



ESG Report 2025



Acknowledgement of Country

Strike respectfully acknowledges the Aboriginal and Torres Strait Islander Peoples of this nation and their ongoing connection to culture and country. We are committed to maintaining positive, long-term and trusting relationships.

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

Disclaimer

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

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

Refer to page 57 for further important notices regarding future statements.



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FY25 Highlights



Zero
fatalities



Industry leading female
workforce representation
of 40%



Zero Tier 1 or 2
process safety
events



Zero clearing
of native vegetation



**\$15 million spent in
communities**
local to Strike operations
and a further \$130 million
spent in Western Australia



Construction
of South Erregulla Peaking
Power Plant commenced

A Message from the ESS Chair & Managing Director

We are pleased to present our Environmental, Social & Governance (ESG) Report for FY25, which provides an overview of the material environmental, social and governance impacts from Strike's direct operations and our performance related to each of these during the reporting period.

FY25 has been a defining year in Strike Energy Limited's journey. We advanced from a single producing asset at Walyering to the construction of the South Erregulla Peaking Power Plant Development. This fully integrated 85 MW facility is designed to provide flexible, dispatchable capacity into the South West Interconnected System (SWIS) from 1 October 2026, directly supporting Western Australia's transition away from coal.

Reliable, dispatchable power is at the heart of a successful energy transition. As coal plants retire and renewable penetration grows, WA's electricity grid faces new challenges. Demand continues to increase whilst renewable output fluctuates depending on the time of day and weather conditions. Without sufficient firming capacity, these fluctuations can result in reliability shortfalls, particularly during peak evening demand when solar generation drops.

Natural gas is uniquely placed to bridge this gap. Unlike batteries (best suited for shorter-duration balancing or demand-side response), which cannot always guarantee coverage, gas-fired power stations can deliver sustained, flexible output at scale. By integrating upstream gas reserves at South Erregulla with dispatchable generation capacity, Strike is building the infrastructure that will ensure reliability, affordability and lower-emissions electricity for WA households and industry.

Our upstream portfolio also advanced significantly in FY25. At West Erregulla, the Natta 3D seismic survey was acquired and the Erregulla Deep discovery confirmed an additional gas accumulation at depths never before seen in the Perth Basin. Post the Natta 3D survey, the resource size is under review at West Erregulla and Erregulla Deep and this is expected to further underpin a major new development targeting a Final Investment Decision in late 2026, further reinforcing Strike's role in WA's secure energy future.

Safety remains a cornerstone of our approach. We are proud to report zero fatalities and no Tier 1 or Tier 2 process safety events during the reporting period. Our workforce continues to embed a culture of care, responsibility and accountability, which underpins both our operational and ESG performance.

Our ESG reporting continues to mature. In FY25 we expanded the breadth of data collection across emissions, biodiversity and supply chain impacts, with more than \$130 million spent locally in Western Australia. We also prepared for mandatory climate-related disclosures, which will apply to Strike as a Group 2 reporter from FY26.

Looking forward, our focus is on delivering South Erregulla on schedule, preparing West Erregulla for Final Investment Decision, and continuing to formalise our long-term transition strategy. In doing so, we aim to balance the delivery of secure, lower-carbon energy today with the opportunities as the energy grid decarbonises.

Sincerely,

Mary Hackett
Non-Executive Director & ESS Committee Chair

Peter Stokes
Managing Director & CEO





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About This Report

The FY25 ESG Report provides an overview of performance relating to Strike Energy Limited's (**Strike's**) material Environmental, Social and Governance (ESG) topics for the financial year ending 30 June 2025. This report aims to describe and measure Strike's positive and negative impacts and includes performance against specific targets as well as information on how Strike manages impacts related to each material topic. This is Strike's fourth annual ESG Report. By reading this report in conjunction with our FY25 Annual Report prepared for the 12-month period from 1 July 2024 to 30 June 2025, a full overview of Strike's business can be understood.

Previous editions (FY22, FY23, FY24) of this report were titled "Sustainability Report". For the FY25 reporting period Strike has updated the report title

to "ESG Report". The Global Reporting Initiative (GRI) Framework metrics that have been used as the basis of this report, provide a measure of impact against material ESG topics, and are not a measure of how sustainable these impacts are. Strike will continue to investigate options to develop and improve reporting over time.

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

This ESG Report was prepared by MCC Sustainable Futures in collaboration with Strike and has been reviewed and approved by Strike's Board of Directors.



Reporting Scope & Boundaries

The scope of this report covers Strike's direct operations only and includes the following entities: Strike West Pty Ltd, Strike South West Pty Ltd, Strike South Pty Ltd and Strike North West Pty Ltd. Strike is the operator of all of our assets and information is reported in this report on an 'operational control'¹ basis, with GHG emissions also reported on an 'equity share'² basis.

The scope of this report considers activities undertaken by Strike for the duration of the reporting period, reported as totals. People-related data is disclosed based on numbers at the end of the reporting period and not as an average or total across the reporting period. People-related data included in this report refers to all direct employees and contractors within Strike's operations.

The location of data and disclosures associated with each of the material topics in this report is indicated in the GRI Content Index. A summary of key performance metrics is provided in the Performance Data section.

During this reporting period, exploration drilling was conducted by a specialist contracting company. Metrics associated with the drilling campaign have been included in Greenhouse Gas (GHG) Emissions, Work Health & Safety and Asset Integrity and Critical Incident Management sections only and not included in the Non-Discrimination and Equal Opportunity section as their personnel are not direct employees or contractors.

Frameworks & Standards

This report has been prepared with reference to the Global Reporting Initiative's (GRI) sector standard *GRI 11: Oil and Gas Standard (2021)*, as well as the *GRI Universal Standards (2021)*.

Strike is currently preparing to report in alignment with Australia's mandatory reporting framework *Australian Accounting Standards Board S2 (AASB S2)* in the next reporting period. Prior to this occurring, Strike continues to prepare this report with guidance from the *Taskforce for Climate-related Financial Disclosures (TCFD)*.

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

Reliable, dispatchable power is the cornerstone of WA's energy transition. Without it, renewables cannot reach their full potential.

Mary Hackett
Non-Executive Director & ESS Committee Chair

¹ The 'operational control' reporting boundary is based on asset operatorship and involves consolidating data for all assets operated by the company even if partly owned by other companies, with 100% of the data from the operated assets being included in reporting.

² The 'equity share' reporting boundary is based on asset ownership, and involves consolidating data from all owned, or partly owned, assets in proportion to the reporting company's percentage share of equity in the assets, irrespective of who the operator is.

About Strike

Our Vision & Values

Core Values

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



Resourcefulness

Delivering low cost and innovative solutions



Agility

We are nimble, and we respond faster than the competition



Collaboration

Strike works in partnership with all of its stakeholders



Openness

We are transparent and receptive to alternative views



Long-Term Focus

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



Competence

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

Strike's Ambition

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

Vision

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

Our Assets, Operations & Value Chain

Strike's principal activities during FY25 were within the oil and gas sector and included the exploration, development and production of hydrocarbons as well as construction of a power plant facility. Our revenue was primarily derived from the sale of gas and liquid hydrocarbons.

The majority of Strike's petroleum assets and tenements are located onshore in the northern Perth Basin in the Mid West and northern Wheatbelt regions of Western Australia (Figure 1, Table 1). Strike defines its significant areas of

operation as locations where Strike has an office or development activities. For this reporting period, the areas of significant operation were Perth, West and South Erregulla project areas and Walyering project areas (Figure 1). Strike defines the local community for our Perth operations as the Perth Metropolitan Area, the local community for West and South Erregulla projects as the Shire of Mingenew, Irwin and Three Springs, the local community for Walyering operation area as the Shire of Dandaragan and the local community for Ocean Hill as the Shire of Carnamah.



1 West Erregulla

Discovered by Strike in 2019, West Erregulla is Strike's flagship project, with 50% equity and operatorship of production licence L25 and L26. Strike's share of West Erregulla holds an independently certified net 2P Reserve of 211 PJ and net 2C Resource of 15 PJ³. Strike also made the Erregulla Deep discovery immediately to the East of West Erregulla which has recently been covered by 3D seismic and an update to the Reserves and Resources in L25 and L26 is currently underway, with results expected in December 2025.



2 South Erregulla

Discovered by Strike in 2022, South Erregulla is 100% owned and operated within production licence L24. South Erregulla holds an independently certified net 2P Reserve of 45 PJ and net 2C Resource of 37 PJ⁴, which will provide more than 20 years of reserves coverage for Strike's proposed 85 MW peaking gas power⁷ plant being constructed on the Strike owned Precinct.



3 Ocean Hill

Ocean Hill is 100% owned and operated by Strike. Discovered in 1991, Ocean Hill was drilled to test the Jurassic play that has since been proven at Walyering. Since the success at Walyering, Strike has acquired 3D seismic over the EP495 block and RISC have independently certified net 180 PJ⁵ of 2C Resources within the Ocean Hill structure and additional material Prospective Resources within the adjacent Ocean Hill South structure.



4 Walyering

Originally discovered in 1971, Strike appraised the field in 2021, making a significant discovery with the Walyering-5 well. Within 22 months, Walyering became Strike's maiden producing asset. Brought online in September 2023, the field has produced a total of 16 PJ into Western Australia's domestic gas market. Current production indicates the field is declining quicker than expected. Independent certifiers have assessed the field to contain net ~14 PJ⁶ of 2P Reserves after produced volumes. Walyering is 100% owned and operated by Strike.



5 Perth

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

3 Refer to Important Notices for important information regarding oil and gas reserve and resource estimation.

4 Refer to footnote 3.

5 Refer to footnote 3.

6 Refer to footnote 3.

7 Project life modelled on average throughput of ~1.3 PJ per annum. Refer to ASX announcement "Peaking Power Plant submission supported by South Erregulla" dated 24 June 2024 for key assumptions and information relating to the project.

Figure 1: Strike's portfolio as of 30 June 2025

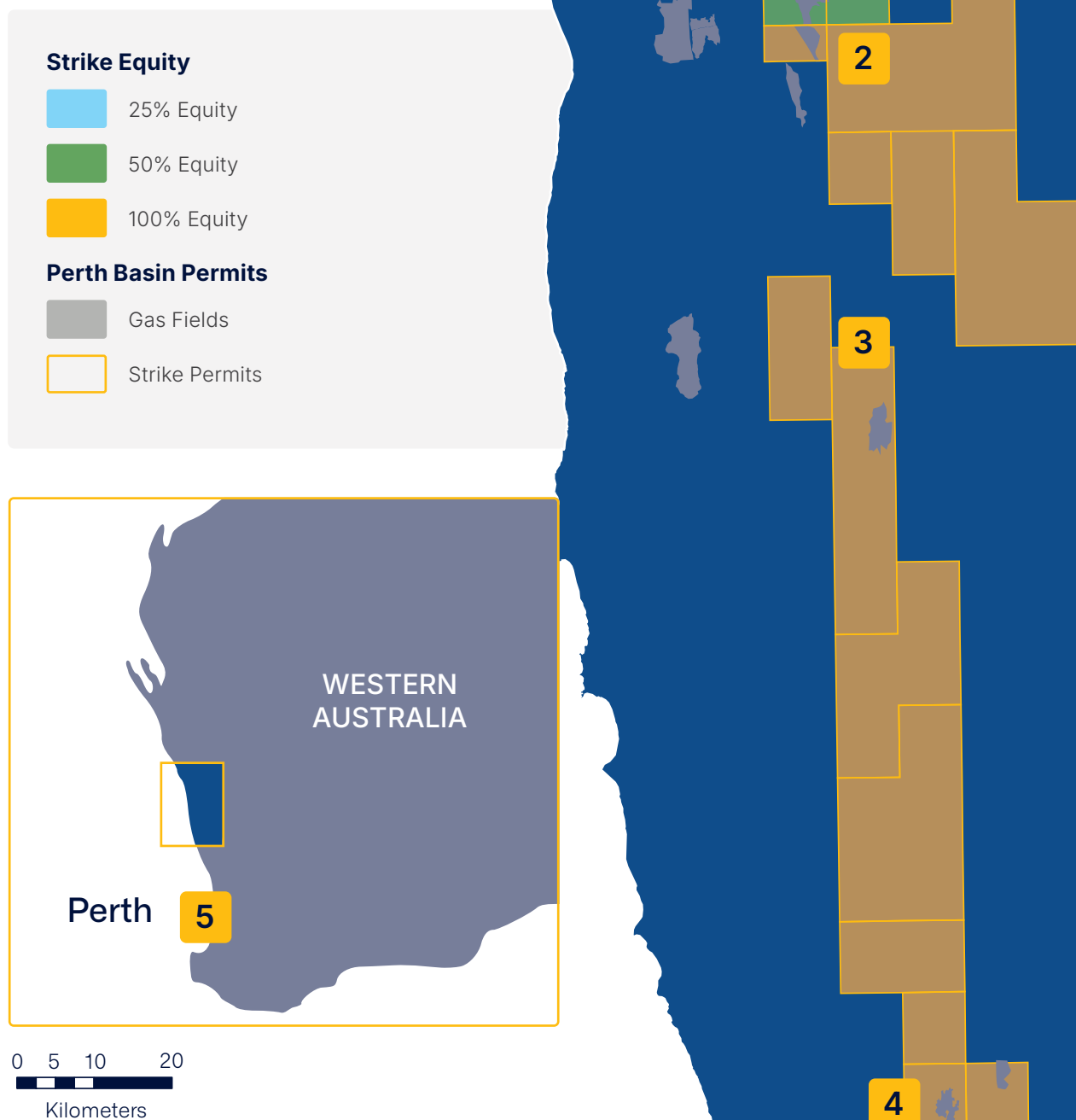


Table 1: Strike's assets and activities as of 30 June 2025

Perth Basin (Onshore Western Australia)			
Asset Name	Permit	Ownership	Brief Description
Walyering	L23 & EP447	Strike 100% (operator)	Three production wells and associated production facilities operated by two personnel onsite plus remote operations capabilities from Perth. FY25 saw steady-state production of ~25 TJ/d of gas and ~170 bbl/d of condensate, generating ~\$73 million in revenue for the year. Field extension and compression projects were advanced to support ongoing output, while near-field exploration at Walyering East identified a potential new discovery.
West Erregulla & Erregulla Deep	L25 & L26 (formerly EP469)	Strike 50% (operator)	Material conventional gas accumulation at West Erregulla defined by four wells. In FY25, The Natta 3D seismic survey was acquired to improve reservoir definition. Flow testing at Erregulla Deep delivered exceptional results (53 MMscf/d constrained, 5,515 psi FTHP). Reserves certification is underway, with Strike targeting a FID for the project in late 2026.
South Erregulla	L24 & EP503	Strike 100% (operator)	Conventional gas accumulation defined by one well. In FY25 the 85 MW South Erregulla Peaking Power Plant was sanctioned to deliver firming capacity into Western Australia's main electricity network, the South West Interconnected System (SWIS). Construction of the Power Plant commenced in April with progress reaching ~42% by end of reporting period. The project is supported by 45 PJ of 2P Reserves, certified Reserve Capacity Credits, and secured network access.
Ocean Hill	EP495	Strike 100% (operator)	Exploration well drilled in 1991 with successful flow test of gas to surface, deemed non-commercial at the time. In FY25, interpretation of 3D seismic acquired in FY24 identified multiple appraisal targets. Appraisal drilling is planned subject to capital availability post priority project funding.
Perth Basin Exploration Permits	EP447, EP488, EP489, EP504, EP505, P506, EP437 & L7	Strike 100% (operator) Strike 25% in L7/EP437	Basin wide portfolio of exploration permits prospective for conventional gas, condensate and oil as well as underground carbon storage. In FY25 Strike issued a notice of withdrawal to the operator of L7 and EP437.
Perth Region			
Asset Name	Permit	Ownership	Brief Description
PEL 96	PEL96	Strike 67% (operator)	One exploration well. Remediation planning works progressed in FY25, expected to be completed in FY26 and surrendered to the government.
Aldinga	PPL210	Strike 50%	One production well. The Aldinga shallow oil field is operated by Beach Energy and is no longer in production. Remediation planning works progressed in FY25 and are expected to be complete in FY26 and surrendered to the government.
Other Assets			
Asset Name	Permit	Ownership	Brief Description
Perth Headquarters			Main company office with 42 employees.

Our Value Chain

Upstream supply chain

Suppliers: Strike sources goods and services from local, national and international suppliers. Strike is committed to maximising opportunities for local suppliers where possible. A breakdown is provided in the Economic Impacts section of this report.

Direct operations

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

Production: Strike produces natural gas and associated condensate for sale to the domestic market. Strike operates with an emissions design-out methodology to enhance operational efficiency and reduce our Scope 1 and 2 emissions via the incorporation of renewable energy sources and minimisation of flaring, venting, fuel use and fugitive emissions.

Joint Ventures: Strike is the operator for all of its assets. Strike has one joint venture partnership in the West Erregulla and Erregulla Deep gas fields, where Strike has a 50% equity share with Warrego Energy EP469 Pty Ltd also holding a 50% share.

Downstream value chain

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



Our Governance

We believe that thorough governance practices are critical to achieving our vision and purpose at Strike.

Governance Structure

The role of the Board of Directors is to develop strategy, set direction and objectives for Strike, to ensure the viability of the business now and into the future. The Board takes responsibility for establishing and overseeing the implementation of organisational governance to ensure that boundaries for ethical business conduct are in place and maintained. The Board operates in accordance with the published Board Charter. The current Board Chair is not a senior executive. Further detail can be found in the Director's Report in Strike's FY25 Annual Report.

The Board is supported by three dedicated sub-committees which have specific focus areas and support the Board to manage risk, ensure compliance, monitor performance and drive business improvement (Figure 2).

Nomination & Selection of the Board

The nomination and selection processes for the Board and its sub-committee is managed by the Nomination and Remuneration Committee and, in turn, the Board. The criteria considered during nomination and selection of new directors include background, experience, professional skills, personal qualities, potential for the candidate's skills to augment the existing Board and the candidate's availability to commit to the Board's activities. In addition, the Nomination and Remuneration Committee and the Board also consider gender diversity through the application of diversity objectives, as detailed in the [Corporate Governance Statement](#).

Figure 2: Strike Energy's governance structure



[The specialist Board Sub-Committee Charters](#) are available on our website at www.strikeenergy.com.au/corporate-governance/.

ESG Responsibilities

The Environmental, Social & Sustainability (ESS) Committee is responsible for reviewing Strike's ESG related impacts and risks from the business as part of the materiality assessment process, performance improvement targets and progress against them on an annual basis. The ESS Committee delegates the management of these impacts to the CEO, senior management and the HSE team. The ESS Committee is responsible for reviewing and approving the material topics identified in the materiality assessment as well as the annual ESG Report.

The ESS Committee receives information related to best practice ESG reporting from an external consultant on a periodic basis. During this reporting period, the ESS Committee received presentations and Board papers to further their knowledge related to ESG reporting.

The Strike leadership team are responsible for the day-to-day management of the Company in accordance with the strategy, policies and programs, values and risk appetite approved by the Board.

The Board's Environmental, Social and Sustainability Committee responsibilities include assisting the Board in its oversight, monitoring and review of the following topics as listed in the [Charter](#):

- Ensuring workplace health and safety
- Monitoring and assessing the impact of climate change and climate change risks
- Minimisation and management of environmental risks and impacts
- Demonstrating community and social responsibility
- Acknowledging traditional owners and indigenous heritage
- Valuing workforce culture and diversity
- Sound business ethics and fair and ethical dealings with stakeholders
- Long term environmental, social & sustainability strategic goals.

Performance & Remuneration

The Nomination and Remuneration Committee is responsible for evaluating and reviewing the performance of the Board and Board members against both measurable and qualitative indicators that are established by the Committee and for reviewing and making recommendations to the Board regarding the size and structure of the Board. An evaluation of the performance of the Board, its committees and individual directors was not carried out in during the Reporting Period. Further detail can be found in the Remuneration Report in Strike's FY25 Annual Report.

Strike's remuneration policies for the Board and Senior management includes fixed and performance linked remuneration. Performance linked remuneration includes both short-term and long-term incentives and during the reporting period included Safety and Environment and Carbon Neutral 2030 Developments Key Performance Indicators (KPIs). Strike does not provide any retirement benefits or clawbacks.

In this reporting period, the ratio of the CEO's total compensation to the median annual total compensation for all employees (excluding the CEO) was 4:1, with no salary increase awarded to the CEO during the reporting period.

The views of stakeholders are sought and considered regarding remuneration through a voting process during the Annual General Meeting (AGM), as per ASX requirements. At the 2024 AGM, Shareholders voted 77.97% for the adoption of the Remuneration Report, resulting in the report being carried.

By integrating our gas reserves with new peaking power capacity, Strike is building the flexible infrastructure that will help to secure WA's grid as coal exits the system.



Peter Stokes

Managing Director & CEO

Our Stakeholders

Strike has a diverse range of stakeholders who may be impacted by or benefit from opportunities that are created as a result of our business activities. All stakeholders play a part in the success of our business, both now and into the future.

Understanding who our stakeholders are, and creating and maintaining genuine relationships

with them is critical. It allows us to maintain two-way communication and understand their unique perspectives and areas of interest. It turn, we can share relevant information and adjust our methods of communication.

Table 2 below provides a summary of our key stakeholders during the reporting period, the areas of interest to them and how we engaged with them.

Table 2: Overview of Strike's stakeholders groups

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

Industry Association Memberships

During the reporting period, Strike was an active member in the following associations:



The Western Australian Energy Story

Strike recognises the important role of natural gas as a key bridging fuel in the transition to a cleaner, more sustainable energy future. Strike understands that a more sustainable, cleaner energy future means that the needs of a generation will be met, without compromising the ability of future generations to meet their own needs, and where industry operates with little to no persistent, cumulative impacts such as greenhouse gas emissions and native vegetation clearing.

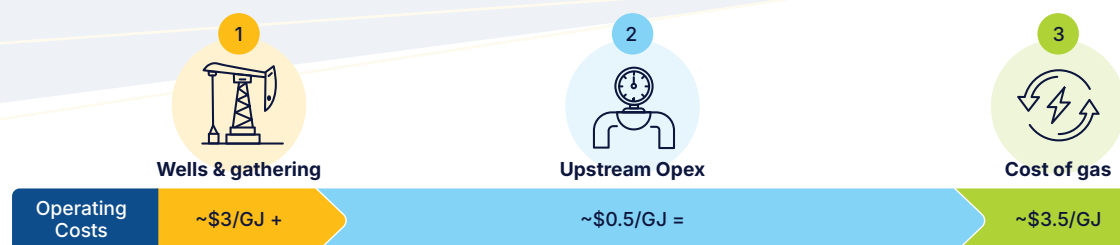
As one of the largest petroleum exploration acreage holders in Western Australia's Perth Basin, Strike is well positioned to bring reliable energy to the region, produced at a low cost (Figure 3). With ~3% of WA's domestic gas supply delivered from Walyering in FY25, and major projects at South Erregulla and West Erregulla advancing, Strike will look to provide both new gas volumes and flexible peaking power capacity. These developments will directly complement renewables, enable coal retirements, and support WA's economic growth

and decarbonisation pathway. Whilst the retirement of coal-fired power generation is an important step to decarbonising Western Australia's energy grid, demand for both gas and electricity is expected to rise with the ongoing electrification of industry, households and transport, creating new challenges for grid stability.

Western Australia's energy landscape is changing rapidly as the State advances its commitment to decarbonisation and energy security. Coal-fired generation, which currently provides up to 40% of WA's electricity⁹, is scheduled to be fully retired by 2030. As aging coal plants become less economically viable, the government and energy sector are working to phase them out in favour of cleaner alternatives including renewable energy sources, gas fired power generation and batteries. This transition is aligned with global trends toward decarbonisation and the need to address climate change.

Figure 3: Cost avoidance related to Strike's Peaking Power Plant

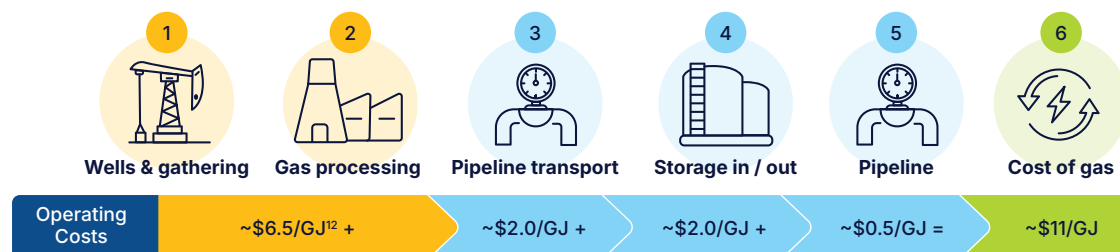
Strike's integrated gas peaking power generation value chain¹⁰



Versus

Traditional gas peaking power generation chain¹¹

i.e. generator is not integrated with the upstream



⁹ <https://www.aemo.com.au/energy-systems/electricity/wholesale-electricity-market-wem/data-wem/data-dashboard>

¹⁰ Strike estimate of average operating costs assuming one well producing on average at 4 TJ/day.

¹¹ All figures are indicative and for illustration purposes only. Actual costs will vary depending on a number of factors including, among others, gas trading markets, transportation and storage facilities used and the terms and conditions of use of those facilities. This scenario represents a gas power generator located in the South-West (e.g., Kwinana) sourcing gas from the Carnarvon Basin.

¹² Current average minimum spot price from Gas Trading (<https://www.gastrading.com.au/spot-market/historical-prices-and-volume/price-history-table>).

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

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

Strike's role in the energy transition

Short – Medium Term

Strike will contribute to the provision of natural gas for electricity generation and fuel and feedstock that is lower in carbon and closer to the grid than gas developments in North West WA, meaning lower emissions during transportation and combustion (when compared with both coal and higher CO₂ gas fields in North-West WA). South Erregulla gas has been measured to have ~4-5% CO₂ content¹³ compared to projects such as Gorgon on the North West Shelf with approximately 14% CO₂.

Long Term

Strike is currently investigating options for how we can continue to contribute to the energy transition in the longer term, as the use of fossil fuels declines.



13 Refer to ASX Announcement on 5 October 2022 titled South Erregulla Update.

ESG at Strike

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ESG Materiality & Performance at Strike

To understand, measure and improve our ESG-related impacts, we report with reference to the GRI Standards. In addition to this, Strike has also developed a simplified four-pillar framework to guide our direction in each of these key

ESG focus areas. How we have defined these strategic pillars help Strike to inform the direction of our work and the annual ESG performance improvement targets.

Strategic Pillars

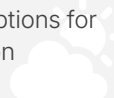
People & Community

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



Climate Resilience

Strike continues to assess pathways to reduce its operational emissions and align with Western Australia's transition to a lower-carbon future. Strike is in the process of re-establishing its emissions reduction target as its projects progress through the construction and commissioning phase. This work includes evaluating opportunities to integrate renewable energy into operations and to explore future options for carbon reduction and sequestration initiatives, where feasible.



Responsible Environmental Management

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



Acting with Integrity

Strong governance is crucial to the successful delivery of our vision. We strive to act with integrity and in a transparent manner. It underpins all of our business activities and our conduct.



Structured Approach for Determining Materiality

Each reporting period, Strike completes a materiality assessment to review and determine its most material ESG impacts in a robust and repeatable manner. The process used to assess materiality aligns with the guidance in *GRI 3: Material Topics 2021*, which uses impact severity as the sole criterion for materiality.

During the assessment we considered all aspects related to ESG that were relevant to our business activities and operations. The identification of these aspects came from Strike reports, industry reports, ESG reporting frameworks, internal staff feedback and external stakeholder feedback. These aspects were then assessed according to the severity of their impacts, grouped into broad topics and ranked in order of impact. The materiality threshold was set to prioritise topics for reporting that were ranked as having crucial and significant impacts (the top two of five impact categories).

The relevance of these topics was also validated by considering their importance to the business and to external stakeholders. The internal perspectives that were considered were those of the board, employees and the ability to affect business drivers. The external perspectives that were considered were industry peers, regulatory focus, stakeholder concern and shareholder and investor concern. The validation confirmed the relevance of the material topics to the business.

The materiality assessment and subsequent material topics are reviewed and approved by the ESS committee.

Materiality Process

- 1 Identification of ESG aspects
- 2 Assess impact severity for each aspect
- 3 Group topics and prioritise
- 4 Validate using internal and external perspectives
- 5 Board review and acceptance



FY25 Material Topics



People & Community

Health & Safety

Local Communities

Engagement with
Aboriginal and
Torres Strait Islander
Peoples

Non-discrimination &
Equal Opportunity

[↔ See Page 23](#)



Climate Resilience

GHG Emissions

Climate Adaptation,
Resilience &
Transition

[↔ See Page 39](#)



Responsible Environmental Management

Biodiversity

[↔ See Page 48](#)



Acting with Integrity

Asset Integrity &
Critical Incident
Management

Economic Impacts

[↔ See Page 51](#)

In FY25, the materiality assessment review concluded that the material topics remained unchanged from FY24, due to similar operational activities. Strike's management and performance in each of these material topics is described in this report.

FY25 Target Performance Overview

A summary of Strike's performance against targets set in our FY24 report for progression in FY25 is provided in Table 3. New targets to be progressed in the coming reporting period (FY26) are also included.

Table 3: FY25 ESG target performance overview

FY25 Targets	FY25 Performance	FY26 Target
People & Community		
Health & Safety		Learn more
Zero fatalities.	Zero fatalities achieved.	
Zero workplace injuries.	Two medical treatment injuries.	
Continue to develop a workplace culture that supports and values safety and wellbeing.	Strike has continued to develop a workplace culture that supports and values safety and wellbeing through the continued use and update of safety procedures and briefings.	- Zero fatalities. - Zero workplace injuries.
Non-discrimination & Equal Opportunity		Learn more
No goal set for FY25.		- Maintain or improve percentage of female workforce at Strike. - No incidents of discrimination recorded.
Local Communities		Learn more
Focus on local participation, increased visibility and presence in the Mid West region.	Over \$12,000 in donations into local communities through multiple programs and initiatives and increased engagement during heavy operational periods.	Finalise a community partnerships framework which outlines a structured grants process and guidelines for awarding grants.
Engagement with Aboriginal and Torres Strait Islander Peoples		Learn more
No goal set for FY25.		Continue water quality monitoring using Yamatji Water.
Climate Resilience		
GHG Emissions		Learn more
Reduce Scope 1 emissions at Walyering.	Scope 1 emissions were reduced by 30% at Walyering.	
Eliminate cold venting (through integration of vent line into compressor fuel).	As a result of continued process optimisation, the volume of cold vent gas has been substantially reduced and remaining volumes are insufficient for fuel use.	
Reduction of transport distance, emission intensity and logistics for liquid sales.	Total number of trips and kilometres recorded increased from FY24 mainly due to the time period covered. This data was recorded over a 9 month period for FY24, whilst FY25 recorded a full 12 month period.	Develop a Scope 3 inventory.



Achieved



On-going



Not Achieved



No Goal Set

FY25 Targets	FY25 Performance	FY26 Target
Climate Resilience (continued)		
Climate Adaptation, Resilience & Transition		Learn more
Continue to identify ways to manage our climate-related risks and opportunities and reduce greenhouse gas emissions and energy use resulting from our activities.	Strike continued to update and evolve our approach to climate-related risks and opportunities during the reporting period.	Continue to develop mandatory climate reporting disclosures.
Responsible Environmental Management		
Biodiversity		Learn more
Minimise vegetation clearing.	Zero clearing of vegetation.	Zero native vegetation clearing.
Acting with Integrity		
Asset Integrity & Critical Incident Management		Learn more
No goal set for FY25.		- Zero Tier 1 or Tier 2 Process Safety Incidents. - Zero significant spill events.
Economic Impacts		Learn more
Sanction peaking gas power station to support regions renewable energy.	The South Erregulla Power Station commenced construction April 2025.	Maintain or improve percentage of local procurement.

■ Achieved
 ■ On-going
 ■ Not Achieved



People & Community

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PEOPLE & COMMUNITY

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People & Community

At Strike, we understand the importance of people and communities to the success of our business and are committed to maximising positive impacts for our staff and the communities we operate in whilst minimising any negative impacts.

Strike achieves this through open and clear communication, whether that is for discussing health and safety requirements with employees and contractors, hearing and responding to concerns from staff and communities or actively engaging with and learning from Traditional Owners.

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

Work Health & Safety

The health, safety and wellbeing of our team members, external stakeholders and the communities nearby to our operational activities is of paramount importance at Strike.

The exploration, development and production activities that we undertake have inherent health and safety risks associated with them. However, with the implementation of risk assessment processes and mitigation measures, these risks are manageable to levels that reduce the likelihood of incidents and harm to people and the environment from occurring.

Our business and operational activities are subject to compliance with applicable Australian and state-based work health and safety legislation. Protecting the health, safety and wellbeing of our people and ensuring ongoing legal compliance requires the implementation of targeted systems, processes, tools and feedback loops.

Health and Safety is managed through Strike's Integrated Management System (IMS), which covers all workers, activities and workplaces including Contractors (Figure 4). Strike's [Health & Safety Policy](#) states our commitment to

ensuring that health and safety management is a critical business activity and applies to all of our employees and contractors.

Management System

Strike's system-based approach to managing and continuously reducing and eliminating hazards is structured around 12 elements, following a 4-step approach: Organise, Plan, Implement and Review (Figure 4). Certification to international standards (ISO 14001; ISO 45001; or ISO 9001) is not currently in place, however, to allow for future flexibility, this framework has been developed to align with ISO standards.

Figure 4: IMS framework elements

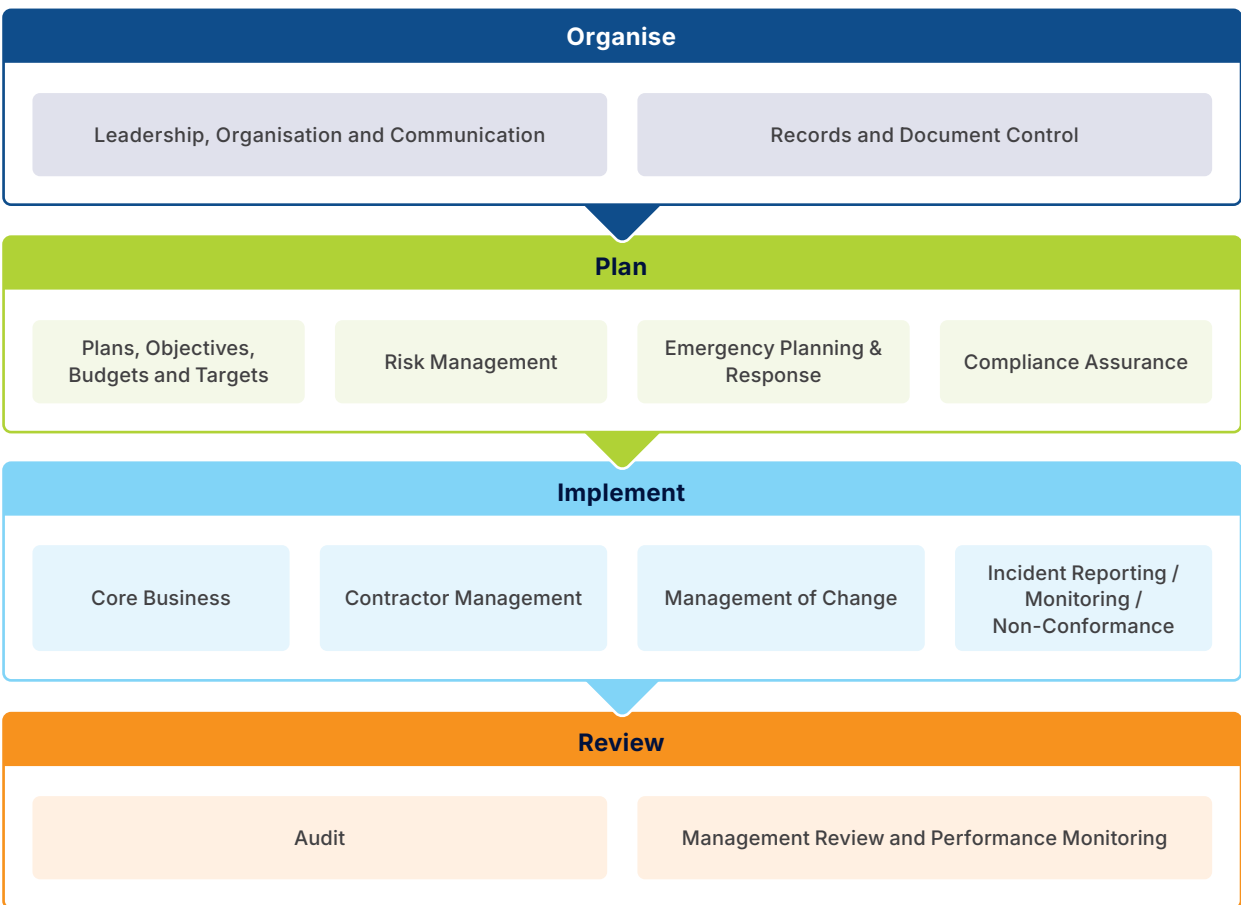


Figure 5:
Strike's IMS approach



Audit process

The IMS also outlines the expectations for conducting both internal and external audits, as well as reviews, to evaluate the effectiveness of controls and to confirm compliance legal obligations and conformance with management system requirements. These expectations include:

- Assessment of the level of risk associated with specific activities and ensure it is appropriately evaluated and managed
- Compliance with legal and other requirements including Standards and Management System requirements

- Previous audit history

- Communication of audit outcomes, actions and recommendations.

Additionally, each asset/project shall define an annual schedule of planned audits, with audits carried out across four Tiers, noting that Contractor audits also fall within the Tier 3 classification (Figure 6).

Figure 6: Audit tiers

Tier 1

Management Audits carried out by external bodies e.g., Certification, Regulatory, Financial

Tier 2

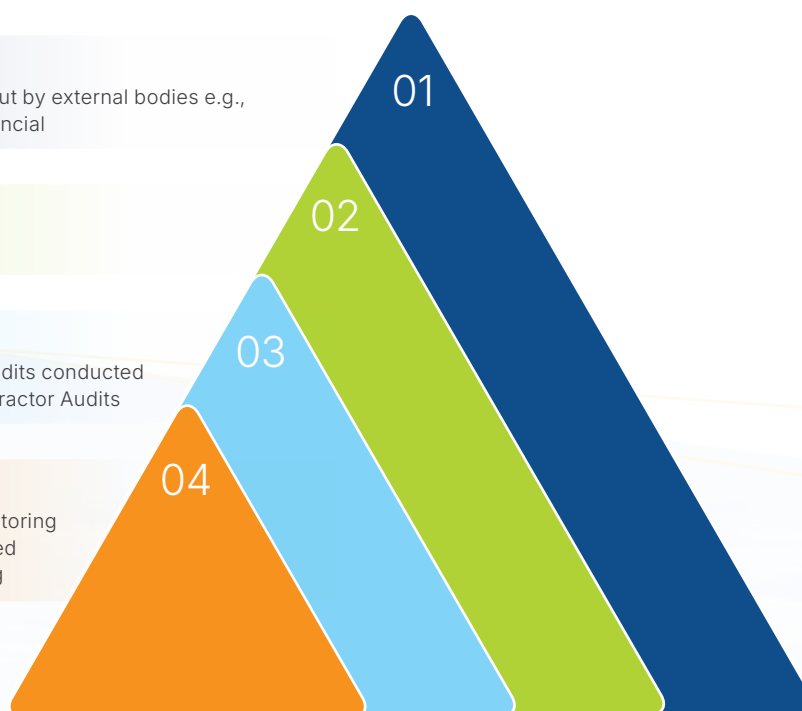
Internal Management Audits

Tier 3

Project / Asset / Functional audits conducted by Leadership, including contractor Audits

Tier 4

Site level inspection and monitoring carried out locally e.g., planned inspections, active monitoring

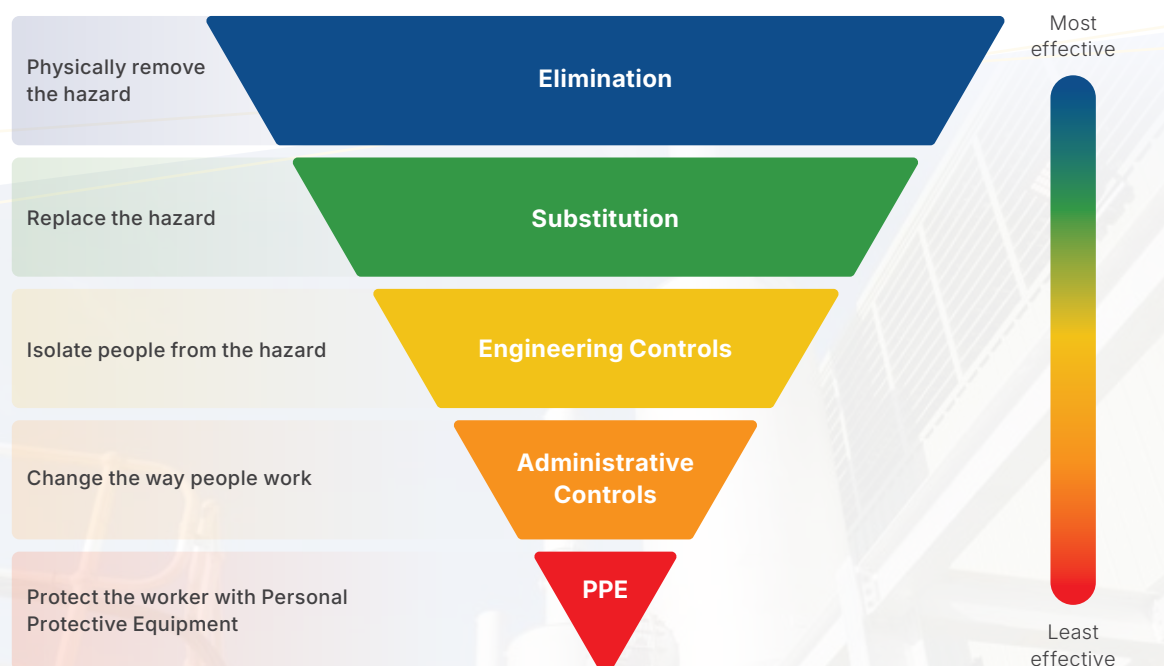


Hazard Identification

Strike manages all potential risks to health and safety across all activities and operations. This involves a process of hazard identification, risk assessment and determination of control measures. A number of hazard identification and risk assessment processes including and quantitative risk assessments are utilised by Strike as per the Risk Management Manual, including:

- Hazard Identification (HAZID): A structured, workshop-based qualitative risk assessment technique used to systematically identify potential hazards and threats associated with a process, activity, or facility. This technique is typically applied during the early design or planning phase to support the development of appropriate controls and mitigation measures.
- Hazard & Operability Study (HAZOP): A structured hazard identification technique used to systematically identify potential hazards and operational issues arising from plant design or human error. This technique should be applied during the final design phase, prior to the commencement of construction.
- Safety Integrity Level (SIL): A measure of performance or reliability of a safety instrumented system, expressed in terms of its Probability of Failure on Demand (PFD). A SIL assessment is typically conducted during the early design phase (such as Front End Engineering Design (FEED) stage), following completion of the HAZOP study, to minimise the potential for late engineering modifications and operational changes.
- Hazard Identification & Risk Assessment (HIRA): A job or task-specific risk assessment used to identify and evaluate potential hazards associated with a particular activity. The HIRA forms an integral part of the Permit to Work process, supporting the identification of appropriate control measures to ensure work is conducted safely.
- Job Hazard Analysis (JHA): A step-by-step risk assessment tool used to identify task activities, associated hazards, and the controls required to mitigate them. JHAs are required for all routine and non-routine tasks not covered by a Standard Operating Procedure, Work Instruction or equivalent document.

Figure 7: Strike's Hierarchy of Controls



Work-related Hazards

Strike identifies the work-related hazards that pose a risk of high-consequence injury during hazard identification workshops. These hazards are known as a Major Accident Event (MAE). And they are documented in an LGIRS accepted Safety Case for each project. An overview of Strike's MAEs are provided below, however not all MAEs are relevant to each Strike development. No injuries occurred as a result of an MAE during the reporting period.

- Loss of Containment - Wellhead
- Loss of Containment – Pipeline / Flowline
- Loss of Containment – Processing Infrastructure
- Loss of Containment – Loading Operations (Condensate)
- Loss of Containment - Loading Operations (Methanol)
- Loss of Containment – Third Party Facility Tie In
- Confined Space Entry
- Bushfire.

Strike manages these MAEs using Safety Critical Elements (SCEs). SCEs are identified in workshops (often as part of risk register reviews) and the workshop team assesses all threats, threat barriers, control barriers and outcomes for each major hazard. The complete list of Strike's SCEs is described in the Strike Western Australian MAE and Critical Controls Register.

Strike also identifies non-high-consequence work-related injuries, and work-related incidents with low probability of causing high-consequence injuries. Examples include:

- Hand crush injuries
- General manual handling injuries.

Actions taken to eliminate or reduce these includes include the use of tag lines in lifting and lowering operations to reduce worker exposure to the hazard, safe working procedures and PPE.

Training

The Strike Operations Manager is responsible for implementing the Training and Competency Management Plan in consultation with the Site Superintendent / Person In Charge. It identifies the skills and knowledge necessary for prescribed personnel to safely fulfil their designated tasks on the facility. These are recorded in a Training Matrix relevant to the Construction, Commissioning and Operating phases of the facility which is saved for record management and compliance monitoring.

The training matrix includes a combination of internal and external training, competency, and awareness requirements (including industrial certificates and high-risk work licences) which have been assigned to specific roles.

Mandatory Induction

A mandatory induction is delivered online and must be completed by all personnel prior to attending site. All personnel are trained in the hazard identification and risk assessment process via the mandatory induction. A record of inductees is kept for compliance monitoring.

The mandatory induction includes, but is not limited to, the following topics:

- High Level Facility and Activity Overview
- Policy and Leadership (Including Stop Work Authority)
- Compliance with Safety Case
- Personal Conduct and Duty of Care
- Roles and Responsibilities (Including Operators Representative)
- Risk and Opportunity Management
- Safe System of Work
- Health and Safety Performance Targets
- Major Accident Event (MAE) and Performance Standard Summary
- Incident Notification and Reporting.

Site Induction

All personnel (including visitors) are required to complete a site induction, which will be continually tailored by the Site Supervisor or Person In Charge to reflect of the phase of the operation that is occurring. Depending on the phase of the operation, primary contractors (such as civils, pipelaying, integrity testing or pigging) may supplement the content of the site induction with information relevant to their systems, processes and expectations.

FY25 Targets:	Performance
Zero fatalities	Zero fatalities achieved.
Zero workplace injuries	Two medical treatment injuries.
Continue to develop a workplace culture that supports and values safety and wellbeing.	Strike has continued to develop a workplace culture that supports and values safety and wellbeing through the continued use and update of safety procedures and briefings.

FY25 Operational Performance

Work-related Injuries

During the reporting period, no fatalities or lost time injuries occurred at Strike. Two recordable, medical treatment injuries did occur (Table 4). These medical treatment injuries were a result of hand crush injuries and were incurred by contractors. Staff working onsite at Strike operations are predominantly contractors and are generally more exposed to health and safety hazards than those working in office environments (who are predominantly employees). This resulted in a Total Recordable Injury Frequency Rate (TRIFR) of 1.78 (based on 224,796 exposure hours) as of the end of June 2025, compared to a TRIFR of 0.66 in FY24. This increase was due to one additional injury and a reduced amount of exposure hours. Both injuries were investigated and lessons learnt incorporated into project work plans.

Table 4: Work-related injuries during the reporting period

Work-related injury	Unit	Employees	Contractors	Total
Fatalities	# per year	0	0	0
Recordable Injuries (MTIs, LTIs, RDIs)*	# per year	0	2	2
Hours Worked	# hours	101,480	123,316	224,796
Total Recordable Injury Frequency Rate (TRIFR)	/200,000 hrs	0	3.24	1.78
Main Types of Injury	Hand crush injuries (MTIs)			

* MTI: Medical Treatment Injury, LTI: Lost Time Injury, RDI: Restrictive Duties Injury

FY26 Targets:

- Zero fatalities.
- Zero workplace injuries.

Non-discrimination & Equal Opportunity

Strike recognises that freedom from discrimination is a fundamental human right in public life, including employment. A workplace free from discrimination with practices that support diversity, inclusion and equal opportunities can have a positive impact on employees and our reputation.

Impacts from discrimination and practices related to diversity, inclusion and equal opportunity within the oil and gas industry typically concern race, colour, sex, gender, disability, religion, national extraction and worker status. There can often be a gender imbalance within the sector where the number of female workers is significantly lower than males.

We understand the potential impacts of discrimination within the oil and gas industry, and how we effectively prevent and mitigate these discriminatory practices within our business operations is described in further detail below.

We understand the importance of creating and maintaining working conditions that are free from discrimination, and where equal opportunities exist for all team members. We know this is essential for attracting and retaining high-calibre people.

We have established and continue to implement a governance framework and associated policies and processes, as outlined in the [Our Governance](#) section. The framework includes provisions for maturing an inclusive and equitable workplace, addressing aspects such as Equal Employment Opportunity and anti-bullying and harassment. We aim to continue increasing workplace diversity and equal opportunity through our career development and training and education processes, as well as through specific workplace benefits including company paid parental leave and flexible working arrangements. Sound governance is also essential

for ensuring that we comply with the Federal and Western Australian legislative frameworks associated with employment law and fair work.

The value of diversity is embedded within our [Diversity Policy](#). The Company's [Whistleblower Policy](#) also assists Strike in maintaining a working environment in which employees can raise concerns regarding instances of improper conduct without fear of intimidation, disadvantage, or reprisal.

Actions that we take include ensuring that appointment of employees and Board members is merit based and that decision making takes into account each candidates' capabilities, experiences, skills, past performance, and their ability to add value to the business as a whole.

We recognise the benefits that having a diverse workforce can bring to our business, and we are committed to attracting and retaining a range of talented people across all levels of our business, from entry level positions to Board members.

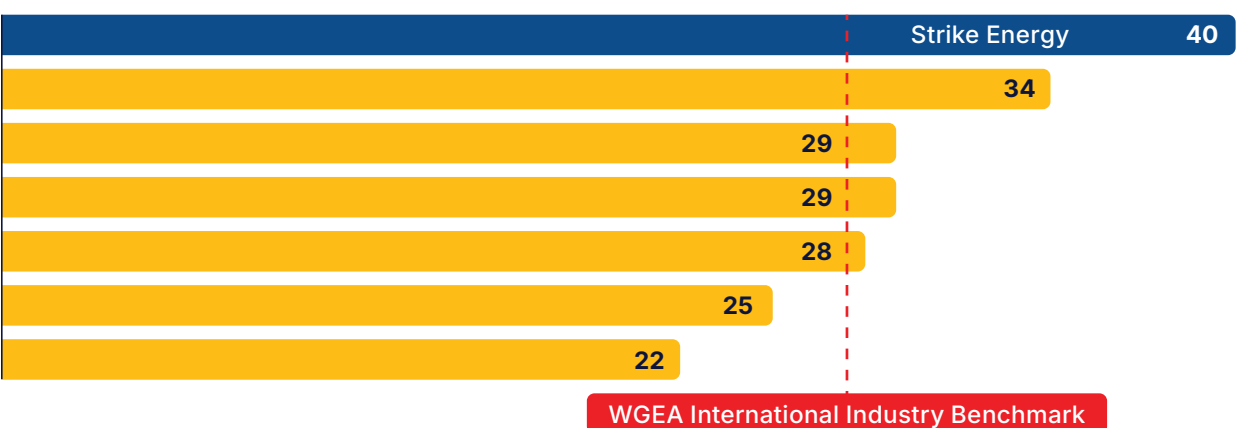
FY25 Operational Performance

Strike's Workforce

Strike is proud to be an industry leader in gender diversity and inclusion, with an overall workforce that is 40% female (Figure 8). This reflects our strong commitment to equality while strengthening innovation, decision-making and sustainable growth across our organisation. By supporting and empowering women, we are helping build a more equitable future and a benchmark for others in the industry to follow.

Figure 8 details percentage female workforce compared to Australian industry peer group, showing Strike as an industry leader in gender diversity.

Figure 8: Percentage female workforce compared to Australian industry peer group



Peer group includes Santos, Woodside, Carnarvon Energy, Amplitude Energy (formerly Cooper Energy), Beach Energy and Jadestone Energy.

Table 5 presents the number and location of employees for FY25. During the reporting period, employee numbers remained largely consistent with FY24, with two additional employees in Western Australia and one less employee in South Australia.

Table 5: Number and location of employees and contractors as at 30 June 2025

Location	2025		2024	
	Employees	Contractors	Employees	Contractors
Western Australia	41	10	39	7
South Australia	1	0	2	0
International	0	0	0	0
Total	42	10	41	7

Diversity at Strike

Strike is committed to attracting and retaining a diverse range of talented people to work in all levels of its business. During the reporting period, gender and age diversity remained largely unchanged from FY24. Figure 9 and Figure 10 show the diversity of Strike's governance bodies and employees, both by gender and age.

Figure 9: Gender diversity across employee categories

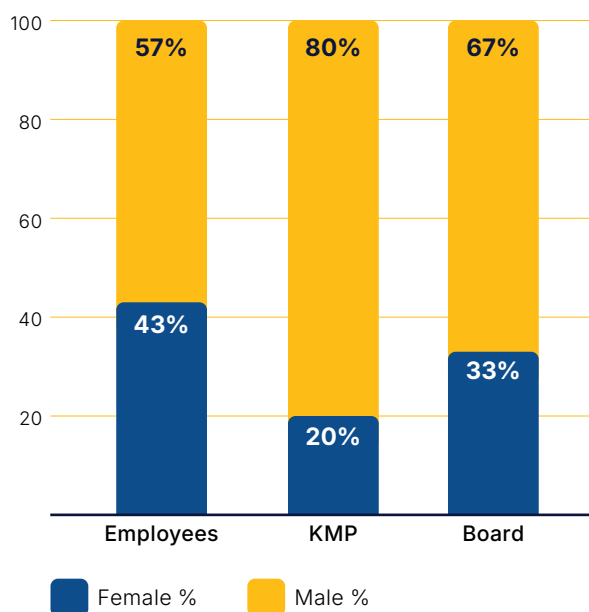
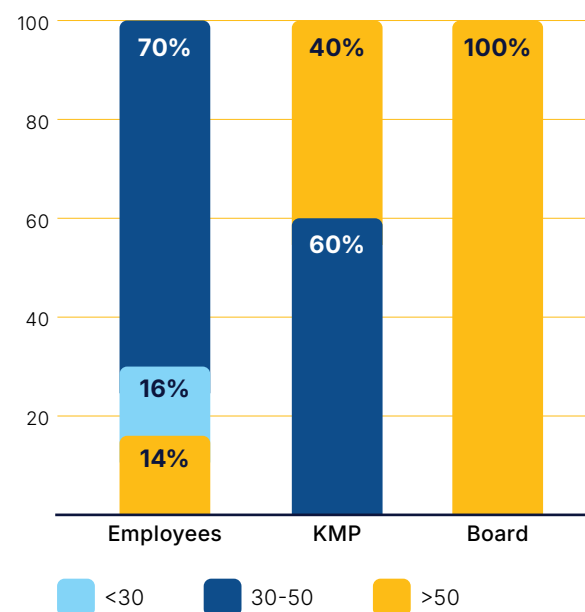


Figure 10: Age diversity across employee categories



FY26 Target:

- Maintain or improve percentage of female workforce at Strike.

Parental Leave

Supporting Strike staff throughout their parenthood journey is essential for retaining their valuable contributions to the organisation. During the reporting period, two female and four male employees took parental leave and all returned to work in the reporting period after parental leave ended (Table 6). These numbers are the same as recorded in FY24. Three employees (one female and two male) that had previously taken parental leave in FY24 remained employed with Strike 12 months after their return, achieving a 100% retention rate, the same retention rate achieved in FY24.

Table 6: Parental leave

No. of employees	Female	Male	Total
Entitled to parental leave	17	25	42
Engaged in parental leave	2	4	6
Returned to work in the reporting period after parental leave ended	2	4	6
Returned to work in the reporting period after parental leave ended that were still employed 12 months after their return to work (note: this is only applicable for 3 employees - all others taking parental leave have taken it within the last 12 months)	1	2	3

Discrimination

During the reporting period, there were zero incidents of discrimination reported.

FY26 Target:

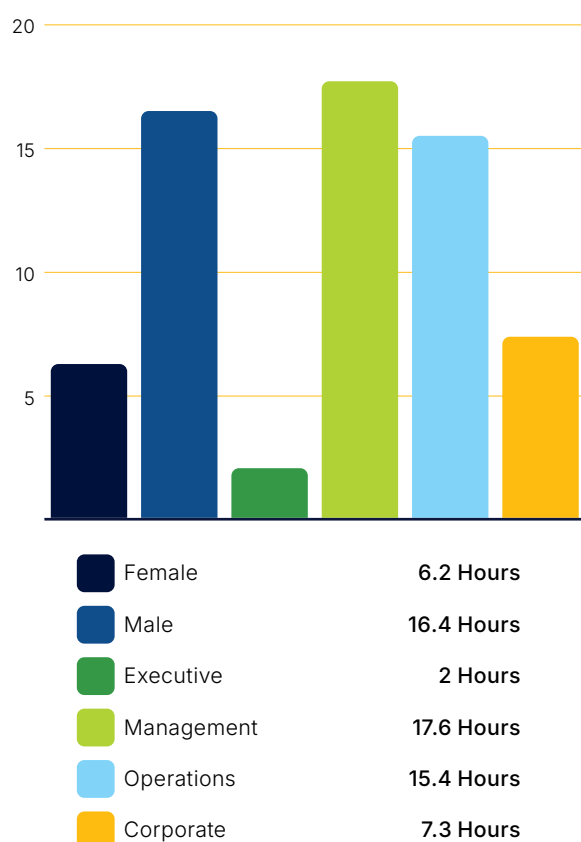
- No incidents of discrimination recorded.

Training and Development

Strike is committed to investing in the personal development of staff, rewarding individual accomplishments, and growing future leaders. By valuing their employees' contributions and empowering them to drive their own careers, they aim to provide opportunities for their employees to grow within the company.

Figure 11 illustrates the average hours of training that Strike supported during the reporting period, by both gender and employee group. This period, average male training hours exceeded that of females, with approximately 16 hours for males and 6 hours for females.

Figure 11: Average training hours per employee group





Remuneration

Strike strongly supports remuneration equality for all Employees, and recruitment and promotion are based on the skills and experience required for the position. All Employees are assessed equally on their ability to perform the role.

The basic salary ratio of female to male for each employee category and remuneration ratio of female to male for each employee category are shown in Table 7.

Pay differences can be attributed to level of experience, specialised skillset and availability of personnel in the market.

Table 7: Basic salary and basic remuneration ratios (female to male)

As of 30 June 2025	Base salary ratio			Total remuneration ratio		
	F	:	M	F	:	M
Corporate	1	:	1.02	1	:	1.01
Management	0	:	1	0	:	1
Operations	1	:	1.57	1	:	1.62
Executives	1	:	1.16	1.17	:	1

Local Communities

Strike has had a positive impact on local communities in the vicinity of Strike's Western Australian operations through sponsorships and donations to local organisations, educational institutions and emergency services. There is also the potential for negative impacts on local communities in the form of community grievances related to land use requirements, pollution and increased risk of accidents and spills.

Strike recognises these potential negative impacts on local communities and manages these directly through proactive engagement with the communities.

FY25 Target:	Performance
Focus on local participation, increased visibility and presence in the Mid West region.	Over \$12,000 in donations into local communities through multiple programs and initiatives and increased engagement during heavy operational periods.
	Local community information sessions held in Mingenew and Three Springs.

FY25 Operational Performance

In FY25, over \$12,000 was contributed to the following community organisations through various sponsorship opportunities:

- Dandaragan Golf Club – New mower program
- Eneabba Primary School – playground equipment and support for cross-country event
- Mingenew CRC – Spread the Joy and International Women's Day events
- Mingenew Netball Club – Season sponsorship
- North Midlands Agricultural Society – Big Tractor opening event
- North Midlands Police Golf Day – Funds donated to St Johns North Midlands sub-centre
- Three Springs Volunteer Bush Fire Brigade – Two Starlink vehicle kits.

In FY25, contributions and donations to the community (\$12,198) were considerably less than FY24 (\$45,474). This reduction was due to less construction activities in the area where impacts are greatest for local communities. We expect an increase in donations during FY26 due to the commencement of the construction at South Erregulla and the compression project at Walyering.

As part of our proposed South Erregulla Conventional Gas and Power Development, Strike continued engaging with key stakeholders during the reporting period. These included local community members, local government, Yamatji Southern Regional Corporation and relevant state government agencies. Engagement activities included information sessions, in person project updates, meetings, surveys, community information sessions, , monthly newsletters and information printed in local community newspapers. Community information sessions presenting upcoming activities took place at the Mingenew Expo on 8–9 August 2024 in Mingenew and Three Springs on 15 October 2024. Many of these activities built on engagement efforts from the previous reporting period.

No grievances were reported from local communities during the reporting period.

FY26 Target:

- Finalise a community partnerships framework which outlines a structured grants process and guidelines for awarding grants.



Engagement with Aboriginal and Torres Strait Islander Peoples

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

In recognition that Strike's business and operational activities may take place on areas currently or previously occupied by Traditional Owners, we have published a dedicated [Community Policy](#). The policy is dedicated to specifying our commitment to establishing and maintaining our relationships with Traditional Owners as a critical business activity. It includes commitments affirming that we will respect traditions, culture, integrity of country and cultural

heritage sites, undertake consultation with lands claimed by Traditional Owners and comply with legislative requirements. Through this policy, Strike pledges to consult with Traditional Owners prior to undertaking any ground disturbing on-site work.

Preservation of Aboriginal connection to country is a key consideration of our project and activity planning. We provide project and activity overviews and updates to the Yamatji Southern Regional Corporation and the Yued Aboriginal Corporation via emails, phone calls and online or in-person engagement meetings. This provides the members of the corporations the opportunity to understand our planned business activities, well before they are undertaken. In turn, they are asked for input and feedback on the proposed projects and activities.

Operating in Native Title

Southern Yamatji Traditional Owners	Yued Traditional Owners
Amangu, Badimia, Hutt River, Mullewa Wadjari, Naaguja, Nhanda, Nhanaghardi, Wajarri, Wattandee, Widi Mob and Wilunyu peoples, are the traditional custodians of Yamatji Nation.	The Yued region includes the towns of Leeman, Jurien Bay, Cervantes, Two Rocks, Toodyay, Gingin, Calingiri, Dalwallinu, Coorow and Moora.
Unique land and water environments with plans to create and manage the Yamatji Conservation Estate, including new and existing Conservation Parks, National Park areas and ex-pastoral leases.	The Yued region includes unique caves, some of which are the homes of mythological beings, ceremonial sites, rock art, paintings and artefacts.
Yamatji Southern Regional Corporation (YSRC)	Yued Aboriginal Corporation (YAC)
https://www.ysrc.com.au/	https://yued.org.au/



FY25 Operational Performance

Aboriginal and Torres Strait Islander Peoples may be affected by Strike's activities at all operational locations. There were zero incidents involving Aboriginal Cultural Heritage and zero violations of Aboriginal and Torres Strait Islander People's rights during the reporting period.

Engagement

Strike engaged with the Yamatji Southern Regional Corporation (YSRC) during the reporting period related to environmental approvals and Aboriginal Cultural Heritage, including:

- Strike directly contacted the YSRC as part of a Part V submission to DWER.
- Strike had an online meeting in July 2024 with the YSRC heritage manager then submitted activity notices in December 2024 requesting monitors which was accepted by YSRC in January 2025.

Water monitoring

Yamatji Water, one of the commercial enterprises run by the YSRC, was engaged to conduct water bore monitoring during the reporting period. This included taking manual readings of the groundwater levels of the monitoring bores on a monthly basis and quarterly sample collection for major and organic analytes as per DWER's requirements and in-situ field parameters (pH, EC and temperature).

Traditional Owner presence

Traditional Owners from the YSRC were present at the groundbreaking for the South Erregulla Power Plant in April 2025.

Strike also conducted heritage surveys in previous reporting periods prior to groundbreaking.

FY26 Target:

- Continue water quality monitoring using Yamatji Water.



Climate Resilience

GHG Emissions	40
Climate Adaptation, Resilience & Transition	43



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CLIMATE RESILIENCE

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Climate Resilience

Strike's operations have an impact on global climate change and are also impacted by climate change. Strike's impact comes from GHG emissions related to our operations and products and we measure and report our own GHG emissions and identify ways that we can reduce the emissions from our operations and products.

Understanding Strike's exposure to climate-related risks and opportunities helps us to manage our business model and strategic decisions, in order to increase our resilience to climate-related impacts.

Strike is committed to supporting Western Australia's electricity grid and industrial users to meet their need for reliable energy whilst progressing their own commitments to reduce emissions.

We recognise the importance of gas in the energy transition as a bridging fuel to a lower carbon future.

GHG Emissions

Greenhouse gas emissions produced as a result of our operations have a negative impact on the environment due to their persistent nature. Our published [Environment Policy](#) affirms our commitment to responsible operation, and includes specific commitment to reducing energy use and generation of emissions. In accordance with the National Greenhouse and Energy Reporting (NGER) Act 2007, Strike

reports our GHG emissions on an annual basis. The amount of energy associated with the gas and condensate produced at our Walyering facility triggers the facility threshold specified under this legislation, and the requirement for reporting. However, it does not trigger the threshold for the facility to be managed under the Safeguard Mechanism (enacted through the NGER Act).

FY25 Targets:	Performance
Reduce Scope 1 emissions at Walyering.	Scope 1 emissions at Walyering were reduced by 30%.
Eliminate cold venting (through integration of vent line into compressor fuel).	As a result of continued process optimisation, the volume of cold vent gas has been substantially reduced, rather than eliminated.
Reduction of transport distance, emission intensity and logistics for liquid sales.	Total number of trips and kilometres recorded increased from FY24 mainly due to the time period covered. This data was recorded over a 9 month period for FY24, whilst FY25 recorded a full 12 month period.

FY25 Operational Performance

Emissions from Strike's activities in FY25 relate primarily to flaring during the exploration at West Erregulla and the production of natural gas and condensate from the Walyering Field. The main source of emissions from the Walyering field are the cold vent line and from the condensate storage tanks.

Cold venting gas from our processes to atmosphere is more impactful than emitting the emissions from gases that have been combusted. This is because methane has a higher global warming potential than carbon dioxide and when gas is combusted the methane is mostly converted to carbon dioxide.

During the reporting period, reduction of cold venting continued to be a key operational focus. It was originally planned that the cold vent gas would be redirected to provide fuel for the compressor, however, process optimisation activities were undertaken, which resulted in a substantial reduction to vented gas volumes, which reduced associated emissions by 31%. As a consequence, the vented gas stream is no longer of sufficient quantity or consistency to support its utilisation as a reliable fuel source for operation of the compressor, meaning that cold vented gas was significantly reduced but not eliminated completely.

Whilst emissions at Walyering decreased due to the efforts to reduce the vented gas, total operational share emissions increased predominantly due to flaring associated with the exploration at West Erregulla. This flaring is mainly associated with exploration so is not a source of emissions that occurs every year.

Regarding the emissions footprint associated with downstream transport of our liquid condensate product to end users/ buyers, the total number of trips and kilometres travelled increased during the reporting period as compared to FY24. This increase was primarily due to transport occurring over a full 12-month period in FY25, whereas transport only occurred over 9 months in FY24, as production only commenced in September. Whilst this resulted in an additional 58,426 km to deliver an additional 1,614,261L of product, the average monthly kilometers travelled reduced by 11,327 km, approximately 17.5%. This was achieved by requesting larger capacity transport from our logistics company.

Table 8 below outlines Strike's Scope 1 and Scope 2 emissions and energy consumption from our direct operations, calculated on an operational share basis and Table 9 outlines an equity share basis.

Table 8: GHG Emissions – operational share[#]

Metric	Unit	FY25	FY24
Total Scope 1 emissions	tCO ₂ e	40,502	24,058
Scope 1 by gas type			
Scope 1 - CO ₂	tCO ₂ e	20,137	3,384*
Scope 1 - CH ₄	tCO ₂ e	20,196	20,665*
Scope 1 - N ₂ O	tCO ₂ e	169	9*
Scope 1 by activity type			
Fuel combustion	tCO ₂ e	2,375	3,383*
Flaring	tCO ₂ e	23,844	-
Venting	tCO ₂ e	14,187	20,584*
Other fugitives (wellheads & gathering system)	tCO ₂ e	96	91*
Scope 2	tCO ₂ e	24	32
Upstream intensity (Walyering Scope 1/boe produced)	kgCO ₂ /boe	10.5	21.4*
Energy consumption			
Diesel	GJ	33,875	48,213*
Solar	GJ	163	113
Electricity consumption (office)	GJ	168	219
Total energy consumption	GJ	34,206	48,213*
Energy intensity	GJ/boe	0.02	0.05*

[#] Scope 1 emissions are calculated according to NGERs Determination Method, using Methods 1 and 2 and a 100-year Global Warming Potential (GWP). Scope 2 emissions are calculated using emissions factors listed in the National Greenhouse Account Factors (NGAF) published by DCCEEW for the Western Australian electricity grid (SWIS).

* Restated data: This value was adjusted based on minor corrections to emissions data. These corrections do not affect the total Scope 1 emissions.

Table 9: GHG Emissions – equity share[#]

Metric	Unit	FY25	FY24
Total Scope 1 emissions	tCO ₂ e	27,845	23,943
Scope 1 by gas type			
Scope 1 - CO ₂	tCO ₂ e	10,527	3,269
Scope 1 - CH ₄	tCO ₂ e	17,233	20,665
Scope 1 - N ₂ O	tCO ₂ e	85	9
Scope 1 by activity type			
Fuel combustion	tCO ₂ e	1,643	3,268
Flaring	tCO ₂ e	11,922	-
Venting	tCO ₂ e	14,187	20,584
Other fugitives (wellheads & gathering system)	tCO ₂ e	93	91
Scope 2	tCO ₂ e	24	32
Upstream intensity (Walyering Scope 1/boe produced)	kgCO ₂ /boe	10.5	21.4
Energy consumption			
Diesel	GJ	23,438	44,943
Solar	GJ	163	113
Electricity consumption (office)	GJ	168	219
Total energy consumption	GJ	23,769	44,943
Energy intensity	GJ/boe	0.02	0.04

[#] Scope 1 emissions are calculated according to NGRS Determination Method, using Methods 1 and 2 and a 100-year Global Warming Potential (GWP). Scope 2 emissions are calculated using emissions factors listed in the National Greenhouse Account Factors (NGAF) published by DCCEEW for the Western Australian electricity grid (SWIS).

FY26 Target:

- Develop a Scope 3 inventory.

Climate Adaptation, Resilience & Transition

Climate adaptation, resilience and transition activities have the potential to positively impact the environment, through the development and use of lower carbon products; people, through improved human health outcomes and job creation; and the economy, through the creation of a lower carbon, more circular economy.

Approach to the Energy Transition

Strike supports policies that:

- Enable the responsible development of natural gas to meet growing energy demand.
- Maintain secure, reliable and affordable energy supply for households, industry, and mining.
- Support renewable energy deployment by providing firming capacity and grid stability through gas-to-power solutions.

Strike Energy participates in public policy development primarily through its project regulatory approval processes and membership in representative industry associations. Strike is a member of industry organisations, including the Australian Energy Producers (AEP), which engage in public policy development relevant to climate change. Strike's contribution to such associations is in the form of membership fees and participation in selected industry initiatives, discussions, and working groups.

Strike does not have any recorded material differences between its public climate-related positions and its internal policies or goals and has not identified any material differences between its stated climate-related policies, goals, or other public positions and the positions of the representative associations of which it is a member. Where an association takes a broader industry view on policy matters, Strike's position is guided by its commitment to the safe and responsible development of its portfolio and alignment with State and Federal climate and energy transition policies.

Governance

The ESS Committee undertakes an annual review of the climate risk register, including the determination of key risks, and reports its findings to the Board. The Board also considers how these risks might impact all major strategic and investment decisions and makes appropriate recommendations.

During the reporting period, the ESS Chair, CEO, CFO, together with other members of Senior Management and an independent climate advisor, conducted a climate-related risk and opportunities workshop. During this workshop, risks and opportunities associated with the energy transition were identified and assessed as were physical risks that may affect locations where Strike operate.

The ESS Committee and CEO ensure appropriate mitigation actions are developed to appropriately manage each risk and assign ownership of key mitigations. They are responsible for tracking progress of mitigation activities. The ESS Committee and CEO are responsible for ensuring mitigation items are progressed with priority given to those mitigations associated with key climate risks.

These findings were reported to the Board as a part of Strike's annual enterprise risk review.



Risk Management

These risks and opportunities are identified through a process of background research (policy changes, peer reviews and news reports) and employee experience. Each risk is assessed based on the likely impact to Strike's business operations. Each risk is assigned mitigation actions as required, with mitigations for key risks given priority. Climate-related risks and opportunities sit in a standalone risk register and key risks are elevated into Strike's enterprise risk register as required. These risks are included in the annual risk review by the ESS Committee and the Board.

FY25 Target:

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

FY25 Operational Performance

The risks and opportunities workshop conducted during the reporting period aims to identify relevant climate risks, where Strike is exposed to them and what impact they might have on Strike's business. All risks are designated mitigations which priority given to key risks. Key opportunities are also assigned development options to progress as required. Key opportunities are listed in Table 10, key transition risks are listed in Table 11 and key physical risks are listed in Table 12.

Performance

Strike continued to update and evolve our approach to climate-related risks and opportunities during the reporting period.

Table 10: Strike's key climate-related opportunities

Transition Opportunities			
Opportunity	Description	Impact	Planning
The opportunity to increase revenue through access to emerging markets, particularly electricity supply to the SWIS 🕒 Short to Medium term	The Company expects to see an increase in demand for gas in the electricity system as the WA Government looks to exit coal-fired power generation and increase renewable penetration.	May lead to increased revenue opportunities from increased power supply to electricity grid and industry.	- Working with State Government to understand power demands. - Partnering with suitable organisations to deliver integrated power projects.
Establish South Erregulla as a lower carbon energy precinct, incorporating gas, solar and wind 🕒 Medium to Long term	- Precinct opportunity to develop with renewables wind and solar. - Equipment on site for gathering supporting data (for previous three years).	May lead to increased revenue opportunities from partnerships and emerging product lines.	Collection of wind and solar data to support feasibility investigations.
Utilise CCS technology to re-inject carbon dioxide into Strike operated reservoirs 🕒 Short term	Strike's reservoirs have the potential to receive liquidified carbon dioxide (from Strike and others) for storage, reducing gases that would have otherwise been released to the atmosphere.	- May become an efficient way to reduce emissions from direct operation. - May lead to increased revenue opportunities if reservoir space can be sold to others.	South Erregulla storage potential has been identified.
Achieve carbon neutrality through appropriate mitigation measures 🕒 Medium to Long term	Strike is currently investigating how it can achieve climate targets. Purchasing carbon offsets doesn't negate the impact of emissions produced, but can assist in remediating them where other reduction measures are not feasible.	- Stronger contribution to social responsibility. - May lead to new customers that require carbon neutral products.	Future assessment of offset options may be undertaken as part of Strike's broader emissions reduction planning.
Alternative import/export port location 🕒 Medium to Long term	Pending appropriate upgrades, Geraldton Port is an alternative Port for import and export. Strike current import supply through Fremantle Port and export condensate through road freight to SA.	Reduce transport related emissions and costs due to shorter distances.	Monitoring of port upgrade decisions.

Table 11: Strike's key climate-related transition risks

Transition Risks			
Risk	Description	Impact	Mitigation
Risk that grid connected power generation (which would include South Erregulla) moves to being managed under the National Safeguard Mechanism (NSM) 🕒 Short term	Key drivers that may drive this include: - If the sector baseline does not decline by enough in a particular year, generators may be exposed to the NSM requirements. - Western Power require greater power outputs from the Power Plant as the state electrifies and power demand increases. - Additional changes (such as threshold reduction) to NSM mechanism when existing carbon budget exceeded.	- Emissions reductions would need to occur over time through either production cuts, emission reduction technologies or purchased offsets. - This may impact the cost competitiveness of gas compared to alternative energy sources and in turn impact revenue expected from our Perth Basin assets.	- Work with State Government to understand power input forecasts. - Potential to constrain production to manage emissions. - Investigate options for Offset Strategy.
Reduced demand for natural gas for power generation 🕒 Medium to Long term	As power grids and systems decarbonise, in the longer term, demand for natural gas may be reduced.	May result in losses of revenue if we are unable to find alternative market/s for our natural gas.	- Understanding long term plan and requirements of customers. - Include outcomes of scenario analysis in risk register and strategic decisions.
Reduced demand for natural gas for industry use 🕒 Medium to Long term	- Reduced industry demand for natural gas. - Some industrial users may be looking to move away from gas but not likely to occur until end of life of Strike's current.	May result in losses of revenue if we are unable to find alternative market/s for our natural gas.	- Understanding long term plan and requirements of customers. - Include outcomes of scenario analysis in risk register and strategic decisions.
Access to and cost of finance 🕒 Short term	As financial institutions implement their own climate-related targets and transition plans, access to finance may become constrained and more costly, particularly for higher carbon ventures.	May impact our ability to have projects funded and to realise revenue potential.	- Transparent and accurate ESG disclosures. - Clear communication of company strategy and contribution to both the energy security and climate targets for Western Australia.

Physical Risks

Western Australia is exposed to changes related to all climate hazards. The FY25 assessment has considered impacts to direct operations and local supply chain only. Our key risks are identified in Table 12. The likely timeframe of each risk will vary, however, due to the unstable nature of changing climate patterns, all risks listed below have been considered to apply in the immediate term.

Table 12: Strike's key climate-related physical risks

Physical Risks			
Risk type	Climate hazard	Impact	Mitigation
Acute	Increased storm intensity	- Physical damage to site infrastructure. - Increased operating costs.	Tie down and lock up of loose items on site.
	Increased flood risk	- Site access delays for personnel and supply chain. - Delayed logistics.	Alternative supply chain routes and anticipated delay times considered during weather events.
	Increased bushfire risk	- Physical damage to site infrastructure. - Increased operating costs.	Bushfire risk considered during construction material selection.
	Increase in frequency of hot days	- Potential for decreased operating efficiency of site equipment. - Increased energy consumption for equipment and cooling requirements. - Heat stress risk for employees.	- Equipment redundancy. - Heat Stress Management plan for site employees and contractors. - Air-conditioned site facilities.
Chronic	Water stress	Reduced water availability required for drilling operations.	- Water bore monitoring. - Water supply partnership options.
	Higher air temperatures	- Potential for decreased operating efficiency of site equipment. - Increased energy consumption for equipment and cooling requirements. - Heat stress risk for employees.	- Equipment redundancy. - Heat Stress Management plan for site employees and contractors. - Air-conditioned site facilities.

Metrics and Targets

GHG Metrics

Strike's assets are all potentially susceptible to climate related transition and physical risks. Strike is currently developing metrics that will be used to measure our exposure to risk and progress against targets and mitigations.

Scope 1 and 2 GHG emissions continue to be key metrics that Strike monitors and reports. These emissions are detailed in the [GHG Emissions](#) section. These emissions are calculated according to the NGRS requirements, using 100-year GWP.



Acute: Sudden and severe weather event like floods and fires.



Chronic: Long term changes to climate like increased average air temperatures and sea level rise.

FY26 Target:

- Continue to develop mandatory climate reporting disclosures.

Responsible Environmental Management

Biodiversity

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Responsible Environmental Management

At Strike, we treat the management of environmental values and ecosystems where we operate as a critical business activity. Our operational activities have the potential to cause environmental impacts. If poorly managed they can result in irreparable damage to important environmental assets and ecosystem services, including biodiversity.

The commitments that we've made to responsible environmental management are documented in our corporate [Environmental Policy](#).

All of our business activities are subject to compliance with Federal and Western Australian legislation associated with environmental approvals for operational activities. In accordance with the legislated approvals processes and our IMS, we focus our efforts on first understanding the presence of environmentally and culturally sensitive features in the areas where we propose to undertake operations. Publicly available datasets and existing studies are first consulted through desktop studies. Where areas of environmental concern are identified, such as native vegetation, on-ground studies are also undertaken.

Following collation of the environmental information and data, we apply our risk assessment process. This allows Strike personnel to evaluate if the proposed activities have the potential to impact sensitive environmental areas. If so, the risk mitigation hierarchy is applied and mitigation measures identified. Priority is placed on impact avoidance measures and those that reduce impacts to as low as can be accepted. Any residual impacts are monitored and reported to the regulator on an annual basis.

Responsible Environmental Management applies to many aspects of the environment and depending on which activities occurred during the reporting period, particular topics may not be assessed as material. Regardless, Strike will continue to collect data and report on these topics, such as waste, in our Performance Data section.

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



Biodiversity

Oil and gas developments can have negative impacts to biodiversity, including biodiversity loss, particularly through native vegetation clearing, GHG emissions, pollution and introduction of invasive pest species.

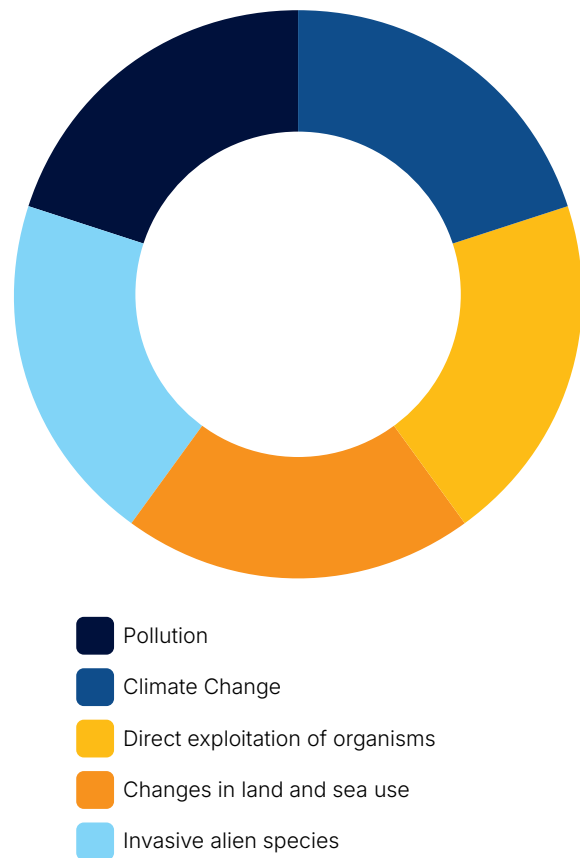
Biodiversity is managed by Strike employees and contractors through the application of Strike's [Environment Policy](#). Conserving biodiversity values in the areas where we operate is of particular importance to Strike. These values are considered as part of Strike's overall environmental impact assessment, mitigation and management process. Strike considers its impacts to biodiversity against each of the five recognised drivers of biodiversity loss (Figure 12, Table 16 (Appendix)).

FY25 Operational Performance

Operational activities that occurred during the reporting period included construction, seismic survey, drilling and well testing. A key principle to reduce our impacts to biodiversity was to prioritise locating activities in previously cleared areas. Additionally, consideration is given to location of refuelling and lay down areas (more than 50 m from protected areas). This approach aims to minimise impacts to native vegetation and protects identified biodiversity values.

Strike had several operations occur in and adjacent to areas of high biodiversity value and protected areas ([Table 15: Biodiversity Data](#)). These operations were designed to minimise impact to these areas. During the reporting period, zero clearing of native vegetation occurred. Other biodiversity impacts occurred as summarised in Table 16 (Appendix).

Figure 12: IPBES five key drivers of biodiversity loss



FY25 Target:

Minimise vegetation clearing.

Performance

Zero clearing of native vegetation occurred during the reporting period.

FY26 Target:

- Zero clearing of native vegetation.



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ACTING WITH INTEGRITY

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Acting with Integrity

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Acting with Integrity

Policy Commitments

Strike is committed to conducting its business in accordance with applicable laws, rules and regulations, to the highest standards of business ethics, and with full and accurate compliance disclosures.

Strong governance is crucial to the successful delivery of our vision. We strive to act with integrity and in a transparent manner. It underpins all of our business activities and our conduct.

Corporate Governance and ESG Policies and Practices

The following policies govern Strike's business practices. These policies have been adopted to guide all of our business activities, which are available on our [Corporate Governance webpage](#) and [ESG webpage](#).

- ↪ [Code of Business Conduct and Ethics](#)
- ↪ [Continuous Disclosure Policy](#)
- ↪ [Corporate Governance Statement](#)
- ↪ [Shareholder Communication Policy](#)
- ↪ [Strike Energy Constitution](#)
- ↪ [Anti-Bribery and Corruption Policy](#)
- ↪ [Board Charter](#)
- ↪ [Privacy Policy](#)
- ↪ [Charter of the Audit and Risk Committee](#)
- ↪ [Whistleblower Policy](#)
- ↪ [Charter of the Nomination and Remuneration Committee](#)
- ↪ [Health and Safety Policy](#)
- ↪ [Charter of the Environmental, Social and Sustainability Committee](#)
- ↪ [Environmental Policy](#)
- ↪ [Share Trading Policy](#)
- ↪ [Community Policy](#)



The Code of Conduct

Strike's Code of Conduct sets out expectations for engagement and promotion of honest and ethical conduct and abide by the policies and procedures that govern the conduct of Strike's business.

Strike's Code of Business Conduct and Ethics ([Code of Conduct](#)) applies to all directors, officers, employees, consultants, contractors and associates of the Company and sets forth specific policies to guide role related performance. Directors and senior management are expected to display and reinforce behaviour consistent with this Code. New employees have training related to the Code of Conduct as part of their induction process.

Where a violation is known or suspected, this must be immediately reported to the Company secretary, in the case of employees, and to the Chair of the Audit and Risk Committee, in the case of directors and officers. Actual or suspected breaches of this Code must then be reported to the Managing Director or for breaches by Directors, to the Chairman. Conduct materially inconsistent with this Code, or the Company's values, must be reported to the Board.

Conflicts of Interest

The Board, management, employees, contractors, consultants and/or associates must not involve themselves in situations where there is a real or apparent conflict of interest between them as individuals and the interest of the Company. Where a real or apparent conflict of interest arises the matter should be brought to the attention of the Chair in the case of a Board member or the Managing Director, and the Managing Director in the case of management, and a supervisor in the case of an employee contractor, consultant and/or associate, so that it may be considered and dealt with in an appropriate manner for all concerned.

All conflicts of interest are disclosed to Shareholders through timely announcements which can be accessed on the ASX Announcement page of Strike's [website](#). No conflicts of interest were identified during the reporting period.

Critical Concerns

The Company has adopted a [Whistleblower Policy](#) and an [Anti-Bribery and Corruption Policy](#), each of which sets out the procedure to follow in the event of a reported violation of the relevant policy. Material incidents under the [Whistleblower Policy](#), and material breaches of the [Anti-Bribery and Corruption Policy](#), are to be reported to the Board.

No critical concerns were raised to the Board during the reporting period.

Regulatory Compliance

Strike had zero instances of non-compliance with external laws and regulations during the reporting period.



Asset Integrity & Critical Incident Management

Critical incidents, such as loss of well control or transport accidents, and significant spills have the potential to have significant negative impacts to employees, the environment, plant infrastructure and local communities.

Risk management is a key governance and management priority for Strike and is implemented through Strike's Integrated Management System (IMS). This system aims to ensure full compliance with all relevant legislation and internal requirements, while also guiding operations to minimise risks to people, the environment, and Strike's assets. This system underpins Strike's commitment to conducting its activities safely and responsibly.

Regarding unplanned critical incidents, it essential through our IMS that we:

- Identify potential failure scenarios
- Risk assess the potential consequences and likelihoods of occurrence of each
- Identify the most effective response measures that will minimise resulting impacts
- Implement and maintain these measures.

FY25 Operational Performance

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

Critical incidents often occur as a spill or loss of containment of hazardous or non-hazardous material. This material can include chemicals, hydrocarbons or compressed air. Strike defines these as:

- A Tier 1 process safety event is an unplanned or uncontrolled loss of material of greater consequence, as per American Petroleum Institute's (API's) definition, including; ≥ 500 kg flammable gases, ≥ 14 barrels of diesel or other fuels.
- Tier 2 process safety event is an unplanned or uncontrolled loss of material of lesser consequence, as per API's definition, including; ≥ 50 kg flammable gases, ≥ 1.4 barrels of diesel or other fuels.
- As per Strike's approved Environment Plans, Strike defines a significant spill that is reportable to the regulator as:
 - Spills of hydrocarbons or hazardous materials in excess of 500 litres
 - Spills of hydrocarbons or hazardous materials that affect a ground surface area greater than 100m^2 or
 - Spills of hydrocarbons or hazardous materials to inland waters greater than 80 litres.



In FY25, zero Tier 1 or Tier 2 process safety events and zero significant spills occurred. Three minor spills occurred and event details are provided in Table 13.

As operations continue to progress in FY26, Strike will to recognise new operational risk and develop management plans and processes in line with this progression in order to continue to maintain the health and safety of our staff and the integrity of the natural environments in which we operate.

Table 13: Spill events

Volume and substance	Cause	Location	Outcome
4 L hydraulic oil	Broken caliper seal on park brake	Natta 3D Seismic project, access track/lay down area	Absorbent granules and a spill bund were applied. Contaminated soil was removed in contaminated soil bags for correct disposal.
1 L hydraulic oil	Hydraulic hose rupture	South Erregulla Peaking Power Project, gravel pad	Spill pads were applied. Contaminated gravel was removed by an excavator and disposed of in the designated waste disposal area for later disposal.
460 L Glycol water mixture (69.4% water, 30.6% Glycol)	Leaking Camlock fitting	Walayering Processing Facility, gravel pad	Unable to remediate as the ground was saturated by heavy rainfall. Mixture is water soluble and is anticipated to degrade in soil within one week ¹⁴ . The closest surface water is Minyulo Brook, 1.3 km away.

14 [DCCEEW Fact Sheet Ethylene glycol](#)

FY26 Targets:

- Zero Tier 1 and Tier 2 process safety events.
- Zero significant spill events.



Economic Impacts

Strike has a positive impact on the Australian economy from the distribution of revenue predominantly for supply chain purchases, other operating costs, and wages. Strike supports engagement with local contractors and suppliers, supporting regional economic development and strengthening local supply chains.

Strike operates in alignment with the Australian Securities Exchange (ASX) Listing Rules and the ASX Corporate Governance Principles and Recommendations. Throughout the reporting period, Strike maintained full compliance with the ASX Corporate Governance Council's Recommendations and recorded no legal, regulatory, or corporate breaches.

FY25 Target:	Performance
Sanction peaking gas power station which supports regions renewable energy.	The South Erregulla Peaking Power Plant commenced construction April 2025.

FY25 Operational Performance

In FY25, with the exception of the fuel tax credit (for our use of diesel for stationary combustion purposes, rather than public road use), Strike did not receive financial assistance from government entities. This includes, but is not limited to:

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

For all disclosures surrounding direct economic value generated and distributed please refer to the [Strike FY25 Annual Report](#).

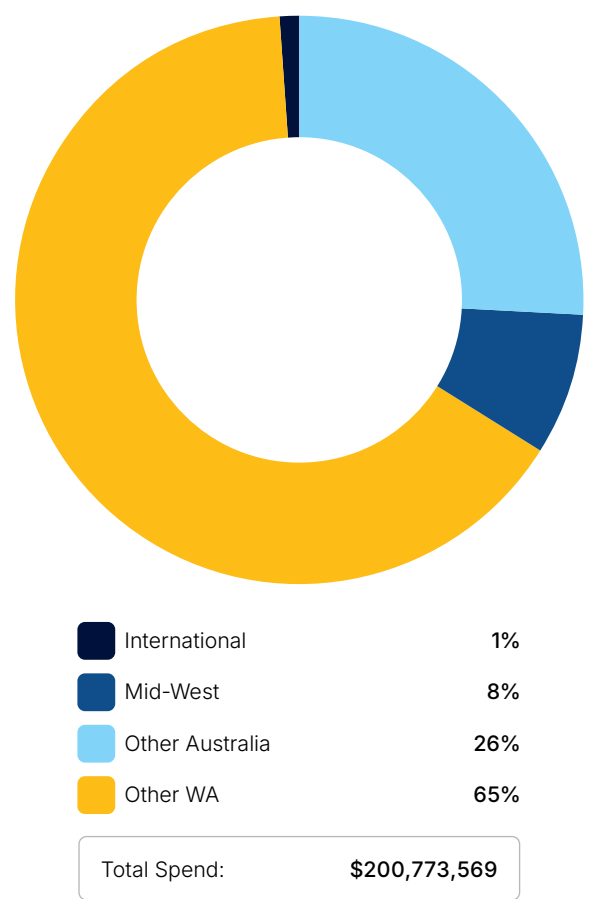
At the end of the reporting period, the Senior Management team (consisting of General Manager level positions within the organisation (reporting to Executive Management)), was 100% comprised of personnel local to the Perth Metropolitan Area.

Local procurement

During the reporting period Strike maintained a strong focus on local engagement through its procurement practices. In FY25, Strike procured approximately \$200 million in goods and services, with 73% related to companies listed in Western Australia, of which 8% were from companies listed in the Mid-West region, and a further 26% related to other Australian businesses (Figure 13). This is an increase from 60% Western Australian procurement in FY24. Only 1% of procurement was sourced internationally.

This section focuses on procurement local to our operational areas. The Perth Metropolitan area is considered as part of the WA procurement component.

Figure 13: Supplier spend by region



FY26 Target:

- Maintain or improve percentage of local procurement.

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APPENDICES

Important Notices

Information Regarding Oil and Gas Reserve and Resource Estimates

References in this statement to:

- the West Erregulla Reserve and Resource estimate is set out in the ASX announcement dated 27th July 2022 entitled "West Erregulla Reserves Upgraded by 41%" and in ASX announcement dated 16 December 2022 entitled "Strike to test Southwest Erregulla and Erregulla Deep Prospective Resource". Strike's interest is 50%;
- the South Erregulla Reserve and Resource estimate is set out in the ASX announcement dated 24th June 2024 entitled "South Erregulla Reserves". Strike Energy interest is 100%;
- the Walyering Reserve and Resource estimate is set out in ASX announcement dated 19 August 2025 entitled "Walyering Reserves Update and Resulting Impairment". Strike's equity interest is 100%;
- the Ocean Hill 2C Contingent Resource and 2U Prospective Resource is set out in ASX announcement dated 27 August 2025 entitled "Ocean Hill Resource Update". Strike's equity interest is 100%;

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

Strike confirms that, as at the date of this report, it is not aware of any new information or data that materially affects the information contained in the referenced announcements, and that all material assumptions and technical parameters underpinning those estimates continue to apply. Results from the Erregulla Deep-1 drilling and flow testing and the recently acquired Natta 3D seismic survey are currently under technical evaluation which is not yet complete. Updated independently certified Reserves and Resources estimates for West Erregulla and Erregulla Deep are expected to be provided to the market in December 2025.

Future Statements

Statements contained in this Report, including but not limited to those regarding the possible or assumed future costs, projected timeframes, performance, dividends, returns, revenue, exchange rates, potential growth of Strike, industry growth, commodity or price forecasts, or other projections and any estimated company earnings are or may be forward looking statements. Forward looking statements can generally be identified by the use of words such as 'project', 'foresee', 'plan', 'expect', 'budget', 'outlook', 'schedule', 'estimate', 'target', 'guidance', 'aim', 'intend', 'anticipate', 'believe', 'estimate', 'may', 'should', 'will' or similar expressions. Forward looking statements including all statements in this document regarding the outcomes of preliminary and definitive feasibility studies, projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. These statements relate to future events and expectations and as such involve known and unknown risks and significant uncertainties, many of which are outside the control of Strike. Actual results, performance, actions and developments of Strike may differ materially from those expressed or implied by the forward-looking statements in this Report. Such forward-looking statements speak only as of the date of this document. Refer to the risk factors starting on page 31 of the 2025 Annual Report for a summary of certain general and Strike Energy specific risk factors that may affect Strike Energy. There can be no assurance that actual outcomes will not differ materially from these statements. Investors should consider the forward looking statements contained in this Report in light of those disclosures. To the maximum extent permitted by law (including the ASX Listing Rules), Strike and any of its affiliates and their directors, officers, employees, agents, associates and advisers disclaim any obligations or undertaking to release any updates or revisions to the information in this document to reflect any change in expectations or assumptions; do not make any representation or warranty, express or implied, as to the accuracy, reliability or completeness of the information in this document, or likelihood of fulfilment of any forward-looking statement or any event or results expressed or implied in any forward-looking statement; and disclaim all responsibility and liability for these forward-looking statements (including, without limitation, liability for negligence). Nothing in this Report will under any circumstances create an implication that there has been no change in the affairs of Strike since the date of this document.

Performance Data

	FY25	FY24
People & Community		
Non-discrimination and Equal Opportunity		
Total number of employees	42	41
% Employees (M, F)	60, 40	61, 39
% Board (M, F)	67, 33	67, 33
% Key Management Personnel (M, F)	80, 20	80, 20
Total number of employees that took parental leave, by gender (M, F)	4, 2	4, 2
Total number of employees that returned to work after parental leave ended, by gender (M, F)	4, 2	4, 2
% Return to work and retention rates of employees that took parental leave	100	100
Health and Safety		
<i>Employees</i>		
Fatalities – employees	0	0
Recordable injuries – employees	0	0
Work hours – employees	101,480	125,840*
TRIFR – employees	0	0
<i>Contractors</i>		
Fatalities – contractors	0	0
Recordable injuries – contractors	2	1
Work hours – contractors	123,316	175,683*
TRIFR – contractors	3.24	1.14
<i>Total</i>		
Fatalities – total	0	0
Recordable injuries – total	2	1
Work hours – total	224,796	301,523*
TRIFR – total	1.78	0.66
Local Communities		
Number of local community grievances	0	0
Total community investment (\$)	12,198	45,474
Engagement with Aboriginal and Torres Strait Islander Peoples		
Violations of Aboriginal and Torres Strait Islander Rights	0	0
Aboriginal Cultural Heritage incidents	0	0
Climate Resilience		
Greenhouse Gas Emissions		
Walyering Scope 1 emissions intensity (kgCO ₂ e/boe)	10.5	21.4*
Scope 1 emissions (tCO ₂ e)	40,502	24,058*
Scope 2 emissions (tCO ₂ e)	24	32
Total energy consumption (GJ)	34,206	48,213*

*Restated data: This value was adjusted based on minor corrections to emissions data. These corrections do not affect the total Scope 1 emissions.

Performance Data (continued)

	FY25	FY24
Responsible Environmental Management		
Biodiversity		
Native vegetation cleared (ha)	0	0
Agricultural land converted (ha)	9.6	ND
Fines		
Number of fines for non-compliance with environmental regulations	0	0
Value of fines (\$)	0	0
Waste		
General		
General waste (m ³)	539.3	388
Food waste (m ³)	27	ND
Timber and pallet waste (m ³)	113.73	ND
Stainless steel (m ³)	36	24
Hazardous		
Empty chemical containers (m ³)	5	48
Oily waste (L)	32,040	ND
Solid waste (m ³)	1	2,824
Septic waste - transferred (L)	41,240	56,000
Acting with Integrity		
Asset Integrity and Critical Incident Management		
Tier 1 process safety events	0	1
Tier 2 process safety events	0	0
Number of significant spills	0	1
Number of uncontained spills	3	9
Volume of natural gas spills (m ³)	0	5,265
Volume of liquid hydrocarbon spills (L)	4.5	0
Volume of non-hydrocarbon spills (L)	460	140
Economic Impacts		
Local community spend	\$15 million	\$8.5 million

ND: No data

* Restated data: Minor corrections to data

Biodiversity Data

Table 15: Intersection between Strike's operational areas and areas of high biodiversity

	Strike West	Strike South West	Strike South West	Strike South
	West Erregulla	Walyering Processing Facility	Walyering East	South Erregulla
Size of operational area	65.66 ha	30 ha	Walyering East well pad: 8.75 ha	36 ha
Operations present in reporting period	Erregulla Deep-1 drilling and well testing Natta 3D seismic	Operations of WPF Walyering 7 well testing	Walyering-East Drilling	SE1 Intervention SEPP construction
Geographic location	Approximately 15 km south of Mingenew, 31 km south-southeast of Dongara and 36 km north-northwest of Three Springs	140 km north of Perth	143 km north of Perth	Approximately 44 km southeast of Dongara and 232 km north of Perth
Location in relation to area of high biodiversity value	WE2, WE3, and WE5 are within native veg	Adjacent to Minyulo Brook, a protected Indigenous Heritage area	Adjacent to Minyulo Brook, a protected Indigenous Heritage area and Minyulo Nature Reserve	None
Details of biodiversity value	None, based on MNES or DBCA managed land	A registered Aboriginal Heritage Site	A registered Aboriginal Heritage Site A gazetted nature reserve under the CALM Act 1984	None
Threatened species - Flora	No IUCN listed	Yes, including three critically endangered species, three endangered species and 12 threatened species See Table 17	Yes, including three critically endangered species, three endangered species and 12 threatened species See Table 17	None
Threatened species - Fauna	Yes, including three endangered species and five vulnerable species See Table 17	Yes, including four endangered species and five threatened species See Table 17	Yes, including three critically endangered species, three endangered species and 12 threatened species See Table 17	Yes, including four endangered and four vulnerable species

Table 16: Strike's biodiversity impacts

	Strike West	Strike South West		Strike South
	West Erregulla	Walyering Processing Facility	Walyering East	South Erregulla
Changes in land use – native vegetation clearing	0 hectares cleared	0 hectares cleared	0 hectares cleared	0 hectares cleared
Changes in land use – conversion of agricultural land	Clearing of approximately 5 ha of planted Tagaste (forage crop)	None	4.6 hectares of agricultural land converted to access and hard stand.	0 hectares cleared
Climate change (GHG emissions)	25,314 tCO ₂ e	15,061 tCO ₂ e		127 tCO ₂ e
Pollution (discharge to land, water, air)	No standard discharge to land or water. Site specific air emissions not available.	No standard discharge to land or water. 460 L Glycol- water mixture (water soluble) spilt to land and not recovered. Site specific air emissions not available.	No standard discharge to land or water. Site specific air emissions not available.	No standard discharge to land or water. 1 L hydraulic oil spilt to gravel pad and recovered. Site specific air emissions not available.
Invasive alien species	No invasive species introductions recorded	No invasive species introductions recorded	No invasive species introductions recorded	No invasive species introductions recorded
Vehicle strikes/ other loss	None	One bird was identified deceased in an IBC during the reporting period. Species of the bird could not be determined.	None	1 kangaroo fatality from vehicle strike
Non-fatal impacts	None	None	None	2 non-fatal collisions with kangaroo
Remediation	Weed management and control	None	None	None

Table 17: IUCN Red List species that may occur in Strike's operational areas

Strike South West – Walyering Processing Facility		
IUCN categories	Flora	Fauna
Critically endangered	<i>Drosera leioblastus</i> – unlikely <i>Eucalyptus dolorosa</i> – unlikely <i>Grevillea calliantha</i> – unlikely	
Endangered	<i>Grevillea florida</i> – unlikely <i>Isopogon drummondii</i> – unlikely <i>Persoonia filiformis</i> – unlikely	<i>Bothriembryon perobesus</i> – unlikely <i>Calyptorhynchus latirostris</i> – unlikely <i>Numenius madagascariensis</i> – unlikely <i>Rostratula australis</i> – possible
Vulnerable	<i>Acacia epacantha</i> – possible <i>Conospermum scaposum</i> – possible <i>Drosera leucostigma</i> – unlikely <i>Drosera pedicellaris</i> – unlikely <i>Eucalyptus macrocarpa</i> subsp. <i>elachantha</i> – unlikely <i>Grevillea drummondii</i> – unlikely <i>Grevillea synapheae</i> – unlikely <i>Grevillea thyrsoides</i> – unlikely <i>Hakea megalosperma</i> – unlikely <i>Hakea longiflora</i> – unlikely <i>Isopogon panduratus</i> subsp. <i>palustris</i> – possible	<i>Botaurus poiciloptilus</i> – unlikely <i>Calidris acuminata</i> – possible <i>Calidris ferruginea</i> – possible <i>Leipoa ocellata</i> – unlikely <i>Thinornis rubricollis</i> – possible
Near threatened	<i>Synaphea endothrix</i> – unlikely	<i>Brush-tailed phascogale</i> – unlikely <i>Calidris ruficollis</i> – possible <i>Dasyurus geoffroii</i> – unlikely
Least concern	<i>Banksia dallanneyi</i> subsp. <i>pollostata</i> – unlikely <i>Banksia kippistiana</i> var. <i>paenepeccata</i> – unlikely <i>Banksia nana</i> – unlikely <i>Drosera prophylla</i> – unlikely <i>Isotropis cuneifolia</i> – unlikely <i>Eucalyptus pendens</i> – unlikely <i>Grevillea saccata</i> – unlikely	<i>Actitis hypoleucos</i> – possible <i>Apus pacificus</i> – possible <i>Ardea alba</i> – possible <i>Ardea ibis</i> – possible <i>Calidris melanotos</i> – possible <i>Falco peregrinus</i> – possible <i>Haliaeetus leucogaster</i> – unlikely <i>Merops ornatus</i> – possible <i>Motacilla cinerea</i> – unlikely <i>Notamacropus irma</i> – unlikely <i>Oxyura australis</i> – unlikely <i>Pandion haliaetus</i> – unlikely <i>Plegadis falcinellus</i> – possible <i>Pluvialis fulva</i> – possible <i>Tringa glareola</i> – possible <i>Tringa nebularia</i> – possible
Data deficient	<i>Eucalyptus abdita</i> – unlikely	

Table 17: IUCN Red List species that may occur in Strike's operational areas (continued)

Strike South West – Walyering East		
IUCN categories	Flora	Fauna
Critically endangered	• <i>Drosera leioblastus</i> – unlikely • <i>Eucalyptus dolorosa</i> – unlikely • <i>Grevillea calliantha</i> – unlikely	
Endangered	• <i>Grevillea florida</i> – unlikely • <i>Isopogon drummondii</i> – unlikely • <i>Persoonia filiformis</i> – unlikely	• <i>Bothriembryon perobesus</i> – unlikely • <i>Calyptrorhynchus latirostris</i> – unlikely • <i>Numenius madagascariensis</i> – unlikely • <i>Rostratula australis</i> – possible
Vulnerable	• <i>Acacia epacantha</i> – possible • <i>Conospermum scaposum</i> – possible • <i>Drosera leucostigma</i> – unlikely • <i>Drosera pedicellaris</i> – unlikely • <i>Eucalyptus macrocarpa</i> subsp. <i>elachantha</i> – unlikely • <i>Grevillea drummondii</i> – unlikely • <i>Grevillea synapheae</i> – unlikely • <i>Grevillea thyrsoides</i> – unlikely • <i>Hakea megalosperma</i> – unlikely • <i>Hakea longiflora</i> – unlikely • <i>Isopogon panduratus</i> subsp. <i>palustris</i> – possible	• <i>Botaurus poiciloptilus</i> – unlikely • <i>Calidris acuminata</i> – possible • <i>Calidris ferruginea</i> – possible • <i>Leipoa ocellata</i> – unlikely • <i>Thinornis rubricollis</i> – possible
Near threatened	• <i>Synaphea endothrix</i> – unlikely	• <i>Brush-tailed phascogale</i> – unlikely • <i>Calidris ruficollis</i> – possible • <i>Dasyurus geoffroii</i> – unlikely
Least concern	• <i>Banksia dallanneyi</i> subsp. <i>pollostia</i> – unlikely • <i>Banksia kippistiana</i> var. <i>paenepeccata</i> – unlikely • <i>Banksia nana</i> – unlikely • <i>Drosera prophylla</i> – unlikely • <i>Isotropis cuneifolia</i> subsp. <i>glara</i> – unlikely • <i>Eucalyptus pendens</i> – unlikely • <i>Grevillea saccata</i> – unlikely	• <i>Actitis hypoleucos</i> – possible • <i>Apus pacificus</i> – possible • <i>Ardea alba</i> – possible • <i>Ardea ibis</i> – possible • <i>Calidris melanotos</i> – possible • <i>Falco peregrinus</i> – possible • <i>Haliaeetus leucogaster</i> – unlikely • <i>Merops ornatus</i> – possible • <i>Motacilla cinerea</i> – unlikely • <i>Notamacropus irma</i> – unlikely • <i>Oxyura australis</i> – unlikely • <i>Pandion haliaetus</i> – unlikely • <i>Plegadis falcinellus</i> – possible • <i>Pluvialis fulva</i> – possible • <i>Tringa glareola</i> – possible • <i>Tringa nebularia</i> – possible
Data deficient	• <i>Eucalyptus abdita</i> – unlikely	

Table 17: IUCN Red List species that may occur in Strike's operational areas (continued)

Strike West – West Erregulla		
IUCN categories	Flora	Fauna
Critically endangered		
Endangered		• <i>Numenius madagascariensis</i> – possible • <i>Rostratula australis</i> – possible • <i>Zanda latirostris</i> – likely
Vulnerable		• <i>Aphelocephala leucopsis</i> – likely • <i>Calidris acuminata</i> – possible • <i>Calidris ferruginea</i> – possible • <i>Falco hypoleucos</i> – possible • <i>Leipoa ocellata</i> – likely
Near threatened		• <i>Dasyurus geoffroii</i> – possible
Least concern		• <i>Actitis hypoleucos</i> – possible • <i>Apus pacificus</i> – likely • <i>Calidris melanotos</i> – possible • <i>Chalcites osculans</i> – likely • <i>Haliaeetus leucogaster</i> – possible • <i>Merops ornatus</i> – possible • <i>Motacilla cinerea</i> – possible • <i>Pandion haliaetus</i> – possible
Data deficient	• <i>Eucalyptus crispata</i> – possible • <i>Eucalyptus leprophloia</i> – known	
Not Listed	• <i>Daviesia speciosa</i> – likely • <i>Hemiandra gardneri</i> – possible • <i>Paracaleana dixonii</i> – known • <i>Thelymitra stellata</i> – possible • <i>Wurmbea tubulosa</i> – possible	• <i>Bubulcus ibis</i> – possible • <i>Egernia stokesii badia</i> – possible • <i>Idiosoma nigrum</i> – possible

Strike South – South Erregulla		
IUCN categories	Flora	Fauna
Critically endangered		
Endangered		• <i>Numenius madagascariensis</i> – possible • <i>Parantechinus apicalis</i> – possible • <i>Rostratula australis</i> – possible • <i>Zanda latirostris</i> – likely
Vulnerable		• <i>Calidris ferruginea</i> – possible • <i>Falco hypoleucos</i> – possible • <i>Leipoa ocellata</i> – likely
Near threatened		• <i>Dasyurus geoffroii</i> – likely
Least concern		• <i>Egernia stokesii</i> – possible • <i>Falco peregrinus</i> – possible • <i>Macropus irma</i> – possible
Data deficient		

Acronyms

AASB S2	Australian Accounting Standards Board S2	ISO	International Organisation for Standardisation
ACCU	Australian Carbon Credit Unit	IUCN	International Union for Conservation of Nature
ADI	Alternative Duties Injury	JHA	Job Hazard Analysis
AEP	Australian Energy Producers	JV	Joint Venture
AGM	Annual General Meeting	KPI	Key Performance Indicator
ASX	Australian Securities Exchange	LGIRS	Department of Local Government, Industry Regulation and Safety
CCS	Carbon Capture and Storage	LTI	Lost Time Injury
CEO	Chief Executive Officer	MAE	Major Accident Event
CFO	Chief Financial Officer	MTI	Medical Treatment Injury
CH₄	Methane	N₂O	Nitrous oxide
CO₂	Carbon dioxide	NGER	National Greenhouse and Energy Reporting Scheme
DBNGP	Dampier to Bunbury Natural Gas Pipeline	NSM	National Safeguard Mechanism
DWER	Department of Water and Environmental Regulation (WA)	PFD	Probability of Failure on Demand
ESG	Environmental, Social and Governance	SCE	Safety Critical Element
ESS	Environmental, Social and Sustainability	SIL	Safety Integrity Level
FAI	First Aid Injury	SOP	Standard Operating Procedure
FEED	Front End Engineering Design	STX	Strike Energy Limited
FY	Financial Year	SWIS	South West Interconnected System
GHG	Greenhouse Gas	TCFD	Task Force on Climate-related Financial Disclosures
GRI	Global Reporting Initiative	TNFD	Task Force on Nature-related Financial Disclosures
GWP	Global Warming Potential	TRIFR	Total Recordable Injury Frequency Rate
HAZID	Hazard Identification	VOCs	Volatile Organic Compounds
HAZOP	Hazard Operability	WA	Western Australia
HIRA	Hazard Identification Risk Assessment	WHS	Work Health and Safety
HSE	Health, Safety and Environment	YSCR	Yamatji Southern Regional Corporation
IOGP	International Association of Oil & Gas Producers	YAC	Yued Aboriginal Corporation
IMS	Integrated Management System		

GRI Content Index

Statement of Use	Strike Energy has reported with reference to the GRI Standards for the period 1 July 2024 to 30 June 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

	Disclosure Title	Location in This Report / Reason for Omission
GRI 2: General Disclosures (2021)		
2-1	Organisational details	• About This Report.
2-2	Entities included in the organisation's sustainability reporting	• Our Assets, Operations & Value Chain.
2-3	Reporting period, frequency and contact point	• About This Report. • Corporate Directory.
2-4	Restatements of information	• Minor statements made to GHG and energy data (Table 8 and Performance Data), but total Scope 1 emissions not changed. • Minor updates to FY24 work hours in Performance Data table.
2-5	External assurance	• Not applicable – This report was not externally assured.
2-6	Activities, value chain and other business relationships	• Our Assets, Operations & Value Chain.
2-7	Employees	• Non-discrimination & Equal Opportunity, Table 4.
2-8	Workers who are not employees	• Non-discrimination & Equal Opportunity, Table 4.
2-9	Governance structure and composition	• Our Governance, Figure 2. • Director's Report, FY25 Annual Report.
2-10	Nomination and selection of the highest governance body	• Our Governance – see Nomination and Selection of the Board section. • Corporate Governance Statement.
2-11	Chair of the highest governance body	• Our Governance – see Governance Structure section.
2-12	Role of the highest governance body in overseeing the management of impacts	• Our Governance – see ESG Responsibilities section.
2-13	Delegation of responsibility for managing impacts	• Our Governance – see ESG Responsibilities section. • Charter of the Environmental, Social and Sustainability Committee.
2-14	Role of the highest governance body in sustainability reporting	• Our Governance – see ESG Responsibilities section. • Charter of the Environmental, Social and Sustainability Committee.
2-15	Conflicts of interest	• Acting with Integrity – see Conflicts of Interest section. • Code of Business Conduct and Ethics.
2-16	Communication of critical concerns	• Acting with Integrity – see Critical Concerns section. • Whistleblower Policy.
2-17	Collective knowledge of the highest governance body	• Our Governance – see Performance and Remuneration section.
2-18	Evaluation of the performance of the highest governance body	• Our Governance – see Performance and Remuneration section.
2-19	Remuneration policies	• Our Governance – see Performance and Remuneration section. • Strike Energy FY25 Annual Report – see Remuneration Report section. • Corporate Governance Statement. • Charter of the Nomination and Remuneration Committee.

GRI Content Index (continued)

	Disclosure Title	Location in This Report / Reason for Omission
GRI 2: General Disclosures (2021) (continued)		
2-20	Process to determine remuneration	- Our Governance – see Performance and Remuneration section. Strike Energy FY25 Annual Report – see Remuneration Report and Short Term Incentive Program sections. Charter of the Nomination and Remuneration Committee.
2-21	Annual total compensation ratio	Our Governance – see Performance and Remuneration section.
2-22	Statement on sustainable development strategy	The Western Australian Energy Story.
2-23	Policy commitments	Acting with Integrity – see Policy Commitments section.
2-24	Embedding policy commitments	Acting with Integrity – see Policy Commitments section.
2-25	Processes to remediate negative impacts	Our Stakeholders. Local Communities.
2-26	Mechanisms for seeking advice and raising concerns	- Acting with Integrity – see The Code of Conduct section. Whistleblower Policy.
2-27	Compliance with laws and regulations	Acting with Integrity – see Regulatory Compliance section.
2-28	Membership associations	Industry Association Memberships.
2-29	Approach to stakeholder engagement	Our Stakeholders, Table 2.
2-30	Collective bargaining agreements	<i>Not applicable</i>. All Strike employees are employed under individual permanent contracts, therefore no collective bargaining agreements are in place.
GRI 3: Material Topics (2021)		
3-1	Process to determine material topics	Structured Approach for Determining Materiality.
3-2	List of material topics	FY25 Material Topics.
GRI 11.1: GHG Emissions		
3-3	Management of material topic	GHG Emissions.
302-1	Energy consumption within the organisation	GHG Emissions, Table 8.
302-2	Energy consumption outside of the organisation	Information unavailable. Strike does not currently report on energy consumption outside of the organisation.
302-3	Energy intensity	GHG Emissions, Table 8.
305-1	Direct (Scope 1) GHG emissions	GHG Emissions, Table 8.
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions, Table 8.
305-3	Other indirect (Scope 3) GHG emissions	Information unavailable. Strike does not currently report on Scope 3 GHG emissions but intends to work on this disclosure in the future.
305-4	GHG emissions intensity	GHG Emissions, Table 8.
GRI 11.2: Climate Adaptation, Resilience, and Transition		
3-3	Management of material topic	Climate Adaptation, Resilience & Transition.
201-2	Financial implications and other risks and opportunities due to climate change	Climate Adaptation, Resilience & Transition.
305-5	Reduction of GHG emissions	Climate Adaptation, Resilience & Transition.
11.2.4	Additional Sector Disclosure: Approach to public policy development and lobbying on climate change	Climate Adaptation, Resilience & Transition, see Approach to the Energy Transition section.

GRI Content Index (continued)

	Disclosure Title	Location in This Report / Reason for Omission
GRI 11.4: Biodiversity		
3-3	Management of material topic	• Biodiversity.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• Biodiversity. • Biodiversity Data Appendix, Table 16.
304-2	Significant impacts of activities, products, and services on biodiversity	• Biodiversity. • Biodiversity Data Appendix, Table 16.
304-3	Habitats protected or restored	• Biodiversity. • Biodiversity Data Appendix, Table 16.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	• Biodiversity. • IUCN Species, Table 17.
GRI 11.8: Asset Integrity and Critical Incident Management		
3-3	Management of material topic	• Asset Integrity & Critical Incident Management.
306-3	Significant spills	• Asset Integrity & Critical Incident Management. • Performance Data.
11.8.3	Additional Sector Disclosure: Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	• Asset Integrity & Critical Incident Management.
11.8.4	Additional Sector Disclosure: Description of tailings facilities for organisations with oil sands mining operations.	• Not applicable – Strike does not operate any tailings facilities.
GRI 11.9: Occupational Health and Safety		
3-3	Management of material topic	• Title of topic has been changed from “Occupational Health and Safety” to “Health and Safety”. • Work Health & Safety.
403-1	Occupational health and safety management system	• Management System, Work Health & Safety section.
403-2	Hazard identification, risk assessment, and incident investigation	• Hazard Identification, Work Health & Safety section.
403-3	Occupational health services	• Information unavailable.
403-4	Worker participation, consultation, and communication on occupational health and safety	• Information unavailable.
403-5	Worker training on occupational health and safety	• Training, Health & Safety section.
403-6	Promotion of worker health	• Information unavailable.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Not applicable – Strike is the operator of all our facilities.
403-8	Workers covered by an occupational health and safety management system	• Management System, Health & Safety section.
403-9	Work-related injuries	• Work-related Injuries, Health & Safety section, Table 4. • Work-related Hazards, Health & Safety section.
403-10	Work-related ill health	• Information unavailable.

GRI Content Index (continued)

	Disclosure Title	Location in This Report / Reason for Omission
GRI 11.11: Non-discrimination and Equal Opportunity		
3-3	Management of material topic	• Non-discrimination & Equal Opportunity .
401-3	Parental leave	• Non-discrimination & Equal Opportunity, Table 5 .
405-1	Diversity of governance bodies and employees	• Non-discrimination & Equal Opportunity, Figure 4 , Figure 5 , Table 4 .
405-2	Ratio of basic salary and remuneration	• Non-discrimination & Equal Opportunity, Table 6 , Table 7 . • Our Assets, Operations & Value Chain .
406-1	Incidents of discrimination and corrective actions taken	• Non-discrimination & Equal Opportunity .
404-1	Average hours of training per year per employee	• Non-discrimination & Equal Opportunity, Figure 5 .
GRI 11.14: Economic Impacts		
3-3	Management of material topic	• Economic Impacts .
201-1	Direct economic value generated and distributed	• Strike Energy FY25 Annual Report .
202-2	Proportion of senior management hired from the local community	• Economic Impacts .
203-1	Infrastructure investments and services supported	• Not applicable – there were no significant infrastructure investments made during this reporting period.
203-2	Significant indirect economic impacts	• Information unavailable.
204-1	Proportion of spending on local suppliers	• Economic Impacts, Figure 10 .
GRI 11.15: Local Communities		
3-3	Management of material topic	• Local Communities .
413-1	Operations with local community engagement, impact assessments, and development programs	• Local Communities .
413-2	Operations with significant actual and potential negative impacts on local communities	• Local Communities .
11.15.4	Additional Sector Disclosure: Reporting of grievances from local communities	• Local Communities .
GRI 11.17: Rights of Indigenous Peoples		
3-3	Management of material topic	• Engagement with Aboriginal and Torres Strait Islander Peoples . • Topic title has been changed from “Rights of Indigenous Peoples” to “ Engagement with Engagement with Aboriginal and Torres Strait Islander Peoples Peoples ”. Any violations to Aboriginal and Torres Strait Islander rights are still reported as per GRI 411-1 disclosure. • Community Policy .
411-1	Incidents of violations involving rights of indigenous peoples	• Engagement with Aboriginal and Torres Strait Islander Peoples .
11.17.3	Additional Sector Disclosure: List the locations of operations where indigenous peoples are present or affected by activities of the organisation.	• Information unavailable.
11.17.4	Additional Sector Disclosure: Report if the organisation has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organisation’s activities	• Information unavailable.

GRI Content Index (continued)

Topics in the applicable GRI Sector Standard determined as **not** material for the reporting period.
These topics are to be reconsidered in future reporting periods, as the nature of Strike Energy's business activities evolve.

	Topic	Explanation
GRI 11: Oil and Gas Sector (2021)		
11.3	Air Emissions	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risks and impacts of this matter are managed through Environmental Approvals and onsite HSE.
11.5	Waste	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risks and impacts of this matter are low and is managed at a project level with internal management procedures and onsite HSE.
11.6	Water and Effluents	Assessed as not material during the reporting period due to the low level of water extraction and effluents managed offsite in accordance with Environmental Approvals.
11.7	Closure and Rehabilitation	Assessed as not material during the reporting period as no decommissioning of infrastructure occurred.
11.10	Employment Practices	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. All legislative requirements met and risks managed commensurate to the small size of company.
11.12	Forced Labour and Modern Slavery	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Annual revenue does not meet Modern Slavery Reporting Requirement.
11.13	Freedom of Association and Collective Bargaining	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Strike's employees are employed under individual contracts and are not covered by collective bargaining agreements.
11.16	Land and Resource Rights	Assessed as not material during the reporting period due to Strike's relatively small footprint and no displacement of other land users, access restriction to resources or involuntary resettlement of local communities occurred during the reporting period.
11.18	Conflict and Security	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risk managed through Environmental Approvals and effective Stakeholder engagement.
11.19	Anti-competitive Behaviour	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risks managed through Strike's Anti-Bribery and Corruption Policy.
11.20	Anti-corruption	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risks managed through Strike's Anti-Bribery and Corruption Policy.
11.21	Payments to Governments	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Risks managed through Strike's Anti-Bribery and Corruption Policy.
11.22	Public Policy	Assessed as not material during the reporting period due to the level of impact that occurred during the reporting period. Approach to public policy is included in Climate Adaptation, Resilience & Transition section.

Corporate Directory

Directors

Non-Executive Chair

John Poynton

Managing Director & Chief Executive Officer

Peter Stokes

Non-Executive Director & Deputy Chair

Neville Power

Non-Executive Director

Stephen Bizzell

Non-Executive Director

Mary Hackett

Non-Executive Director

Andrew Seaton

Non-Executive Director

Jill Hoffmann

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