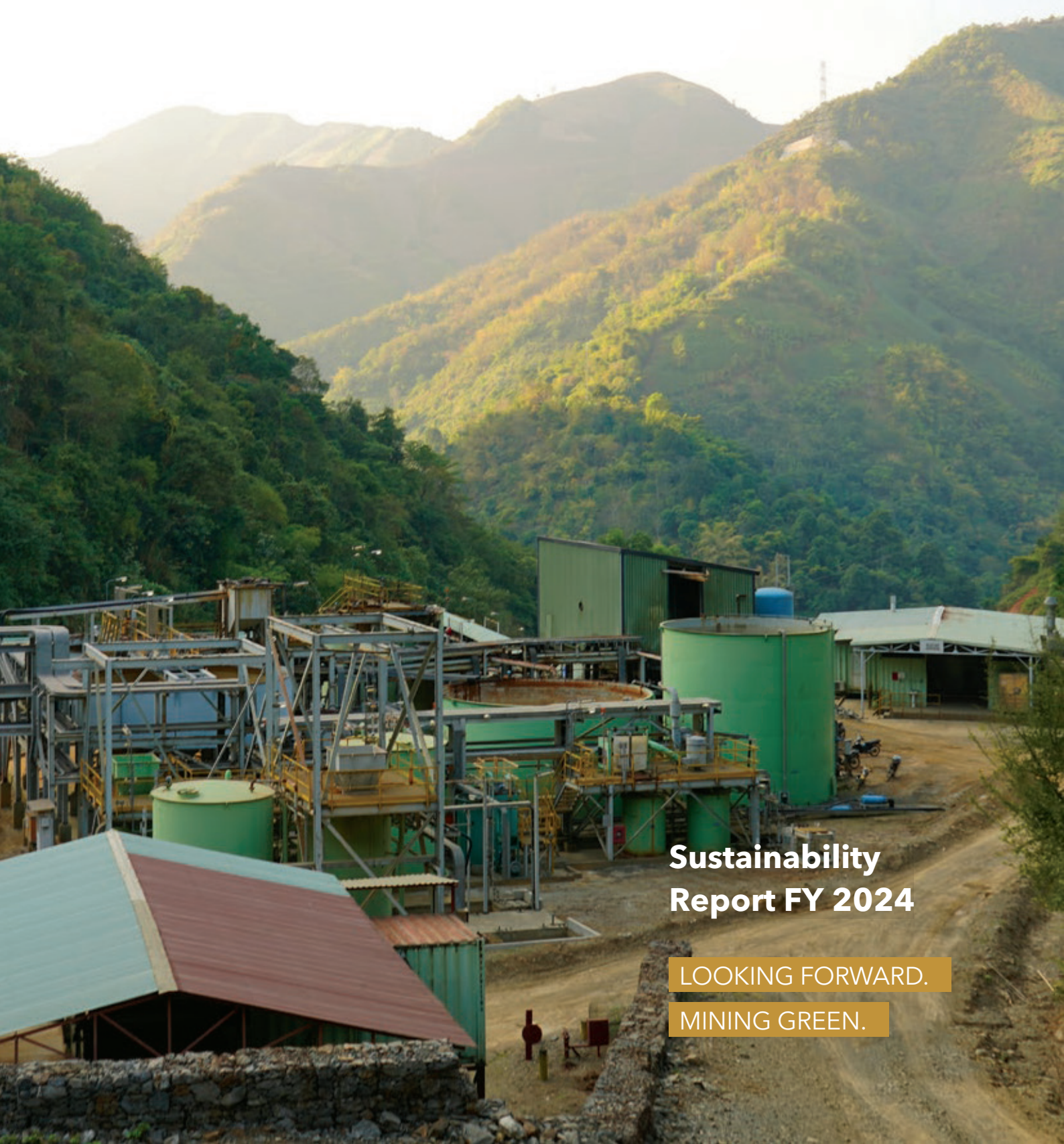




BLACKSTONE
MINERALS



**Sustainability
Report FY 2024**

LOOKING FORWARD.

MINING GREEN.

CONTENTS

About Blackstone	3
From the Managing Director	3
Robust Governance	3
Risk Management	4
UN Global Compact	4
Digbee	4
Low Carbon and Low Cost	5
Alignment with Vietnamese National Strategy	6
Climate Risk Management	6
Low Carbon Footprint	6
Circular Economy	7
Environmental Stewardship	8
Socially Responsible	9



ABOUT BLACKSTONE

Blackstone Minerals Ltd (ASX: BSX / FRA: B9S / OTCM: BLSTF) is focused on studies and potential partnerships for an integrated battery metals processing business in Vietnam that produces Nickel:Cobalt:Manganese ("NCM") precursor products for the globally growing lithium-ion battery industry.

The existing business has a modern nickel mine, located in Vietnam built to Australian standards, which successfully operated as a mechanised underground mine from 2013 to 2016. This will be complemented by a larger concentrator, refinery and precursor facility to become an integrated in-country production facility.

The Company is focused on a partnership model and is collaborating with groups who are committed to sustainable mining, minimising the carbon footprint, and implementing a vertically integrated battery metals supply chain.

The Company's development strategy is underpinned by the ability to secure nickel concentrate and the Company's Vietnamese Ta Khoa Project is an emerging nickel sulphide district through its strategic investments.

Blackstone's FY24 Annual Report has a detailed review of operations.

FROM THE MANAGING DIRECTOR

Welcome to our fourth sustainability report, covering the reporting period 1 July 2023 to 30 June 2024 (FY24).

This report reflects our business-as-usual commitment to ESG as we continue to grow our ambition to become one of the cleanest and lowest carbon nickel producers on the planet and having a positive impact on climate change. Our Ta Khoa Project is already industry leading with regards to carbon footprint, but our team continues to explore initiatives and ideas to drive our carbon impact even lower.

These include technical studies validating the Ta Khoa Project's low-carbon credentials, an enhanced ESG governance structure, progress on environmental and social baselines, and a commitment to sustainable development that creates shared value with the citizens of Vietnam.

The sustainability report and accompanying sustainability databook provide stakeholders with an accurate and transparent account of our efforts, impacts and achievements around material Environmental, Social, and Governance topics.

We believe in a continuous improvement approach to sustainability and ESG and invite comments on our report, performance and overall ESG approach. Please forward any comments or ideas to admin@blackstoneminerals.com.au.

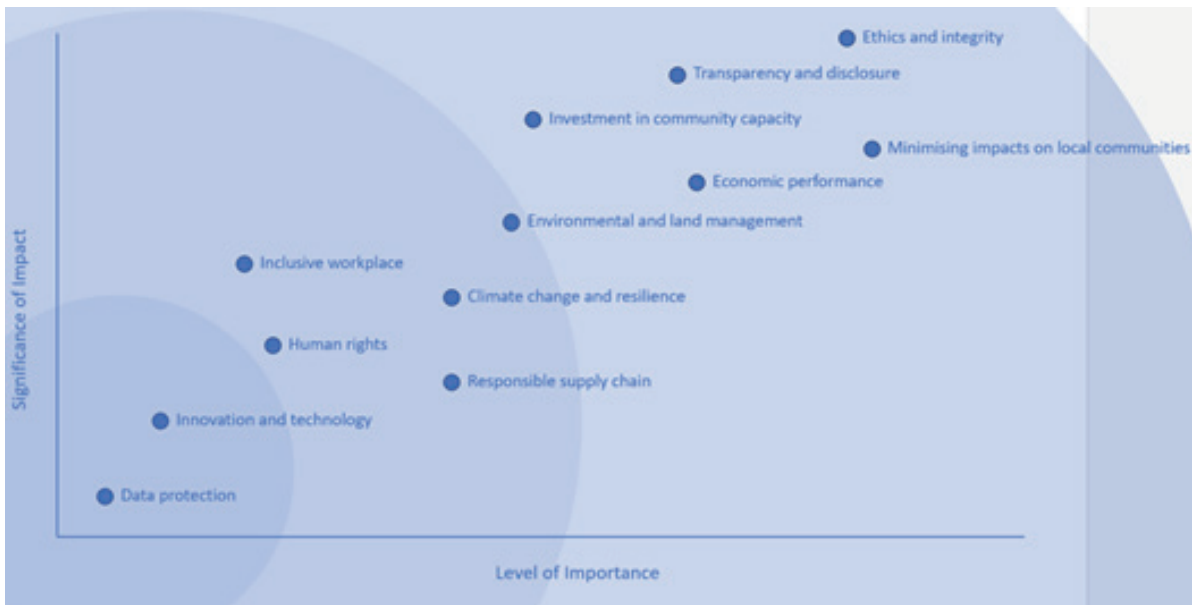
ROBUST GOVERNANCE

Deeply integrated into Blackstone's business, ESG performance is driven by the board, led by the executive team, incorporated at all levels of the organisation and supported by a robust set of corporate policies, with ESG risks and opportunities embedded in the enterprise risk register and an established board level Audit, Risk and Environment, Social and Governance Committee.

RISK MANAGEMENT

Identifying and acting on material sustainability issues that affect Blackstone’s financial performance and its impact on the environment and society – in both the short and long term – remains a focus. The Company uses a range of processes to keep abreast of sustainability related issues. These include monitoring of industry ESG trends, periodic discussions with institutional shareholders, materiality assessments [FY21 and FY23], social baseline studies at the proposed refinery and mine locations [FY23 and FY24], and feedback from ongoing consultation with Vietnamese government and community stakeholders.

FY23 Materiality Assessment



UN GLOBAL COMPACT

Blackstone has been a signatory to the UN Global Compact and its ten principles since 2021. Activities and progress are reported in accordance with the requirement to provide an annual communication on progress. The 2024 communication on progress report can be viewed [here](#).

DIGBEE

Starting in 2021, Blackstone has engaged leading global mining sustainability platform Digbee ESG™ to conduct a third-party review of the business and its operations, ensuring a robust and continuous improvement approach to sustainability risk and disclosures. In 2023 the company maintained its overall BBB rating with improvements in key areas including ESG risk management [A to AAA], board capability [BBB to AA] and local team representation [AA to AAA]. The full scorecard is available in the sustainability databook.

LOW CARBON & LOW COST

Globally, there is increasing awareness about the impacts associated with nickel production, as well as other critical raw materials sourced for the Lithium-ion battery industry and electric vehicle sector, with end users now demanding a level of traceability for all products.

Blackstone's low-carbon focus is totally aligned with the global push towards achieving net zero. The July 2023 European Union Council declaration that from 18 February 2025, every industrial or electric vehicle battery on the EU market with a capacity of over 2 kWh will require a battery passport containing information on items including carbon footprint declaration is a clear indication of societal expectations on producers and manufacturers.

When developed, the Ta Khoa Project will produce nickel for use in technologies around the world. Blackstone embraces both the responsibility and opportunity to ensure future products are responsibly produced and thereafter, responsibly used. In 2021, the Company announced a partnership with Circular Ltd, the UK-headquartered industry leader in supply chain traceability to establish a full nickel and cathode precursor traceability system, with dynamic CO₂-e and ESG performance tracking.



ALIGNMENT WITH VIETNAMESE NATIONAL STRATEGY

The Project was recently included in Vietnam's National Power Master Plan, demonstrating that renewables projects such as the Ta Khoa Project are considered as 'significant value' for Vietnam. Inclusion in the Master Plan also opens the opportunity to enter into Direct Power Purchase Agreements (DPPA) for the provision of renewable energy when the new legislation is implemented.

CLIMATE RISK MANAGEMENT

Climate impacts are shaping corporate and investor activity, and Blackstone is committed to providing stakeholders with clear, comparable, and consistent information on the climate risks and opportunities relating to our business. In FY23 the Company completed its third GHG assessment, issued a Climate Change Policy and used the Task Force on Climate-Related Financial Disclosures framework to identify and document climate related risks. These risks now sit within the Corporate Strategic Risk Register. Developing and implementing an operational decarbonisation strategy remains a priority when the definitive feasibility study is complete and a clear pathway to development has been defined. The strategy will focus on identifying the opportunities, plans, pathways and costs required to achieve our low carbon nickel goal.

LOW CARBON FOOTPRINT

Life Cycle Analysis has shown the Project can produce a nickel product with one of the lowest carbon footprints in the industry, with identified pathways to reduce the carbon footprint further with additional studies.

Increasing renewables is one of the pathways that Blackstone has continued exploring, entering into a Memorandum of Understanding with independent power producer Limes Renewables Energy S.r.l. to collaborate on the supply of wind renewable energy to the Ta Khoa Project via a direct power purchase agreement (DPPA). Limes is currently advancing a 200 MW wind farm in the province of Son La, Vietnam, where the Ta Khoa Project is located. Blackstone and Limes will work together to develop strategies to allow Blackstone to maximise the use of renewable energy which could include strategies such as energy storage batteries.

Carbon mineralisation technology is another pathway being considered to further reduce the Project's carbon footprint. To this end, Blackstone has entered into a Memorandum of Understanding with Arca Climate Technologies Inc. to further investigate the carbon capture potential at Ta Khoa Project via carbon mineralisation and explore opportunities to utilise Arca's carbon capture technologies within the Project.

Arca will expand on previous characterisation work which has indicated the Ta Khoa Project contains minerals such as brucite, known to be highly reactive to CO₂ in air, with studies completed to date indicating that passive CO₂ capture is possible at a scale of kilo-tonnes of CO₂ per year from the Project's mine waste. Data collected from this engagement will inform future design considerations to maximise carbon mineralisation, further reducing the Ta Khoa Project's carbon footprint and providing a pathway to carbon-negative mining.



LOW-COST PCAM PRODUCTION

Blackstone’s low carbon strategy is complemented by the low-cost of pCAM production, with the Ta Khoa Refinery’s current estimated operating cost ranking in the lowest cost quartile of nickel sulphate producers driven by:

- Low labour cost base of US\$2.99 per hour (Source: US Trade Office, 2022), approximately half that of China,
- Access to low-cost, hydroelectric power (US\$0.06 to 0.10 per kWh),
- Streamlined pCAM focused hydromet flowsheet,
- Low-cost concentrate from Blackstone mining operations,
- Opportunistic access to low cost, off-spec nickel concentrates,
- Low neutralisation requirements (reagents) compared to other ore types (e.g. nickel laterites),
- Byproduct credits for copper, magnesium sulphate and sodium sulphate,
- Ability to source many construction materials and reagents within Vietnam,
- Close proximity to other South-East Asian supply chains.

CIRCULAR ECONOMY

Blackstone’s development strategy prioritises the responsible use of natural resources with a focus on recycling, re-use, maximising value for local communities, and technology enabled traceability.

In 2021 Blackstone identified the potential for conversion of refinery residue into building materials. In mid-2023 the Company commenced investigations into the repurposing of its residue into construction material, specifically if the material would be suitable for the manufacturing of residential bricks. Small-batch testing with Perth-based company [Real Material Solutions](#) demonstrated the potential to apply the technology to Ta Khoa Refinery residues.

Subsequently, Blackstone has signed a Memorandum of Understanding with Phu Minh Vina Environment and Viet Trung Refractory Material Construction to research opportunities to repurpose and trade residue from the Ta Khoa Refinery into construction material products. Under the MoU, a test work program has been undertaken by licensed Vietnamese analytical laboratories to certify the residue material as non-hazardous waste and fit for use as a construction material. Subject to certification, all residue could be commercialised as input for construction materials (brick, cement, concrete etc.), negating the need for long term residue storage facilities.

Blackstone sees this as a significant opportunity as the repurposing of residue material would:

- Generate additional industry opportunities for the people of Son La Province, Vietnam,
- Reduce the dependency of a residue storage facility, ultimately yielding both capital and operating cost benefits to the Ta Khoa Project,
- Significantly reduce the environmental and community impacts of the project and thus improve permitting timelines,
- Improve social licence to allow Blackstone to operate within Son La Province, Vietnam,
- Generating a new circular economy within Vietnam.

The Company is preparing to distribute a larger shipment of test work residue to Vietnam to allow technical partners to progress their studies and research. Within Australia, the Company, with the aid of Real Material will produce larger batches of bricks and other construction materials to assist with optimising design and test the structural integrity against Australian Standards.

A second significant development in Blackstone’s circular economy strategy has been the signing of non-binding MoUs with three Vietnamese companies to develop opportunities to trade byproducts (copper cathode, magnesium sulphate in the form of epsomite and sodium sulphate) produced from the Ta Khoa Refinery.

The engaged companies will use refinery byproducts to produce products such as fertiliser, detergents, construction materials and other chemical products. These products are then used in Vietnamese and global industries such as, but not limited to, agriculture, construction, industrial cleaning products, medical, textile, chemical, paper and glass manufacture.

Importantly, the engaged companies can take the full amount produced by the refinery. The companies confirmed the byproduct volumes produced from the refinery are only a small portion of what is currently being imported into Vietnam, demonstrating offtake security. Blackstone believes it has a competitive advantage to displace the imported epsomite and sodium sulphate products given its location within Vietnam.

Blackstone has also been investigating the capability of these Vietnamese companies to supply high quality reagents to the Ta Khoa Refinery, reducing supply risk for the project. This strategy aligns with previous announcements to explore and contract local companies to assist with project development and execution (refer ASX announcement 20 July 2023).

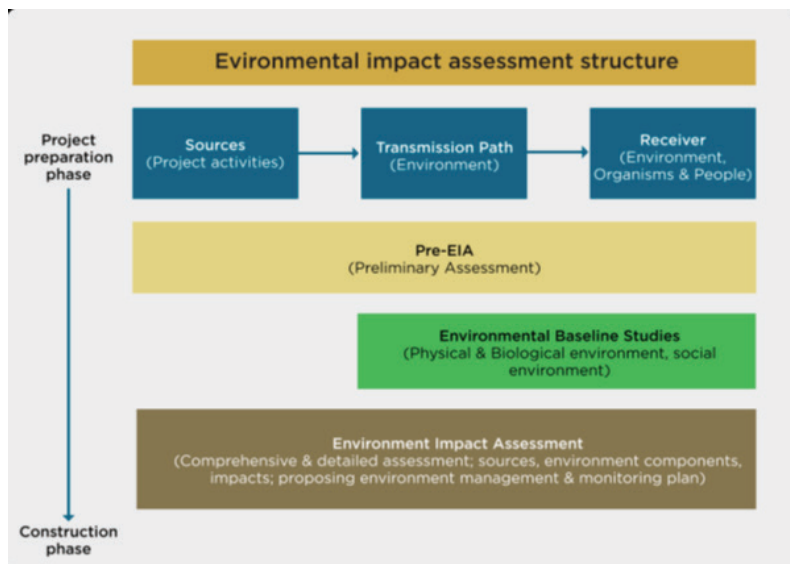
ENVIRONMENTAL STEWARDSHIP

Blackstone’s approach to environmental management is to avoid creating an impact where possible, and if avoidance is not possible then minimise, rehabilitate, and compensate or offset for residual damage.

Environmental and land management for the Ta Khoa Project is managed by our Vietnamese-based leadership team, with oversight from the executive team and ultimately, the board. These activities are guided by our environmental and sustainability policies.

In FY24 the Company completed all baseline studies required for the Ta Khoa Project and has submitted all documentation required by the Vietnamese regulatory authority (MONRE) to enable the environmental impact assessment (EIA) to be completed.

As the Project moves through the next phases of development the Company will establish the environmental management and monitoring plans needed to meet regulatory requirements and deliver on its Green Nickel™ strategy.



SOCIALLY RESPONSIBLE

Developing the Ta Khoa Project with shared prosperity in mind is a cornerstone of Blackstone's Green Nickel™ Strategy.

The Company approach to socially responsible development of the Ta Khoa Project is to invest in the people who work for us, in the communities that host us, and in skills and infrastructure initiatives that will continue to benefit the province and the nation beyond the life of the project.

Over the past few years, Blackstone has set the groundwork for engagement to ensure the project is mutually beneficial for the Company and host communities. We continue to work hard to grow our teams, build relationships, support local businesses and employment and invest directly into projects in local communities.

The Hanoi-based team has taken on many of the corporate services for the Perth office, including human resources, travel and executive support, a result that is both cost effective and a recognition of the highly capable in-country team the Company has assembled. The skills and expertise of Blackstone's exploration team are being recognised by other explorers in the South-east Asia Region and has resulted in contracts for technical support services to small operators within Vietnam and Laos, with potential to export these services more widely across the region. This has enabled Blackstone to retain its highly skilled exploration team during what has been a period of low activity on the Company's own projects. Looking to the future, the Wabowden Project in Manitoba, Canada, has the potential to take the provision of these technical support services to another level.

To assist with future planning, the Company completed a rapid assessment of supplier capability within Son La Province, with a focus on Son La City, Phu Yen District and Bac Yen District. The study comprised a review secondary data relating to business activity within Son La Province, a sample survey of businesses within the project area and identification of existing enterprise development programmes operated by government and national or international development agencies. The survey identified that the majority of enterprises in Son La Province are micro-enterprises (<10 employees; <10,000,000 VND revenue) and small enterprises (<100 employees; <100,000,000 VND revenue). Fifty-four enterprises were identified as capable of meeting Blackstone criteria for consideration as suppliers, with 17 of these businesses being current or past suppliers to the company.



The Blackstone Mining Information Office located in Son La City was inaugurated in February 2024 during a visit by His Excellency, Mr Andrew Golezinski, Australian Ambassador to Vietnam. The Company has also started running mine site tours to promote the benefits of mining, show case high environmental standards and educate on the Ta Khoa Project. The information office and mine site visits add to Blackstone's multi-faceted approach to engagement, which aims to meet the needs of the Company's diverse stakeholder base.

During May, the Company entered into an agreement with the Phu Yen District Land Fund Development Centre. The Centre is the government agency which has the responsibility for land acquisition and compensation when the Government acquires land and then leases land to investors, as will be the case for the Refinery. Blackstone's agreement will see the Land Fund Development Centre certify the area to be acquired, classify land types, identify and consult with the land users, measure the individual landholdings and determine the compensation due.

One organisation [Bac Phong Commune People's Committee], one collective [Hop Phong Community] and 134 households will be affected by the change in land-use due to the construction and operation of the Refinery.

Supported by Blackstone's community team, the Centre held its first community meeting with the 134 households to explain their work and obtain their agreement to have the Centre undertake the measurement of the land.

Blackstone continues to provide direct benefit by supporting one-off community requests. In FY24, the Company received seven requests for community assistance, with three approved and implemented. All requests are vetted and assessed against a standard set of criteria to ensure a fair, consistent approach; aligned with Company ESG objectives and complying with anti-bribery and corruption laws in Vietnam and Australia.



**LOOKING FORWARD.
MINING GREEN.**



**BLACKSTONE
MINERALS**

SUSTAINABILITY REPORT 2024



SUSTAINABILITY DATA BOOK FY24

BLACKSTONE
MINERALS

FY24 Sustainability Databook

This Sustainability Databook outlines key sustainability performance information for Blackstone Minerals for the FY24. It accompanies our FY24 Annual Report, which is available at www.blackstoneminerals.com.au

Notes on data

This FY24 Sustainability Databook has been prepared based on the financial year (1 July 2023 - 30 June 2024), unless otherwise stated.

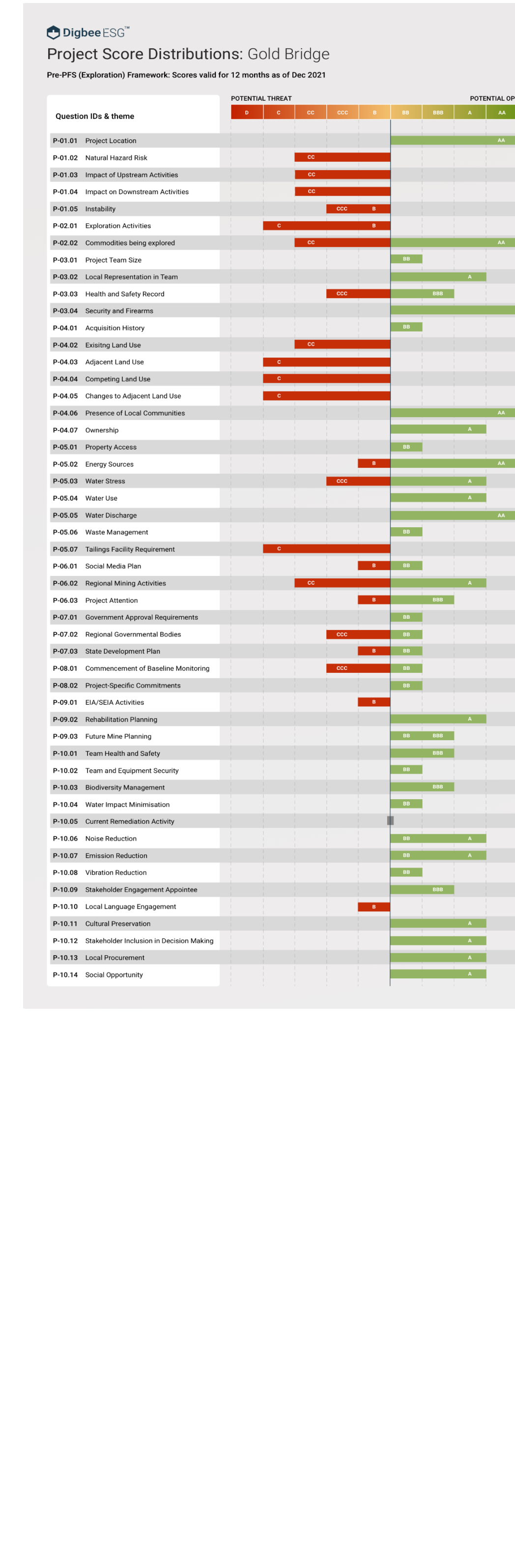
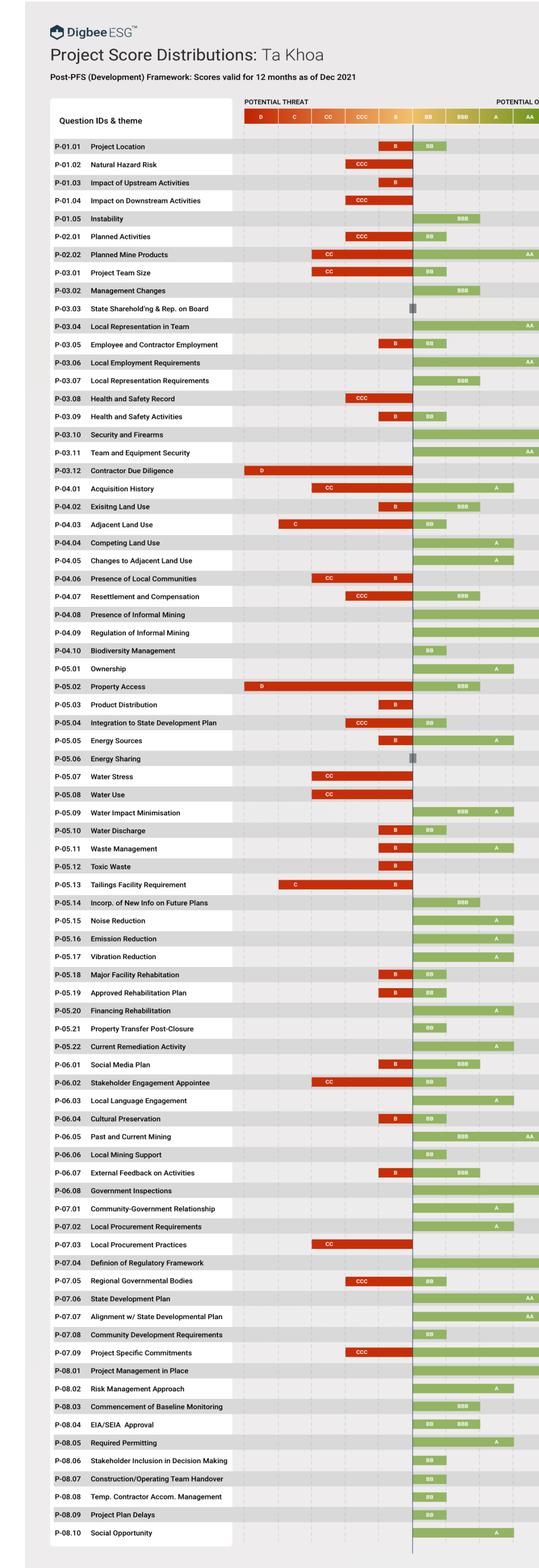
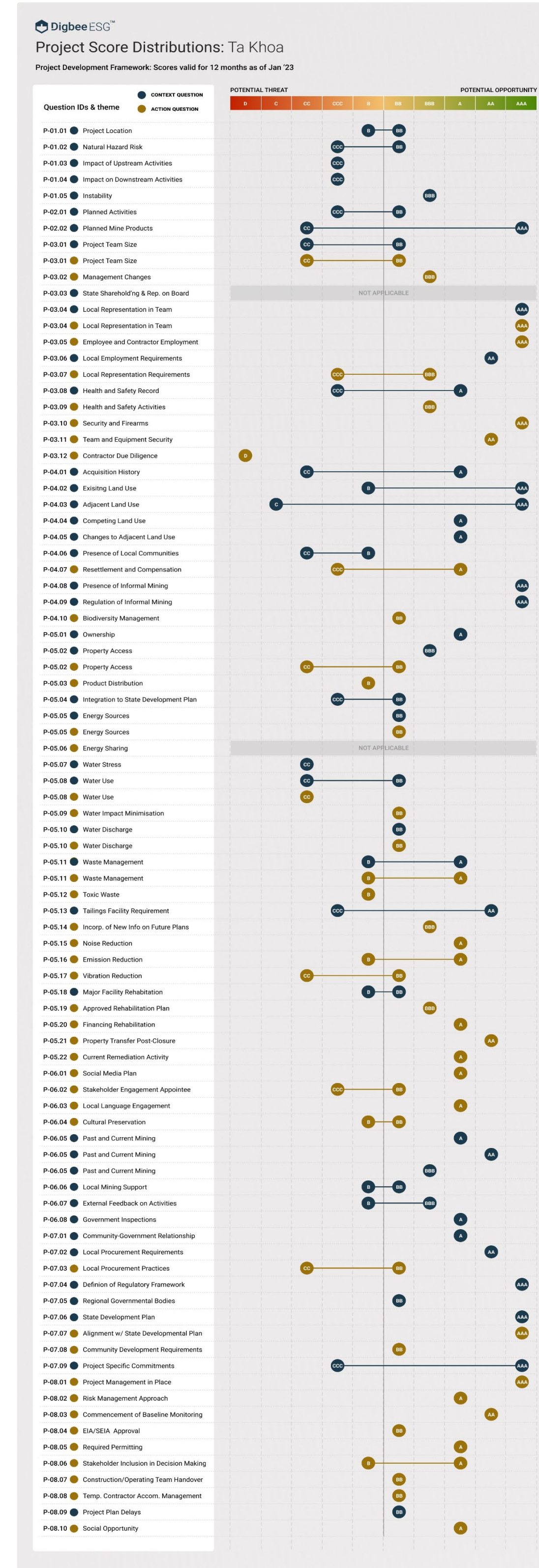
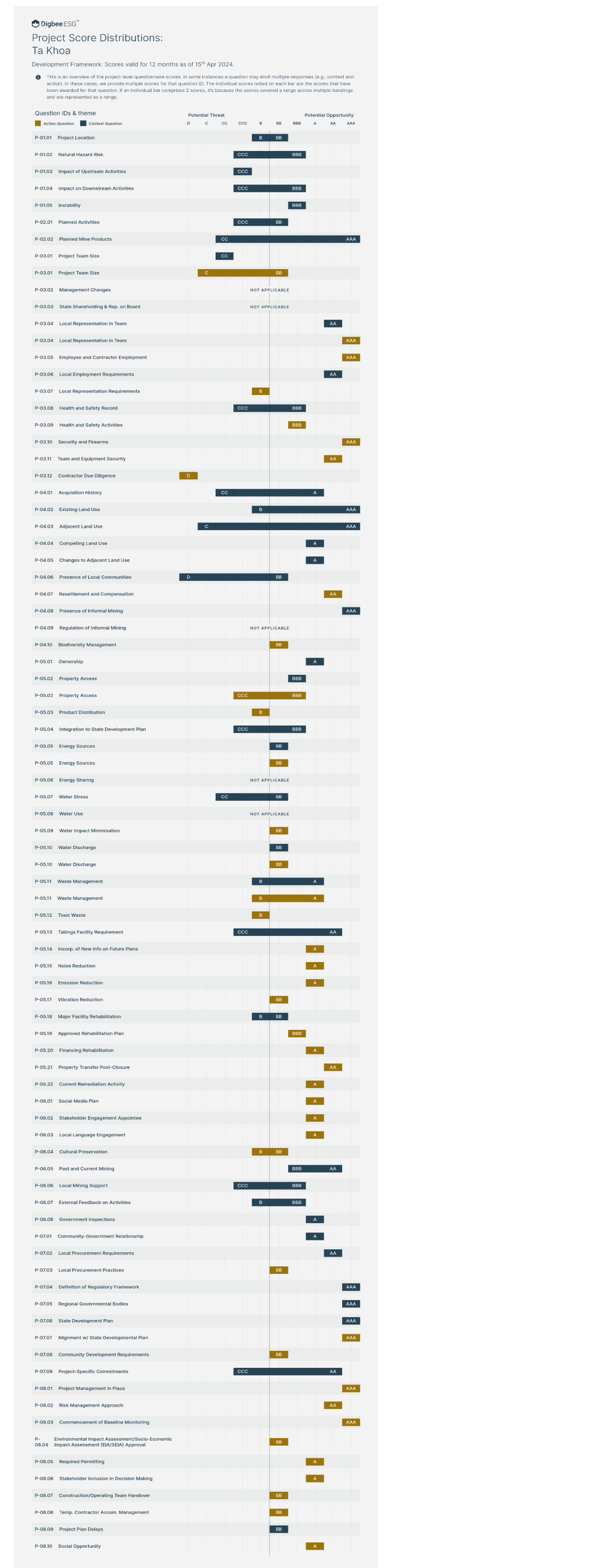
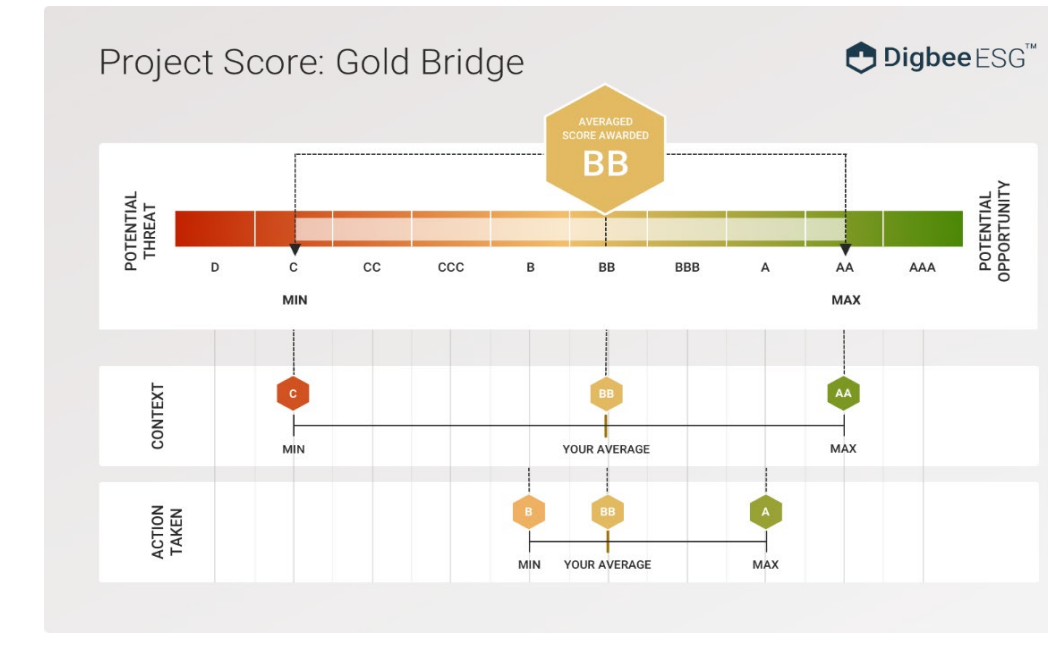
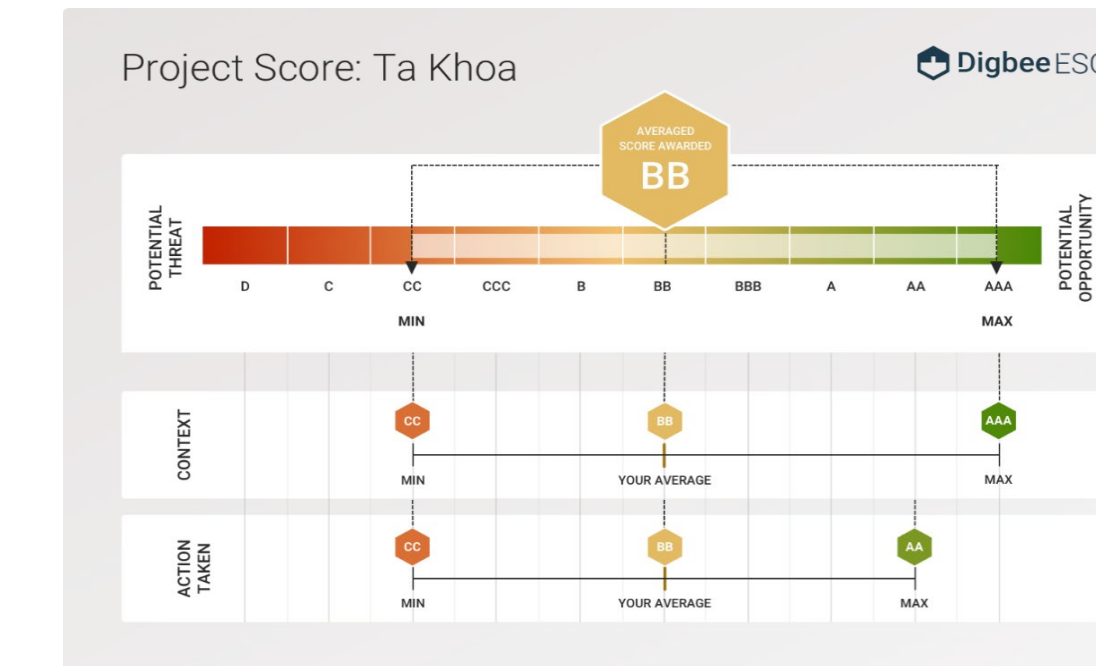
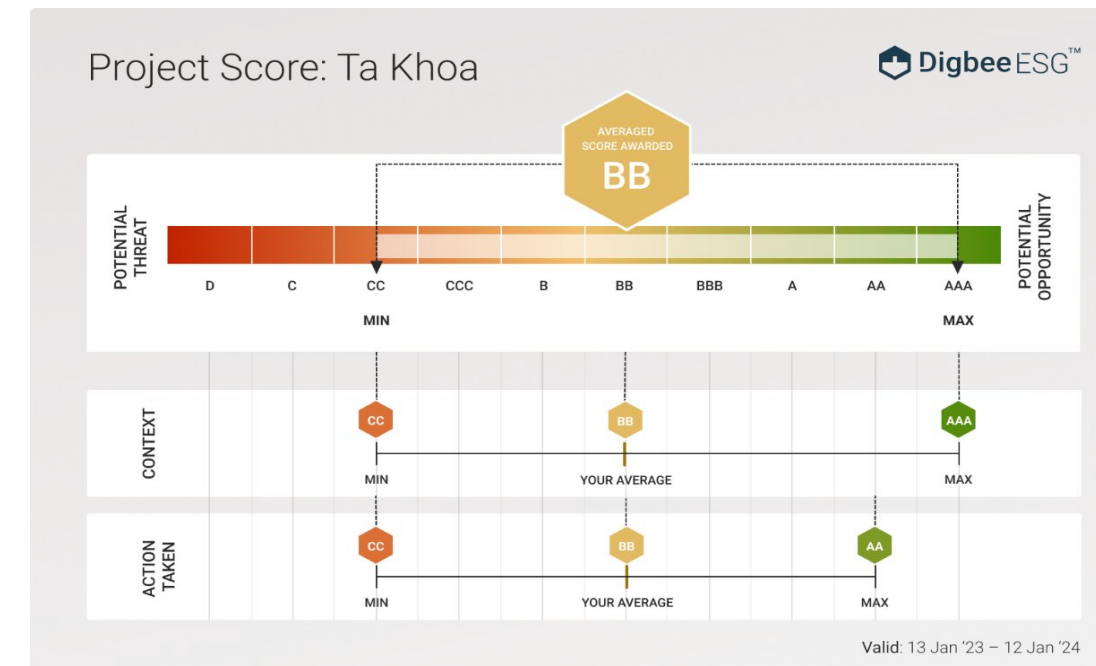
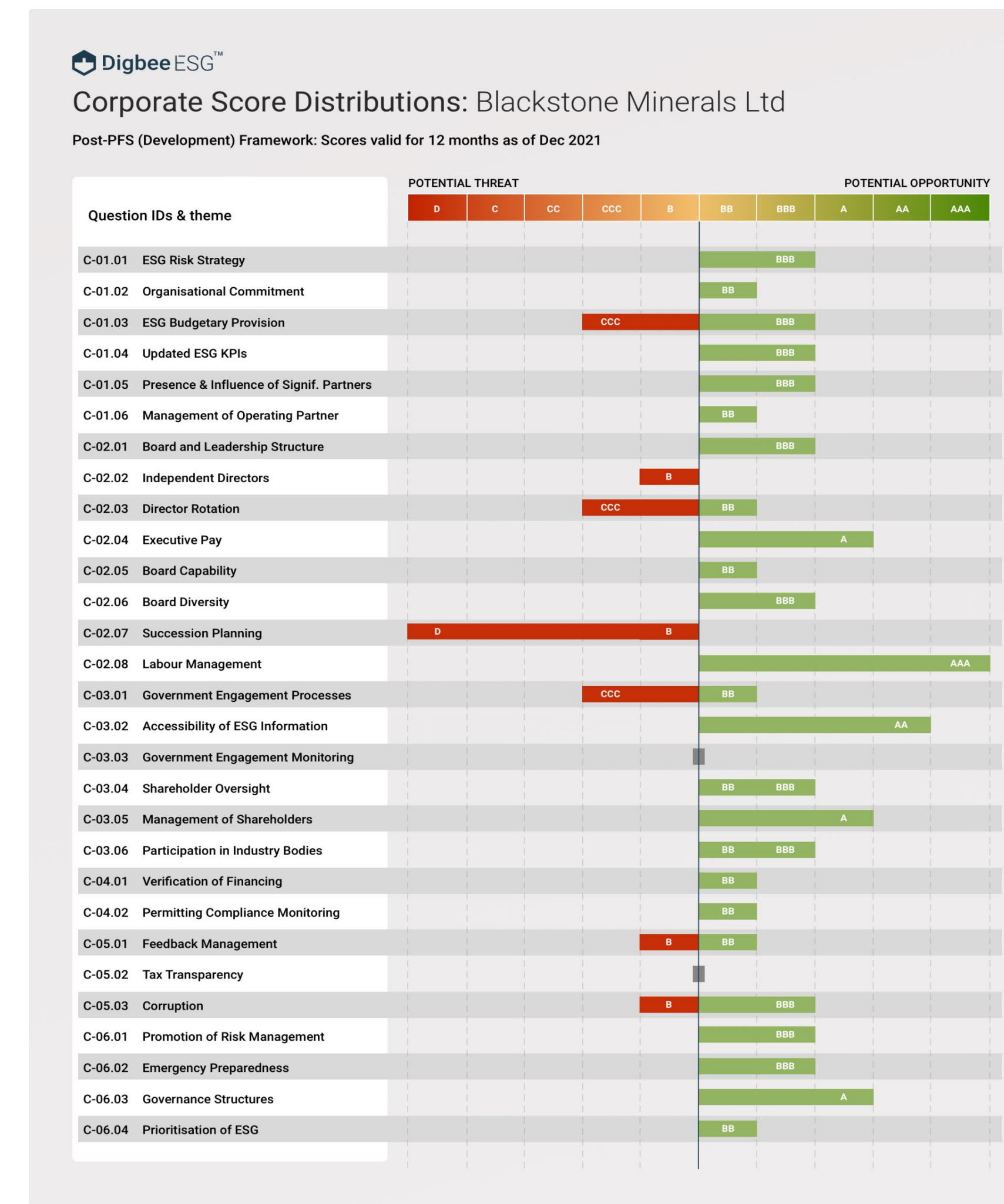
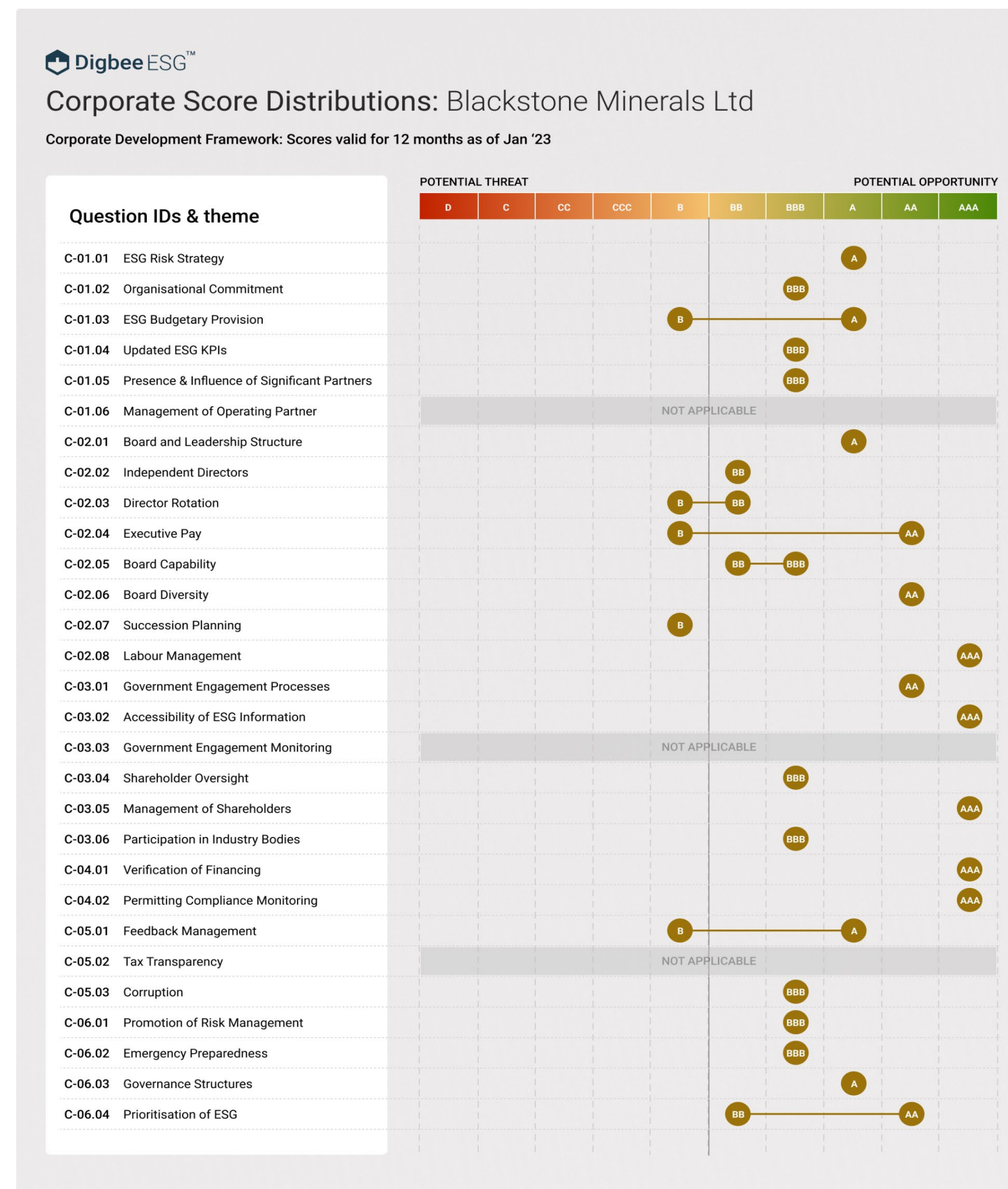
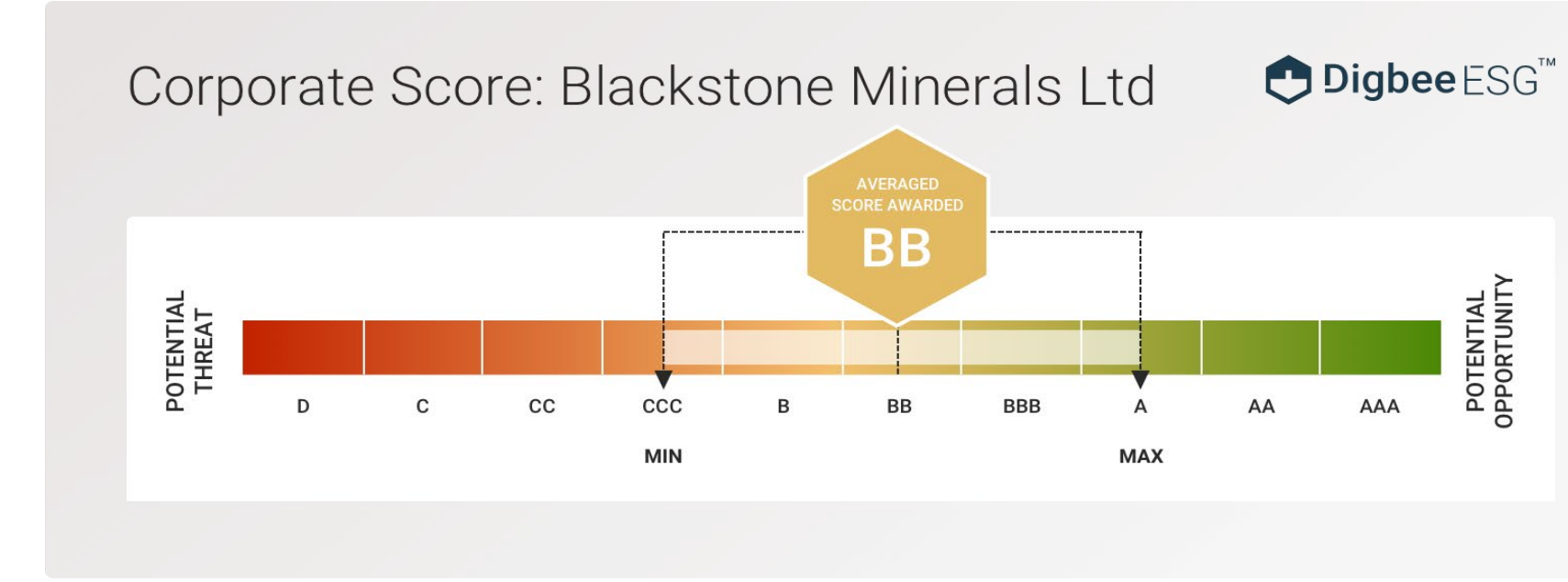
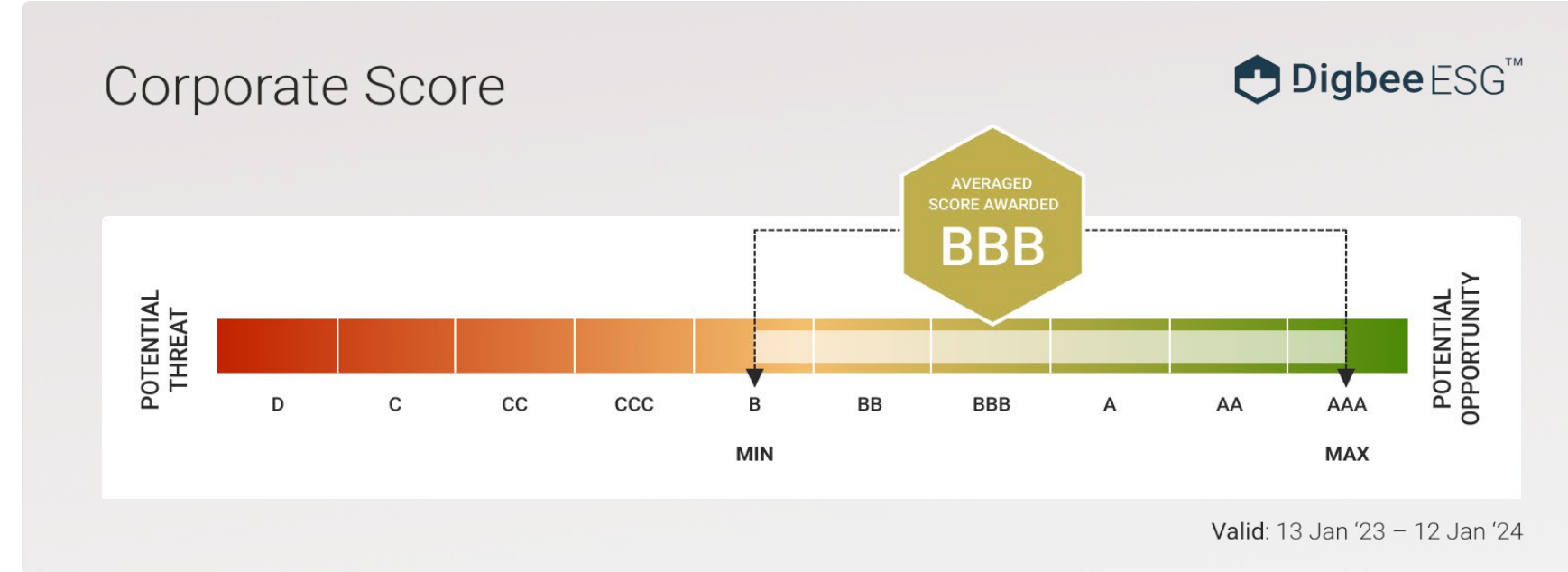
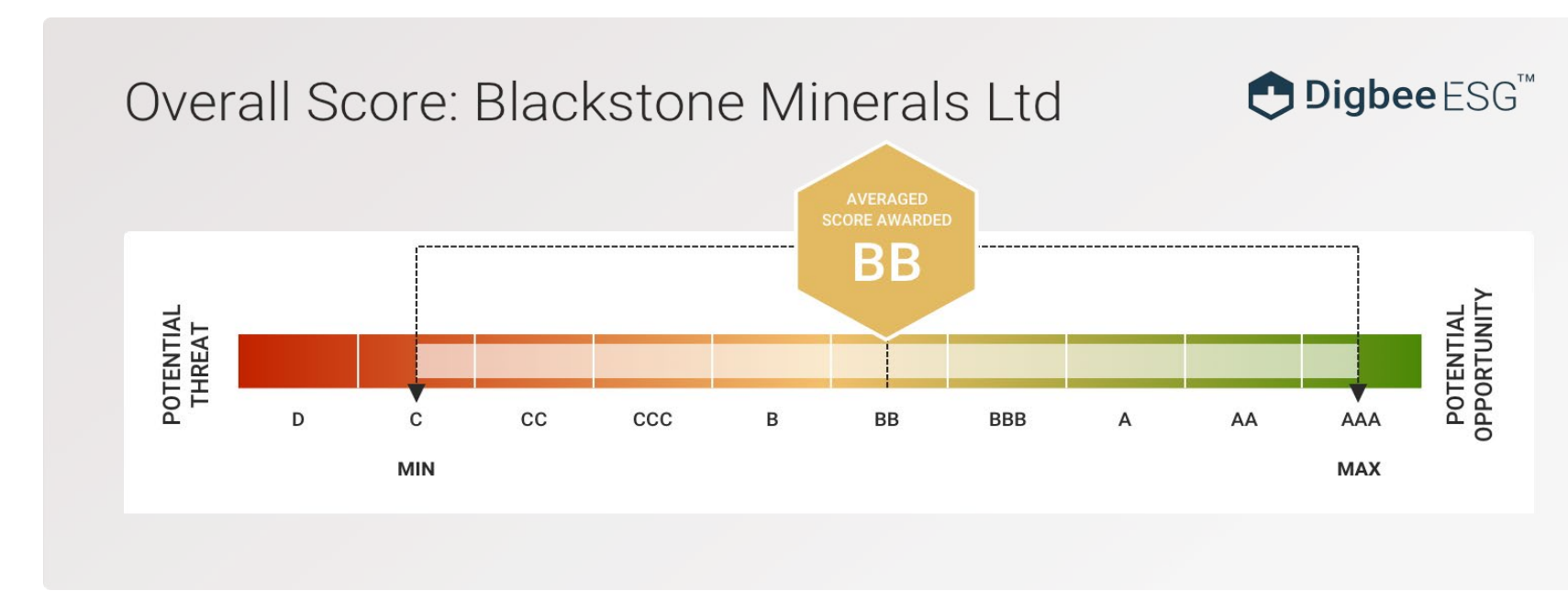
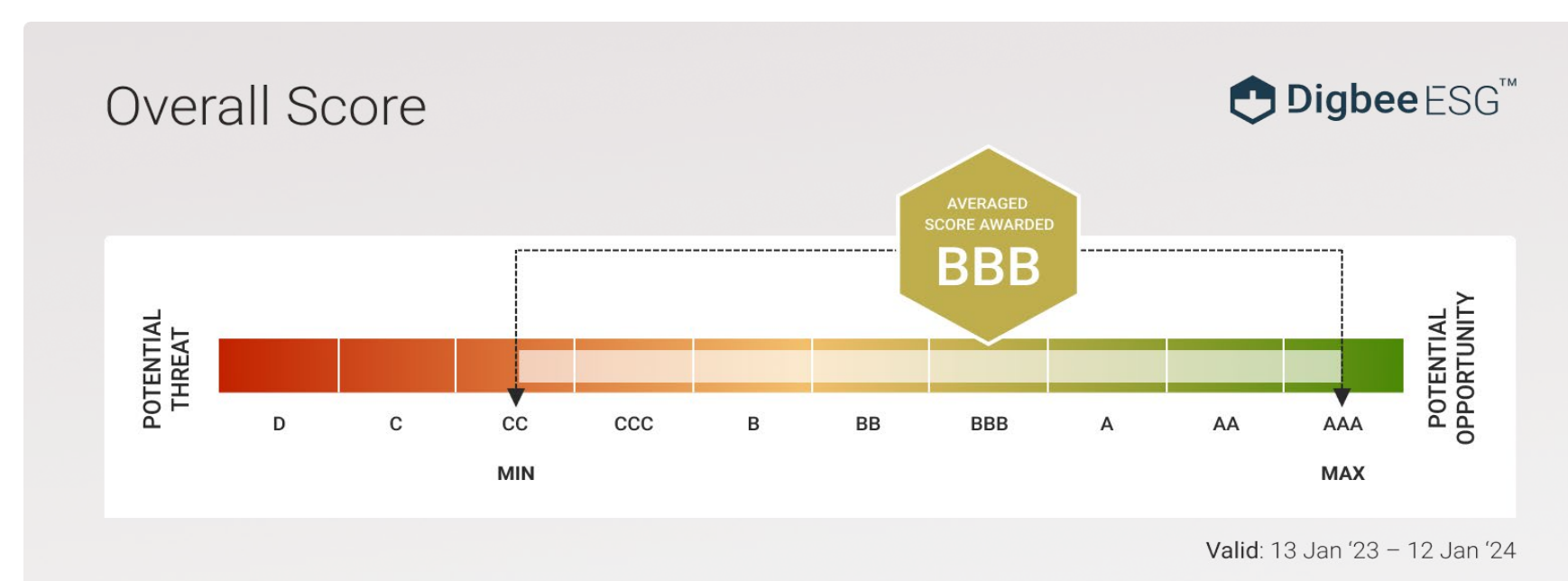
Unless stated otherwise, parameters are reported for Blackstone Minerals Group-wide businesses and include the Ta Khoa Project in Vietnam, exploration projects in Canada and Perth Corporate activities.

The data published in our FY24 Annual Report and this FY24 Sustainability Databook have been prepared with reference to Global Reporting Initiative (GRI) Standards 2021




Currency is expressed in AU dollars (AUD) unless otherwise stated.

The data is an aggregate of the data collected from individual data owners across Blackstone Minerals. The data has not gone through independent assurance this year. We expect to expand on the scope and coverage of our data over time, including the independent assurance of our disclosures in coming years.

Statement of use	Blackstone Minerals has reported the information cited in this Global Reporting Initiative (GRI) content index for the period (FY24) with reference to the GRI Standards and the Company's approach to the management of its most material ESG topics	
GRI 1	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosure 2021	2-1 Organizational details	(a) - (d) FY24 Annual Report: Corporate Directory
	2-2 Entities included in the organization's sustainability reporting	(a) - (c) FY24 Annual Report: Directors Report
	2-3 Reporting period, frequency and contact point	(a) - (c) FY24 Annual Report: Directors Report
	2-4 Restatements	N/A
	2-5 External assurance	N/A
	2-6 Activities and workers	(a) - (d) FY24 Annual Report: Directors Report
	2-7 Employees	(a) - (e) FY24 Sustainability Databook: Employee Data
	2-8 Workers who are not employees	(a) - (c) FY24 Sustainability Databook: Employee Data
	2-9 Governance structure and composition	(a) - (c) FY24 Annual Report: Directors Report
	2-10 Nomination and selection of the highest governance body	(a) - (b) FY24 Annual Report: Directors Report
	2-11 Chair of the highest governance body	(a) FY24 Annual Report: Directors Report
	2-13 Delegation of responsibility for managing impacts	(a) - (b) FY24 Annual Report: Directors Report
	2-14 Role of the highest governance body in sustainability reporting	(a) - (b) FY24 Annual Report: Directors Report
	2-15 Conflicts of interest	(a) - (b) Company website: Code of Conduct
	2-16 Communication of critical concerns	(a) - (b) Company website: Audit, Risk and Environmental, Social and Governance (ESG Committee Charter; Whistle-blower policy
	2-17 Collective knowledge of the highest governance body	(a) FY24 Annual Report: Directors Report
	2-18 Evaluation of the performance of the highest governance body	(a) - (c) FY24 Annual Report: Directors Report
	2-19 Remuneration policies	(a) - (b) FY24 Annual Report: Directors Report
	2-20 Process to determine remuneration	(a) - (c) FY24 Annual Report: Directors Report
	2-21 Annual total compensation ratio	(a) - (c) FY24 Sustainability Databook: Employee Data
	2-22 Statement on sustainable development strategy	(a) FY24 Sustainability Report
	2-23 Policy commitments	(a) - (f) Company website: Human Rights Policy
	2-24 Embedding policy commitments	Not Reported
	2-25 Processes to remediate negative impacts	Not Reported
	2-26 Mechanisms for seeking advice and raising concerns	(a) Company website: Whistleblower Policy
	2-27 Compliance with laws and regulations	(a) - (d) FY24 Sustainability Databook: Non-Compliance
	2-28 Membership associations	Not Reported
	2-29 Approach to stakeholder engagement	Not Reported
	2-30 Approach to collective bargaining	Not Reported
	GRI 3: Material Topics 2021	3-1 Process to determine material topics
	3-2 List of material topics	(a) - (b) FY24 Sustainability Report
	201-1 Direct economic value generated and distributed	Not Reported
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	(a) FY24 Sustainability Databook: Climate Risk
	201-3 Defined benefit plan obligations and other retirement plans	
	201-4 Financial assistance received from government	(a) - (c) ASX Announcement: 6th March 2024
GRI 202: Market Presence 2016	201-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported
	202-2 Proportion of senior management hired from the local community	(a) - (d) FY24 Sustainability Databook: Employee Hiring
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not Reported
	203-2 Significant indirect economic impacts	Not Reported
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	(a) - (c) FY24 Sustainability Databook: Goods and Services
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	(a) - (b) FY24 Sustainability Databook: ABC Risks
	205-2 Communication and training about anti-corruption policies and procedures	(a) - (e) FY24 Sustainability Databook: ABC Risks
	205-3 Confirmed incidents of corruption and actions taken	(a) - (e) FY24 Sustainability Databook: ABC Risks
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	(a) - (g) FY24 Sustainability Databook: Climate Risk
	305-2 Energy indirect (Scope 2) greenhouse gas emissions	(a) - (g) FY24 Sustainability Databook: Climate Risk
	305-3 Other indirect (Scope 3) greenhouse gas emissions	(a) - (g) FY24 Sustainability Databook: Climate Risk
	305-4 GHG emissions intensity	Not Reported
	305-5 Reduction of GHG emissions	Not Reported
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Not Reported
	306-2 Management of significant waste-related impacts	(a) - (c) FY24 Sustainability Databook: Waste
	306-3 Waste generated	(a) - (b) FY24 Sustainability Databook: Waste
	306-4 Waste diverted from disposal	(a) - (e) FY24 Sustainability Databook: Waste
	306-5 Waste directed to disposal	(a) - (e) FY24 Sustainability Databook: Waste
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	(a) - (b) FY24 Sustainability Databook: Hires and Turnovers
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not Reported
	401-3 Parental leave	(a) - (e) FY24 Sustainability Databook: Employee Data
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Not Reported
	403-02 Hazard identification, risk assessment, and incident investigation	Not Reported
	403-03 Occupational health services	Not Reported
	403-04 Worker participation, consultation and communication on occupational health and safety	Not Reported
	404-05 Worker training on occupational health and safety	Not Reported
	404-06 Prevention and mitigation of occupational health and safety impacts linked directly by business relationships	Not Reported
	403-7 Prevention and mitigation of occupational Health and Safety impacts directly linked by business relationships	(a) FY24 Annual Report: Managing Impacts on Local Communities
	403-08 Workers covered by an occupational health and safety management system	Not Reported
	403-9 Work-related injuries	(a) - (e) FY24 Sustainability Databook: Occupational Health and Safety
	403-10 Work-related ill health	(a) - (e) FY24 Sustainability Databook: Occupational Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Not Reported
	404-2 Programs for upgrading employee skills and transition assistance programs	Not Reported
	404-3 Percentage of employees receiving regular performance and career development reviews	Not Reported
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	(a) - (b) FY24 Sustainability Databook: Diversity
	405-2 Ratio of basic salary and remuneration of women to men	(a) - (b) FY24 Sustainability Databook: Employee Data
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	(a) - (c) FY23 Global Compact Communication on Progress
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Not Reported
	413-2 Operations with significant actual and potential impacts on local communities	Not Reported



	SW	HH	FB	AG	DL
Geology	75%	100%	100%	0%	75%
Project Financing	75%	75%	60%	0%	75%
Project Development	75%	75%	85%	0%	100%
Mining/Engineering	100%	40%	75%	0%	100%
ESG	75%	50%	65%	80%	50%
People	50%	50%	50%	100%	50%
Talent	50%	50%	50%	100%	50%
Remuneration	50%	50%	50%	100%	50%
Strategy	90%	90%	80%	80%	80%
Risk and Compliance	75%	75%	75%	75%	75%
Legal	25%	25%	25%	50%	25%
Financial	50%	50%	50%	50%	50%
Shareholder Liaison	95%	95%	80%	50%	90%

		
Extremely Experienced	Moderately Experienced	Little Experience



GOVERNANCE

Blackstone governance around climate-related risks and opportunities

In FY24 the Company published its climate change policy which is available on the Blackstone Minerals website

Responsibility for climate-related risks and opportunities at Blackstone has been delegated by the Board to the Audit, Risk & ESG Committee. This committee oversees the delivery of Blackstone's climate initiatives, climate change resilience strategy and climate disclosures. The committee is chaired by an independent director who does not also hold the position of Chair of the Board, consists of no less than three members, and includes relevant members of the Executive. The committee meets on a quarterly basis.

The inclusion of executive team members supports a clear link between strategy, accountability and implementation. Ultimate management responsibility for assessing and managing climate-related risks and opportunities sits with the Managing Director. The Executive team participated in a workshop to identify climate risk in March 2023, which included an overview of the latest climate science. These risks have since been incorporated into the Corporate Strategic Risk Register which is reviewed each quarter. The Executive team have also completed the Taskforce for Climate-related Disclosures introduction to climate related disclosures training.

To further support effective management of climate-related risks and opportunities, an ESG Working Group has been formed which consists of both Australian and Vietnamese based corporate and operational staff. The ESG Working Group meets regularly and reports to the Audit, Risk & ESG Committee.

STRATEGY & RISK

The actual and potential impacts of climate-related risks and opportunities for Blackstone's businesses, strategy and financial planning. The processes used by Blackstone to identify, assess and manage climate-related risks.

Climate-related risks and opportunities are identified and assessed through a climate specific risk review. Blackstone is committed to conducting this on an annual basis. Broader ESG risks, including climate-related risks, are also incorporated into our incumbent enterprise risk management framework which requires quarterly risk assessments to be conducted.

Climate-related risks were reviewed in line with Taskforce for Climate-related Financial Disclosures guidance and defined as either physical or transition risks, and then defined as threats or opportunities.

Blackstone's strategic response to climate risks and opportunities is defined as a pillar of our Green Nickel™ strategy.

Low carbon nickel

- Roadmap to net-zero
- Validated low carbon nickel
- Hydrometallurgical processing technology
- Powered with renewable energy
- Electrified mining

Developing and implementing an operational decarbonisation strategy remains a priority when the DFS is complete and a clear pathway to development has been defined. The strategy will focus on identifying the opportunities, plans, pathways and costs required to achieve our low carbon nickel goal.

METRICS

Metrics used by Blackstone to assess climate-related risks and opportunities in line with its strategy and risk management process.

In FY23 the company completed its third greenhouse gas emissions report. These metrics provide feedback on total operational emissions.

At a product level, Blackstone has from an early stage (in conjunction with the pre-feasibility study) conducted studies to provide estimates of the carbon intensity of our nickel. Further detail on our approach to this and results can be found in the FY24 Sustainability Report.

Our decarbonisation strategy will use these metrics as baselines, enabling us to measure and report on performance.

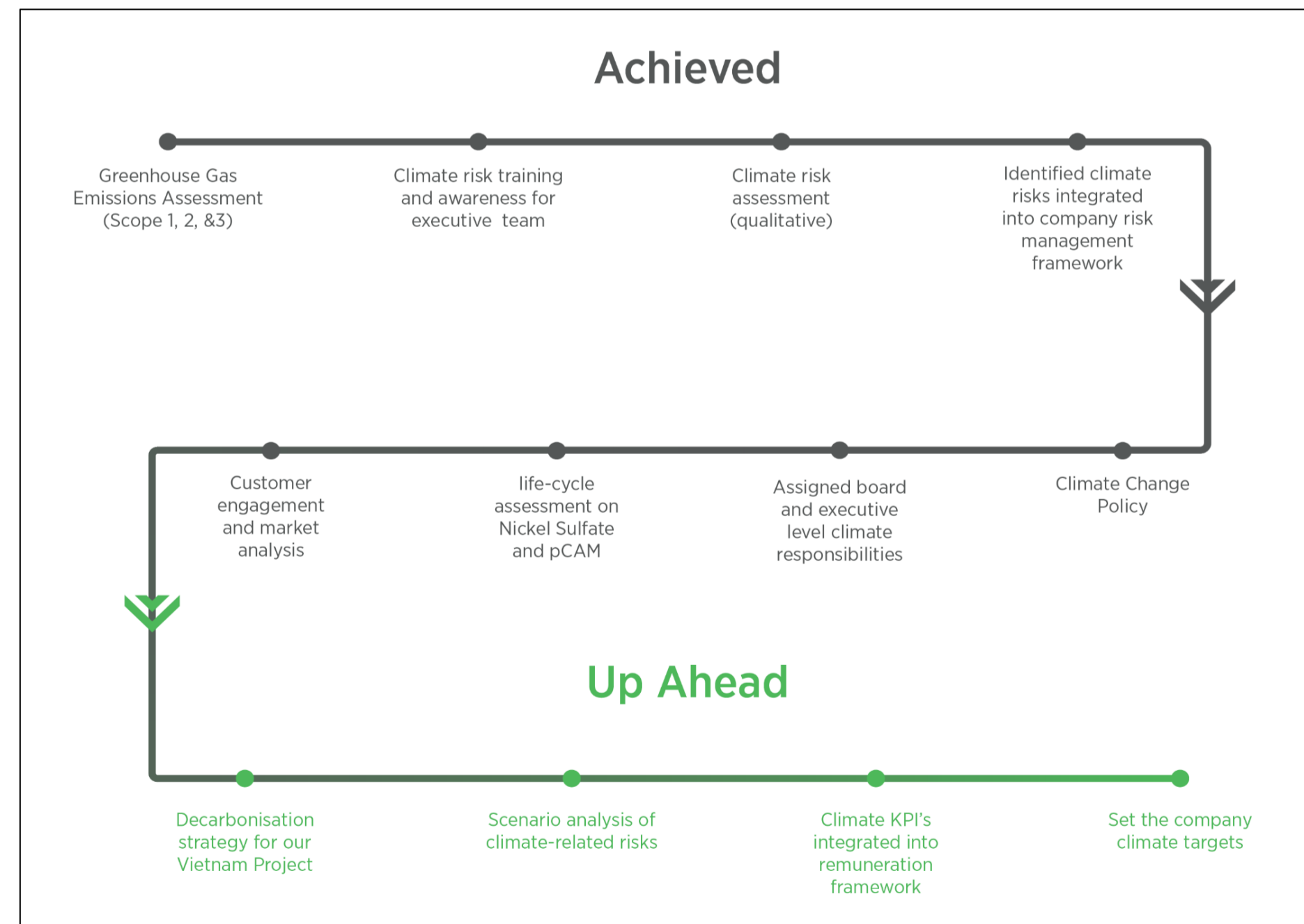
The greenhouse gas emission inventory for the company is based on the methodology detailed in the GHG Protocol Corporate Accounting and Reporting Standard (the protocol) developed in partnership between World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) (World Business Council) and using the 2014 IPCC Fifth Assessment GWP dataset.

The following tools, models and relevant factors have been utilised in the preparation of this assessment;

- 1.GHG Protocol Calculation Tool Version 23/03/2020
- 2.UNFCCC GHG Emissions Calculation Version 01.3
- 3.GHG Protocol Quantis Scope 3 Emissions Calculation Tool
- 4.Refrigeration & Air Conditioning Equipment emissions have used the Default Emission Factors from the US EPA Center for Corporate Climate Change Leadership – GHG Inventory Guidance, Material Balance Method
- 5.World Bank report on Vietnam's average electricity grid emission factor of 0.8154 tCO2eq/MWh

The majority of the emission factors used have been sourced from the Department of Climate Change NGA Factors Workbook.

ROAD MAP TO NET ZERO



CLIMATE-RELATED RISK REGISTER 2023

No.	Type	Risk	Description	Mitigation(s)/activations(s)	Trend
1	Threat	Renewable energy reliability	Reliability of hydropower	Factor into engineering design/contingencies	↘
2		Cost escalation	Increased cost of renewable power/carbon credits	Incorporate into financial modelling	↗
3		Inefficient design	Energy and carbon use at refinery	Factor into engineering design	↘
4		Technology	Time and cost impacts associated with new technology use (electric mine technology)	Government incentives, pilot trials of new technology	↘
5		Feedstock supply	Access to low-carbon, high-quality 3rd party feed stock	Diversify sources, supplier diligence	↘
6		Carbon price	In-country/ border adjustment carbon tax	Incorporate into financial modelling	↗
7		Reputation	Authenticity of Green Nickel™	Review and validate Green Nickel™	↗
8	Typhoon, flooding, landslide	Disruption, damage to property and/or people	Resilience assessment, policies review, insurance	↗	
1	Opportunities	Green premium for nickel products	Higher price for sustainably produced nickel	Customer engagement and benchmarking	↗
2		Secure feedstock supply with the right carbon profile	Exclusive feedstock supply partnerships	Supplier assessment and engagement program	↘
3		Climate resilience	Support community climate resilience and adaptation	In-country engagement with government and NGO's	↗

GREENHOUSE GAS EMISSIONS CY20 to FY23

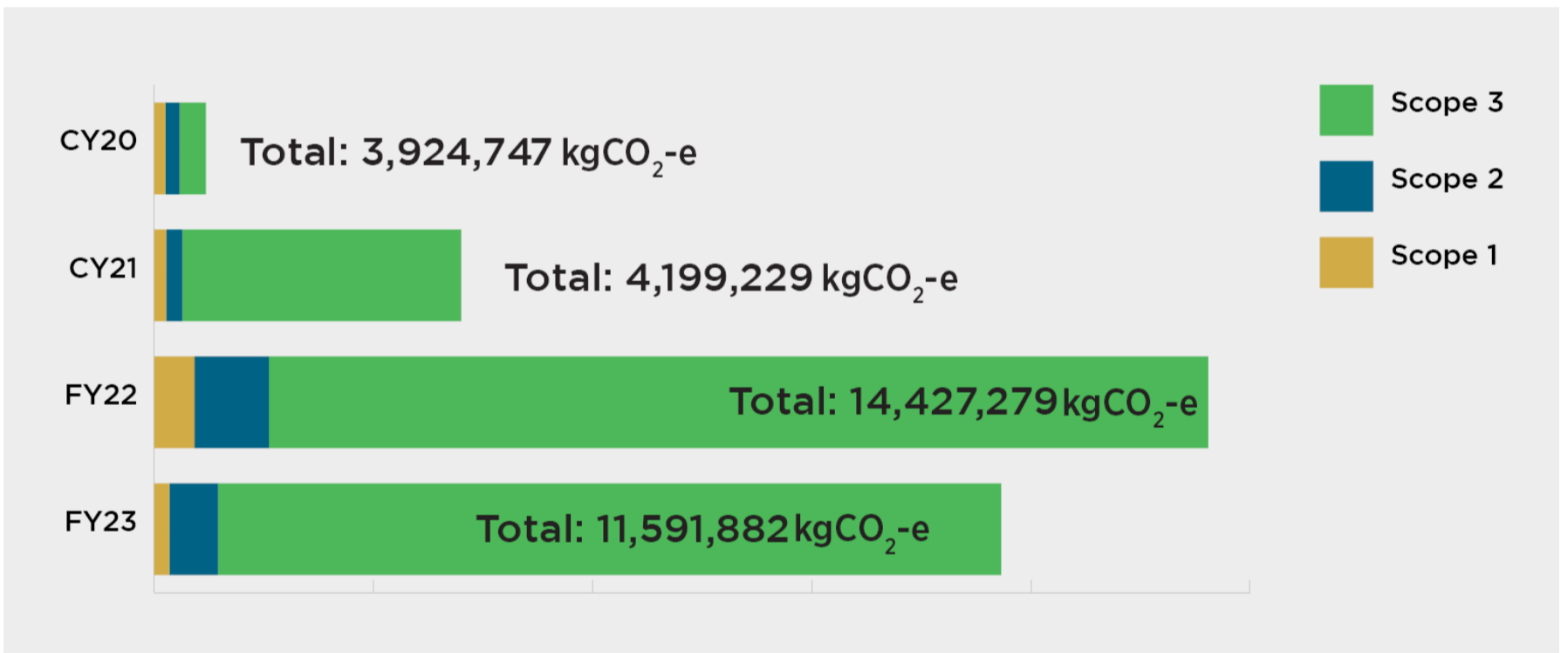


Fig 7. Blackstone's greenhouse gas emissions

	Scope 1	Scope 2	Scope 3	Total
CY20	148,967	194,850	3,580,930	3,924,747
CY21	160,540	223,149	3,815,540	4,199,229
FY22	546,010	1,021,041	12,860,228	14,427,279
FY23	203,420	668,519	10,719,943	11,591,882

	Scope 1	Scope 2	Scope 3	Total
CY20	4%	5%	91%	100%
CY21	4%	5%	91%	100%
FY22	4%	7%	89%	100%
FY23	2%	6%	92%	100%

TOP 5 Scope 3 Contributors

FY23	Value
ALS	6,176,000
ENTECH	373,000
WOOD	337,000
METSO OUTOTEC	289,000
LIEN DOAN	231,000
INTERGEO	
Total	7,406,000
	69%

FY24 TOTAL NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS

Item #	Description of Non-compliance	Country	Monetary fines	Non-monetary sanctions
1	FY24: THERE HAVE BEEN ZERO SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS			
2				
3				
4				
5				

FY 23 TOTAL NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS

Item #	Description of Non-compliance	Country	Monetary fines	Non-monetary sanctions
1	FY23: THERE HAVE BEEN ZERO SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS			
2				
3				
4				
5				

FY 22 TOTAL NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS

Item #	Description of Non-compliance	Country	Monetary fines	Non-monetary sanctions
1	FY23: THERE HAVE BEEN ZERO SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS			
2				
3				
4				
5				

Vietnam boasts a young and dynamic workforce, with a median age of around 30 years old. The labour force is known for its strong work ethic, adaptability, and willingness to learn.

The country has invested in education and vocational training programs, providing a skilled workforce that contributes to its economic growth and competitiveness.

The Company is harnessing the potential of this dynamic workforce for the project, actively recruiting locally for the management, engineering and exploration teams.

National employees are the most important asset of the Company and our strongest advocate in the community. Their knowledge of local context and political dynamics help Blackstone navigate complex relationships with local communities, government, and other stakeholders. Importantly, local staff facilitate effective communication between the Company and the community, essential for building trust and resolving conflicts.

In turn, Blackstone is investing heavily in training, skills development, and opening career opportunities.

TOTAL NUMBER OF EMPLOYEES - BREAKDOWN BY GENDER AND REGION							
Gender		Country					
		Vietnam	Australia	Canada	Other		
Female	(head count/FTE)	24	2	0			
	Permanent	15	2	0			
	Temporary	0	0	0			
	Non-guaranteed hours (Casual)	9	0	0			
	Full-time	24	1	0			
	Part-time	0	1	0			
	Ratio of entry level wage to minimum wage	127%	150%				
	Number of employees entitled to parental leave	1	2	0			
	Number of employees that took parental leave	1	1	0			
	Number of employees that took parental leave & returned to work	1	1	0			
	Number of employees that took parental leave & returned to work & still employed after 12 months	1	1	0			
	Return to work rate of employees that took parental leave*	100%	100%				
	Retention rate of employees that took parental leave*	100%	100%				
	Ratio of basic salary for Senior Management (Female to Male)	59%	84%	0			
	Ratio of basic salary for Middle Management (Female to Male)	56%	120%	0			
	Ratio of basic salary for Administration (Female to Male)	94%	0	0			
	Ratio of total Remuneration for Senior Management (Female to Male)	54%	84%	0			
	Ratio of total remuneration for Middle Management (Female to Male)	55%	120%	0			
	Ratio of total remuneration for Administration (Female to Male)	94%	0	0			
	Male	(head count/FTE)	71	5	1		
Permanent		57	4	1			
Temporary		0	0	0			
Non-guaranteed hours (Casual)		14	1	0			
Full-time		71	3	0			
Part-time		0	2	1			
Ratio of entry level wage to minimum wage		127%		0			
Number of employees entitled to parental leave		1	4	1			
Number of employees that took parental leave		1	1	0			
Number of employees that took parental leave & returned to work		1	1	0			
Number of employees that took parental leave & returned to work & still employed after 12 months		0	1	0			
Return to work rate of employees that took parental leave		100%	100%				
Retention rate of employees that took parental leave		0%	100%				
Ratio of basic salary for Senior Management (Other to Male)		0	0	0			
Ratio of basic salary for Middle Management (Other to Male)		0	0	0			
Ratio of basic salary for Administration (Other to Male)		0	0	0			
Ratio of total Remuneration for Senior Management (Other to Male)		0	0	0			
Ratio of total remuneration for Middle Management (Other to Male)		0	0	0			
Ratio of total remuneration for Administration (Other to Male)		0	0	0			
Not Disclosed		(head count/FTE)	0	0	0		
	Permanent	0	0	0			
	Temporary	0	0	0			
	Non-guaranteed hours (Casual)	0	0	0			
	Full-time	0	0	0			
	Part-time	0	0	0			
	Ratio of entry level wage to minimum wage	0	0	0			
	Number of employees entitled to parental leave	0	0	0			
	Number of employees that took parental leave	0	0	0			
	Number of employees that took parental leave & returned to work	0	0	0			
	Number of employees that took parental leave & returned to work & still employed after 12 months	0	0	0			
	Return to work rate of employees that took parental leave	0	0	0			
	Retention rate of employees that took parental leave	0	0	0			
	Ratio of basic salary for Senior Management (Not Disclosed to Male)	0	0	0			
	Ratio of basic salary for Middle Management (Not Disclosed to Male)	0	0	0			
	Ratio of basic salary for Administration (Not Disclosed to Male)	0	0	0			
	Ratio of total Remuneration for Senior Management (Not Disclosed to Male)	0	0	0			
	Ratio of total remuneration for Middle Management (Not Disclosed to Male)	0	0	0			
	Ratio of total remuneration for Administration (Not Disclosed to Male)	0	0	0			
	Total (By Country)	(head count/FTE)	95	7	1	0	
Permanent		72	6	1	0		
Temporary		0	0	0	0		
Non-guaranteed hours (Casual)		23	1	0	0		
Full-time		95	4	0	0		
Part-time		0	3	1	0		
Ratio of entry level wage to minimum wage		127%	150%	0	0		
Number of employees entitled to parental leave		2	6	1	0		
Number of employees that took parental leave		2	2	0	0		
Number of employees that took parental leave & returned to work		2	2	0	0		
Number of employees that took parental leave & returned to work & still employed after 12 months		1	2	0	0		
Return to work rate of employees that took parental leave		100%	100%		0		
Retention rate of employees that took parental leave		50%	100%		0		
Ratio of basic salary for Senior Management (Non-Male to Male)		59%	N/A	N/A	N/A		
Ratio of basic salary for Middle Management (Non-Male to Male)		56%	N/A	N/A	N/A		
Ratio of basic salary for Administration (Non-Male to Male)		94%	N/A	N/A	N/A		
Ratio of total Remuneration for Senior Management (None Male to Male)		54%	N/A	N/A	N/A		
Ratio of total remuneration for Middle Management (None Male to Male)		55%	N/A	N/A	N/A		
Ratio of total remuneration for Administration (Non-Male to Male)		94%	N/A	N/A	N/A		
Total (All Blackstone)		(head count/FTE)			103		
	Permanent			79			
	Temporary			0			
	Non-guaranteed hours (Casual)			24			
	Full-time			99			
	Part-time			4			
	Ratio of entry level wage to minimum wage			Not possible to calculate with current available data			
	Number of employees entitled to parental leave			9			
	Number of employees that took parental leave			4			
	Number of employees that took parental leave & returned to work			3			
	Number of employees that took parental leave & returned to work & still employed after 12 months			3			
	Return to work rate of employees that took parental leave			100%			
	Retention rate of employees that took parental leave			75%			
	Ratio of basic salary for Senior Management (Non-Male to Male)			N/A			
	Ratio of basic salary for Middle Management (Non-Male to Male)			N/A			
	Ratio of basic salary for Administration (Non-Male to Male)			N/A			
	Ratio of total Remuneration for Senior Management (None Male to Male)			N/A			
	Ratio of total remuneration for Middle Management (None Male to Male)			N/A			
	Ratio of total remuneration for Administration (Non-Male to Male)			N/A			
	Fluctuations	Were there any significant fluctuations in number of employees during this reporting period?	Yes	Yes	No		
If yes, provide details			In light of market conditions and nickel prices, Blackstone has taken considered cost cutting measures in order to preserve the cash position. Unfortunately this required a reduction in employee numbers in Vietnam and Australia				
Workers who are not employees	(head count/FTE)	0					
	Agency Workers	0					
	Apprentices	1					
	Contractors	0					
	Home Workers	2					
	Interns	0					
	Self-employed persons	0					
	Sub-contractors	0					
Volunteers	0						

Compensation Ratio All Blackstone
Annual Total To Be Calculated
Change in Annual Total To Be Calculated

The annual total compensation ratio can be calculated using the following formula:

$$\frac{\text{Annual total compensation for the organization's highest paid-individual}}{\text{Median annual total compensation for all of the organization's employees excluding the highest-paid individual}}$$

The change in the annual total compensation ratio can be calculated using the following formula:

$$\frac{\text{Percentage increase in annual total compensation for the organization's highest-paid individual}}{\text{Median percentage increase in annual total compensation for all of the organization's employees excluding the highest-paid individual}}$$

Return to Work Rate

$$\text{Return to work rate} = \frac{\text{Total number of employees that did return to work after parental leave}}{\text{Total number of employees due to return to work after taking parental leave}} \times 100$$

Retention Rate

$$\text{Retention rate} = \frac{\text{Total number of employees retained 12 months after returning to work following a period of parental leave}}{\text{Total number of employees returning from parental leave in the prior reporting period(s)}} \times 100$$

HIRING LOCATION (ALL EMPLOYEES)

AUSTRALIA

Employee Type	Age Group	Gender								Aboriginal/Torres Strait Islander							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Board of Directors	Local	1		2													
	Regional																
	National			1													
	International			1													

Definition	
Local	Perth
Regional	Western Australia
National	Other States
International	Outside Australia

AUSTRALIA

Employee Type	Location	Gender								Aboriginal/Torres Strait Islander							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local	2		5													
	Regional																
	National																
	International																
Senior Managers	Local	1		4													
	Regional																
	National																
	International																
Middle Managers	Local	0		1													
	Regional																
	National																
	International																
Administration	Local	1															
	Regional																
	National																
	International																
Other	Local	0															
	Regional																
	National																
	International																

Definition	
Local	Perth
Regional	Western Australia
National	Other States
International	Outside Australia

VIETNAM (TKR)

Employee Type	Location	Gender								Ethnic Minority							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0
	Regional	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	6	0	3	0	0	0	0	0	0	0	0	1	0	0	0	0
	International	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	Local	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Regional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle Managers	Local	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Regional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administration	Local	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
	Regional	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	Local	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Regional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Definition	
Local	Phu Yen District
Regional	Son La Region
National	Rest of Vietnam
International	Outside Vietnam

VIETNAM (TKN)

Employee Type	Location	Gender								Ethnic Minority							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local	3	14	26	57	0	0	0	0	0	3	14	26	57	0	0	0
	Regional	1	0	6	1	0	0	0	0	0	0	0	1	0	0	0	0
	National	8	0	31	1	0	0	0	0	0	0	0	1	0	0	0	0
	International	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	Local	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Regional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle Managers	Local	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Regional	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	National	3	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administration	Local	0	0	0	0	0	0	0	0	0	0	26	57	0	0	0	0
	Regional	1	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0
	National	3	0	18	1	0	0	0	0	0	0	1	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	Local	3	14	26	57	0	0	0	0	0	3	14	26	57	0	0	0
	Regional	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0
	National	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Definition	
Local	Bac Yen District
Regional	Son La Region
National	Rest of Vietnam
International	Outside Vietnam

CANADA

Employee Type	Age Group	Gender								1st Nations							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local			1													
	Regional																
	National																
	International																
Senior Managers	Local			1													
	Regional																
	National																
	International																
Middle Managers	Local																
	Regional																
	National																
	International																
Administration	Local																
	Regional																
	National																
	International																
Other	Local																
	Regional																
	National																
	International																

Definition	
Local	TBD
Regional	TBD
National	Canada
International	Outside Canada

WAGES & BENEFITS BY LOCATION (ALL EMPLOYEES)

AUSTRALIA AUD

Amounts are excluding super where applicable (AUD)

Employee Type	Age Group	Gender								Aboriginal/Torres Strait Islander							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Board of Directors	Local	80,000		432,500													
	Regional																
	National			70,000													
	International			77,000													

Definition
Local Perth
Regional Western Australia
National Other States
International Outside Australia

AUSTRALIA AUD

Employee Type	Location	Gender								Aboriginal/Torres Strait Islander							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local	501,818		1,317,121													
	Regional																
	National																
	International																
Senior Managers	Local	236,364		901,121													
	Regional																
	National																
	International																
Middle Managers	Local	88,000		365,000													
	Regional																
	National																
	International																
Administration	Local	85,038															
	Regional																
	National																
	International																
Other	Local	92,417		51,000													
	Regional																
	National																
	International																

Definition
Local Perth
Regional Western Australia
National Other States
International Outside Australia

VIETNAM (TKR) VND

Employee Type	Location	Gender								Ethnic Minority							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local									135,516,000	358,800,000						
	Regional	211,416,000															
	National	621,138,000		828,000,000													
	International																
Senior Managers	Local																
	Regional																
	National	828,000,000		828,000,000													
	International																
Middle Managers	Local																
	Regional																
	National																
	International																
Administration	Local									135,516,000	358,800,000						
	Regional	211,416,000															
	National	414,276,000															
	International																
Other	Local																
	Regional																
	National																
	International																

Definition
Local Phu Yen District
Regional Son La Region
National Rest of Vietnam
International Outside Vietnam

VIETNAM (TKN) VND

Employee Type	Location	Gender								Ethnic Minority							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local									107,000,000	48,000,000	186,969,000	48,000,000				
	Regional	120,000,000		305,040,000													
	National	583,185,333		558,790,481													
	International			2,362,937,400													
Senior Managers	Local																
	Regional			278,760,000													
	National	1,005,136,000		1,137,600,000													
	International			2,362,937,400													
Middle Managers	Local																
	Regional			447,000,000													
	National	538,200,000		567,274,286													
	International																
Administration	Local										287,658,000						
	Regional	120,000,000															
	National	206,220,000		272,136,000													
	International																
Other	Local									107,000,000	48,000,000	86,280,000	48,000,000				
	Regional			189,360,000													
	National			258,151,636													
	International																

Definition
Local Bac Yen District
Regional Son La Region
National Rest of Vietnam
International Outside Vietnam

CANADA CAD

Employee Type	Age Group	Gender								1st Nations							
		# Female		# Male		# Other		# Not Disclosed		# Female		# Male		# Other		# Not Disclosed	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
All Employees	Local																
	Regional																
	National																
	International																
Senior Managers	Local																
	Regional																
	National																
	International																
Middle Managers	Local																
	Regional																
	National																
	International																
Administration	Local																
	Regional																
	National																
	International																
Other	Local																
	Regional																
	National																
	International																

Definition
Local TBD
Regional TBD
National Canada
International Outside Canada

9	GRI 2-24	This disclosure gives insight into how the organization embeds its policy commitments for responsible business conduct, including the commitment to respect human rights, throughout its activities and business relationships. This ensures that people at all levels act responsibly and with awareness of and respect for human rights.	How do BSX employees seek advice on implementing organisation's policies and practices?	Various internal training and induction sessions have been provided on the Company's policies, procedures and standards. We are in the process of implementing our Global HR Framework which includes consistent policies and procedures to be applied for Australia and Vietnam. On the other hand, every policies are sent to employees for reading and giving advices first before being formal issued and published. Employee Handbook, and terms and conditions of employment are provided to all employees. Policies, Standards and procedures are accessible via our various platforms. The People and Culture team, company leaders, managers and supervisor can provide advice and support as needed.
13	GRI		What is the definition of senior management?	Australia is Executive Director/MD - Scott, Key Management Personnel (KMP) - Andrew S and Jamie- and Executive team - Tessa, Graham, Stuart, Lon Vietnam is driven by salary level and job code
23	GRI 403-6	When describing the scope of access to non-occupational medical and healthcare services provided, the reporting organization can specify the types of service to which access is facilitated and the types of worker that have access to them.	Does BSX provide Employee Assistance Program to its employees? If yes, provide details of the program	Yes, in Australia we offer external Employee Assistance Program Provider support (EAP). We are seeking a suitable EAP provider for Vietnam. We also provide our employees with a Confidential Speak Up platform, called Whispli.
24	GRI 404-1	This disclosure provides insight into the scale of an organization's investment in training, and the degree to which the investment is made across the entire employee base. In the context of this Standard, 'training' refers to: • all types of vocational training and instruction; • paid educational leave provided by an organization for its employees; • training or education pursued externally and paid for in whole or in part by an organization; • training on specific topics. Training does not include on-site coaching by supervisors.	Does BSX log the number of hours each employee spent on training? If yes, provide the number by location In any event, provide a list of the training courses / programmes run during FY2023	Refer to: - Table 1.1 for Vietnam based People and Culture related training. - Table 1.2 Safety training (Vietnam)
25	GRI 404-3	This disclosure measures the extent to which an organization regularly appraises employee performance. This aids the personal development of individual employees. It also contributes to skills management and to the development of human capital within the organization.	% of total employees who received a regular performance and career development review	Our performance development process is currently completed biannually, aligned with financial year. We had 100% completion rate for Australia and Vietnam for our mid year reviews in December and we are currently completing our end of year reviews. We are in the process of implementing a structural update in Vietnam so there will be a slight delay with our end of year appraisal assessments and individual goal setting for FY25. Anticipated completion is mid July for Vietnam and end of June for Perth. Further details to be provided to confirm completion rates.
28	GRI 406-1	In the context of this disclosure, an 'incident' refers to a legal action or complaint registered with the reporting organization or competent authorities through a formal process, or an instance of non-compliance identified by the organization through established procedures. Established procedures to identify instances of non-compliance can include management system audits, formal monitoring programs, or grievance mechanisms.	Were there any incidents to discrimination that occurred during this reporting period? If yes, provide a description of each incident, the review process undertaken and the remediation plans that have been implemented.	No

Table 1.1. People & Culture Training Vietnam

No.	Name of course	Time	By employee	Number	Number	Training Location	Facilitator	Internal/ External
1	Engagement survey results sharing session	Sep-23	All	164	328	HN, BPNM Site, Teams	Hoan	Internal
			International	2	4			
			Local	105	210			
			National	51	102			
			Regional	7	14			
2	Appropriate workplace behavior	Oct-23	All	164	328	HN, BPNM Site, Teams	Hoan	Internal
			International	2	4			
			Local	105	210			
			National	51	102			
			Regional	7	14			
3	Onboarding training for new employee	from 7-11	All	4	4	Teams	Hoan	Internal
			International	0	0			
			Local	2	2			
			National	1	1			
			Regional	1	1			
4	New RO Handbook Induction	Jan-24	All	13	19.5	HN, Teams	Hoan	Internal
			International	1	1.5			
			Local	2	3			
			National	9	13.5			
			Regional	1	1.5			
5	Guidelines on GHG quantification, inventory and reporting according to ISO 14064-1:2018	Oct-23	All	1	24	HN		External
			International					
			Local	1	24			
			Regional					
6	Micromine training session (Perth)	Jul-23	All	3	120	Perth		External (International)
			International					
			Local					
			National	3	120			
			Regional					
7	How to learn English efficiency	Jul-24	All	57	171	BPNM Site	Hoan	Internal
			International	0				
			Local	38				
			National	18				
			Regional	1				
	Sum			406	994.5			

Table 1.2. Safety Training Vietnam

No.	Name of course	Time	By employee	Number	Number	Training Location	Facilitator	Internal/ External
1	Radiation safety training	Aug-23	All	1	8	HN		External
			International					
			Local	1	8			
			National					
			Regional					
2	Safety induction for new employee	from 7-11	All	4	10	BPNM Site	OHS team	Internal
			International	0	0			
			Local	1	2.5			
			National	2	5			
			Regional	1	2.5			
3	Weekly healthy training	weekly	All	389	116.7	BPNM Site	OHS team	Internal
			International	0				
			Local	254				
			National	123				
			Regional	12				
4	Weekly safety training	weekly	All	747	298.8	BPNM Site	OHS team	Internal
			International	0				
			Local	548				
			National	179				
			Regional	20				
5	General Safety Induction for TKR - Drilling	Jul-23	All	43	258	BPNM Site	OHS team	Internal
			International	0				
			Local	38				
			National	5				
			Regional	0				
6	Special training on the risks of cobra on sites	Dec-23	All	85	212.5	BPNM Site	OHS team	Internal
			International	0				
			Local	67				
			National	17				
			Regional	1				
7	First aid training for Site members - Topic 1 CPR & AED	May-24	All	60	480	BPNM Site	OHS team	Internal
			International	0				
			Local	41				
			National	17				
			Regional	2				

Our safety culture is a continuation of the Vietnamese culture of 'you are my family' where relationships are typically close-knit, and loyalty, respect, and care for one another are paramount values. Employees are encouraged to watch out for each other's safety and communicate openly about potential risks or safety concerns. This dynamic encourages an environment where workers feel safe to voice concerns or report unsafe practices without fear of judgment or retribution.

The Company is committed to ensuring all workers understand our belief that no task is so important that it cannot be done safely, where implementation is supported by a framework for management of Health and Safety processes and data designed to be mapped to ISO 45001 and ISO 9001.

As the Company grows, we will continue to develop our systems to meet the increasing complexity of our site-based activities.

LAGGING INDICATORS

FY24

ST	Date	Month	Year	BSX - Manhours	Contractor-Manhours	Total Manhours	Cumulative hours/year	Cumulative hours (period to date)	LTI	MTI	TRIF	FAI	LTI's (LHS)	MTI's (LHS)	FAI's (LHS)	TRIF's (LHS)	LTI/R LTM	MTI/R LTM	FAI/R LTM	TRIF/R LTM	LTI/R LTM (ALL)	MTI/R LTM (A)	FAI/R LTM (A)	TRIF/R LTM (A)				
50	7/31/2023	7	2023	29,744	2,232	31,976	31,976	1,964,352	0	0	0	0	-	-	-	-	-	-	-	-	-	1.02	0.51	1.53	1.53			
51	8/31/2023	8	2023	31,280	1,736	33,016	64,992	1,997,368	0	0	0	0	-	-	-	-	-	-	-	-	-	1.01	0.51	1.51	1.51			
52	9/30/2023	9	2023	28,056	1,680	29,736	94,728	2,027,104	0	0	0	0	-	-	-	-	-	-	-	-	-	0.99	0.50	1.48	1.48			
53	10/31/2023	10	2023	29,216	744	29,960	124,688	2,057,064	0	0	0	0	-	-	-	-	-	-	-	-	-	0.98	0.49	1.46	1.46			
54	11/30/2023	11	2023	29,392	720	30,112	154,800	2,087,176	0	1	1	0	-	-	-	-	33.21	-	33.21	-	6.46	-	6.46	0.96	0.96	1.44	1.92	
55	12/31/2023	12	2023	27,888	496	28,384	183,184	2,115,560	0	0	0	0	-	-	-	-	-	-	-	-	-	5.46	-	5.46	0.95	0.95	1.42	1.90
56	1/31/2024	1	2024	17,640	248	17,888	201,072	2,133,448	0	0	0	0	-	-	-	-	-	-	-	-	-	4.98	-	4.98	0.94	0.94	1.41	1.88
57	2/29/2024	2	2024	12,480	232	12,712	213,784	2,146,160	0	0	0	0	-	-	-	-	-	-	-	-	-	4.68	-	4.68	0.94	0.94	1.40	1.87
58	3/31/2024	3	2024	16,800	248	17,048	230,832	2,163,208	0	0	0	0	-	-	-	-	-	-	-	-	-	4.34	-	4.34	0.93	0.93	1.39	1.85
59	4/30/2024	4	2024	16,632	240	16,872	247,704	2,180,080	0	0	0	0	-	-	-	-	-	-	-	-	-	4.04	-	4.04	0.92	0.92	1.38	1.84
60	5/31/2024	5	2024	15,680	248	15,928	263,632	2,196,008	0	0	0	0	-	-	-	-	-	-	-	-	-	3.80	-	3.80	0.92	0.92	1.37	1.83
61	6/30/2024	6	2024	15,960	240	16,200	279,832	2,212,208	0	0	0	0	-	-	-	-	-	-	-	-	-	3.58	-	3.58	0.91	0.91	1.36	1.81

FY23

38	7/31/2022	7	2022	47,544	22,072	69,616	69,616	1,497,560	0	0	0	0	-	-	-	-	-	-	-	-	-	1.34	0.67	2.01	2.01
39	8/31/2022	8	2022	46,184	6,696	52,880	122,496	1,550,440	0	0	0	0	-	-	-	-	-	-	-	-	-	1.29	0.65	1.94	1.94
40	9/30/2022	9	2022	32,912	14,640	47,552	170,048	1,597,992	0	0	0	0	-	-	-	-	-	-	-	-	-	1.26	0.63	1.88	1.88
41	10/31/2022	10	2022	32,912	15,128	48,040	218,088	1,646,032	0	0	0	0	-	-	-	-	-	-	-	-	-	1.22	0.61	1.83	1.83
42	11/30/2022	11	2022	31,328	8,160	39,488	257,576	1,685,520	0	0	0	0	-	-	-	-	-	-	-	-	-	1.19	0.60	1.78	1.78
43	12/31/2022	12	2022	29,232	8,928	38,160	295,736	1,723,680	0	0	0	0	-	-	-	-	-	-	-	-	-	1.17	0.59	1.75	1.75
44	1/31/2023	1	2023	26,240	8,928	35,168	330,904	1,758,848	0	0	0	0	-	-	-	-	-	-	-	-	-	1.14	0.57	1.71	1.71
45	2/28/2023	2	2023	17,264	8,736	26,000	356,904	1,784,848	0	0	0	0	-	-	-	-	-	-	-	-	-	1.13	0.57	1.69	1.69
46	3/31/2023	3	2023	28,688	14,632	43,320	400,224	1,828,168	0	0	0	0	-	-	-	-	-	-	-	-	-	1.10	0.55	1.65	1.65
47	4/30/2023	4	2023	24,472	10,320	34,792	435,016	1,862,960	0	0	0	0	-	-	-	-	-	-	-	-	-	1.08	0.54	1.62	1.62
48	5/31/2023	5	2023	27,552	10,664	38,216	473,232	1,901,176	0	0	0	0	-	-	-	-	-	-	-	-	-	1.06	0.53	1.58	1.58
49	6/30/2023	6	2023	29,040	2,160	31,200	504,432	1,932,376	0	0	0	0	-	-	-	-	-	-	-	-	-	1.04	0.52	1.56	1.56

FY22

26	7/31/2021	7	2021	39,248	11,408	50,656	50,656	670,480	0	0	0	0	-	-	-	-	-	-	-	-	-	2.99	-	2.99	2.99			
27	8/31/2021	8	2021	39,776	11,408	51,184	101,840	721,664	0	0	0	0	-	-	-	-	-	-	-	-	-	2.78	-	2.78	2.78			
28	9/30/2021	9	2021	42,768	9,600	52,368	154,208	774,032	0	0	0	0	-	-	-	-	-	-	-	-	-	2.59	-	2.59	2.59			
29	10/31/2021	10	2021	41,832	11,160	52,992	207,200	827,024	0	0	0	0	-	-	-	-	-	-	-	-	-	2.42	-	2.42	2.42			
30	11/30/2021	11	2021	45,584	16,080	61,664	268,864	888,688	0	0	0	1	-	-	-	-	-	-	-	-	-	3.72	-	2.26	-	3.38	2.26	
31	12/31/2021	12	2021	48,048	15,128	63,176	332,040	951,864	0	0	0	0	-	-	-	-	-	-	-	-	-	3.02	-	2.11	-	3.16	2.11	
32	1/31/2022	1	2022	53,760	19,840	73,600	405,640	1,025,464	0	0	0	0	-	-	-	-	-	-	-	-	-	2.47	-	1.96	-	2.93	1.96	
33	2/28/2022	2	2022	39,720	16,128	55,848	461,488	1,081,312	0	0	0	0	-	-	-	-	-	-	-	-	-	2.17	-	1.85	-	2.78	1.85	
34	3/31/2022	3	2022	66,784	20,832	87,616	549,104	1,168,928	0	1	1	0	-	-	-	-	-	-	-	-	-	1.83	1.83	1.83	1.72	0.86	2.57	2.57
35	4/30/2022	4	2022	64,000	18,960	82,960	632,064	1,251,888	0	0	0	0	-	-	-	-	-	-	-	-	-	1.59	1.59	1.59	1.60	0.80	2.40	2.40
36	5/31/2022	5	2022	60,792	23,312	84,104	716,168	1,335,992	0	0	0	0	-	-	-	-	-	-	-	-	-	1.40	1.40	1.40	1.50	0.75	2.25	2.25
37	6/30/2022	6	2022	64,592	27,360	91,952	808,120	1,427,944	0	0	0	0	-	-	-	-	-	-	-	-	-	1.24	1.24	1.24	1.41	0.71	2.11	2.11

FY21

14	7/31/2020	7	2020	19,184	496	19,680	19,680	205,960	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
15	8/31/2020	8	2020	21,296	6,696	27,992	47,672	233,952	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
16	9/30/2020	9	2020	23,936	6,480	30,416	78,088	264,368	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
17	10/31/2020	10	2020	26,576	6,696	33,272	111,360	297,640	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
18	11/30/2020	11	2020	31,504	6,480	37,984	149,344	335,624	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
19	12/31/2020	12	2020	30,744	8,184	38,928	188,272	374,552	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
20	1/31/2021	1	2021	28,424	8,184	36,608	224,880	411,160	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
21	2/28/2021	2	2021	22,008	7,616	29,624	254,504	440,784	1	0	1	0	-	-	-	-	-	-	-	-	-	33.76	-	33.76	3.93	-	-	3.93	2.27	-	2.27	
22	3/31/2021	3	2021	39,544	8,432	47,976	302,480	488,760	1	0	1	0	-	-	-	-	-	-	-	-	-	20.85	-	41.69	20.85	6.62	-	6.62	4.10	-	4.10	4.10
23	4/30/2021	4	2021	38,640	8,160	46,800	349,280	535,560	0	0	0	0	-	-	-	-	-	-	-	-	-	5.73	-	5.73	5.73	3.74	-	3.74	3.74	3.74	3.74	
24	5/31/2021	5	2021	35,112	2,976	38,088	387,368	573,648	0	0	0	0	-	-	-	-	-	-	-	-	-	5.17	-	5.17	5.17	3.49	-	3.49	3.49	3.49	3.49	
25	6/30/2021	6	2021	43,296	2,880	46,176	433,544	619,824	0	0	0	0	-	-	-	-	-	-	-	-	-	4.62	-	4.62	4.62	3.23	-	3.23	3.23	3.23	3.23	

FY20 [BLACKSTONE OWNERSHIP STARTED JUNE 2019]

				MANHOURS		INC CLASSIFICATION & TOTAL NUMBER				MONTHLY CALCULATION				CUMULATIVE TOTAL BY YEAR				CUMULATIVE TOTAL PERIOD TO DATE							
ST	Date	Month	Year	BSX - Manhours	Contractor-Manhours	Total Manhours	Cumulative hours/year	Cumulative hours (period to date)	LTI	MTI	TRIF	FAI	LTI's (LHS)	MTI's (LHS)	FAI's (LHS)	TRIF's (LHS)	LTI/R LTM	MTI/R LTM	FAI/R LTM	TRIF/R LTM	LTI/R LTM (ALL)	MTI/R LTM (A)	FAI/R LTM (A)	TRIF/R LTM (A)	
1	6/30/2019	6	2019	9,120		9,120	9,120	9,120	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-
2	7/31/2019	7	2019	10,560	248	10,808	10,808	19,928	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-
3	8/31/2019	8	2019	12,496	248	12,744	23,552	32,672	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-
4	9/30/2019	9	2019	12,320	240	12,560	36,112	45,232	0	0	0	0	-												

Vietnam has one of the fastest growing economies in the world, attracting multinational companies to set up production facilities, becoming a major player in global automotive and electronics manufacturing and developing its biotechnology and healthcare industries.

One benefit this has brought to the Company has been the ability to tap into highly capable engineering contractors, predominantly Hanoi-based. These have played a pivotal role in the development of the Company's Refinery DFS and will continue to play a major role in expediting construction and permitting timelines, ensuring the Project is 'Vietnam-ready', locking-in highly competitive local pricing and contributing to the overall Project success.

Growth is not uniform, with Son La Province classified as an "especially difficult economic area" with key economic indicators lagging those of the broader economy. The economy of the province is growing, with the agriculture sector moving towards larger scale production and value adding through processing. Commercial and services activities and tourism are also increasing.

That said, the majority of enterprises in Son La Province are micro-enterprises (<10 employees; <10,000,000 VND revenue) and small enterprises (<100 employees; <100,000,000 VND revenue).

	Total	Global	Australia	Vietnam (other)	Regional Son La Region	Local Bac Yen & Phu Yen Districts
FY24						
# of Suppliers	1148	111	422	523	24	68
Expenditure AUD	\$3,552,838	\$218,901	\$2,772,600	\$281,633	\$164,085	\$115,619
% by location		6%	78%	8%	5%	3%
FY23						
# of Suppliers	985	97	401	414	16	57
Expenditure AUD	\$22,394,889	\$2,583,245	\$13,757,790	\$6,053,854		
% by location		12%	61%	27%	0%	0%

Over the past few years, Blackstone has set the groundwork for engagement to ensure the project is mutually beneficial for the Company and host communities. We believe our success is directly linked to the respecting of rights of individuals and groups who interact with us and are impacted by our business.

Social baseline studies at the proposed refinery and mine locations and feedback from ongoing consultation with Vietnamese government and community stakeholders play an essential part in identifying the issues that are material at the local level. The results of social studies provide input to multiple end-uses, including planning for resettlement, impact mitigation and community development.

In the short term, Blackstone continues to provide direct benefit by supporting one-off community requests. In FY24, the Company received seven requests for community assistance, with three approved and implemented. All requests are vetted and assessed against a standard set of criteria to ensure a fair, consistent approach; aligned with Company ESG objectives and complying with anti-bribery and corruption laws in Vietnam and Australia.

FY24

Item / Activity	Approximate \$/VND or In-Kind Value	Detail / Description
New community infrastructure (Phu Yen)	VND 40,000,000	Levelling land to build day-boarding house for pupils in Bắc Phong commune
Repairs to community infrastructure (Bac Yen)	VND 4,500,000	Furniture for Khoa Village Community Centre
New community infrastructure (Phu Yen)	VND 20,000,000	Drill and equip 2 new water wells, one at Bac Phong CPC and one at Bac Phong School. [Cost for equipment only; drilling by BSX geotech crew not charged to project]

FY23

Item / Activity	Approximate \$/VND or In-Kind Value	Detail / Description
Donations to local health care services (Bac Yen)	VND 220,000,000	06 patient beds and 04 oxygen concentrator, 02 high performance PC to Bac Yen Hospital and Medical centre in late 2021
Donations to local health care services (Mai Son)	VND 220,000,000	Medical equipment to Mai Son Hospital (patient beds monitoring machines and electric injector pump) in Jan/2022
Donations to local health care services (Phu Yen)	VND 39.616.500	6 Fresh water filter tanks In Nov. 2022
New community infrastructure (Bac Yen)	VND 400,000,000	Steve Ennor Community Football Pitch
New community infrastructure (Phu Yen)		
Repairs to community infrastructure (Bac Yen)		
Repairs to community infrastructure (Phu Yen)	VND 5.000.000	repair/improve 3 km of access road to farming area in Bac Phong commune
Donations for education support (Bac Yen)	VND 220,000,000	1037 winter jackets to all children in Muong Khoa kindergaten, Primary and secondary school in Jan/2023
Donations for education support (Bac Yen)	VND 20,000,000	15 tons of cement and 18m ³ of black sand to the Muong Khoa secondary school to build a wall
Donations for education support (Phu Yen)		
Other Donations (Bac Yen)		About 5 m ³ of timbers from clearing site will be donated to Khoa Village
Other Donations (Phu Yen)		
Support to Community events (Bac Yen)	VND 13,000,000	WED 2023 we donated banner, bin, talk show about environment protection in Muong Khoa secondary school and waste collecting a long the roads
Support to Community events (Phu Yen)	VND 2.000.000	Job fair in Phu Yen district
	VND 20.320.000	On the world environment day, we donated 23 dustbins for Bac Phong commune
Support for Hua La commune, (Son La City)	VND 20.100.000	05 Madagascar trees and 1500 flower seedling plants on world environment day in Hua La Commune, Son La city on 3rd June

FY24 NOTES

Reporting is for the TKN operation only

1. For 366 days
2. Decrease due to slowdown in company activities
3. Slight decrease of domestic waste compared with FY23 due to reduction in the number of employees. In June 2023 the TKN waste water discharge permit expired, requiring all waste water to be transfer to an approved waste treatment contractor
4. Decrease due to slowdown in company activities

2024		
Waste Type	Waste Treatment	Weight of Waste (kg)
1	Organic Waste Provided to Bac Yen Village members who use to feed their livestock (estimate: 20kg/day)	7,320 kg
2	Paper and Scrap Metal Transfer local vender licenced to treat this type of waste in accordance with Vietnamese standards	Total: 2,380 kg 1,877 kg from processing plant 503 kg from camp and other areas
3	Unreusable Waste Transportation and Treatment of domestic waste by URENCO Bac Yen	52,855 kg (Domestic waste)
	Wastewater from Septic tank – Pump, transporation and treatment by URENCO Son La	495 m ³ (wastewater from septic tank)
4	Hazardous Waste Hazardous waste stored on Site	~400 kg
	Transportation and treatment hazardous waste by locally owned company licenced to treat this type of waste in accordance with Vietnamese standards	2,715 kg

2023		
Waste Type	Waste Treatment	Weight of Waste (kg)
1	Organic Waste Provided to Bac Yen Village members who use to feed their livestock (estimate: 20kg/day)	7,300kg
2	Paper and Scrap Metal Transfer local vender licenced to treat this type of waste in accordance with Vietnamese standards	Total: 40,567 kg 26,89 1kg from processing plant 13,676 kg from camp and other areas
3	Unreusable Waste Transportation and Treatment of domestic waste by URENCO Bac Yen	86,490 kg (domestic waste)
	Wastewater from Septic tank – Pump, transporation and treatment by URENCO Son La	30m3 (wastewater from septic tank)
4	Hazardous Waste Hazardous waste stored on Site	~1,000 kg
	Transportation and treatment hazardous waste by locally owned company licenced to treat this type of waste in accordance with Vietnamese standards	3,342 kg

2022		
Waste Type	Waste Treatment	Weight of Waste (kg)
1	Organic Waste Provided to Bac Yen Village members who use to feed their livestock (estimate: 40kg/day)	14,600kg
2	Paper and Scrap Metal Transfer local vender licenced to treat this type of waste in accordance with Vietnamese standards	Total: 24,700kg
3	Unreusable Waste Transportation and Treatment of domestic waste by URENCO Bac Yen	75,550 kg (domestic waste)
	Wastewater from Septic tank – Pump, transporation and treatment by URENCO Son La	30m3 (wastewater from septic tank)
4	Hazardous Waste Hazardous waste stored on Site	2,000 kg
	Transportation and treatment hazardous waste by locally owned company licenced to treat this type of waste in accordance with Vietnamese standards	5,400 kg

2020 Estimate		
Waste Type	Waste Treatment	Weight of Waste (kg)
1	Organic Waste Provided to Bac Yen Village members who use to feed their livestock	7,300kg
2	Paper and Scrap Metal Considered 'reusable waste' which is sorted and sold to waste recyclers in Son La	5,820kg
3	Unreusable Waste Collected by an external based company, who treat domestic offsite	132m3
4	Hazardous Waste Stored in hazardous waste bins onsite which are then collected by external company licensed to treat hazardous waste in accordance with Vietnamese regulations	1,000l