt Duguay, at our northernmost site in -60°C, Canada. Credit: Justin Bergh

05 **Case Study**

Enhancing Resource Efficiency with Directional Drilling Technology

Exploration drilling programs require significant inputs, including water, energy and drilling consumables.

To help customers reduce the resource intensity of drilling programs, IMDEX deployed its DeviDrill directional core drilling technology in a North American exploration program where conventional drilling methods were limiting performance. By improving directional control and drilling precision, DeviDrill enabled more accurate targeting of the ore body, reducing reliance on trial-and-error approaches and improving alignment with intended geological structures.

The application of DeviDrill delivered a material increase in productivity, with drilling rates improving from approximately 30 feet per day to between 60 and 80 feet per day. Improved directional control also contributed to the discovery of a new ore body during the program. While water consumption was not directly measured, the outcomes demonstrate how greater drilling efficiency, reduced unnecessary drilling and more precise targeting can lower overall resource demand across a drilling campaign, supporting more efficient use of water and other consumables in exploration activities.

Workforce of the Future

Goal: A safe, inclusive, globally connected workforce supported by strong people systems and underpinned by Health, Safety and Wellbeing as a non negotiable foundation.

93% response rate on Employee Engagement Survey

50% of the board is made up by women

0 LTIFR

FY27 Targets and Objectives

Identify priority enhancements to employee benefits across global locations.

Implement a global mobility policy and framework to enable consistent, cross-border deployment of critical talent and capability across our global operations.

Design and deliver at least two hands-on leadership workshops and toolkits for prevalent psychosocial hazards.

Continue delivery of DEI Strategy ensuring progress on priority initiatives (cultural, neuro- and gender diversity) and maintain female workforce participation increase year on year.

Global workforce management, labour practices and capability development

IMDEX's ability to attract, develop, and retain a skilled global workforce is critical to our long-term success. We are committed to fostering a safe, inclusive, and high performing workplace that supports employee wellbeing, capability development and long-term career growth, while enabling innovation and business performance.

IMDEX employs a globally distributed workforce with approximately 60% of the employees located outside the region of our corporate headquarters. During the year, our workforce grew by 24%, reflecting both organic growth and the contribution of acquired businesses. Acquisitions accounted for 13% of total employee growth during the reporting period.

The company continued to invest in workforce capability and employee experience during FY26. Our key aim is to provide a consistent employee experience through development opportunities, leadership programs, employee engagement initiatives and policies that support wellbeing, flexibility, and inclusion.

Capability development

Capability development remained a key focus throughout FY26, with employees participating in structured technical, operational, and leadership development programs through IMDEX Academy and the Insight Leadership Program. These initiatives support the development of the skills and capabilities required to drive performance, innovation, and customer outcomes across the business. During FY26, employees completed an average of 17.81 hours of training globally, reflecting IMDEX's ongoing investment in workforce capability and development.

The IMDEX team at Salt Lake City, UT, celebrating World Day of Cultural Diversity

06 **Case Study**

Creating Pathways for Women in Operations

Across IMDEX's operational teams, increasing representation of women in technical and field-based roles is helping to broaden access to career opportunities and strengthen workforce diversity. Leaders across the business continue to focus on ensuring opportunities are based on capability, experience and potential.

Within the South American (SAM) Directional Drilling Services (DDS) team, this commitment has translated into tangible outcomes. During FY26, the team successfully deployed a female measurements' supervision team on a customer project and supported the development of its first female directional driller. These milestones highlight the expertise, technical capability and leadership women are bringing to specialised operational roles.

By fostering inclusive leadership and creating pathways into technical careers, IMDEX is helping to expand its talent pool, strengthen team performance and support greater diversity across the mining technology sector.

> **These milestones highlight the expertise, technical capability and leadership women are bringing to specialised operational roles.**


The SAM DDS Team onsite, Peru.

Employee Benefits and Wellbeing

During FY26, IMDEX continued to strengthen initiatives that support employee wellbeing, development, and engagement. Our Employee Assistance Programme (EAP) delivered through TELUS Health remained a core wellbeing benefit, providing confidential support services to employees and their families, 24 hours a day, 365 days a year.

To support talent attraction, retention, and career development, IMDEX introduced structured onboarding and capability development pathways within selected functions. These pathways provide employees with greater clarity on career opportunities and access to targeted learning and development experiences, supporting individual growth and organisational capability.

IMDEX also encourages employees to make a positive impact in their communities through a dedicated paid volunteering day available to all employees. Employees contributed more than 570 hours of volunteering across a range of social and environmental initiatives in financial year 2026, including supporting women entering the workforce, preparing meals for individuals experiencing cost-of-living pressures, donating blood, and participating in local environmental clean-up activities.

These initiatives reflect IMDEX's commitment to supporting employee wellbeing, development and community involvement while creating meaningful social and environmental outcomes in the communities where we operate.

During the year IMDEX updated our global parental leave policy, reinforcing our commitment to supporting employees through significant life events. The enhanced policy increases paid primary carer leave from 12 weeks to 24 weeks, doubles non-primary carer leave from three to six weeks, and provides an additional four weeks paid support for primary carers retuning to work.

The policy is designed to support employee's wellbeing, promote greater workforce participation and strengthen talent attraction and retention across the business.

As of 30 June 2026, 1,019 employees were eligible for parental leave, and 36 employees took parental leave comprising of 11 women and 25 men. Return-to-work rates following parental leave were 100% for men and 91% for women.


The executive and PCS team volunteering at 'Dress for Success', APAC


The executive and PCS team volunteering at 'Dress for Success', APAC


A team of IMDEX blood donors at Lifeblood Australia, APAC


Children from Posada de Belén Children's Home in Peru receiving gifts from the IMDEX team, SAM


IMDEX team donating gifts to the children at the Hijos de las Estrellas Kindergarten, SAM


IMDEX volunteers provide a Christmas breakfast to the children at the Hijos de las Estrellas Kindergarten in Chile, SAM

IMDEX volunteers at St Vincent de Pauls Johannesburg, MEA


IMDEX volunteers preparing meals for those seeking support, St Vincent de Pauls, Johannesburg, MEA


IMDEX volunteers at the St Vincent de Pauls Dining Hall in Salt Lake City, NAM

Understanding our workforce

Employee engagement remained a key focus during FY26. IMDEX conducted our fourth global Employee Engagement Survey (EES), achieving an overall participation rate exceeding 93%. It showed employee engagement has increased year on year since we started surveying our people. The survey provided valuable insights into employee experience, workplace culture, leadership, flexibility, wellbeing and future workforce priorities.

The survey highlighted several key strengths across the organisation, including a culture of care and respect, employees feeling empowered to make decisions in their roles, and a strong sense that employee opinions are valued and heard.

The EES also provided insights into the composition and needs of our workforce, revealing that approximately 70% of employees have caring responsibilities outside of work, including responsibilities for children, elderly family members, or other dependants. These insights reinforce the importance of flexible and supportive workplace practices that enable employees to balance both professional and personal commitments.

Survey results are being used to inform local and global action plans, with regular pulse surveys planned throughout FY27 to monitor progress and ensure employee feedback continues to shape organisational decision-making and workplace improvements.

Together, these initiatives support IMDEX's commitment to employee wellbeing, workforce capability, leadership development, and a positive organisational culture, helping to attract develop and retain talent while supporting long-term business performance.

07 **Case Study**

Developing Future Talent Through STEM Engagement

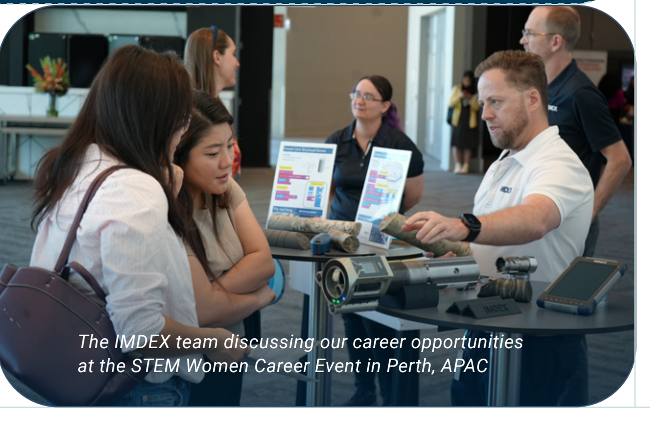
Attracting and developing diverse talent is critical to IMDEX's long-term success as technology continues to transform the mining industry. Through sponsorship of the STEM Women Career Event in Perth, IMDEX engaged with more than 400 female university students and graduates pursuing careers across science, technology, engineering and mathematics (STEM), helping to increase awareness of opportunities within the mining technology sector.

The event provided an opportunity to connect with emerging talent across disciplines including geology, engineering, data science, software development and analytics. Discussions focused on the breadth of career pathways available at IMDEX, from drilling technologies and sensors through to digital platforms and AI-enabled solutions. The strong interest from attendees reflected a growing pipeline of women seeking careers in technical and operational fields that have traditionally seen lower female representation.

The impact of this engagement extended beyond the event itself, with two attendees subsequently joining IMDEX. Their recruitment demonstrates the value of building strong connections with emerging STEM talent and creating accessible pathways into the mining technology sector. IMDEX looks forward to supporting their professional development and watching their careers progress within the business.

By supporting initiatives such as STEM Women, IMDEX is helping to create pathways for more women to enter STEM careers and contribute to solving complex industry challenges. Strengthening participation in these disciplines supports workforce diversity, broadens the talent pool and helps ensure the Company can continue to innovate and deliver value for its customers in an increasingly technology-enabled industry.

The IMDEX team discussing our career opportunities at the STEM Women Career Event in Perth, APAC



The IMDEX team discussing our career opportunities at the STEM Women Career Event in Perth, APAC

Workforce Diversity, Equity & Inclusion

A diverse, equitable and inclusive workforce strengthens IMDEX's innovation, employee engagement, and long-term performance. Progress in diversity, equity and inclusion (DEI) supports a workforce that better reflects the diversity of communities in which we operate, while enhancing employee capability, development, and belonging.

DEI Governance

DEI is governed through IMDEX's Global Diversity and Inclusion Policy and three-year DEI Strategy, with oversight provided by the Board, Executive Leadership Team, and Sustainability Committee. Implementation is supported by the DEI Council and Working Group, which help ensure initiatives are informed by employee feedback, regional priorities, and business needs.

IMDEX's DEI roadmap focuses on strengthening belonging, equitable opportunity and inclusive leadership. Through data-informed initiatives, employee engagement, and targeted programs, IMDEX seeks to address the diverse needs of our workforce, fostering a culture where all employees can contribute, develop, and succeed.

Our Workforce

Through IMDEX's fourth employee engagement survey (EES), IMDEX gained additional insights into the diversity of our workforce. Specifically, of the 918 respondents, more than 10% identified as neurodivergent. Additionally, among respondents who chose to disclose, less than 1% identified as First Nations peoples or indigenous to their respective regions. The largest demographic groups identified were Australian (20%), European (18%) or South American (18%). See Table 4 and Table 5 for further insight into our workforce cultural identity makeup.

Table 4: Regional cultural makeup determined via the EES FY26

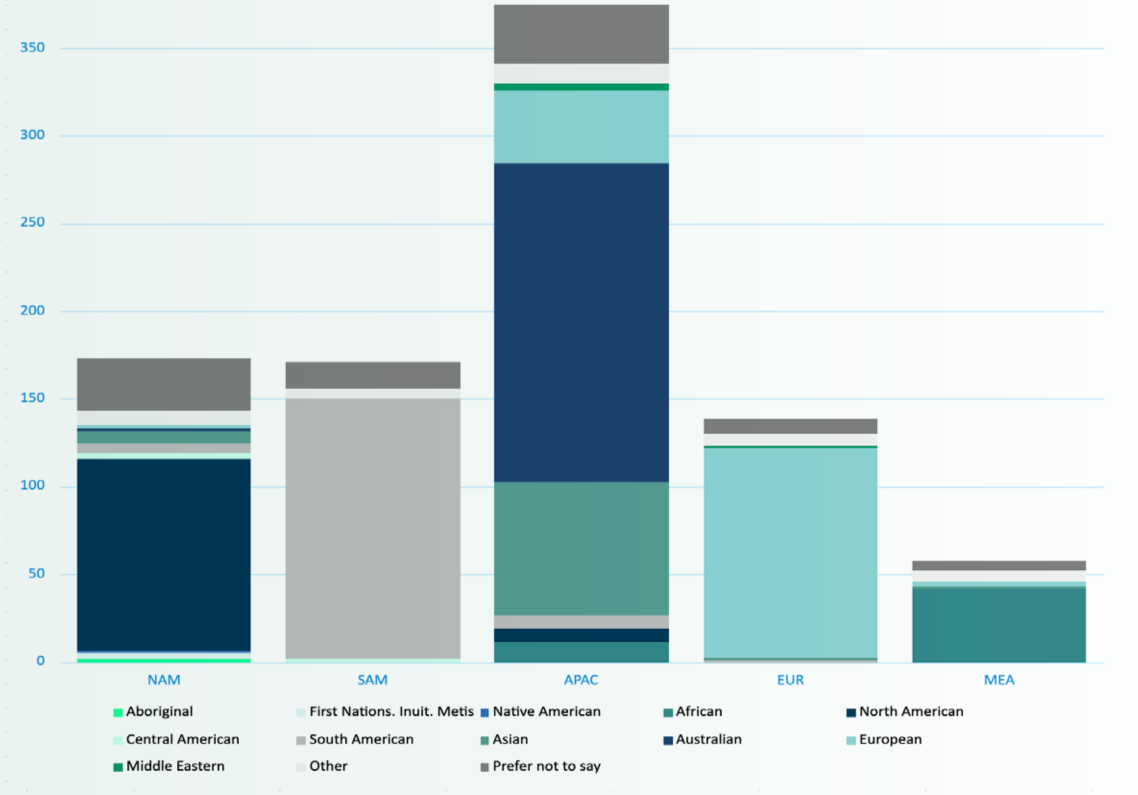
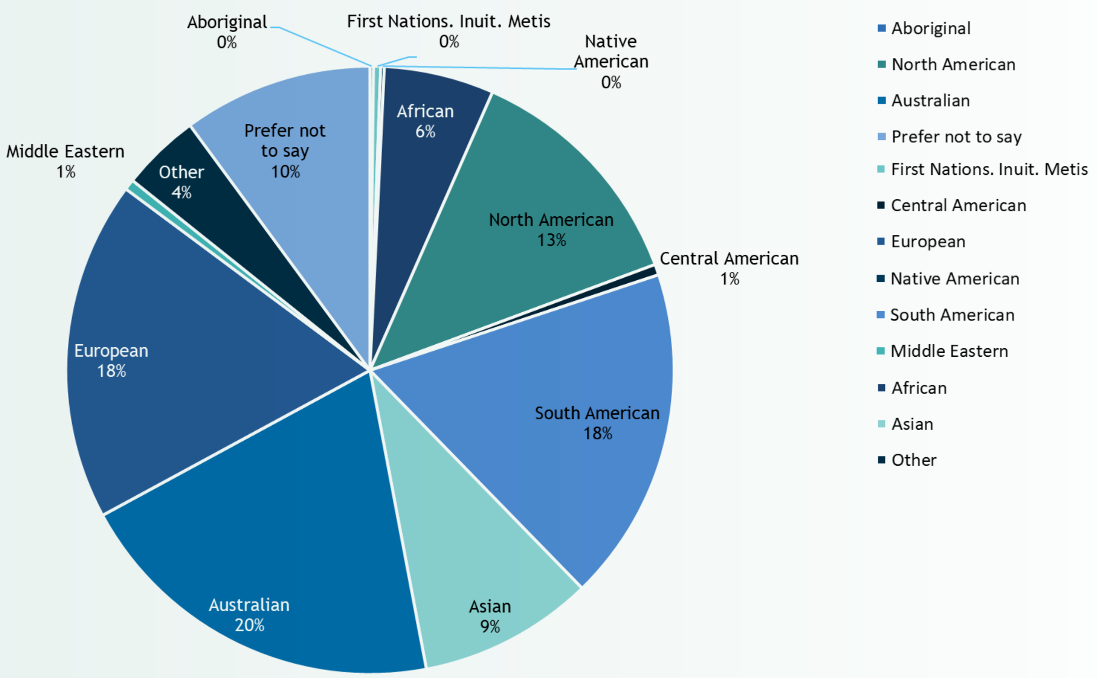


Table 5: MDEX's total cultural makeup determined via the EES FY26



Equitable Opportunities and Inclusion

IMDEX seeks to create equitable opportunities through inclusive recruitment, workforce planning, succession management and leadership development. During FY26, initiatives focused on increasing female representation in operational, engineering, and leadership pathways, supported by targeted recruitment activities, talent pipeline development, career pathway visibility and inclusive hiring practices.

As part of our commitment to fostering an inclusive workplace, IMDEX launched the Leading the Way with Inclusion program to strengthen leaders' understanding of diversity, equity and inclusion and how they can unlock potential across every stage of the employee experience. The training is delivered to leaders from frontline supervisory roles through to senior leadership positions. This learning helps leaders recognise the benefits of inclusive practices in recruitment, development, performance and career progression, strengthening leadership capability to build diverse and high-performing teams.

In addition, IMDEX marked International Women's Day by hosting a series of sessions for employees across our global operations. A standout initiative was a global Menopause Awareness discussion, which generated strong engagement and positive feedback from participants, helping to increase awareness and understanding of the impacts of menopause, while equipping employees to better support colleagues, family members, and friends through this significant life stage.

The Better Together program is IMDEX's core inclusion and workplace respect training program, designed to help employees understand expectations around respectful behaviour, belonging, and inclusion across the organisation. It is a mandatory course for all new employees, with a refresher every second year. The Global Upstander Program builds on this foundation by equipping employees with the skills and confidence to recognise, challenge, and respond to inappropriate workplace behaviour, promoting a culture of accountability and mutual support. Since its integration into the Better Together program, the Global Upstander program has recorded more than 700 completions.

Several initiatives also focused on identifying and reducing systemic barriers to workforce participation and career progression. These included progression of enhanced parental leave arrangements, review of workforce policies and practices, and ongoing assessment of how flexible work, caregiving responsibilities and career pathways impact employee experience and workforce participation. Insights from employee feedback and external benchmarking continue to inform future improvements and help strengthen IMDEX's employee value proposition.

The IMDEX women of our Johannesburg office, celebrating International Women's Day in purple. Credit: Ilse Croucamp

Female Participation

As of 30 June 2026, women held 50% of Board positions and three of eight Executive Leadership Team positions, while female workforce participation reached 25.1%. Acquisitions completed during FY26 contributed approximately 7.3% of the reported female participation rate, relative to the original participation rate, which positively influenced year-on-year comparability with the heritage IMDEX workforce. As integration progresses and these businesses form part of normal operating activities, workforce participation metrics will continue to incorporate all employees as part of the consolidated workforce participation.

IMDEX also continued to strengthen gender diversity through succession planning, workforce planning and annual Workplace Gender Equality Agency (WGEA) reporting, with employee engagement and participation in DEI initiatives providing additional indicators of progress.

08 **Case Study**

Partnering to Inspire Future Technology Leaders

As IMDEX continues to expand its digital and data-driven capabilities, building a sustainable pipeline of diverse technology talent has been identified as a key strategic priority. Internal discussions highlighted the need to build a pipline of younger talent aligned with IMDEX's DEI strategy and future workforce requirements.

IMDEX supports the Perth node of the Girls' Programming Network (GPN) through its Foundation Sponsorship of the UWA Data Institute.

GPN is a national volunteer initiative delivering free coding workshops for female and gender-diverse high school students, designed to increase participation and belonging in technology fields. Workshops are held each school term and are delivered by volunteers across industry, academia and education, with participation levels reaching over 150 students per event.

IMDEX's involvement extends beyond funding, including:

- Supporting program delivery through sponsorship structures
- Leveraging internal networks to promote participation
- Exploring opportunities for employee engagement through mentoring and industry exposure

Additional engagement opportunities have been identified, including hosting sessions where students can interact directly with IMDEX's technical teams to better understand career pathways in mining technology.

This initiative directly supports IMDEX's FY27 focus on building a diverse, future-ready workforce, aligned with both its DEI strategy and the increasing importance of digital capability within its product and technology roadmap.

Image above: The Perth node of the Girls Programming Network at their Term 1 Workshop, APAC

Health, safety and wellbeing

The health, safety and wellbeing of IMDEX's workforce are critical to operational performance and workplace satisfaction, with effective risk management, regulatory compliance, and wellbeing initiatives helping to prevent harm and support workforce resilience.

Health, safety and wellbeing are embedded within IMDEX's operational governance framework through the Operational Excellence Management System. These are supported by global policies, procedures, leadership accountability, and alignment with internationally recognised standards, includingISO 45001:2018 and ISO 9001:2015.

The business introduced a global Health, Safety and Environment (HSE) in Field Operations procedure, implemented an improved document management system, reinforced key safety programs and delivered updated safe driving training. Following a small spike in safety-related incidents and near-misses, a global safety stand-down was initiated to review site-specific risks, reinforce safety expectations and share learnings.

Notwithstanding this spike, IMDEX maintained positive safety performance during FY26, with total recordable injury frequency rate (TRIFR) decreasing from 3.8 in FY24 to 1.18 in FY25 to 1.09 in FY26, while lost time injury frequency rate (LTIFR) remained zero for the entire year. Safety engagements across the business remained positive for FY26, with an average of 39.1 engagements per employee globally. The business also successfully completed recertification audits of major hubs and manufacturing facilities aligning with the ISO 9001:2015 and the ISO 45001:2018, reflecting the ongoing effectiveness of our management systems and supporting continued focus on the prevention of harm across our global operations.

Wellbeing

IMDEX recognises that employee wellbeing is fundamental to sustainable performance, workforce resilience, and the prevention of harm. During FY26, the business progressed our Thrive by Design initiative. The program focuses on strengthening psychosocial health and wellbeing through a proactive approach that seeks to prevent harm and support positive wellbeing outcomes. Initial activities included reviewing workforce data, policies and processes, and engaging with HR, safety and operational teams to better understand psychosocial risks and opportunities across the business.

This work informed efforts to strengthen psychosocial risk management, leadership capability, and workforce awareness. Employee feedback and workforce insights continued to inform priorities, with engagement results highlighting the importance of maintaining focus on employee experience, wellbeing and workplace culture, particularly as the organisation continues to grow and integrate acquired businesses.

Case Study

Leadership in Action: A Global Safety Stand-Down

Safety remains a core priority at IMDEX, and during FY26 the Company reinforced its commitment to preventing injuries through a Global Safety Stand-Down conducted across all regions. The initiative was introduced in response to an increase in safety-related incidents and injuries, recognising that while none of the incidents resulted in serious harm, the trend highlighted the need for renewed focus, learning and proactive risk management.

Led by regional and operational leaders, the Stand-Down brought teams together to review recent incident trends, discuss underlying causes, refresh critical safety behaviours and identify actions to reduce future risks. The sessions were designed to encourage open and constructive conversations in a blame-free environment, empowering employees to share experiences, discuss local challenges and contribute to solutions relevant to their work environments.

By engaging employees directly in safety discussions and reinforcing personal accountability, the Stand-Down helped strengthen IMDEX's safety culture and commitment to continuous improvement. The initiative reflects the Company's belief that maintaining a safe workplace requires ongoing dialogue, visible leadership and a collective commitment to learning from incidents before they result in more serious outcomes.

The IMDEX team in a safety standup at a customer site in Peru. Credit: Alisson Queiroz

Performance Data Tables

Table 1: IMDEX's Anti-Corruption Metrics

Metric	Unit of Measure	FY2024	FY2025	FY2026					
		TOTAL	TOTAL	TOTAL	AFR	EUR	NAM	SAM	APAC
Total number of operations assessed for risks related to corruption	Percentage	100%	100%	100%	100%	100%	100%	100%	100%
Total number and nature of confirmed incidents of corruption	Number	0	0	0	0	0	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0	0	0	0	0	0	0	0
Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	Number	0	0	0	0	0	0	0	0
Policy legal cases regarding corruption brought against the organisation or its employees during the reporting period	Number	0	0	0	0	0	0	0	0

Table 2: IMDEX's Anti-Corruption Training[1]

Metric	Unit of Measure	FY2024	FY2025	FY2026					
		TOTAL	TOTAL	TOTAL	AFR	EUR	NAM	SAM	APAC
Percentage of Employees who received anti-corruption training by location and compliant as at 30 June 2026.	Percentage	100%	95%	94%	100%	91%	96%	92%	94%
Number of employees who have received anti-corruption training by location and were compliant as at 30 June 2026	Number	-	823	1035	71	145	200	168	452

[1] IMDEX requires our employees and fixed term contractors to complete anti-bribery and anti-corruption training every two years. This data incorporates the number of IMDEX employees and fixed term contractors who were compliant with this requirement as at 30 June 2026. Numbers are active IMDEX employees, not staff that completed training but were then terminated.

Table 3: IMDEX's Employment Metrics[2]

Metric	Unit of Measure	FY2024		FY2025		FY2026[5]		FY2026 (Heritage IMDEX)[3]	
Total employees	Number	829		825		1019		882	
By contract type		Male	Female	Male	Female	Male	Female	Male	Female
Full time	Number	630	175	618	179	748	232	664	189
Part time	Number	9	15	5	22	8	30	5	23
Permanent	Number	622	177	607	190	738	250	651	200
Non Guaranteed	Number	9	5	5	4	0	0	0	0
Temporary	Number	17	13	19	14	18	12	18	12
By region				Male	Female	Male	Female	Male	Female
Asia Pacific	Number	-	-	204	85	259	121	207	94
North America	Number	-	-	141	38	188	49	168	34
South America	Number	-	-	134	42	139	43	139	43
Africa and Middle East	Number	-	-	43	18	49	21	49	19
Europe	Number	-	-	101	18	121	28	106	22
By age[4]				Male	Female	Male	Female	Male	Female
Under 30 years old	Number	-	-	52	19	59	24	53	20
30–50 years old	Number	-	-	430	131	527	189	462	147
Over 50 years old	Number	-	-	141	51	168	48	154	45

[2] The sum of male and female employee figures will not equal the total number of employees. This is due to a portion of the workforce choosing not to disclose their gender.
[3] The heritage IMDEX employment metrics have been included to provide comparative data to the previous years of data collation without the impact of the acquisitional employees.
[4] Three employees have no date of birth on the system.
[5] FY26 employment metrics exclude ALT/MSI employment data (approximately 50 FTEs) as integration into IMDEX's people management systems is still in progress.

Table 4: IMDEX's Employees by Gender[6]

Metric	Unit of Measure	FY2024		FY2025		FY2026		FY2026 (Heritage IMDEX)	
		Male	Female	Male	Female	Male	Female	Male	Female
Support	Number	216	61	207	64	237	70	233	64
Supervisory/Professional	Number	218	71	210	70	265	99	232	72
Management/Senior Professional	Number	151	74	158	56	204	78	162	63
Senior Management (including General Managers)[2]	Number	46	9	42	8	45	12	37	10
Executive [7]	Number	8	2	6	3	5	3	5	3

[6] The sum of male and female employee figures will not equal the total number of employees. This is due to a portion of the workforce choosing not to disclose their gender.
[7] The "Executive" category includes employees who report directly to the CEO and hold the title of Executive. In previous years, General Managers were also included in this category. From FY25 onward, General Managers have been reclassified under "Senior Management." Accordingly, data for Executives and Senior Managers has been restated for both FY24 and FY25 to reflect this change.

Table 5: Board Diversity

Metric	Unit of Measure	FY2024		FY2025		FY2026	
		Male	Female	Male	Female	Male	Female
Board	Number	3	3	3	3	3	3
Under 30 years old	Number	-	-	0	0	0	0
30–50 years old	Number	-	-	1	0	1	0
Over 50 years old	Number	-	-	2	3	2	3

Table 6: IMDEX's Employee New Hires[7]

Metric	Unit of Measure	FY2025		FY2026		FY2026 (Heritage IMDEX)	
		Male	Female	Male	Female	Male	Female
Overall	Number	74	50	228	98	161	65
	Rate (%)	11.8	25.8	43.3	33.7	32.2	25.3
Asia Pacific	Number	29	20	81	44	30	17
	Rate (%)	13.7	23.8	35.7	42.7	14.7	18.8
North America	Number	16	12	75	27	75	27
	Rate (%)	11.5	35.2	48.6	70.6	50.3	78.4
South America	Number	21	13	29	11	29	11
	Rate (%)	15.8	32.1	21.2	26.9	21.2	26.9
Africa and Middle East	Number	5	1	13	4	13	4
	Rate (%)	11.9	5.6	29.4	20.9	29.4	23.3
Europe	Number	3	4	30	12	14	6
	Rate (%)	2.9	23.3	26.3	48.5	13.8	31.3
Under 30 years old	Number	10	7	33	12	26	7
	Rate (%)	18.9	40.5	76.1	61.8	65.3	42.3
30–50 years old	Number	54	37	166	75	114	47
	Rate (%)	12.6	29.1	35.2	48	25.8	34.6
Over 50 years old	Number	10	6	27	10	19	10
	Rate (%)	6.8	12.2	16.7	19.9	12.3	20.2

[7] The rate is calculated as the number of employees hired during the period, divided by the average number of employees in the workforce for that same period.

Table 7: Employee Turnover[8]

Metric	Unit of Measure	FY2024		FY2025		FY2026		FY2026 (Heritage IMDEX)	
		Male	Female	Male	Female	Male	Female	Male	Female
Overall	Number	131	49	84	34	97	44	92	41
	Rate (%)	-	-	13.4	17.5	14.3	19.5	14.5	20.3
Voluntary	Number	59	24	42	18	50	21	48	18
	Rate (%)	-	-	6.7	9.3	7.4	9.3	7.6	8.9
Involuntary	Number	72	25	42	16	44	22	41	22
	Rate (%)	-	-	6.7	8.2	6.5	9.7	6.5	10.9
Termination Reason Not Recorded	Number	-	-	-	-	3	1	3	1
	Rate (%)	-	-	-	-	0.4	0.4	0.5	0.5
Asia Pacific	Number	-	-	42	15	29	11	27	10
	Rate (%)	-	-	19.8	17.8	12.8	10.7	13.2	11.1
North America	Number	-	-	17	7	28	17	27	16
	Rate (%)	-	-	12.2	20.5	18.1	44.4	18.1	46.5
South America	Number	-	-	18	8	25	10	25	10
	Rate (%)	-	-	13.6	19.8	18.3	24.4	18.3	24.4
Africa and Middle East	Number	-	-	4	2	6	3	6	3
	Rate (%)	-	-	9.5	11.1	13.6	15.6	13.6	17.5
Europe	Number	-	-	3	2	9	3	7	2
	Rate (%)	-	-	2.9	11.6	7.9	12.1	6.9	10.4
Under 30 years old	Number	-	-	10	3	10	4	8	3
	Rate (%)	-	-	18.9	17.4	23.1	20.6	20.1	18.1
30–50 years old	Number	-	-	47	25	64	24	61	22
	Rate (%)	-	-	11	19.6	13.6	15.4	13.8	16.2
Over 50 years old	Number	-	-	27	6	23	16	23	16
	Rate (%)	-	-	18.4	12.2	14.3	31.8	14.9	32.3

[8] Turnover rate is calculated as the number of employees who left the company during the period, divided by the average number of employees in the workforce for that same period.

Table 8: Parental Leave[9]

Metric	Unit of Measure	FY2025		FY2026	
		Male	Female	Male	Female
Employees entitled to parental leave	Number	623	201	756	262
Employees that took parental leave	Number	15	7	25	11
Employees that returned to work after parental leave ended	Number	15	7	25	10
Return to work and retention rates of employees that took parental leave, by gender.	Percentage	100	100	100	90.1

[9] Parental leave data has not been disaggregated between heritage IMDEX and acquired businesses, as the data was not sourced from the central HR system and could not be reliably attributed by acquisition status. Based on the timing of acquisitions, it is assumed the data relates to heritage IMDEX employees.

Table 9: Employee Training

Metric	Unit of Measure	FY2024	FY2025	FY2026
Total hours of employee training	Number	10,575.50	9303.00	19,628.50[10]
Average hours of training per employee[11]	Number	12.76	11.28	17.81

[10] Training hours increased in FY26 due to onboarding and compliance requirements associated with acquisitions, expanded learning and leadership programs, increased product and QHSE training, and improved capture of employee development activities.

[11] This was calculated by dividing the total hours of employee training by the total employees as at 30 June 2026

Table 10: IMDEX Performance Reviews

Metric	Unit of Measure	FY2024		FY2025		FY2026	
		Male	Female	Male	Female	Male	Female
Employees receiving regular performance reviews	Percentage	100	100	100	100	100	100

Table 11: Safety Performance

Metric	Unit of Measure	FY2024	FY2025	FY2026					
		TOTAL	TOTAL	TOTAL	APAC	NAM	SAM	MEA	EUR
Fatality	Number	-	0	0	0	0	0	0	0
Total Recordable Injuries	Number	-	2	2	0	1	0	0	1
Total Recordable Injury Frequency Rate (TRIFR)[12]	Rate	3.8	1.18	1.09	0	2.6	0	0	3.9
Lost Time Injury Frequency Rates (LTIFR)[13]	Rate	1.27	0.59	0	0	0	0	0	0

[12] TRIFR measures the number of total recordable injuries per 1 million hours worked, divided by the total hours worked

[13] LTIFR measures the number of lost time injuries per 1 million hours worked, divided by the total hours worked

Table 12: Volunteering leave taken by employees

Metric	Unit of Measure	FY2024	FY2025	FY2026					
		TOTAL	TOTAL	TOTAL	APAC	NAM	SAM	MEA	EUR
Employees using Volunteering Leave	Hours	-	847	577	315	80	41	114	28

Table 13: GHG Emissions & Energy Consumption[14]

Metric	Unit of Measure	FY24	FY25	FY26	FY24	FY25	FY26	FY24	FY25	FY26	FY24	FY25	FY26	FY24	FY25	FY26	FY24	FY25	FY26
		TOTAL			Asia Pacific			North America			South America			Africa and Middle East			Europe		
Scope 1 - Refrigerants	Tonnes of CO_2e	-	84	59	-	31	28	-	5	13	-	17	6	-	20	4	-	11	8
Scope 1 - Stationary fuel combustion	Tonnes of CO_2e	112	133	148	-	-	0	112	123	122	-	-	-	-	-	-	-	10	15
Scope 1 - Transport fuel combustion	Tonnes of CO_2e	1,144	1,788	2,280	194	148	121	836	1,461	1820	2	37	147	94	47	118	18	95	81
Scope 2 - Purchased electricity, Location-based	Tonnes of CO_2e	901	825	914	361	355	402	51	95	75	32	22	39	456	341	359	-	13	38
Total (location-based only)	**Tonnes of CO_2e**	**2,157**	**2,831**	**3,400**	**555**	**534**	**551**	**999**	**1,684**	**2030**	**34**	**76**	**192**	**550**	**408**	**481**	**18**	**129**	**142**
Emissions by source (location-based)																			
Acetylene Gas	Tonnes of CO_2e	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Biofuel	Tonnes of CO_2e	0	-	4	0	-	-	-	-	-	-	-	4	-	-	-	-	-	-
Diesel	Tonnes of CO_2e	1,120	1,273	1,350	180	147	115	828	942	963	-	36	79	94	47	118	18	101	74
Grid Electricity	Tonnes of CO_2e	901	825	914	361	355	402	51	95	75	32	22	39	456	341	359	-	14	38
LPG	Tonnes of CO_2e	15	1	13	13	0	-	-	-	-	2	1	10	-	-	-	-	0	2
Natural Gas	Tonnes of CO_2e	112	123	136	-	-	-	112	123	122	-	-	-	-	-	-	-	0	15
Petrol/ Gasoline	Tonnes of CO_2e	9	523	924	1	1	5	8	519	857	-	-	57	-	-	-	-	3	4
Refrigerants	Tonnes of CO_2e	-	84	59	-	31	28	-	5	13	-	17	6	-	20	4	-	11	8
Total	**Tonnes of CO_2e**	**2,157**	**2,831**	**3,400**	**555**	**534**	**551**	**999**	**1,684**	**2,030**	**34**	**76**	**195**	**550**	**408**	**481**	**18**	**129**	**142**
Energy by source																			
Acetylene Gas	GJ	1	1	1	1	1	1	-	-	-	-	-		-	-	-	-	-	-
Biofuel	GJ	-	-	51	-	-	-	-	-	3	-	-	48	-	-	-	-	-	-
Diesel	GJ	14,666	18,461	15,826	2,563	2,104	1,369	11,760	13,508	11,348	-	512	721	94	672	1,403	249	1,666	986
Grid Electricity	GJ	15,287	7,116	7,103	2,107	2,394	2,297	832	1,393	1,365	418	222	526	1,715	1,340	1,200	10,215	1,767	1,716
LPG	GJ	239	25	171	213	2	-	-	1	3	26	21	137	-	-	-	-	1	31
Natural Gas	GJ	2,241	1,418	1,577	-	-	-	2,241	1,401	1,360	-	-		-	-	-	-	17	217
Petrol/ Gasoline	GJ	579	7,839	10,728	11	17	67	564	7,773	9,904	-	-	713	-	-	-	4	49	44
Total	**GJ**	**33,013**	**34,860**	**35,457**	**4,895**	**4,518**	**3,734**	**15,397**	**24,075**	**23,983**	**444**	**755**	**2,144**	**1,809**	**2,011**	**2,602**	**10,468**	**3,500**	**2,994**

[14] Please visit Appendix 3 for emissions calculation methodology and assumptions

Table 14: Compliance with Laws and Regulations

Metric	Unit of Measure	FY2024	FY2025	FY2026					
		TOTAL	TOTAL	TOTAL	APAC	NAM	SAM	MEA	EUR
Instances of non-compliance resulting in fines	Number	0	0	0	0	0	0	0	0
Instances of non compliance resulting in non-monetary sanctions	Number	0	0	0	0	0	0	0	0
Non-compliance with environmental laws and regulations	Number	0	0	0	0	0	0	0	0
Confirmed incidents of corruption	Number	-	-	0	0	0	0	0	0
Incidents of violations involving the rights of indigenous peoples	Number	-	-	0	0	0	0	0	0
Incidents of discrimination	Number	-	-	0	0	0	0	0	0
Process safety incidents	Number	-	-	0	0	0	0	0	0
Transport incidents	Number	-	-	0	0	0	0	0	0

Table 15: IMDEX's Procurement Spending

Metric	Unit of Measure	FY2024	FY2025	FY2026[15]					
		TOTAL	TOTAL	TOTAL	APAC	NAM	SAM	MEA	EUR
Procurement budget used on local suppliers	Percentage	70%	76%	76%	80%	88%	79%	82%	57%
The organization's geographical definition of 'local'.	Copy	IMDEX defines local suppliers as those operating (i.e. with an entity) within the same country as the IMDEX entity placing the order.							

[15] Comparative local spend figures are not directly comparable year-on-year due to several factors, including acquisitions, and improvements in data classification. During FY26, approximately $16 million of spend that had previously been incorrectly recorded as NULL and excluded from reporting was identified, validated, and assigned to the appropriate category. This adjustment primarily impacted spend previously classified as non-local and contributes to the increase reported in FY26.

Table 16: Product Innovation and Research & Development Data

Metric	Unit of Measure	2025	2026
Total research & development spend as a percentage of revenue	Percentage	9.4%	8%

Table 17: Cybersecurity and Data

Metric	Unit of Measure	FY2025						FY2026					
		TOTAL	APAC	NAM	SAM	MEA	EUR	TOTAL	APAC	NAM	SAM	MEA	EUR
Data breaches	Number	0	0	0	0	0	0	0	0	0	0	0	0
Customer-related data breaches	Percentage	0	0	0	0	0	0	0	0	0	0	0	0
Number of customers affected	Number	0	0	0	0	0	0	0	0	0	0	0	0

Table 18: Cybersecurity Module Completion

Metric	Unit of Measure	FY2025						FY2026					
		TOTAL	APAC	NAM	SAM	MEA	EUR	TOTAL	APAC	NAM	SAM	MEA	EUR
Mandatory Cybersecurity Learning Modules	Number	-	-	-	-	-	-	4	4	4	4	4	4
Percentage of Employees who are compliant in Cybersecurity training	Percentage	-	-	-	-	-	-	93%	93%	92%	92%	99%	94%
Number of Employees who are compliant in Cybersecurity training[17]	Percentage	-	-	-	-	-	-	1022	445	190	168	70	149

[17] Numbers are only included for active IMDEX employees as at 30 June 2026


IMDEX
IMDEX SURVEY-IQ 9.1.16
TEST / DRILLHOLE 1
85%
Multishot Mode
(North Seeking)
Continuous Mode
(North Seeking)
Continuous Mode
(Manual Reference)
BACK
ANDROID 14
SURVEY-IQ 9.1

Appendices

Appendix A: Stakeholder Engagement Summary

We place high value on providing all our stakeholder groups with transparent and genuine engagement to enhance and support their experience with our products and business globally.

The table below outlines how we engage and collaborate with our key stakeholder groups and the steps we take to ensure we are listening to and meeting their needs.

Steakholder	Methods of Engagement	Areas of Interest
Board and Leadership	Board and Committee meetings; Executive leadership meetings; CEO briefings; Strategy workshops; Direct engagement	Governance and oversight; Strategic direction; Financial and operational performance; Risk management; Sustainability and climate-related risks and opportunities
Investors and Financial Institutions	Annual and half-year reporting; ASX announcements; Annual General Meeting; Investor meetings and briefings; Industry conferences; Direct interviews; Website and digital communications	Financial performance and outlook; Strategy execution; Risk and opportunity management; ESG performance and disclosures; Corporate governance
Employees	Inductions; Internal communications (email, intranet, site notices); Workshops; Leadership engagement; Performance and development processes; Employee surveys	Workplace health, safety and wellbeing; Culture and engagement; Career development; Operational performance; Sustainability awareness and integration
Customers	Direct customer interviews; Account management engagement; Technical collaboration; Product and software support interactions; Industry events	Product performance and innovation; Data and technology solutions; Reliability and service delivery; ESG performance across value chain
Suppliers	Direct supplier interviews; Procurement processes; Contract management; Ongoing supplier engagement; Performance reviews	Procurement practices; Supply chain reliability; Ethical sourcing; Safety and operational standards; ESG expectations
Communities	Engagement via operational leadership; Community interactions; Regional engagement; Public disclosures (website and reports)	Environmental and social impacts; Local presence and contribution; Employment and procurement opportunities; Responsible operations
Industry Bodies and Associations	Industry forums; Conferences; Working groups; Direct engagement; Public reporting	Industry development; Technology and innovation; Regulatory developments; ESG trends and expectations
Regulators and Government	Regulatory reporting; Compliance submissions; Meetings and briefings; Industry engagement; Site-level interactions	Regulatory compliance; Safety performance; Reporting obligations; Governance standards

Appendix B: Materiality Assessment Process

Process to Determine Material Topics

IMDEX's material topics are identified through a double materiality approach that considers both the impacts of our activities on the environment and society, and the sustainability-related risks and opportunities that may affect the business.

The FY25 assessment was conducted by an independent external consultancy and aligned with leading sustainability reporting frameworks, including the GRI Standards and ISSB Standards. The process incorporated desktop research, peer benchmarking, review of IMDEX's previous materiality assessment and enterprise risk register, stakeholder engagement, and assessment of impacts, risks and opportunities across the value chain.

Twenty-two topics were assessed, with stakeholder input obtained through interviews and workshops involving internal leaders, customers, suppliers, investors and industry representatives. Outcomes were reviewed by management, validated by the Executive Leadership Team and Board, and endorsed by the Sustainability Board Committee.

The assessment identified 15 material topics, which were consolidated into 10 strategic material topics for reporting purposes where topics shared common impacts, risks, opportunities or stakeholder relevance. These outcomes now inform IMDEX's Sustainability Strategy, target setting and sustainability disclosures.

Qualitative Materiality Assessment FY26

In FY26, IMDEX undertook a qualitative materiality assessment to confirm the continued relevance of our material topics and identify any emerging issues. The review included consideration of legislative developments, sustainability standards, peer disclosures, enterprise risks, and changes in the external operating environment. The assessment concluded that IMDEX's core sustainability priorities remain broadly unchanged, while introducing targeted refinements to better reflect evolving business, technology and governance considerations.

In FY26, a qualitative materiality assessment was undertaken to confirm the continued relevance of these topics in the context of business and external developments. This review included:

1. Desktop review of legislation, peers and standards

A review was undertaken of relevant sustainability legislation, reporting standards, industry guidance, peer disclosures and emerging ESG trends to identify new, amended or evolving sustainability topics, risks and opportunities that may be relevant to IMDEX.

2. Internal review of proposed topic updates

Potential new topics, amendments to existing topic descriptions, risks and opportunities to consolidate or refine the FY25 long list of material topics were reviewed with relevant internal stakeholders to ensure alignment with IMDEX's business strategy, operations and risk profile.

3. Qualitative assessment of potential material topics

The updated long list of 20 potential material topics was assessed qualitatively to evaluate the significance of associated impacts, risks, opportunities and stakeholder interests, taking into consideration changes in the business and external operating environment.

4. Re-prioritisation of material topics

Material topics were reassessed and re-prioritised based on the outcomes of the review process to determine whether their relative importance had changed since the FY25 double materiality assessment.

5. Review of materiality changes

Proposed changes to the materiality ratings, categorisation and consolidation of topics were reviewed internally to confirm their appropriateness and ensure consistency with IMDEX's risk profile, strategic priorities and stakeholder expectations.

6. Finalisation and endorsement of FY26 material topics

The updated material topics and associated changes were finalised and presented to management and governance bodies for review, with the FY26 material topics formally endorsed by the Sustainability Board Committee.

Results of the qualitative materiality assessment

Key changes included:

- The consolidation of workforce-related topics 'Global workforce management', 'Employee working conditions, wages and benefits', and 'Employee development, training and education' into a single highly material focus area: 'Global workforce, labour practices and capability development'. This reflects an increased emphasis on capability uplift and future workforce requirements and remained highly material to the business.
- 'Cybersecurity' was identified as a distinct and increasing operational and regulatory risk and was elevated as highly material to the business.
- 'Artificial intelligence, automation and ethical technology use' was introduced as a highly material topic, reflecting its growing importance in governance, decision-making, and operations.
- 'Geopolitical risk management' also increased in prominence, aligned to IMDEX's global footprint and exposure to external market and supply chain dynamics, resulting in becoming a highly material topic to the business.
- 'Materials use and circular economy' consolidated with 'Waste generation and management' into the topic 'Materials use, waste, and circular economy'. This remained a material topic for the business.
- 'Climate change adaptation and mitigation' combined with 'Greenhouse gas emissions' into 'Climate change adaptation, mitigation and GHG emissions. This remained a material topic to the business.
- 'Procurement and supply chain management', 'Product innovation and research and development', 'Health, safety and wellbeing', and 'Workforce diversity, equity and inclusion' all remain highly material to the business.
- 'Environmental compliance' and 'Water use and management', while still relevant to IMDEX, were assessed as lower in relative materiality due to their risk profile and predominantly downstream nature.

Overall, these updates reflect a maturing approach to materiality at IMDEX, with greater emphasis on governance, technology, and workforce capability, while maintaining focus on core environmental and operational risks.

From the results of the qualitative materiality assessment, IMDEX has identified a consolidated list of 10 highly material topics (see page 15).

Appendix C: IMDEX's Material Topics

FY26 Update

Topic	Description
Climate change adaptation, mitigation and GHG Emissions	IMDEX's operations and value chain contribute to global greenhouse gas (GHG) emissions and are exposed to climate-related physical and transition risks. Regulatory frameworks, including AASB S2 and global ISSB standards, require transparent disclosure of emissions, climate risks, and resilience strategies, with increasing expectations to share information across the value chain. Failure to manage and disclose these impacts presents compliance, financial and reputational risks. Conversely, IMDEX has the opportunity to support decarbonisation and climate resilience in the mining sector through innovative technologies that improve efficiency, reduce energy use and lower emissions intensity, creating long-term value for IMDEX and our customers.
Global workforce management, labour practices and capability development	IMDEX's long-term performance depends on our ability to attract, develop and retain a skilled global workforce, supported by fair working conditions, competitive remuneration, safe workplaces and effective training and development. IMDEX is responsible for managing labour practices and workforce capability across all regions in line with applicable labour laws, global standards such as ILO Conventions and the UN Guiding Principles on Business and Human Rights, and emerging mandatory human-rights due-diligence requirements including the EU Corporate Sustainability Due Diligence Directive. Failure to provide appropriate working conditions, remuneration and skills development may result in employee harm, talent shortages, safety incidents, operational disruption and regulatory non-compliance, while strong labour practices, targeted capability development and effective global workforce management enhance productivity, resilience and innovation, supporting IMDEX's ability to scale, integrate acquisitions and remain competitive in specialised mining, geology and technology markets.
Workforce diversity, equity and inclusion	A diverse, equitable and inclusive workforce is fundamental to IMDEX's innovation, employee engagement and long-term business performance, particularly as an ASX200-listed company operating across traditionally male-dominated mining and technology sectors. IMDEX is responsible for implementing equitable policies, fostering inclusive leadership, and progressing measurable diversity outcomes across all organisational levels, including gender representation and fair access to opportunities. Heightened expectations from regulators, investors, employees and communities require transparent reporting and demonstrable action on diversity, equity and inclusion. Failure to embed inclusive practices may result in reputational harm, disengagement and regulatory or legal exposure, while strong diversity and inclusion outcomes enhance talent attraction and retention, decision-making quality, workforce performance and IMDEX's position as an employer of choice, enabling the organisation to contribute to broader cultural change across the industry.
Health, safety and wellbeing	Health, safety and wellbeing are critical to IMDEX's ability to operate responsibly and sustain a productive, resilient workforce across our global operations. IMDEX's activities, including fieldwork, manufacturing, laboratories and office environments, expose employees and contractors to physical and psychosocial risks that must be effectively managed through robust governance, training and a strong safety culture, in line with evolving regulatory expectations and recognised frameworks such as ISO 45001 and local Work Health and Safety laws. Failure to manage these risks may result in workforce harm, regulatory intervention, operational disruption and reputational damage, while proactive safety management and wellbeing initiatives support employee engagement, performance and resilience, and help maintain stakeholder trust and investor confidence.

Topic	Description
Procurement and supply chain management and practices	Effective procurement and supply-chain management are critical to IMDEX's ability to operate responsibly, maintain continuity of supply and meet increasing regulatory, ethical and stakeholder expectations across our global supplier network. IMDEX is exposed to risks including regulatory non-compliance, ethical sourcing concerns, climate disruption, geopolitical instability and trade or tariff changes, with evolving legislation, such as enhanced supplier due-diligence requirements and regional regulations including the *Uyghur Forced Labor Prevention Act (UFLPA)*, increasing expectations for supplier screening, traceability and responsible sourcing. IMDEX is responsible for implementing robust procurement governance, supplier due-diligence and risk management practices, as failures may result in operational disruption, cost escalation, non-compliance or reputational harm, while responsible procurement, supplier diversification and proactive risk assessment strengthen supply-chain resilience, support local sourcing where appropriate and enhance ESG performance and long-term competitiveness.
Cybersecurity	Strong cybersecurity is critical to protecting IMDEX's digital systems, data, intellectual property and business continuity across our global operations, particularly as reliance on interconnected IT infrastructure, cloud platforms, data environments and IoT-enabled technologies increases the potential impact of cyber threats. IMDEX is responsible for safeguarding digital assets and ensuring the confidentiality, integrity and availability of systems and data, in line with rising stakeholder and regulatory expectations for robust cybersecurity governance, resilience and privacy-by-design, including alignment with recognised standards such as ISO 27001 and evolving frameworks, such as NIS2. Cyber incidents may disrupt operations, compromise sensitive information, expose proprietary technology and damage stakeholder trust, while proactive cybersecurity management, strong governance and resilient system design enhance operational stability, enable secure digital innovation and reinforce IMDEX's reputation as a trusted technology partner.
Product innovation and research and development	Continuous product innovation and effective research and development (R&D) are critical to IMDEX's technology leadership, customer relevance and long-term growth. IMDEX is responsible for investing in R&D, operating agile innovation workflows, developing and protecting intellectual property, and translating research into commercially viable solutions across our global operations. Slow innovation cycles, inefficient R&D resourcing or delayed customer adoption may weaken competitiveness and constrain growth, while agile R&D practices, strong IP protection and close customer collaboration, through pilots, feedback loops and joint development, enable faster adoption, differentiated products and sustained competitive advantage. Targeted investment in areas such as AI, automation and sustainability-focused solutions further supports IMDEX's strategic positioning as an innovative technology partner and contributes to more efficient and responsible mining practices.
Geopolitical risk management	IMDEX's global operations and supply chains are increasingly exposed to geopolitical uncertainty, including regulatory change, trade disruption, tariffs, sanctions and security risks across multiple jurisdictions, which may impact operational continuity, supply-chain reliability, workforce safety and cost structures. IMDEX is responsible for proactively identifying, assessing and managing these risks across our people, operations, suppliers and customers, as failure to anticipate or respond effectively may result in operational disruption, increased costs, project delays, compliance challenges or reputational harm. Conversely, structured geopolitical risk management, supported by scenario planning, regulatory monitoring, supply-chain diversification and contingency planning, enhances business resilience, protects stakeholder relationships and supports informed decision-making in a complex operating environment.
Artificial intelligence, automation and ethical technology use	IMDEX's growing use of AI, machine learning and automation supports innovation and efficiency but introduces risks related to data integrity, bias, safety, climate impacts and over-reliance on automation. Increasing regulation, including the EU Artificial Intelligence Act, elevates expectations for AI governance, transparency and human oversight. Effective ethical AI governance supports compliance, responsible innovation and stakeholder trust.

Appendix D: Greenhouse Gas Emissions

We calculate our emissions for the reporting period in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). IMDEX applies an operational control consolidation approach to define our organisational boundary for the purposes of calculating our GHG emissions.

Greenhouse Gas Protocol emission scopes

- **Scope 1:** direct emissions generated onsite through activity controlled by IMDEX, such as fuel consumption from vehicles owned or leased by IMDEX and refrigerant leakage (e.g. from air conditioning in offices).
- **Scope 2:** indirect emissions generated offsite through activity controlled by IMDEX (e.g. purchased and consumed electricity).

Organisational and operational boundaries

The FY26 emissions report covers the period from 1 July 2025 to 30 June 2026.

IMDEX's FY26 organisational boundary encompasses 53 sites across APAC, Europe, North and South America, and the Middle East and Africa. Consistent with the GHG Protocol Corporate Accounting and Reporting Standard (2004), IMDEX applies the operational control approach and accounts for 100% of emissions from operations over which it has the authority to implement operating policies. Emissions from locations where IMDEX does not have operational control, such as independently managed distributor facilities, are excluded from the inventory. Changes to the FY26 organisational boundary compared with FY25 are summarised on page 25.

In addition to emissions from physical office, manufacturing and operational sites, the FY26 inventory includes fuel consumption data from several countries where IMDEX does not maintain a permanent office presence, including Finland, Guinea, Ireland, the Netherlands, Portugal and Sweden. These emissions relate to fuel used by IMDEX personnel or IMDEX-controlled vehicles undertaking activities such as field servicing and customer support. As IMDEX retains operational control over these activities, the associated Scope 1 transport emissions have been included in the inventory and calculated using the most appropriate available country- or region-specific emissions factors.

This year's calculation include:

- **Total scope 1 and 2 emissions independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.**
- **Scope 1 and 2 emissions for all seven greenhouse gases (CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3) as equivalent tonnes of CO_2 equivalent (tCO_2-e).**

This year's calculation includes all locations for which complete and reliable data was available.

For all acquired sites included in the inventory, emissions have been estimated on a pro-rata basis from the acquisition completion date to 30 June 2026, rather than for the full 12-month reporting period, reflecting the period during which the site was actually under IMDEX's operational control.

One acquired site was excluded from the FY26 inventory due to data unavailability: MSI (Mount Sopris Instruments), a subsidiary of Advanced Logic Technology S.A. (ALT) acquired by IMDEX in February 2026. The excluded site is a manufacturing and engineering facility located in Denver, Colorado, USA. No estimations have been made for these exclusions.

Scope	Category	Inclusion in FY26 Inventory	Rationale
Scope 1	Stationary Fuel Combustions	Included	From fuel use at leased sites used in IMDEX operations and controlled by IMDEX.
Scope 1	Transport Fuel Combustions	Included	From leased and owned fleet, sits under IMDEX's direct control.
Scope 1	Fugitive emissions	Included	Included on the basis of IMDEX's operational control of the site, consistent with the operational consolidation approach. This holds regardless of whether the underlying property lease is classified as an operating lease or a finance lease under accounting standards — lease classification affects balance-sheet treatment of the property, not the operational-control test used for GHG boundary-setting.
Scope 2	Purchased electricity	Included	As above

Methodology for the calculation of GHG Emissions

IMDEX's FY26 GHG emissions inventory has been prepared in line with the following standards:

- Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (GHG Protocol Corporate Standard) (WRI/WBCSD, 2004); and
- AASB S2 (Australian Accounting Standards Board Standard 2) Climate-related Financial Disclosures (2024)

IMDEX's FY26 greenhouse gas emissions inventory was calculated using activity data available to April 2026, with emissions extrapolated to represent the full reporting period to 30 June 2026. This methodology was applied across Scope 1 and Scope 2 emissions sources, including newly acquired operations from the date they came under IMDEX's operational control.

For Scope 2 emissions, while market-based factors were applied where available for inventory calculations, a separate market-based disclosure has not been presented due to incomplete market-based data availability across IMDEX's operating regions and the absence of contractual renewable electricity procurement arrangements during FY26.

A summary of the emissions categories, calculation methodologies, emissions factor sources, reporting standards, exclusions and data sources applied within the FY26 inventory is provided in the following table: *Summary of emissions calculation methodologies and related information.*

Summary of emissions calculation methodologies and related information.

Scope	Category	Description of Emissions	Emissions Factor Sources Used	GHG Protocol Reporting Standard Applied	Exclusions	Data Sources	Emissions Calculation
Scope 1	Stationary Fuel Combustion	Direct emissions from fuel consumption associated with welding equipment, film sealers, forklifts, generators, heating and natural gas use at sites under IMDEX operational control.	Australian National Greenhouse Accounts Factors 2025 (DCCEEW) and country-specific government-issued emission factors where available. Acetylene emissions for Australia use a Canadian government factor where no Australian factor exists.	GHG Protocol Corporate Accounting and Reporting Standard (2004 Revised Edition).	All acquisitions excluded except ALT (Luxembourg). MSI Denver excluded due to unavailable data.	Activity data from invoices, regional GHG data, Pronto and facility records available up to April 2026.	Fuel consumption (extrapolated to a full year) × applicable government-issued emission factors. Unit conversions applied where required (e.g., m^3 to GJ, LPG kg to MJ).
Scope 1	Transport Fuel Combustion	Direct emissions from fuel consumed by IMDEX owned and leased vehicle fleets.	Australian National Greenhouse Accounts Factors 2025 and country-specific government-issued emission factors where available. Proxy factors applied where local factors unavailable.	GHG Protocol Corporate Accounting and Reporting Standard (2004 Revised Edition).	All acquisitions excluded except ALT (Luxembourg). MSI Denver excluded due to unavailable data.	Regional fuel data, Concur, Pronto and Custom Fleet data available up to April 2026. Some spend data converted to fuel quantities.	Litres or gallons of fuel consumed (extrapolated to a full year) × government-issued emission factors. Fuel spend converted to consumption data where required.
Scope 1	Fugitive Emissions (Refrigerants)	Direct emissions associated with refrigerant leakage from HVAC systems servicing leased office spaces under IMDEX operational control.	IPCC AR6 Chapter 7 Supplementary Material; refrigerant blend and leakage assumptions based on DCCEEW and New Zealand MfE guidance.	GHG Protocol Corporate Accounting and Reporting Standard (2004 Revised Edition).	MSI acquisition site in Denver, Colorado.	Global Location Register and site floor area information.	Air-conditioned gross floor area (m^2) × calculated average refrigerant leakage emission factor. Australian and New Zealand refrigerant blends applied globally.
Scope 2	Purchased Electricity (Location-Based)	Indirect emissions associated with electricity purchased and consumed at IMDEX-operated sites.	Australian National Greenhouse Accounts Factors 2025 and country/grid-specific electricity emission factors (e.g., IRENA, EEA, eGRID, national electricity datasets) where available.	GHG Protocol Scope 2 Guidance (2015). Location-based reporting selected as the primary reported method and aligned with AASB S2.	MSI acquisition site in Denver, Colorado.	Energy supplier invoices, landlord invoices and facility data provided through IMDEX's Request for Information process.	Electricity consumption (kWh), extrapolated to a full year, × applicable location-based grid emission factor. Market-based factors applied only where available, otherwise location-based factors used.

Appendix E: ISO Certifications of IMDEX Sites

ISO/IEC 27001:2022 'Information Security management systems' site certifications

Scope	Category	Description of Emissions
IMDEX Limited Corporate	216 Balcatta Road, Balcatta, WA 6021	Product development, software development (IMDEX platforms), manufacturing, customer support, and supporting IT systems (including data centres)
IMDEX Limited Corporate	179 Cross Street, San Luis Obispo, California 93401	Product development, software development (IMDEX platforms), manufacturing, customer support, and supporting IT systems (including data centres)
IMDEX Limited	37 Lemnos St, Shenton Park, WA 6008	Provision of data centre associated services
IMDEX Limited	P1, 4 Millrose Dr, Malaga, WA 6090	Provision of data centre associated services

ISO 45001:2018 'Occupational Health and Safety management system' site certifications

Company and Subsidiary	Address	Description
IMDEX Limited	216 Balcatta Road, Balcatta, WA 6021, Australia	Hire, supply, provision, distribution, R&D, manufacture and repair of drilling survey instruments, downhole motors, cloud-based data management, software development, training, consultancy, drilling chemicals and fluid systems
IMDEX Limited – Reflex Instruments Asia Pacific Pty Ltd	216 Balcatta Road, Balcatta, WA 6021, Australia	Hire, supply, repair and manufacturing of downhole survey instruments and motors; software, data management, help desk, training and consulting services (incl. engineering & R&D)
IMDEX Limited – Australia Mud Company Pty Ltd	216 Balcatta Road, Balcatta, WA 6021, Australia	Manufacture and distribution of chemical products; corporate functions, R&D, sales and marketing
IMDEX Limited – Australia Mud Company Pty Ltd	111 Investigator Drive, Hope Valley, WA 6165, Australia	Manufacture and distribution of chemical products, specialty chemicals and solids removal equipment
IMDEX Limited – Samchem Drilling Fluids and Chemicals (Pty) Ltd	Unit 3 S&J Industrial Park, 144 Ganymede Street, Gosforth Park, Germiston 1419, South Africa	Manufacture and distribution of chemical products and solids control equipment
IMDEX Limited – Imdex Technology USA LLC	179 Cross St, San Luis Obispo, California, 93401, USA	Design, distribution, manufacture and repair of downhole survey instruments and related products
IMDEX Devico Europe	Industriveien 43A, 7080 Heimdal, Norway	Design, development, production and service of equipment for directional core drilling, borehole measurement and alignment of drilling rigs

ISO 9001:2019 'Quality management system' site certifications

Company and Subsidiary	Address	Description
IMDEX Limited	216 Balcatta Road, Balcatta, WA 6021, Australia	Hire, supply, distribution, R&D, manufacture and repair of drilling survey instruments, downhole motors, cloud-based data management, software development, training, consultancy, drilling chemicals and fluid systems
IMDEX Limited – Reflex Instruments Asia Pacific Pty Ltd	216 Balcatta Road, Balcatta, WA 6021, Australia	Hire, supply, repair and manufacturing of downhole survey instruments and motors; data management, software, help desk, training and consulting services (incl. engineering & R&D)
IMDEX Limited – Australia Mud Company Pty Ltd	216 Balcatta Road, Balcatta, WA 6021, Australia	Manufacture and distribution of chemical products; corporate functions, R&D, sales and marketing
IMDEX Limited – Australia Mud Company Pty Ltd	111 Investigator Drive, Hope Valley, WA 6165, Australia	Manufacture and distribution of chemical products, specialty chemicals and solids removal equipment
IMDEX Limited – Samchem Drilling Fluids and Chemicals (Pty) Ltd	Unit 3 S&J Industrial Park, 144 Ganymede Street, Gosforth Park, Germiston 1419, South Africa	Manufacture and distribution of chemical products and solids control equipment
IMDEX Limited – Imdex Technology USA LLC	179 Cross St, San Luis Obispo, California, 93401, USA	Design, distribution, manufacture and repair of downhole survey instruments and related products
IMDEX Devico Europe	Industriveien 43A, 7080 Heimdal, Norway	Design, development, production and service of directional core drilling equipment, borehole measurement and rig alignment services
IMDEX Limited – Reflex Instrument South America SPA	Carretera General San Martín 8400, Bodegas E1–E3, Colina, Santiago, Chile	Hire, supply and repair of downhole survey instruments; manufacture and distribution of chemical products
IMDEX Limited – Imdex Germany	Koennigstrasse 39, 26180 Rastede, Germany	Manufacture and distribution of chemical products, solids control units and drilling fluid engineering services
IMDEX Limited – Imdex Canada	2480 Riverside Drive, Timmins, ON P4R 1M9, Canada	Hire, supply and repair of downhole survey instruments and provision of surveying services

Content Indexes

Global Reporting Index (GRI) Standards Index

Statement of use: IMDEX Limited has reported the information cited in this GRI standards' index for the period of 1 July 2025 – 30 June 2026 with reference to the GRI standards.

GRI 1 used GRI 1: Foundation

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 2: General Disclosures (2021)	2-1 Organisational details	About this Report; GRI Index	P04, P63	Location of headquarters: 216 Balcatta Road, Balcatta, Perth, Western Australia, 6021
	2-2 Entities included in reporting	About this Report; GRI Index	P04, P63	
	2-3 Reporting period, frequency and contact point	About this Report; GRI Index	P04, P63	IMDEX reports an annual sustainability report. The reporting period for Sustainability reporting is the same as IMDEX's financial reporting. For questions about this report please contact communications@imdexlimited.com
	2-4 Restatements of information	About this Report; Strong Foundations – Climate change adaptation, mitigation and GHG emissions; Performance Data Tables: Appendix D;	P04, P24, P41, P57	IMDEX expanded its reporting boundary through acquisitions and improved the completeness and quality of several datasets. As a result, certain sustainability metrics may not be directly comparable with prior reporting periods. Key impacts include: • Inclusion of acquired businesses in workforce and emissions metrics; • Expansion of emissions data coverage; • Presentation of heritage IMDEX workforce data for comparability purposes; and, • Improvements to procurement data classification, including reclassification of previously excluded spend.
	2-6 Activities, value chain and markets served	About IMDEX	P11	
	2-7 Employees	Workforce of the Future; Performance Data Tables	P33, P41	
	2-9 Governance structure and composition	Our Approach to Sustainability – Sustainability Governance	P16	
	2-10 Nomination and selection of highest governance body	Our Approach to Sustainability – Sustainability Governance	P16	
	2-11 Chair of highest governance body	Chair of the Sustainability Committee Address; Our Approach to Sustainability – Sustainability Governance	P07, P16	
	2-12 Role of highest governance body in overseeing impacts	Our Approach to Sustainability – Sustainability Governance	P16	
	2-13 Delegation of responsibility	Our Approach to Sustainability – Sustainability Governance	P16	
	2-14 Role in sustainability reporting	Our Approach to Sustainability – Sustainability Governance	P16	
	2-15 Conflicts of interest	GRI Index	P63	IMDEX manages actual, potential and perceived conflicts of interest through its Code of Conduct and Managing Conflicts of Interest Procedure. Employees are required to complete annual Conflicts of Interest Certifications and update declarations where circumstances change. Directors are required to declare conflicts of interest as they arise, including through Board and Committee processes and annual director questionnaires. Identified conflicts are disclosed and managed in accordance with IMDEX's governance framework.

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 2: General Disclosures 2021	2-17 Collective knowledge of highest governance body	GRI Index	P64	www.imdex.com/about/board-of-directors
	2-19 Remuneration policies	Annual Report, Remuneration Report		
	2-20 Process to determine remuneration	Annual Report, Remuneration Report		
	2-22 Statement on sustainable development strategy	Our Approach to Sustainability	P14	
	2-23 Policy commitments	Our Approach to Sustainability – Sustainability Governance; GRI Index	P16, P64	www.imdex.com/about/corporate-governance
	2-24 Embedding policy commitments	Our Approach to Sustainability – Sustainability Governance; GRI Index	P16, P64	Policy commitments are embedded through IMDEX's governance framework, including Board and Sustainability Committee oversight, delegated management accountability, supporting policies and procedures, employee training programs, supplier and channel partner requirements, and regular monitoring of sustainability performance and compliance.
	2-25 Processes to remediate negative impacts	Our Approach to Sustainability – Sustainability Governance; GRI Index	P16, P64	IMDEX is committed to identifying, addressing and, where appropriate, remediating adverse impacts arising from its activities. Employees, contractors, suppliers and other stakeholders can raise concerns through established grievance, reporting and whistleblower mechanisms. Reports are assessed and managed in accordance with applicable policies and procedures. Where issues are substantiated, corrective actions are implemented to address the matter, reduce the risk of recurrence and support appropriate outcomes for affected stakeholders. The effectiveness of actions taken is monitored by management, with significant matters escalated through the Company's governance framework where required.
	2-26 Mechanisms for advice and concerns	GRI Index	P64	IMDEX provides a range of mechanisms for employees and stakeholders to seek guidance and raise concerns regarding business conduct. These include the Code of Conduct, Conflicts of Interest Procedure, whistleblower reporting channels and other governance processes. Employees are supported in seeking advice on ethical matters and are encouraged to report actual or potential concerns, which are assessed and managed in accordance with Company policies and procedures.
	2-27 Compliance with laws and regulations	Performance Data Tables: Table 14	P48	
	2-29 Approach to stakeholder engagement	Our Approach to Sustainability; Appendix A: Stakeholder Engagement Summary	P14, P52	
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	Our Approach to Sustainability; Appendix B: Materiality Assessment Process	P14, P53	
	3-2 List of material topics	Our Approach to Sustainability; Appendix C: IMDEX's Material Topics – FY26 Update	P14, P53	

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 3: Material Topics (2021)	3-3 Management of material topics (how impacts are managed, actions taken, effectiveness tracking)	Strong Foundations; Product Leadership; Workforce of the Future	P21, P27, P30, P33	In FY26, IMDEX has reported directly against each of its material sustainability topics identified through the materiality assessment. These disclosures are presented throughout the report under the relevant strategic pillars and outline how each topic is managed, the key actions undertaken during the reporting period, governance and oversight mechanisms, and progress against associated targets and performance outcomes.
GRI 102: Climate Change (2025)	102-3 – Processes to manage climate-related impacts • Identification and assessment processes • Integration into risk management • Use of scenario analysis	Annual report – Voluntary Climate Disclosures; Strong Foundations – Climate change adaptation, mitigation and GHG emissions	P24	
	102-6 – Gross Scope 1 GHG emissions	Strong Foundations – Climate change adaptation, mitigation and GHG emissions; Performance Data Tables: Table 13; Appendix D: Greenhouse Gas Emissions	P24, P47, P57	
	102-7 – Gross Scope 2 GHG emissions	Strong Foundations – Climate change adaptation, mitigation and GHG emissions; Performance Data Tables: Table 13; Appendix D: Greenhouse Gas Emissions	P24, P47, P57	
GRI 204: Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	Strong Foundations – Procurement an supply chain management and practices; Performance Data Tables: Table 15; GRI Index	P22, P48	IMDEX defines local suppliers as those operating (i.e. with an entity) within the same country as the IMDEX entity placing the order.
GRI 205: Anti-corruption (2016)	205-1 Operations assessed for corruption risks	Performance Data Tables: Table 1	P42	
	205-2 Communication and training on anti-corruption policies	Performance Data Tables: Table 2	P42	
	205-3 Confirmed incidents of corruption and actions taken	Performance Data Tables: Table 1	P42	
GRI 401: Employment (2016)	401-1 New employee hires and turnover	Performance Data Tables: Table 6, Table 7	P44, P45	
	401-2 Benefits provided to full-time employees	GRI Index	P65	Eligible employees are provided with a range of benefits including superannuation, parental leave, life insurance and participation in share-based incentive programs. Benefits are generally available to permanent full-time and part-time employees, with eligibility determined by employment type, hours worked and applicable legislation. Temporary employees receive statutory benefits and any additional benefits required under their employment arrangements.
	401-3 Parental leave	Workforce of the Future – Global workforce management, labour practices and capability development; Performance Data Tables: Table 8	P34	

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 403: Occupational Health and Safety (2018)	403-1 OHS management system	Workforce of the Future – Health, safety and wellbeing	P40	
	403-2 Hazard identification, risk assessment and incident investigation	GRI Index	P66	IMDEX identifies workplace hazards through regular site inspections, workforce observations, risk assessments, incident reporting and consultation with employees and contractors. Identified hazards are assessed using established risk management processes to determine appropriate controls. Work-related incidents, injuries and near misses are investigated to identify contributing factors and opportunities for improvement. Corrective and preventative actions are implemented, tracked and reviewed to reduce the likelihood of recurrence, with key findings communicated across the business to support continuous improvement in health and safety performance.
	403-3 Occupational health services	Workforce of the Future; GRI Index	P33 - 40	IMDEX provides occupational health services including health surveillance, fitness-for-work assessments, medical monitoring, injury management and wellbeing support. These services help identify and manage occupational health risks, while employees and their families have access to a confidential 24/7 Employee Assistance Programme through TELUS Health.
	403-4 Worker participation and consultation	Workforce of the Future – Health, safety and wellbeing	P40	
	403-5 Worker training on OHS	Workforce of the Future – Health, safety and wellbeing	P40	
	403-6 Promotion of worker health	Workforce of the Future – Health, safety and wellbeing	P40	
	403-8 Workers covered by OHS system	Workforce of the Future – Health, safety and wellbeing	P40	
	403-9 Work-related injuries	Workforce of the Future – Health, safety and wellbeing; Performance Data Tables: Table 11	P40, P46	
GRI 404: Training and Education (2016)	404-1 Average hours of training per employee	Workforce of the Future – Global workforce management, labour practices and capability development; Performance Data Tables: Table 9	P35, P46	
	404-2 Programs for upgrading employee skills	Workforce of the Future – Global workforce management, labour practices and capability development	P35	
	404-3 Performance and career development reviews	Performance Data Tables: Table 10	P46	
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	Workforce of the Future – Workforce Diversity, Equity and Inclusion; Performance Data Tables: Table 5	P37, P44	
GRI 408: Child Labor (2016)	408-1 Operations and suppliers at risk for child labor			modernslaveryregister.gov.au/statements/OhFV9U76GvG9ZbX/pdf/
GRI 409: Forced or Compulsory Labor (2016)	409-1 Operations and suppliers at risk for forced labor			modernslaveryregister.gov.au/statements/OhFV9U76GvG9ZbX/pdf/

Sustainability Accounting Standards Board (SASB) Standards Index

For the year ended 30 June 2026

SASB Topic	Code	Disclosure	Location	Page Number
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	Strong Foundations – Climate change adaptation, mitigation and GHG Emissions; Performance Data Tables: Table 3	P24, P43
Workforce Diversity & Engagement	SV-PS-330a.2	(1) Voluntary and (2) Involuntary turnover rate for employees	Performance Data Tables: Table 7	P45
	SV-PS-330a.3	Employee engagement as a percentage	Workforce of the Future – Global workforce management, labour practices and capability development	P35
Data Security	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information (b) are personal data breaches (3) number of (a) customers and (b) individuals affected	Performance Data Tables: Table 17	P49
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Strong Foundations - Cybersecurity	P23
	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Strong Foundations - Cybersecurity	P23

Forward Looking Statements

This report contains forward-looking statements regarding IMDEX's future business performance, sustainability strategy, climate-related initiatives, targets, plans, priorities, expectations, and outcomes. Forward-looking statements can generally be identified by words such as "expect", "anticipate", "intend", "may", "should", "could", "plan", "estimate", "forecast", "target", "aim", "believe", "seek", "will", "outlook" and similar expressions.

Forward-looking statements are based on information available to IMDEX at the date of this report and reflect current expectations, assumptions, estimates and judgements. These statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond IMDEX's control, that may cause actual results, performance, achievements or outcomes to differ materially from those expressed or implied in the forward-looking statements.

Factors that may cause actual results to differ include, but are not limited to, changes in market conditions, customer demand, economic and geopolitical conditions, regulatory developments, climate-related risks, technological developments, operational performance, supply chain disruptions, capital availability, foreign exchange fluctuations, environmental conditions, acquisitions and integration activities, and other risks associated with operating a global mining technology business.

Any sustainability, climate-related, emissions, environmental or social targets, ambitions, commitments, pathways, expectations or future-oriented disclosures included in this report are inherently subject to significant assumptions, uncertainties and external factors, and should not be interpreted as guarantees, predictions or assurances that such outcomes will be achieved.

Readers are cautioned not to place undue reliance on forward-looking statements. Except as required by applicable law, regulation or the ASX Listing Rules, IMDEX does not undertake any obligation to update or revise any forward-looking statement, whether as a result of new information, future events, changing circumstances or otherwise.

Reasonable care has been taken by IMDEX in preparing this document to ensure that it is accurate as at the date of publication. IMDEX makes no other express or implied warranty regarding the accuracy, completeness, or reliability of this information. Use or reliance on the material in this document is at your own risk. Any forward-looking statements are based on material available at the time of publication but are not guarantees or predictions of future performance. Third party material such as customer results have been obtained from good faith reporting but have not been independently verified. Use of products may vary or may be impacted by factors such as site conditions. Nothing in this document is intended to have effect as an agreement or be an offer capable of acceptance.

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