

2023

SUSTAINABILITY

REPORT







**“We are committed to being an international mining company that our people, our suppliers, our contractors, and our investors are proud to work for and partner with.”**

# TABLE OF CONTENTS

<b>About this Report</b>	4
<b>Message from the Managing Director</b>	7
<b>About Centaurus</b>	8
<b>Centaurus’ 2023 Sustainability Highlights</b>	10
Key Sustainability Initiatives	10
<b>Our Approach to Sustainability</b>	14
<b>Sustainable Development Framework</b>	15
<b>Material Topics</b>	16
<b>Our Environment</b>	18
Baseline Surveys and Assessment	18
Biodiversity	19
Land Rehabilitation	20
Water Management	21
Waste Management and Greenhouse Gas (GHG) Emissions	21
<b>Our People</b>	24
Workforce Occupational Health and Safety	24
Mental Health and Wellbeing	28
Diversity and Inclusion	29
Employee Attraction and Retention	30
<b>Our Community</b>	31
Community Relations and Engagement	31
Community Benefits and Infrastructure Development	32
Cultural Heritage Assessment	33
Local and Youth Employment	33
<b>Our Governance</b>	34
Board and Senior Management Team Effectiveness	35
Bribery and Corruption	35
Taxes and Royalties	36
Political Lobbying and Donations	36
Board Diversity and Structure	36
Remuneration	36
<b>ESG Targets for the next Reporting Period</b>	37
<b>Performance Data</b>	38
<b>Towards Sustainable Mining Principles, Protocols and Frameworks</b>	40





# ABOUT THIS REPORT

## THIS IS CENTAURUS METALS' SECOND SUSTAINABILITY REPORT, COVERING THE 2023 CALENDAR YEAR.

The report summarises our continued approach to sustainability, our performance on nominated ESG metrics and details our short-to-medium term focus areas.

As an ASX-listed Australian-based international minerals exploration company, we intend to continue reporting our sustainability activities on an annual basis in parallel with our Company's Annual Report. The scope of this Sustainability Report includes exploration and development activities at the Jaguar Nickel Sulphide Project in northern Brazil, exploration, and development activities at the Jambreiro Iron Ore Project in south-eastern Brazil, exploration activities at our Boi Novo copper/gold exploration project, and corporate activities at our

offices in Belo Horizonte, Brazil and Perth, Western Australia.

This report is a companion to Centaurus' 2023 Annual Report and has been approved by the Centaurus Board. It has been prepared for our stakeholders, including our investors and other providers of capital, employees and contractors, suppliers, local communities, customers, and any reader who would like a better understanding of the Company's approach to sustainability.


The report is consistent with the

recommendations of recognised ESG reporting frameworks. As Centaurus Metals' second Sustainability Report, there are no restatements of information or other changes in reporting. We have aimed to provide accurate data within this report and plan to add a process of data verification and assurance in future Sustainability Reports. We also recognise that the preparation and publication of this report is the first step in accounting

for our ESG and sustainability practices and performance. The Centaurus Board and Senior Management Team are committed to continual improvement of the Company's ESG and economic performance outcomes, ensuring that future reports continue to align with global industry standard reporting frameworks.

### THE REPORT IS BROADLY STRUCTURED IN THREE MAIN PARTS:

- 1 | An introduction to Centaurus from our Managing Director and the approach we use for sustainability and reporting our performance.
- 2 | This section, which details material ESG topics, impacts and opportunities for our business, including management approaches and case studies.
- 3 | The back end of the report, which summarises Centaurus' 2023 performance data, future performance targets and a summary of the guiding principles of Towards Sustainable Mining and how we are tracking against these with regards to reporting disclosure compliance.

 **STAKEHOLDER FEEDBACK** can be provided on the Contact Us page on our website [www.centaurus.com.au/site/contact/contact-us](http://www.centaurus.com.au/site/contact/contact-us)





**WE ARE COMMITTED TO BUILDING SUSTAINABILITY INTO OUR FINAL MINE & PROCESS PLANT DESIGNS**

# TO OUR STAKEHOLDERS



**Message from the Managing Director**

Dear Stakeholders,

It is with great pleasure that I share with you Centaurus Metals' second annual Sustainability Report, reflecting our continued commitment to strong Environmental, Social and Governance (ESG) principles and detailing how we integrate these principles in our exploration and Project development activities in Brazil.

Throughout 2023, Centaurus worked to progress the Jaguar Nickel Project (JNP) Feasibility Study (FS), drilling and exploration programs to further expand and upgrade the JNP Mineral Resource base, while also continuing baseline studies and environmental impact assessment documentation for the Jambreiro Iron Ore Project (JIOP). We are matching our active work programs with continual reviews of project economics and looking at ways to enhance our ESG performance.

In response to the dramatic shift in the nickel market in recent months – with new supply from Indonesia driving a significant rebalance in supply-demand dynamics – Centaurus has reshaped the development path for the JNP, with ongoing FS work now focused on an initial “concentrate-only” project with the

We are confident that we can achieve our growth ambitions while also delivering strong ethical and financial outcomes for our stakeholders.

potential to follow with a downstream nickel sulphate operation as “Phase 2” once market conditions allow.

This approach is expected to deliver a significantly lower capital cost for the JNP development and deliver a simple, fundable project, with reduced overall project execution risk. It also provides Centaurus with full optionality to pursue the development of a downstream refinery in the future.

At all times, our evolving development pathway for the JNP has remained firmly focused on delivering a Project with class-leading ESG credentials, including very low levels of greenhouse gas emissions.

We are committed to building sustainability into our final mine and process plant designs, keeping carbon emissions and raw water use as low as reasonably possible, and we are confident that we can achieve our growth ambitions while also delivering strong ethical and financial outcomes for our stakeholders.

During the year, we have published additional governance policies and procedures to further embed sustainability values within our overall business strategy. These include a new Environment Policy, Occupational Health & Safety Policy, Community & Stakeholder Engagement Policy, and a Climate Change Policy. These guiding documents will provide strong foundations upon which we can build systems to continually improve our ESG performance, in line with our commitments to Towards Sustainable Mining (TSM) and the Principles of Responsible Investment (PRI). These policies will also shape Centaurus' business decisions and guide our employees and contractors to minimise our impact on the environment, protect the safety and wellbeing of our workforce, support and enrich the surrounding communities, share value with our local Brazilian stakeholders, and

maximise our positive contribution to climate resilience.

Consultation and engagement with our local stakeholders remains a key focus for Centaurus, with regular communication aimed at delivering assistance to areas where it is most meaningful to local residents. Project information meetings continued to be held in local towns and villages throughout the year to present updates on both the JNP and JIOP and receive feedback on community expectations and concerns. Improvements to local infrastructure and the provision of education and employment opportunities remain a core focus for the Company so that we can continue to deliver the best outcomes for all our stakeholders.

Despite the ongoing volatility in the nickel market, the Jaguar Project remains a Tier 1 asset – now hosting Resources of nearly one million tonnes of contained nickel metal – and represents a vital source of low carbon nickel supply, particularly for the Western EV battery industry. We are working hard to deliver this important project with the best possible ESG credentials to support its important role in achieving global decarbonisation.

In closing, I would like to sincerely acknowledge the outstanding efforts of our team of employees and contractors and thank them for their relentless drive and enthusiasm to ensure our sustainability goals are achieved. Centaurus has great projects and a great team, with a truly exciting future ahead.

**Darren Gordon**  
Managing Director  
& Chief Executive Officer



# ABOUT CENTAURUS

Centaurus Metals Limited (ASX: CTM/OTCQX: CTTZF) is an Australian -based minerals exploration company with a portfolio of assets in Brazil. The Company's core focus is on the near-term development of the Jaguar Nickel Sulphide Project (JNP), located in the world-class Carajás Mineral Province in northern Brazil – one of the world's premier mining addresses.

The JNP has grown to become a globally significant nickel sulphide deposit, with a Mineral Resource Estimate close to 950kt of contained nickel and very strong carbon credentials, as outlined in this report.

The JNP, which is currently in the FS stage, offers a long mine life and an extremely low carbon footprint, presenting Centaurus with a unique opportunity to incorporate sustainable design elements into the Project at the planning stage. Sustainability across all material topics will be incorporated into

the FS and the Front-End Engineering Design (FEED) stages, with mining and processing operations scheduled to commence in 2027. Well-designed sustainability systems developed and incorporated during these phases are expected to create a strong foundation for Centaurus' long-term growth. Our governance systems will also expand to support the transition from explorer to operator.

Centaurus also holds the Boi Novo Copper-Gold Project, located in Carajás' rich Iron-

Oxide Copper-Gold (IOCG) region to the east of the JNP. Boi Novo forms part of Centaurus' Horizon II Business Development and Growth Strategy, aimed at building a long-term growth pipeline in Brazil focused on strategic minerals. The Company's third asset is the Jambreiro Iron Ore Project (JIOP), located in the south-east of Brazil. Development studies have confirmed the JIOP can produce high-grade, low impurity iron products to supply the ever-growing Electric Arc (EA) furnace steel industry.

With the leadership of the Centaurus Board and Senior Management Team, we aim to establish our operating commitment firmly within our ESG framework and to achieve our Company Purpose by thinking and acting according to our Core Values of:



## INTEGRITY

We are honest and accountable in everything we do.



## COMMITMENT

We have a commitment to excellence through focus, creativity, courage, and hard work.



## CARE

We care for the environment, each other, and our communities.



## TEAMWORK

We are stronger when we work collaboratively to help each other.

To uphold and live the Company's Values, Centaurus ensures that it recruits and contracts employees, specialists, suppliers, and service providers that have aligned values and shared purpose, with the aim of inspiring a healthy and inclusive high-performance culture that delivers operational excellence.

Integrity, commitment, care, and teamwork are all key to driving sustainability at Centaurus. Across all aspects of our business,

we expect our workforce and suppliers to uphold these Values and strive to attain our goal of becoming a sustainable miner focused on managing our impacts and delivering strong ESG performance. The processes we adopt ensure that our people work safely, our footprint on the environment is minimised, our business operates efficiently and profitably, and that we deliver enduring value to our shareholders and local communities.

At Centaurus, we are committed to demonstrating and achieving high standards of corporate governance. We believe that maintaining the highest practical standards of corporate governance will ensure that we continue to add value to Centaurus as a whole – and sustain our progress in years to come.

## Company Purpose:

Build a **Brazilian strategic minerals business** to benefit our **shareholders**, our **people** and the **communities** where we operate.

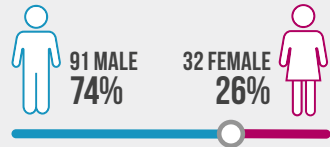
This Purpose comes with a commitment to design our projects and operate our business in line with the principles of sustainable development, to deliver on the needs of the present without compromising the needs of future generations, and to integrate key environmental, social and governance considerations into our decision-making.



# CENTAURUS' 2023 SUSTAINABILITY HIGHLIGHTS

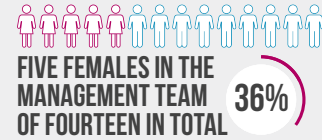
## Diversity

123 TOTAL EMPLOYEES



ONE FEMALE BOARD MEMBER OF SIX IN TOTAL

17%



## Brazil In-Country Presence

A\$23.8M (R\$79M) BRAZILIAN PROCUREMENT FOR 2023



## Safety

ZERO FATALITIES | LTIFR 0.00 | TRIFR 15.95



### Mental Health & Wellbeing

- > Health plan provided for all employees in Brazil, including professional and confidential mental health and counselling services
- > Campaigns and presentations to employees on an extensive range of topics from breast cancer awareness, suicide prevention and emotional intelligence, to defensive driving, preventing violence against women, and workplace bullying
- > Significant investment in employee training, health and well-being



### Governance

- > Board review of the existing 12 corporate governance policies
- > Specific review of the Whistleblowing Policy in compliance with Regulation N°. 4.219/22 of the Brazilian Ministry of Labour and Social Security, which regulates various points introduced by Law N°. 14.457/22.
- > No reported breaches of governance policies
- > Compliant with all governmental licensing and approvals



### TSM & PRI Reporting

- > Continued reporting against Towards Sustainable Mining (TSM) Principles and Principles of Responsible Investment (PRI)
- > Commitment to annual ESG reporting against these Principles



### Environment

- > Compliant with all environmental licences and approvals
- > Planted over 9,800 native species seedlings in 2023 to allow new forest corridors to be established around the JNP site to assist with the movement, protection and biodiversity of flora and fauna
- > Continued waste segregation and recycling program in multiple municipalities/ locations around JNP
- > Completed extensive baseline environmental and social studies for JIOP
- > Lodged the Environmental & Social Impact Assessment (EIA-RIMA) report for the JIOP

## 2023 KEY SUSTAINABILITY INITIATIVES

### WE UNDERTOOK THE FOLLOWING INITIATIVES DURING THE REPORTING YEAR:

- > Continued assessment of exploration and project greenhouse gas (GHG) emissions. When in operation, JNP emissions are expected to be extremely low at 7.27 tonnes of CO2/tonne of nickel equivalent, which is lower than 94% of existing global nickel production.
- > About 83% of our current project employees are local residents from the south-eastern region of the State of Pará.
- > More than 40% of our investment expenditure relating to exploration and development work at the JNP was awarded to local businesses through drilling

contracts, engagement of consultants and services and purchase of equipment and supplies.

- > Funding road maintenance work and dust suppression through donation of fuel to the local municipalities.
- > Donation of vehicles, equipment and supplies to support the state health department in the municipalities where the company operates.
- > Centaurus offered nine free online training programs to local residents during 2023. These training programs provided general qualifications in safety, environment, information technology, logistics, architectural drawing, personal finance, mechanical fundamentals, metrology, and sustainability. Over 900 local residents have successfully completed the programs, with more than 2,000 certificates issued.
- > Partnership with the local municipalities to prioritise reducing domestic waste. The initiative targets the reduction of

waste taken to the regional waste dumps while creating revenue streams for local waste recycling businesses. The aim of the initiative is to eliminate six tonnes of recyclable waste from going to the local dumps by the end of June 2024. In 2023, almost 1.5 tonnes of recyclable waste was collected.

- > Expansion of the site-based plant nursery at the JNP to facilitate the revegetation of some previously cleared farmland. The planned revegetation will allow new forest corridors to be established around the site to assist with the movement, protection and biodiversity of flora and fauna. The Company planted over 9,800 native species seedlings in 2023. Since the start of the revegetation program in January 2022, 24.81 hectares of land have been revegetated with more than 11,600 seedlings of native species planted.





# OUR APPROACH TO SUSTAINABILITY

## NICKEL HAS OUTSTANDING PHYSICAL AND CHEMICAL PROPERTIES, WHICH MAKE IT ESSENTIAL IN MANY THOUSANDS OF PRODUCTS, APPLICATIONS, AND TECHNOLOGIES.

Today, its biggest use is in producing metal alloys, with approximately 70% of global nickel production currently used to manufacture stainless steel. More recently though, nickel is seen as one of the key industrial metals that is powering the clean energy revolution. Nickel's vital contribution to the production of lithium-ion (Li-ion) batteries is expected to deliver exceptional demand growth for the metal over the coming years and is a key element of the global transition to 'green energy'.

Centaurus recognises the global concern over climate change and is committed to the drive towards energy efficiency and the adoption of strict carbon emissions targets by international governments. We actively promote the continued interest in renewable energy technologies involving batteries and energy storage, with future nickel production from the JNP set to make a significant contribution to battery technologies helping to reduce greenhouse gas emissions. Enabling clean energy solutions is central to Centaurus' efforts to tackle climate change.

Late in 2021, the Company adopted a formal ESG policy framework. This framework is based on the recommendations and principles of two internationally recognised ESG authorities:

- Towards Sustainable Mining (TSM) Principles
- Principles of Responsible Investment (PRI)

The TSM standard, developed by the Mining Association of Canada (MAC), is a globally recognised sustainability program that supports mining companies in managing key environmental and social risks. It provides a set of tools and indicators to drive performance and ensure that key mining risks at any operation are managed responsibly. The most important Mining Association in the Brazilian mining industry, IBRAM, has endorsed and promotes the TSM Principles. Further, the Agency for Development and Innovation of Brazil's Mining Sector (ADIMB), of which Centaurus is an active member, endorses the TSM Principles.

Adoption of the principles is voluntary, yet the Company sees wide benefits in how we

manage and report community relations, environmental sustainability, and the health and safety of our employees and the community. A summary of the guiding Principles of TSM, and how Centaurus is tracking against these, is presented at the end of this Sustainability Report.

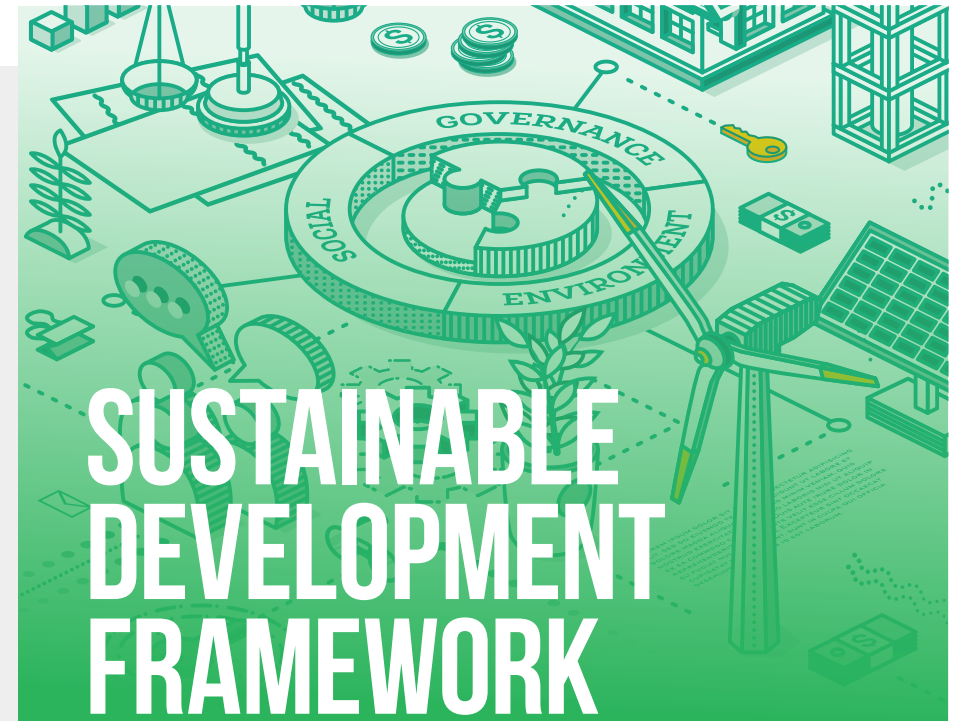
The PRI defines responsible investment as a strategy and practice to incorporate environmental, social and governance factors in investment decisions and active ownership. The PRI is a global organisation that encourages and supports the uptake of responsible investment practices within the investment industry. It was created by investor initiative in partnership with the United Nations Environment Program (UNEP) Finance Initiative and the UN Global Compact.

Centaurus' ESG program combines the TSM and PRI principles to guide our actions throughout the exploration, development, and operational phases of the Jaguar Project's evolution.

Since the Company started business in Brazil, our approach to exploration and project development has been based on a commitment to sustainability. Along this journey, we have learned important lessons and our approach to sustainability has evolved as we learn more about the minerals we target, their use in combating climate change, and the country and communities in which we operate.

Our approach to sustainability can be summarised into the following key focus areas – Environment, People, Community and Governance. We continue to evolve our governance frameworks to ensure integrity across all our business functions remains robust, and what we do is ethically, socially, and environmentally right for all our stakeholders.

**70%** OF GLOBAL NICKEL PRODUCTION CURRENTLY USED TO MANUFACTURE STAINLESS STEEL



# SUSTAINABLE DEVELOPMENT FRAMEWORK

There are many ESG reporting frameworks globally. As an emerging producer of critical minerals, Centaurus is cognisant of the importance of selecting the right framework early, so we can set relevant baseline data and accurately measure our ESG performance as we mature as an organisation and progress our projects.

We recognise that there is a global movement towards standardisation of reporting frameworks across the resources sector to facilitate independent assurance and ease of comparison between companies and other sectors. As such, we believe that adopting the TSM Principles and PRI is appropriate for our organisation.

We believe that our alignment with these ESG policy frameworks will assist in improving the well-being of present and future generations. In doing so, these principles will help Centaurus to establish a stable platform for the adoption of the best reporting framework in the near-term that encapsulates quantitative and qualitative financial and non-financial aspects of good ESG.

During the development of the JNP FS in 2023, Centaurus maximised the opportunity to design sustainable systems into the project's development, thereby promoting sustainable development practices during operations that maximise our performance under the principles of both TSM and PRI.

Overseeing this sustainability pathway is the responsibility of the Board, whose members meet regularly to ensure the Company's risk management systems, governance and sustainability

programs, environmental and community obligations, ethical standards, code of conduct and compliance procedures are being planned and developed in accordance with our ESG policy framework.

With the Jaguar Project's FS to be completed in 2024, the Board will continue:

- Overseeing the development of new policies and initiatives that ensure best practice risk management and reflect stakeholder expectations;
- Reviewing the Company's sustainability strategy and providing advice to management on associated implementation plans and other issues that may impact the Company's sustainability performance;
- Identifying and managing ESG risks associated with the way we undertake our exploration activities and design our projects;
- Assisting the Senior Management Team with monitoring and reviewing of the Company's risk culture; and
- Reviewing and monitoring the Company's compliance with legal and regulatory obligations, internal policies, and industry standards.



# MATERIAL TOPICS

**THE JAGUAR PROJECT HAS THE POTENTIAL TO BECOME ONE OF THE WORLD'S LEADING NICKEL PROJECTS IN TERMS OF ITS CARBON FOOTPRINT.**

A study by specialist metals and mining ESG research company, Skarn Associates, found the Project is expected to have greenhouse gas emissions that are lower than 94% of global nickel production once in operation.

The current Mineral Resource Estimate of 109.2 million tonnes grading 0.87% nickel for 948,900 tonnes of contained nickel contributed to mine optimisation and production profile studies in 2023, which will support the completion of the Feasibility Study and determine the Project's optimal mine capacity. Centaurus' goal is to become a new-generation nickel sulphide mining

company in Brazil, capable of delivering around 20,000 tonnes of nickel per annum to global Class-1 markets over the long term.

The JNPs FS will include engineering design examples of how Centaurus can incorporate key sustainability requirements. Sustainability is also being incorporated into our exploration, operations and other business practises, and the way in which we engage with our stakeholders. We see sustainable business practises covering four strategic disciplines fitting within our reporting requirements under TSM and PRI.



**Our ENVIRONMENT**

We are committed to caring for our surrounds and environmental stewardship



**Our PEOPLE**

We are committed to safeguarding the health, safety and wellbeing of our people



**Our COMMUNITY**

We are committed to encouraging collaboration and supporting unity of purpose



**Our GOVERNANCE**

We are committed to acting with honesty and integrity



In preparing this Sustainability Report, we reviewed our business activities from a sustainability perspective as well as considering resource industry trends that may affect Centaurus.

Under the four strategic sustainability disciplines, the Company identified several material topics to be addressed in 2023. In line with accepted reporting principles, we believe we have adequately catered to stakeholder inclusiveness, and provided thorough and transparent sustainability context, materiality, and completeness of the information reported. The identified sub-topics under each of the four strategic sustainability disciplines for 2023 were:

**Our ENVIRONMENT**

- Baseline surveys and assessment
- Biodiversity
- Land rehabilitation
- Water management
- Waste management and greenhouse gas (GHG) emissions

**Our PEOPLE**

- Workforce occupational health and safety
- Mental health and wellbeing
- Diversity and inclusion
- Employee attraction and retention

**Our COMMUNITY**

- Community relations and engagement
- Community benefits and infrastructure development
- Cultural heritage assessment
- Local and youth employment

**Our GOVERNANCE**

- Board and Senior Management Team effectiveness
- Bribery and corruption
- Taxes and royalties
- Political lobbying and donations
- Board diversity and structure
- Remuneration



# OUR

# ENVIRONMENT

## BASELINE SURVEYS & ASSESSMENT

### JAGUAR NICKEL PROJECT

Throughout the year various JNP baseline environmental programs continued to be undertaken, including;

- > the surface and groundwater quantity and quality monitoring programs
- > rainfall measurement, and
- > social indicator monitoring.

At the end of 2023 the Pará State Environmental Agency (SEMAS/PA) recommended the approval of the JNP Preliminary License (LP) and the State Environmental Committee (COEMA/PA) unanimously approved the LP. The approval was based on the JNP environmental impact assessment (EIA/RIMA), which contained an enormous amount of baseline data for the project collected in prior years.

### JAMBREIRO IRON ORE PROJECT

Centaurus' environmental baseline surveys for JIOP commenced several years ago and were completed in 2023, with some environmental aspects being continuously monitored. A series of surveys and technical activities were undertaken covering the physical, biotic, and socio-economic environments of the region and specifically for the area of the JIOP. Data and results obtained build on previous studies undertaken include aspects of:

- > Flora and vegetation biodiversity
- > Fauna diversity and habitat
- > Surface and groundwater hydrology and quality
- > Social baseline data

Centaurus used the baseline survey information as well as preliminary engineering designs and outcomes of study work to prepare an Environmental Impact Study (EIA-RIMA), which was based on the

Terms of Reference defined by the State Environmental Agency of Minas Gerais (Supram/MG), and in accordance with relevant environmental legislation and guidelines. An environmental risk assessment process was used to determine the likelihood and consequences of identified impacts, and a series of environmental actions, plans and programs has been proposed to manage and mitigate these impacts to acceptable levels. In addition to Brazilian and state environmental legislation, Centaurus also aligns with our internal Company policies and standards, and other non-statutory frameworks including the Equator Principles and the International Finance Corporation's (IFC) Performance Standards to satisfactorily address ESG requirements for the development of the JIOP.

## BIODIVERSITY

Brazil is globally renowned for its great variation in ecosystems containing diverse animal, plant and fungi populations. Home to 60% of the Amazon Rainforest, which accounts for approximately one-tenth of all species in the world, Brazil is considered to have the greatest biodiversity of any country on the planet. It has the highest number of both terrestrial vertebrates and invertebrates of any country in the world, with the most known species of plants (55,000), freshwater fish (3,000) and mammals (689). It also ranks third on the list of countries with the most bird species (1,832) and the second on the list of most reptile species (744).

### JAGUAR NICKEL PROJECT

The Shannon index (H') is commonly used in ecology to represent diversity, which combines the richness (variety) and abundance

(number of occurrences) of the identified species. The maximum H' value under the Shannon Index is 5. The Shannon index for the JNP flora diversity is currently 3.92

The Shannon index for fauna diversity at the JNP is as follows:

- > Reptiles and amphibians – between 0.89 and 2.47
- > Birds – between 2.7 and 4.3
- > Small non-flying mammals – between 0.6 and 1.7
- > Large mammals – between 1.6 and 2.7
- > Insects – between 1.9 and 3.0
- > Fish – between 0.7 and 2.5

### JAMBREIRO IRON ORE PROJECT

#### Flora and Vegetation Biodiversity

The JIOP, located in the Atlantic Rainforest biome, in an area characterized by seasonal semideciduous forest. The regional flora is made of the following types: seasonal semideciduous forest (at initial and intermediate stages of regeneration), plathymenia formations, pastures, eucalypt plantations, flooded areas and human-settled lands.

The baselines flora studies identified 189 species. Within the area of flora survey, which is larger than the project footprint,

the following flora endangered species were found: Araticum (Annona dolabripetala), garapa (Apuleia leiocarpa), cedro (Cedrela fissilis), Jacarandá caviúna, jacarandá da bahia (Dalbergia nigra), Jacarandá paulista (Machaerium villosum), braúna (Melanoxylon braúna), canelassassafrás (Ocotea odorífera), Vinhático-branco (Plathymenia reticulata) e Pitombeira (Toulicia stans), besides the Ipê amarelo (Handroanthus chrysotrichus), which is protected in the State of Minas Gerais.

The footprint of the Jambreiro Project will cover an area that has the following vegetation covers:

- > Human settled area – 4%
- > Plathymenia formations – 3%
- > Water bodies – 4%
- > Initial stage seasonal semideciduous forest – 1%
- > Intermediate stage seasonal semideciduous forest – 39%
- > Pasture – 6%
- > Eucalypt plantation – 43%

#### Fauna Diversity & Habitat

The Shannon index for the JIOP was calculated for fauna based on the data collected in the local area of the JIOP, and the results will be used as the baseline for future plans to retain the integrity of the area's biodiversity and seek opportunities where

possible to improve it. The summary table below indicates changes in biodiversity over time.

The differences observed in the Shannon indices are due to:

- > Fish: the study carried out in 2022/2023 used a greater variety of sampling techniques, as compared to the 2011/2012 study.
- > Amphibians and reptiles: the 2011/2012 study campaigns were carried out in April (rain) and September (drought), while the 2022/2023 study was carried out in January (rain) and May (drought). This means the 2022/2023 sampling was done in wetter periods, which led to greater occurrence of amphibians and reptiles.
- > Large mammals: in the study carried out in 2011/2012, 26 sample points were used, whereas in the 2022/2023 study, 31 sample points were used.
- > Hydrobiological communities (phytoplankton, zooplankton, and benthic macroinvertebrates): the sampling stations used in the 2011/2012 study were all different to the ones used in 2022/2023, so it is not possible to compare species diversity.

Fauna Group	Survey Period	Diversity (H')	Observations	Survey Period	Diversity (H')	Observations
Phytoplankton	2022/2023	0.76	Endemic species: 0 Endangered species: 0	2011/2012	1.77	Endemic species: 0 Endangered species: 0
Zooplankton		1.28	Endemic species: 0 Endangered species: 0		1.52	Endemic species: 0 Endangered species: 0
Benthic macroinvertebrates		0.32	Endemic species: 0 Endangered species: 0		1.54	Endemic species: 0 Endangered species: 0
Fish		1.25	Endemic species: 0 Endangered species: 0		0.31	Endemic species: 0 Endangered species: 0
Insects		1.64	Endemic species: 0 Endangered species: 0		1.18	Endemic species: 0 Endangered species: 0
Amphibians & reptiles		2.33	Endemic species: 17 Endangered species: 0		1.33	Endemic species: 2 Endangered species: 0
Birds		4.40	Endemic species: 32 Endangered species: 0		4.57	Endemic species: 20 Endangered species: 1
Small terrestrial mammals		1.95	Endemic species: 5 Endangered species: 0		1.96	Endemic species: 1 Endangered species: 1
Large mammals		2.06	Endemic species: 2 Endangered species: 5		0.17	Endemic species: 1 Endangered species: 4
Flying mammals		1.50	Endemic species: 0 Endangered species: 0		-	Endemic species: 0 Endangered species: 0

Table 1: Summary of changes in fauna biodiversity over time in JIOP area



## LAND REHABILITATION

### JAGUAR NICKEL PROJECT

The JNP area and greater region has seen decades of widespread land clearing for stock grazing and farming. This has resulted in fragmentation of the remaining native forests. With the recent discovery of the JNP deposit within this farmland, Centaurus sees an opportunity to now reconnect these fragmented forest remnants to create wildlife ecological corridors both for fauna movement and flora habitat expansion. These corridors

will be created by planting native flora species from Centaurus' dedicated project rehabilitation plant nursery.

The rehabilitation plant nursery was expanded during the reporting year and has four locally recruited staff members. They are currently germinating seeds from 30 locally collected native tree species and raising seedlings to a size suitable for planting out on disturbed areas.



**DURING 2023, WE WERE VERY PROUD TO HAVE PRODUCED 5,145 SEEDLINGS DURING OUR SECOND YEAR OF OPERATIONS.**

**Combined with seedlings raised the previous year, a total of 9,849 seedlings were planted in 2023 as part of the continuing land rehabilitation program.**



## WATER MANAGEMENT

### JAGUAR NICKEL PROJECT

Hydrological data from river flows in and around the JNP were used to generate boxplots. A boxplot is a standardised way of displaying the dataset based on the five-number summary: the minimum, the maximum, the sample median and the first and third quartiles:

- > Minimum (Q0 or 0th percentile): the lowest data point in the data set excluding any outliers, represented by the tick at the bottom of the whisker.
- > Maximum (Q4 or 100th percentile): the highest data point in the data set excluding any outliers, represented by the tick at the top of the whisker.

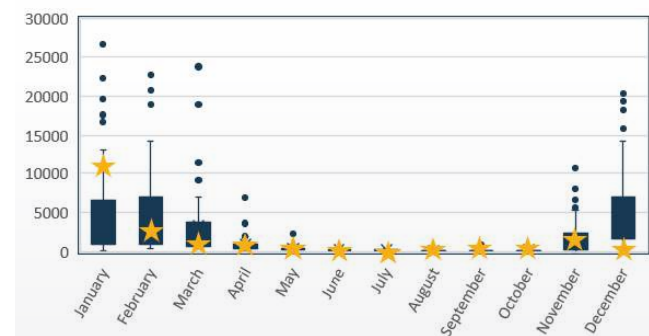
- > Median (Q2 or 50th percentile): the middle value in the data set, represented by the cross.
- > First quartile (Q1 or 25th percentile): also known as the lower quartile  $q_n(0.25)$ , it is the median of the lower half of the dataset, represented by the bottom of the box.
- > Third quartile (Q3 or 75th percentile): also known as the upper quartile  $q_n(0.75)$ , it is the median of the upper half of the dataset, represented by the top of the box.

Flow rates for the main rivers influencing the JNP from 2020 through to 2023 are shown below, along with the groundwater level for 5 wells/piezometers. The yellow stars are the 2023 monthly averages.

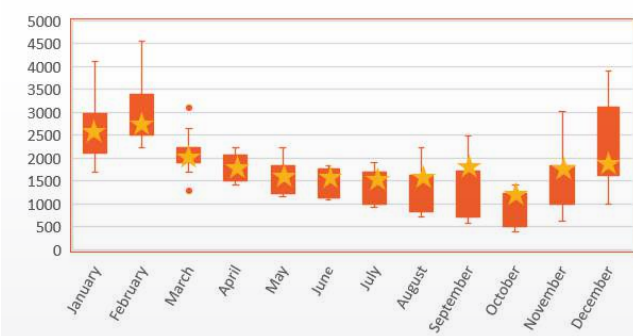
### JAMBREIRO IRON ORE PROJECT

The local rivers of the JIOP were sampled to collect baseline data on their water qualities. This is useful to know when comparing future water quality testing after a project has been developed, so the water quality around the JIOP site after the project is in operation will be compared to these values. Any adverse changes in water quality can be acted on with further management intervention. Sixteen sampling points were tested with most sampling points recording naturally high values of many parameters that exceed the National Water Quality Standards, including: iron, aluminium, cadmium, copper, manganese, fluoride, phosphorus, E.coli, turbidity, oxygen, BOD5, nickel, cobalt, chrome and zinc.

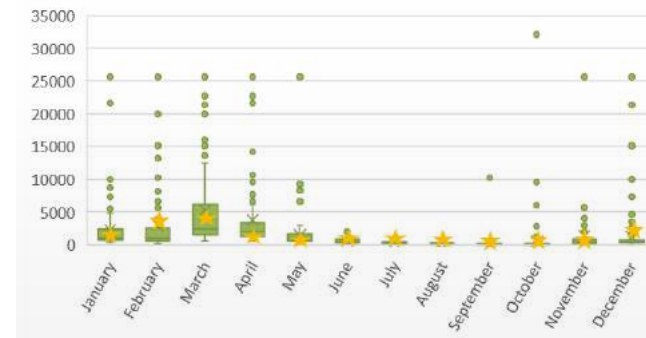
JIOP-Corrente Canoa (m<sup>3</sup>/h)



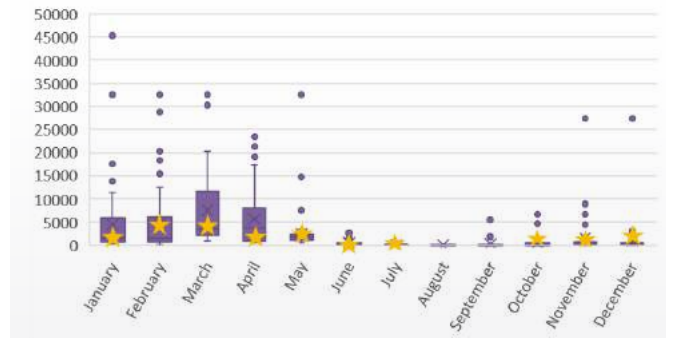
JIOP-Babilônia (m<sup>3</sup>/h)



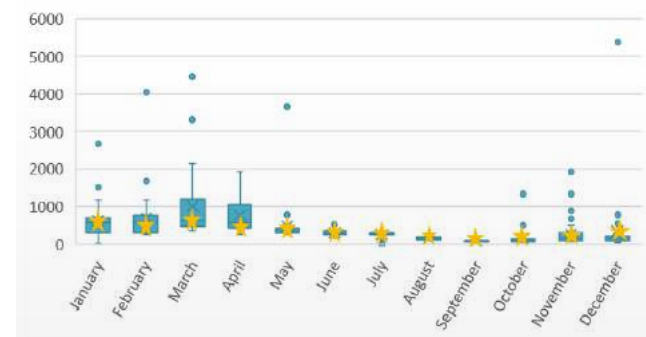
JNP-SUP-21 (m<sup>3</sup>/h)



JNP-DRN-25 (m<sup>3</sup>/h)



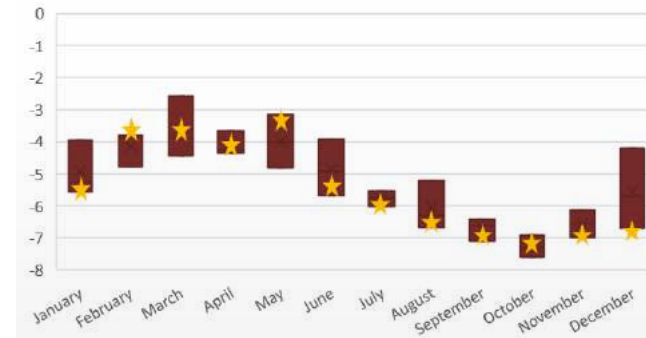
JNP-DRN-04 (m<sup>3</sup>/h)



JNP-Poço-Oziel (m)



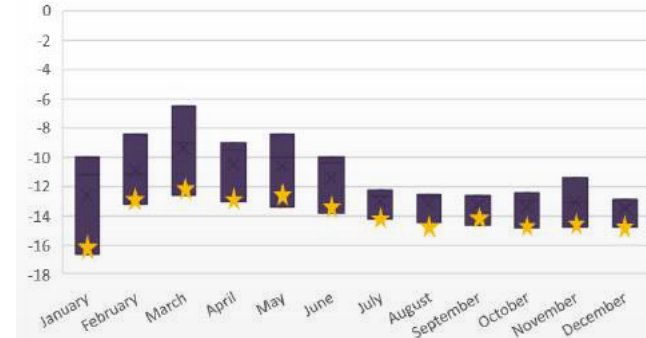
JNP-Poço-Borges (m)



JNP-Poço-Wellington (m)



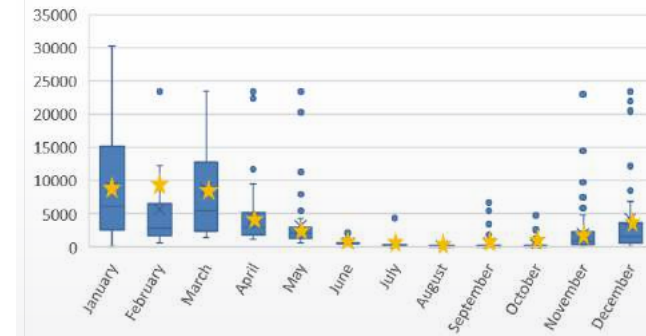
JNP-DH-109 (m)



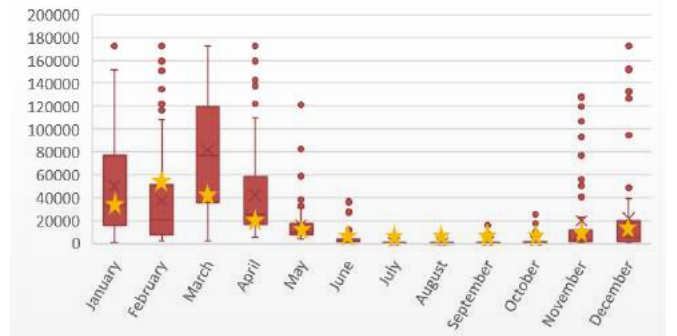
JNP-DH-120 (m)



JNP-SUP-12 (m<sup>3</sup>/h)



JNP-SUP-08 (m<sup>3</sup>/h)





# WASTE MANAGEMENT & GREENHOUSE GAS (GHG) EMISSIONS

## JAGUAR NICKEL PROJECT

Although Centaurus remained focused primarily on exploration during the reporting period, we are very much on the front foot looking at all opportunities to continually improve our behaviours and environmental performance, which includes adequately managing and mitigating our waste streams and emissions. Centaurus operates two exploration camps to accommodate the workers involved with our drilling activities. The three main types of waste streams and effluents generated by the exploration activities and camps up to the end of 2023 were:

- 1 | Hazardous waste (waste oils)
- 2 | Inert waste (largely non-biodegradable, non-flammable and not chemically reactive)
- 3 | Putrescible waste (containing organic materials such as food and wood wastes, which readily biodegrade within a landfill environment)

Centaurus tracks waste oils and inert waste stream volumes and calculates the waste generation as a function of exploration metres drilled during the year. Hazardous and inert wastes generated this year totalled 6.7t and 16.9t respectively.

Of the inert waste stream, the Company maintains the segregation of recyclable wastes (plastic, paper, aluminium etc.) prior to disposal, thus saving volumes of waste

going to landfill. The waste generated at the JNP exploration site and at the offices, once segregated, is temporarily stored in separate bins before being collected for recycling and reuse by third party contractors.

Waste oil from vehicle maintenance and installed water:oil separators is collected by a hazardous waste transport and disposal company. The waste oil is transported and disposed of offsite and is often used as a fuel source. The organic waste is composted and used in the Canaã camp plant nursery.

The two exploration camps also recently had wastewater treatment systems installed to treat sewage effluent. Wastewater from the camps is treated in septic tanks where anaerobic bacteria break down the solids, resulting in clean water infiltrating into the adjacent underground leach drains. The surrounding water courses are monitored regularly and comply with the receiving water standard.

Regarding Greenhouse Gas (GHG) emissions, Centaurus adopts the following definitions to report against:

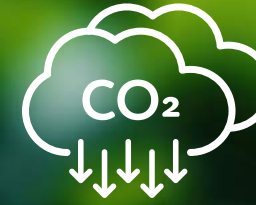
- Scope 1 Emissions - The total global direct emissions from sources owned or controlled by the reporting facility or business unity (Stationary combustion; Mobile combustion; Process emissions; and Fugitive emissions)

- Scope 2 Emissions - Indirect GHG emissions that the facility or business unit has caused through its consumption of energy in the form of electricity, heat, cooling, or steam.

The only air emissions resulting from the Company's exploration activities is carbon from diesel exhausts and power consumption. Given the nature of the Company's current activities, the amount of carbon emitted into the atmosphere is insignificant, with total Scope 1 and Scope 2 emissions of only 1,476.3t of CO<sub>2</sub> reported during the year from JNP. Data for carbon sinks has not been included.

Regardless of its low carbon footprint, Centaurus is very serious when it comes to climate change and is very much focused on climate change risk management. With the JNP having the potential to become one of the world's foremost nickel projects in terms of its carbon footprint, the significance this impact was reviewed again post the decision to stage the development of JNP with the initial development being focussed on the production of a nickel concentrate (see Case Study 1). The Company is also researching technology options during the FEED stage for energy efficiency in the mine and process plant designs to keep future emissions as low as possible and in line with global targets.

We expect our carbon footprint to increase once the JNP is in production and measures will be considered in the next reporting period on how to manage these future emissions.



## CASE STUDY

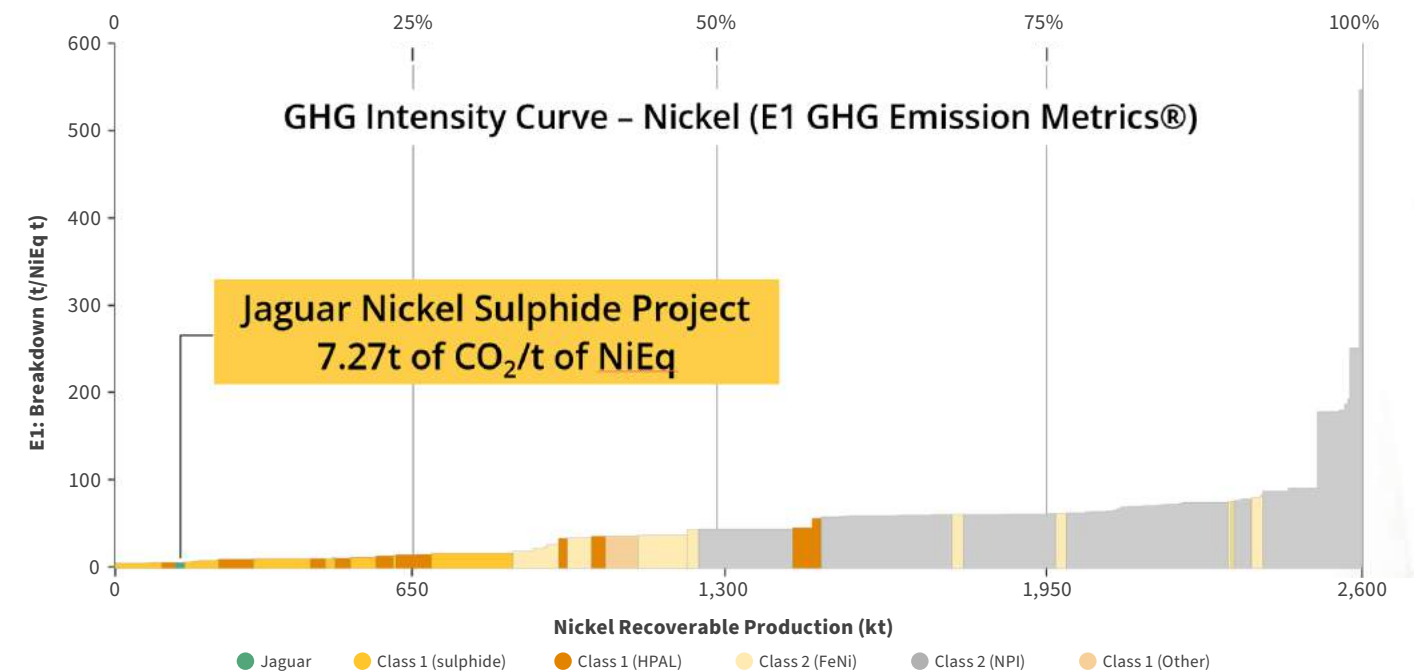
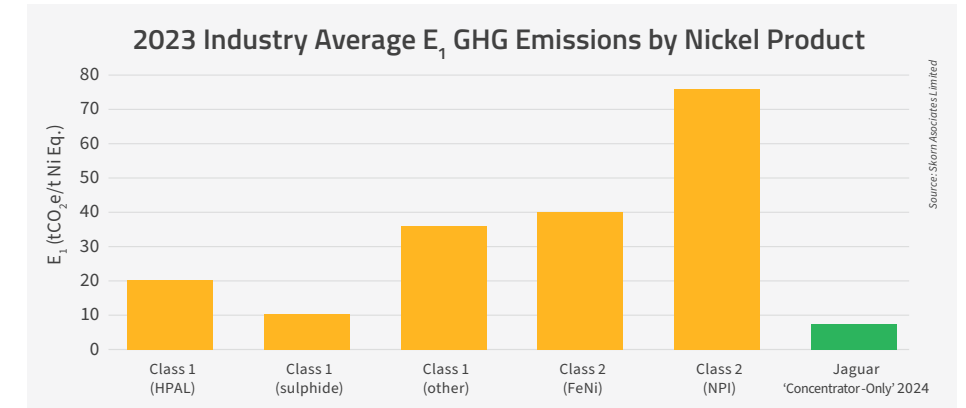
### CARBON EMISSIONS FORECAST

Centaurus retained the services of specialist metals and mining ESG research company, Skarn Associates (Skarn), to refine our forecast emission levels that will be generated from the JNP. The 2022 Sustainability Report presented a Case Study based on operating parameters of a "nickel sulphate" product. As the favourable economics of a "nickel concentrate only" product emerged, Skarn revised the emissions model to align with the JNP FS due to be published in 2024.

The results of the updated modelling clearly demonstrate that the JNP remains to class-leading in terms of its carbon footprint, reflecting its unique attributes as a high-grade nickel sulphide project powered largely by renewable energy from the local grid and producing a finished nickel concentrate product on site which can be sold or further refined downstream to product nickel sulphate for lithium-ion battery production.

When in operation, the E1 (Scope 1+2+freight+downstream) GHG emissions to produce a nickel concentrate on site at the JNP and further process the concentrate in North America are expected to be extremely low at 7.27 tonnes of CO<sub>2</sub>/tonne of nickel equivalent, which is lower than 94% of existing global nickel production and demonstrates the investment quality of the JNP from an emissions perspective as well as a financial perspective. The E1 emission levels will be 85% lower than the nickel industry average of 48.6

tonnes of CO<sub>2</sub>/tonne of nickel equivalent. The forecast low emission levels are a function of the relatively high-grade nickel that will be coming from open pit mining sources and, importantly, the fact that 80% of grid power in Brazil stems from renewable sources. There is an expectation that, once in operation, the JNP's power requirements will be met from 100% renewable sources. Centaurus is considering this aspirational target as part of future emission modelling assessments.





# OUR PEOPLE

**Our foremost priority – and the ultimate measure of our success as a business – is the safety of our workers and the communities where we operate.**

Through preventive management, our aim is to achieve zero harm across all our operations and promote a safe culture of working.



**MANDATORY OHS TRAINING OF THE WORKFORCE OCCURS REGULARLY WITH CENTAURUS' NEW EMPLOYEES, CONTRACTORS AND VISITORS RECEIVING SAFETY INDUCTIONS UPON ARRIVAL.**

We aim to educate, create awareness and build a safe culture within the organisation.

To achieve this goal, we have adopted the following principles:

- > Top management commitment to occupational health and safety (OHS) principles;
- > Promotion of a safe and healthy work environment for all, based on training and preventive measures;
- > Each worker is responsible for their safety and must be committed to and comply with the OHS Policy;
- > Workers are encouraged to proactively manage OHS by being responsible for their own safety and the safety of their co-workers;
- > Selection of suppliers and partners who share the same OHS principles; and
- > Continuous improvement of the organisation's OHS procedures.

## WORKFORCE OCCUPATIONAL HEALTH & SAFETY

Our OHS programs are the tools we use to manage occupational health and safety to reach our “zero accident” target. The foundation on which these programs were

designed is prevention – in effect, identifying and eliminating hazards and risks before they become potential incidents. Prior to working with Centaurus, all prospective employees are subject to pre-employment medical examinations by an occupational medical doctor. The medical examinations are job-specific to ensure workers are fit and cleared for work for their chosen roles. Once a year, fitness for work examinations are repeated with the occupational medical doctor to monitor any changes in the employee's physical ability and health with regards to their job function.

Once deemed fit for work and onboarded, employees and contractors are inducted in the four OHS programs aimed at keeping safety at the forefront of all work tasks undertaken:

- > OHS training program;
- > OHS hazard elimination program;
- > OHS performance measurement program; and;
- > OHS incentive program.

As part of these programs, Centaurus ensures detailed safety procedures have been developed and the safety reporting framework is working. We document all our safety meetings including daily safety talks

and for nightly safety presentations, signed-off by all participants. We ensure adequate stocks of personal protective equipment (PPE) are available, and our safety representatives check that PPE is being used where required and is fitted correctly. We also ensure our workers understand their roles and that the safety risks of those roles are well-understood, risks have been assessed, and additional training and/ or supervision is undertaken if necessary. Centaurus aims to continually improve safety culture and performance and expects that the safety incentive program introduced in 2020 will continue to produce the desired behaviours.

Training activities undertaken over the reporting year include:

- > Safety inductions for visitors going to JNP;
- > OHS introductory training on the first day for employees and contractors;
- > Quarterly training on safe work procedures (SWP) for the eight safety risks that have the highest rate of incidents and accidents;
- > Quarterly first-aid training;
- > Biannual 4WD and defensive driving training;
- > Biannual simulations of emergency situations and annual training for the emergency response team.

Our Brazilian-based employees participated in numerous workplace-related safety, health, wellbeing and behaviour training workshops and fortnightly safety meetings throughout 2023:

### COMPANY POLICIES & EXPECTATIONS

- > Company's occupational risk management program
- > Workers' right to refuse to work in unsafe conditions
- > Introduction to occupational safety
- > Company policy for behaviour while at camp sites
- > Company values
- > Buddy Program
- > Centaurus whistleblower program
- > Planning your activities
- > Centaurus fleet policy
- > Risk awareness
- > Jaguar road maps

### SAFETY INITIATIVES & EXPECTATIONS

- > Respiratory protection program
- > Carrying out safety inspection using SICLOPE software
- > Safety incentive program
- > Personal protective equipment
- > Occupational accidents prevention seminar
- > Hearing protection program
- > Traffic safety training
- > Ergonomics training
- > Safe footpaths
- > Hands and fingers safety
- > Defensive driving
- > Fire drills
- > Emergency drills

### HEALTH & WELLBEING INITIATIVES

- > High blood pressure, diabetes, and obesity prevention day
- > Emotional Intelligence training
- > Alcohol, drugs, and related company policy
- > Sexually transmitted diseases prevention day
- > Depression and suicide prevention seminar
- > Personal development training
- > Non-violent communication training
- > Disability inclusion in the workplace seminar
- > Consequences of smoking seminar
- > Blood donation campaign
- > Diversity at the workplace
- > Hepatitis prevention day
- > Ending violence against women seminar
- > Vaccination campaign
- > Harassment prevention seminar
- > Breast cancer prevention seminar
- > Prostate cancer awareness day
- > Mental health day
- > AIDS prevention seminar



## THE COMPANY TESTS THE EFFECTIVENESS OF THESE TRAINING PROGRAMS AND SAFETY INITIATIVES BY RECORDING AND REPORTING HEALTH AND SAFETY PERFORMANCE ACROSS THE BUSINESS.

By doing so, we expect to see safety performance improvements year-on-year where proactive (lead indicator) actions taken are having a positive effect on the lag indicators though a reduction in the frequency rate of hazards and incidents.

The parameters used to measure performance are based on the number of incident/ injuries per million hours worked on a rolling 12-month basis and include:

- > LTIFR – lost time injury frequency rate
- > RWIFR – restricted work injury frequency rate (where restricted work injuries encompass all injuries that do not cause lost time, but restrict the worker from performing their normal duties for any time after the accident)
- > TRIFR – total reportable injury frequency rate (LTIFR + RWIFR)

Given that comparative safety performance data for other exploration companies and mineral resource industries are not published for Brazil, Centaurus compares our performance with latest data for the Western Australian exploration industry, as displayed in the graph below.

The LTIFR for 2023 was reduced to 0.0, down from 4.6 in 2022. The benchmark LTIFR for the Western Australian exploration industry is 2.0 which is a great safety achievement for Centaurus.

The TRIFR for 2023 was up, however, from 9.2 in 2022 to 15.9 (relating to four Restricted Work Injuries). The benchmark TRIFR for the Western Australian exploration industry is 7.2.

Importantly, there were no fatalities or serious injuries across Centaurus' activities during the reporting period.

All injuries that require medical assistance, even those without lost time or restriction of work, are formally reported to Brazilian regulators.

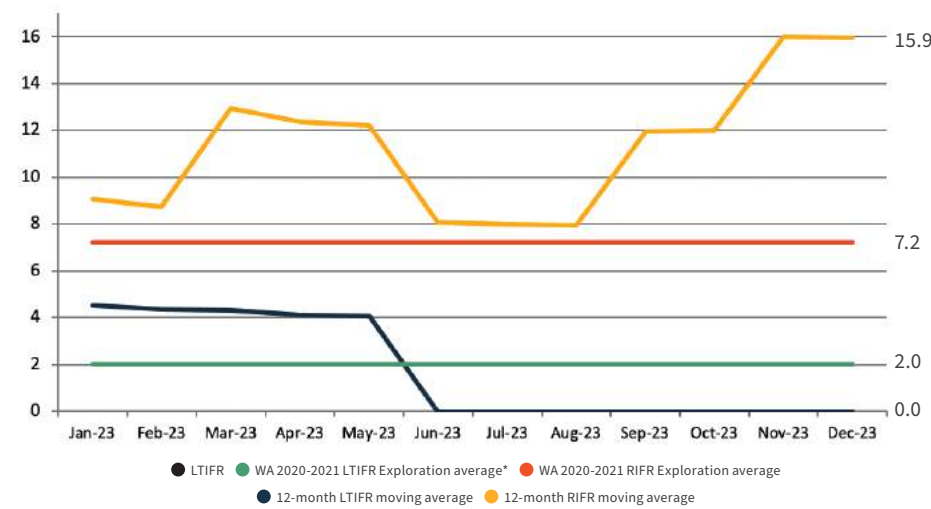
Although the restricted work injuries were all low severity, we recognise that our TRIFR performance requires improvement in 2024. These improvements will start by working closely with our dedicated OHS teams and our various contractors on health and safety programs and performance.

In 2023, Centaurus continued utilising the OHS management software, called SICLOPE - Sistema Integrado de Controle de Operações (which translated means Integrated System of Control of Operations) which is structured with operational modules in:

- > Plans and Actions
- > Occurrences in Environment, Health & Safety (EHS)
- > Inspections and Audits
- > Behavioural Approach
- > Reports and Deviations
- > Dangers and Risks
- > Licenses and Conditions
- > Environmental Monitoring
- > Environmental Aspects and Impacts
- > Document Management
- > Safe Behaviours
- > Best Practices

The software generates an ID card with a QR code for every employee and contractor on site, to enable verification of the status of each worker's site access requirements. It also allows routine safety inspections and identified hazards to undertaken using a phone application, with reports being digitally recorded and immediate supervisors being alerted of any serious findings.

LTI + RI FREQUENCY RATES



First aid simulation training



## HEALTH & SAFETY PERFORMANCE

### THE COMPANY REGULARLY INSPECTS OUR CONTRACTORS' FACILITIES TO ASSESS OCCUPATIONAL HYGIENE, HEALTH, AND SAFETY STANDARDS.

If any unsatisfactory working conditions are identified, the Company will require that conditions be improved to the necessary standard, or the contract will be terminated.

Centaurus' facilities are fully compliant with all applicable legislation in relation to occupational hygiene, health, and safety. The Company offers its JNP workers an environment that is both suitably furnished and safe.



## INJURY FREQUENCY RATES

TOTAL Centaurus Employee Work Hours	
2021	331,772
2022	217,473
2023	250,758

LTIFR Lost Time Injury Frequency Rate	
2021	0.00
2022	4.60
2023	0.00

RWIFR Restricted Work Injury Frequency Rate	
2021	7.87
2022	4.60
2023	15.95

TRIFR Total Reportable Injury Frequency Rate	
2021	7.87
2022	9.20
2023	15.95

**ZERO FATALITIES 2021, 2022, 2023**





## MENTAL HEALTH & WELLBEING

Centaurus strengthened our focus on mental health by continuing to raise awareness and participate in community programs such as “R U OK?”, a public health promotion charity that encourages people to stay connected and have conversations that can help others through difficult times in their lives.

By promoting the RUOK? initiative in the workplace, we have been helping employees build the motivation, confidence, and skills of help-givers so that we can support our co-workers who may be struggling with life through meaningful conversations. RUOK? contributes to suicide prevention efforts by encouraging people to invest more time in their personal relationships and building the capacity of informal support networks – friends, family, and work colleagues – to be alert to those around them, have a conversation if they identify signs of distress or difficulty and connect someone to appropriate support, long before they're in crisis.

We also offer a free health plan to all our employees in Brazil, which includes

professional and confidential mental health and counselling services. The health plan covers all medical specialties, including psychiatrists and psychologists, and focuses on a variety of areas such as stress, workplace bullying and depression. Our goal is the promotion of long-term health and well-being.

We have a very proactive Human Resources team that regularly provides presentations and conducts educational seminars on a range of mental health topics to employees. This year, our dedicated team in conjunction with specialists in the OHS department made the following presentations to our workers and the broader community:

- > Emotional intelligence
- > Ending violence against women
- > Depression and suicide prevention
- > Breast cancer awareness
- > Prevention of bullying within the work environment
- > Mental health awareness

Centaurus also aims to promote worker health and well-being by providing optimal working conditions for our employees and third-party workers by promoting an environment that is both friendly and safe. All workers are provided tools that are appropriate for their tasks, and they are also given all necessary Personal Protective Equipment (PPE) so they can perform their duties safely. Every worker is encouraged to make suggestions and has the freedom to speak their mind in relation to work. All workers can formally refuse to carry out an activity if they consider it unsafe. This

right is explained to all Centaurus employees and contractors during the OHS introductory training and induction on their first day.

Centaurus has upgraded farmhouses on our exploration site at JNP and turned them into offices and site camps, fitting them out with social infrastructure to provide a welcoming and social environment for work and modern living facilities for employee health and well-being. These camps are now capable of lodging over 200 workers and have water distribution and treatment systems, wastewater treatment, laundries, and social amenities for workers during their breaks, including snooker tables, card tables and table tennis facilities.

Centaurus' remuneration packages are in strict compliance with applicable Brazilian labour legislation, with all employees and contractors paid above the corresponding minimum wage. In addition, all our Brazilian employees are provided with a meal and food card, or meals directly and a fully paid nationwide health plan that contribute to the overall health and well-being of our employees.

All employees and contractors are engaged based on the applicable labour regulations that ensure they have adequate time off between their daily shifts, only work up to the maximum number of hours per week, receive overtime payment whenever applicable, and have the best working conditions possible.

## DIVERSITY & INCLUSION

The Company recognises the benefits in having a diverse workforce and an inclusive workplace, and we strive to eliminate discrimination, harassment, vilification, and victimisation.

The Company recognises the benefits in having a diverse workforce and an inclusive workplace, we strive to eliminate discrimination, harassment, vilification, and victimisation. Whilst always selecting the best suited candidate for a role, we constantly aim to build a broad pool of high-quality employees to work for us, identifying individuals that will contribute their own special expertise or previously acquired technical knowledge to our business. Our diverse workforce provides Centaurus with local, state, national and international exploration, mining, and project development expertise with a range of different but complimentary cultural qualities and personal attributes. We consider this diversity improves overall employee retention and motivation by accessing different perspectives and identifying new ideas and ways of doing business.

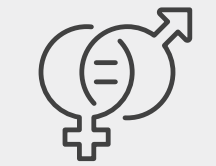
The Company also takes its obligations seriously with respect to inclusion and equal employment opportunity, especially when decisions affecting employment and career development are made. Diversity and inclusion criteria are included when recruiting, promoting, assigning work,

training, promoting, upgrading, developing, and retaining employees, with all employees subject to fair employment practices. We are proud to have a diverse workforce and see diversity as a means to innovation.

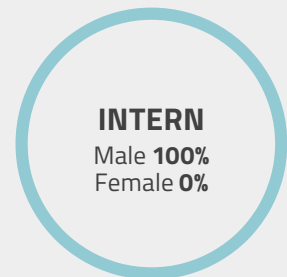
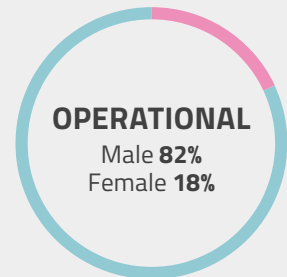
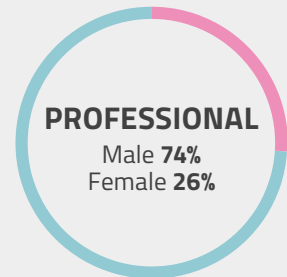
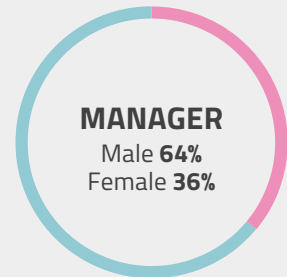
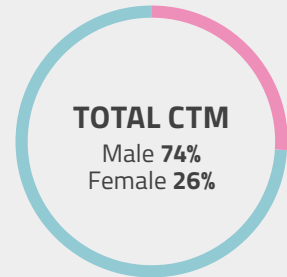
In 2023, the Company will continue to prioritise diversity and inclusion in our recruitment and retention programs to maintain a diverse and skilled workforce and to provide a positive and enjoyable workplace culture characterised by inclusive practices and behaviours for the benefit of all staff.

The Company has an effective whistle-blower policy to address cases of discrimination, harassment and bullying involving employees, contractors, and service providers. The policy is aimed at identifying such behaviour and dealing with it in a confidential manner. During 2023, two whistleblower complaints (both internally received) were lodged, investigated, and treated in accordance with our Code of Conduct and Disciplinary measures procedure.

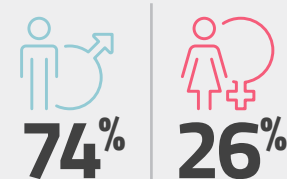
**WE ARE AIMING TO IMPROVE THE BALANCE OF GENDER ACROSS THE VARIOUS LEVELS WITHIN THE COMPANY, WITH THE CURRENT BALANCE FOR 2023 SHOWN TO THE RIGHT.**



## EMPLOYEE DIVERSITY



## TOTAL





## EMPLOYEE ATTRACTION & RETENTION

We strongly encourage our employees to discuss any work-related issues with their direct supervisors at any time.

This informal approach is complimented with a more formal annual employee/employer performance assessment and management program.

This is a two-way conversation, where employees' performance is evaluated each year by their direct supervisor, and employees can provide feedback and discuss any work-related matters in a confidential and constructive manner. These one-on-one meetings are considered by employees to be a valuable opportunity to give and receive direct feedback.

During 2022, the Company rolled out performance-based bonus plans for all its employees, both in Brazil and in Australia and continued this practice through 2023. Depending on the position and hierarchical level of the employee, each person is offered one of three bonus plans available, with all plans designed to incentivise employees to achieve work-based milestones that stem from the Company's strategic objectives. Each employee's performance is assessed annually against their relevant targets and new targets are also defined on an annual basis. The details of the bonus plan for the Brazil-based staff are discussed and agreed on by a committee created by employees, employer representatives and union representatives.

As is required by Brazilian labour laws, the remuneration reviews and the bonus plans for Brazil-based staff must be approved by the relevant worker's union that has jurisdiction over the regional area. The current collective bargaining agreements are valid until June 2024. Both unions (in Pará and Minas Gerais states) continue to be pleased with the structure of the Company's collective bargaining agreements.

Remuneration reviews for all staff are also undertaken on an annual basis. In Brazil, staff remuneration is adjusted every year at least according to inflation over the past 12 months.

**CENTAURUS IS VERY PROUD OF THE EXTREMELY HEALTHY, FRIENDLY, AND VERY PRODUCTIVE WORK ENVIRONMENT AND CULTURE IT HAS BUILT OVER THE YEARS.**



## OUR COMMUNITY

### COMMUNITY RELATIONS & ENGAGEMENT

#### JAGUAR NICKEL PROJECT

In October 2023, the strong ties Centaurus created with the communities around JNP throughout the years paid dividends at the public hearings required to be held under the Project's environmental approval process. The public hearings in the local communities were the last step in the approval of the environmental impact assessment (EIA/RIMA) and the issue of the Preliminary License (LP).

Two hearings were held: one in São Félix do Xingu and one in Tucumã. The meetings were very well attended in both towns and included local residents, public authorities and governmental officials, as well as representative from the State Environmental Agency (SEMAs). This demonstrated a strong interest from the local communities in the JNP and provided the Company with information on the community's expectations from the Project.

Centaurus' Brazil Country Manager started the public hearing by presenting the Company and JNP to the audience and highlighted the enormous opportunity JNP represents for the region, with its long mine-life, green credentials and potential for employment and contracting opportunities. The JNP

EIA-RIMA was then presented to the audience summarising the most relevant aspects of the project covering abiotic, biotic and social values and receptors, discussing the positive and negative impacts, and the social and environmental programs proposed by the Company to manage these impacts. The Mayors of both São Félix do Xingu and Tucumã expressed their positive view of and support for the JNP, emphasising the importance of the project to the economic development of the region through creation of jobs and payments of taxes and royalties. The community participation during the hearings was overwhelmingly in favour of the JNP which made a very positive impression on the SEMAs representatives, who were confident the potential impacts could be adequately managed and acknowledged the support of the JNP by the local communities.

The indigenous territory of Xikrin do Cateté is the closest to the proposed JNP, with its boundary lying 16km east of the JNP. The JNP design remains well outside the minimum legislative buffer distance of 10 km and does not affect the Company's exploration or planned future development activities. There are no Quilombola (former slaves) communities within the JNP project area.

The Company continued holding Community Engagement Meetings on a regular basis throughout the year to provide updates to local officials, the general public, and other

stakeholders on the JNP development plans and seek feedback on any concerns from the community in relation to our exploration activities and the proposed project development. The overall response from stakeholders continues to remain very positive and Centaurus has been encouraged to maintain the level and frequency of consultation.

In addition to these community engagement meetings, 27 workshops were held in Tucumã, Ourilândia do Norte and São Félix do Xingu and in the villages of Ladeira Vermelha and Minerasul during the year to update the community on environmental licensing of the JNP.

Centaurus maintains its grievance process for our exploration activities, which is based on a forum for disclosing and resolving any grievances as they arise. This process continued during 2023 and will remain available as the JNP develops. The Company also created several Social Media channels through which individuals and community groups can interact with the Company and express their views. Our Instagram account continues to post news and information about the JNP, and comments can be shared. The community has been invited to communicate directly with Company on aspects of the JNP through a dedicated WhatsApp phone number, which is used exclusively for this purpose. WhatsApp was selected as this is the most widely and commonly used method of communication in the region.





## JAMBREIRO IRON ORE PROJECT

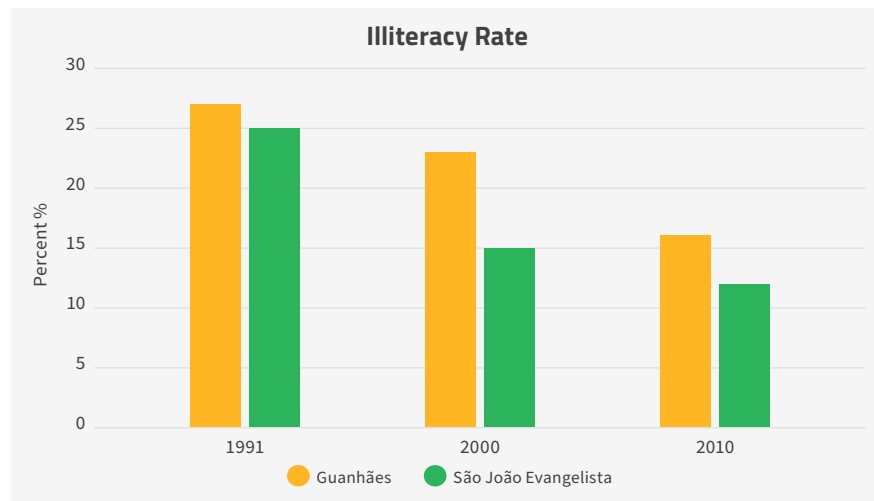
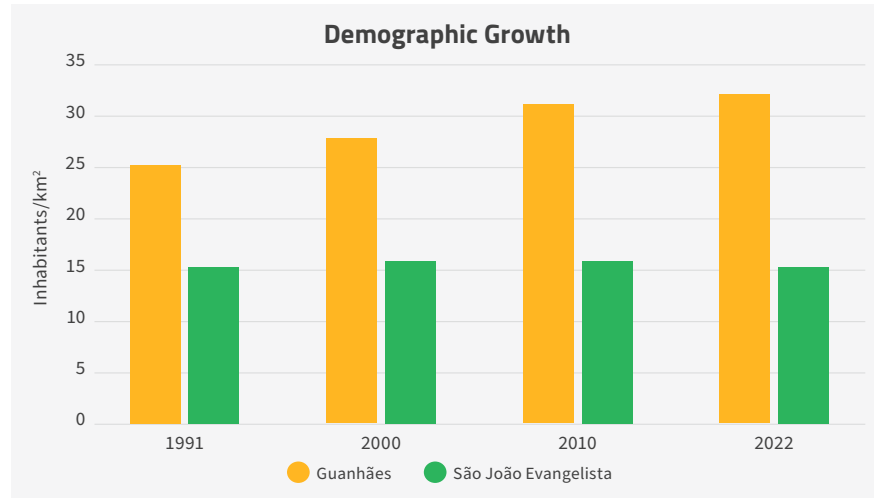
The JIOP demographics were examined in 2023 as part of the EIA-RIMA process. The Project is located on the border of the municipality of São João Evangelista, state of Minas Gerais. The regional centre for commerce and services is the neighbouring town of Guanhães. The two municipality's demographic growth from 1991 to 2022 is shown in the Demographic Growth graph.

In 2020, Guanhães had a total economic output of R\$794M and São João Evangelista R\$219M. This corresponds to a per capita economic output of R\$24,812 and R\$14,313, respectively.

The Human Development Index (HDI) is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and having a decent standard of living. The HDI is the geometric mean of normalized indices for each of the three dimensions.

Current data for the area indicates São João Evangelista had an HDI of 0.638 (medium), being the result of education – 0.520, health – 0.806 and standard of living – 0.620. Guanhães also had a medium HDI, although slightly higher (0.686), as a result of education – 0.576, health – 0.820 and standard of living – 0.683.

The decline in illiteracy rate of both municipalities from 1991 to 2010 is shown in the Illiteracy rate graph.



**IN ALL, CENTAURUS' INFRASTRUCTURE DEVELOPMENT CONTRIBUTIONS AND COMMUNITY BENEFITS IN 2023 FOR THE COMMUNITIES AROUND THE JNP TOTALLED A\$123K (R\$408.2K)**



## COMMUNITY BENEFITS & INFRASTRUCTURE DEVELOPMENT

Centaurus remains committed to building strong community relationships with the closest towns and other regional centres.

- > economic development and building capability at the local level with viable and sustainable procurement and local supply contracting opportunities;
- > employ locally where possible; and
- > build systems for financial and in-kind support for funding community initiatives and infrastructure programs.

### JAGUAR NICKEL PROJECT

A tremendous amount of financial and in-kind support has been provided by Centaurus to its communities over the years from the construction of new bridges, upgrading of local roads and water management culverts.

Our support at the JNP during 2023 continued with the donations of:

- > Two vehicles, medical equipment and consumables to fight malaria and support the state health services in Tucumã and São Félix do Xingu.
- > Ten recyclable waste bins at Ladeira Vermelha, Minasul, Tucumã, Ourilândia do Norte and São Félix do Xingu that collected 1.8t of recyclable waste during the year.
- > 2,000L of diesel to the local São Félix do Xingu government for road maintenance.
- > One water truck during the dry season for dust suppression on roads at Minasul village.
- > 3,650L of diesel to the Pará State Military Police for their vehicles to increase police presence within the region for better security and improved safety of all residents and businesses.

Centaurus is also heavily involved with local schools and institutions, and annual community events such as Children's Days, Environmental Events and River Margin Clean-up Days. We delivered topical awareness programs, donated seedlings and excess furniture, provided volunteer labour, and donated water bottles and meals as part of these events.

In all, Centaurus' infrastructure development contributions and community benefits in 2023 for the communities around the JNP totalled A\$123k (R\$408.2k), with an overall contribution of A\$1.19M (R\$3.85M) over the last four years.







**CENTAURUS IS HEAVILY INVOLVED WITH LOCAL SCHOOLS AND INSTITUTIONS, AND ANNUAL COMMUNITY EVENTS SUCH AS CHILDREN'S DAYS, ENVIRONMENTAL EVENTS AND RIVER MARGIN CLEAN-UP DAYS.**

## CULTURAL HERITAGE ASSESSMENT

### JAGUAR NICKEL PROJECT

During the course of 2023, all ground-disturbing activities carried out around the JNP site were monitored by an archaeologist so that any artifacts or relevant objects could be salvaged. No such occurrence was recorded.

Three archaeological sites were identified along the proposed JNP 230kV power line route. These sites will be salvaged ahead of the start of the power line construction.

### JAMBREIRO IRON ORE PROJECT

Centaurus recently completed an archaeological and natural heritage report of the JIOP area. The report was based on a survey commissioned by Centaurus to support the EIA-RIMA process to identify any aspects of archaeological and natural heritage that could be impacted by the JIOP. The survey involved extensive fieldwork of the potential impact areas with systematic scanning of the ground with the selective sample collection methods.

During the archaeological survey, a site called "Fábrica do Jambreiro" was observed. Fábrica do Jambreiro was the site of a former Jambreiro factory where rudimentary iron ore was smelted (see images below). Small artefacts were recovered that corresponded to fragments of tiles and bricks, glass, smelting slag fragments and cast-iron plates. The site was duly recorded with all the necessary preservation actions and documentation compiled with assistance from the National Institute of Historical and Artistic Heritage – IPHAN.



## LOCAL & YOUTH EMPLOYMENT

### JAGUAR NICKEL PROJECT

Centaurus' community investment program is directed towards helping the local communities and residents build capacity through supporting education and pathways to employment.

Through this, Centaurus prioritises the establishment of a local workforce for the upcoming construction of the JNP. During construction, the Project will generate around 1,100 direct jobs over 20 months. Much of this workforce will be sourced locally utilising skills and expertise from suppliers who will have the required experience, equipment, and skills from recent mining project developments within the Pará State.

To support local employment through the Construction Phase, the Company commenced the 'Capacita Jaguar' Program in 2023, offering nine free online training programs to local residents. These training programs provided general qualifications in safety at

work, environmental education, information technology, logistics, architectural drawing, personal finance, mechanical fundamentals, metrology, and ESG – Sustainable Industry. Since the courses commenced, 3678 students enrolled in the various courses and to date 2053 students have completed the programs. The Capacita Jaguar Program is planned to conclude in 2024.

In partnership with a recognised Brazilian training agency (SENAI), which is a governmental institution, Centaurus plans to train up to 1,500 local residents to be employed during the construction of JNP.

During the Construction phase, the Company will administer an Employee Relations Strategy that commits to:

- > Engaging a Construction workforce that is safe, skilled and productive by applying appropriate standards of human resources management skill, care and diligence;
- > Providing a safe and secure workplace;
- > Managing interactions with trade unions and external parties lawfully and professionally to minimise the risk of industrial disputes;
- > Minimising the risk of unlawful industrial

action through planning and pro-active management of Contractors;

- > Achieving optimal levels of workforce engagement, cooperation and productivity, including providing opportunities for local community; and
- > Ensuring fair and responsible employment conditions are applied by Contractors.



**CENTAURUS PLANS TO TRAIN UP TO 1,500 LOCAL RESIDENTS TO BE EMPLOYED DURING THE CONSTRUCTION OF JNP.**



# OUR GOVERNANCE

Centaurus operates within a regulatory environment that mandates the implementation of key corporate governance principles. These principles already address most of the issues likely to be reviewed by potential investors who may be a signatory to the Principles of Responsible Investment (PRI).

The Australian Corporations Act includes a range of provisions which either directly or indirectly relate to corporate governance including:

- > Statutory directors' and officers' duties;
- > Rules pertaining to the appointment, rotation and removal of independent company auditors;
- > Financial and annual reporting requirements;
- > Director and senior executive remuneration reporting requirements, including the non-binding vote on the remuneration report and the 'two-strikes' rule;
- > Continuous and specific periodic disclosure for public entities to ensure that trading occurs on public markets that are 'fully informed'; and
- > Directors' and members' meeting procedures and rights.

The ASX Listing Rules also require listed companies to comply with specific corporate governance requirements for:

- > Disclosure of corporate governance practices;
- > Sub-committee establishment and composition;
- > Adoption of a securities dealing policy for companies' directors and employees;
- > Establishment of a whistle-blower policy;
- > Continuous and periodic reporting; and
- > Notification of directors' interests..

Australian Stock Exchange-listed companies must prepare and publish a Corporate Governance Statement which outlines their governance practices as compared to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. Centaurus' current Corporate Governance Statement is published on its website and is updated at least annually.

As a listed mining entity, Centaurus is required to meet additional disclosure requirements in relation to corporate reporting and to comply with industry codes which set minimum standards for public reporting of exploration results, resources, and reserves.

In October 2023, we reviewed the Company's Whistleblowing Policy in compliance with Regulation N°. 4.219/22 of the Brazilian Ministry of Labour and Social Security, which regulates various points introduced by Law No. 14.457/22. Centaurus maintains an online channel that guarantees total confidentiality and/or anonymity for reports, managed by an independent third-party company specialised in providing this service.

## BOARD & SENIOR MANAGEMENT TEAM EFFECTIVENESS

The Board and Management of Centaurus are committed to strong corporate governance and transparency and support the intent of the ASX Corporate Governance Council's Principles and Recommendations.

Compliance with the 4th Edition of the ASX Corporate Governance Council's Principles and Recommendations is disclosed to the ASX on an annual basis.

The trust and acceptance of the Company's stakeholders is essential to building a successful operating business. The Board has therefore established processes to review all corporate governance policy documents throughout the year, and compare the Company's Policies, Codes and Charters with the relevant ASX Corporate Governance

Council's principles and recommendations. As a minimum, financial transparency is provided by the Company through its announced disclosure reports throughout the year. Copies of current corporate policies, including the 2023 Corporate Governance Statement, are available on the Centaurus website at [www.centaurus.com.au/site/about-us/corporate-governance](http://www.centaurus.com.au/site/about-us/corporate-governance). The complete list of Policies, Codes and Charters is shown below along with their relevance to each of the ESG pillars.



**Environment**



**Social**



**Governance**

	Environment	Social	Governance
<b>Anti-Bribery &amp; Corruption Policy</b>			
<b>Audit Committee Charter</b>			
<b>Board Charter</b>			
<b>Climate Change Policy</b>			
<b>Code of Conduct</b>			
<b>Community &amp; Stakeholder Engagement Policy</b>			
<b>Continuous Disclosure Policy</b>			
<b>Diversity Policy</b>			
<b>Environment Policy</b>			
<b>External Auditors Policy</b>			
<b>Occupational Health and Safety</b>			
<b>Privacy Policy</b>			
<b>Remuneration Committee Charter</b>			
<b>Risk Management Policy</b>			
<b>Securities Trading Policy</b>			
<b>Whistle-blower Policy</b>			

## BRIBERY & CORRUPTION

Centaurus is committed to operating in a manner consistent with the laws of the jurisdictions in which we operate, including those relating to anti-bribery and corruption. Honesty, integrity, and fairness are considered integral to the way the Company operates, and any conduct associated with bribery or corruption is inconsistent with these values.

The Company has a strict Policy that does not permit its personnel, suppliers or any third parties with whom it does business to engage in activities that constitute bribery or corruption. We strictly prohibit the payment, offer or authorisation of a bribe, or the receipt or acceptance of a bribe.

Centaurus has established an Anti-Bribery and Corruption Policy (ABC Policy) which sets out the Company's requirements and procedures to ensure compliance with applicable anti-bribery and anti-corruption laws.

The laws prohibiting bribery and corrupt practices include:

- > Australian Criminal Code;
- > Brazil Anti-Corruption Law (Law No. 12.846);
- > US Foreign Corrupt Practices Act; and
- > UK Bribery Act.

Consent to comply with the ABC Policy is a key part of the new employee recruitment process and the onboarding of new suppliers.

<sup>1</sup>The channel is called INTEGRITY: <https://canal.aliant.com.br/canalintegridade> and is available on the Company's main communication channels.



## TAXES & ROYALTIES

Centaurus' social obligations include compliance with the taxation laws of the countries in which we operate. While Centaurus intends to avail itself of any tax benefits or concession programs available to it, we do not engage in practices that do not contribute to the long-term interests of Centaurus and its shareholders and are a potential source of legal or reputational risks. These practices might include for example, the pursuit of aggressive tax avoidance strategies or non-disclosure practices which may lead to perceptions of a lack of transparency.

Centaurus operates in jurisdictions whose income, employment and indirect tax regulations are relatively complex. An investor who is a signatory to the PRI may undertake an assessment of the investee's tax framework.

The total amount of taxes paid to all levels of Government (Municipal, State & Federal) by Centaurus in Brazil and Australia in 2023 was approximately A\$2.32 million. The large portion of this tax is social contribution on employee salaries in Brazil as well as other indirect taxes in Brazil withheld from supplier invoices for services in the local region of the Jaguar Project.

## POLITICAL LOBBYING & DONATIONS

Centaurus' ABC Policy prohibits the making of political donations to any political party, politician, or candidate for public office in any country unless the donation has been approved in advance by the Board of Directors.

While donations to local communities and not-for-profit charity organisations are sometimes made by Centaurus, political donations are seen as giving rise to risks of corruption or perceptions of corruption. Authority to make any donation is therefore restricted by the Delegated Table of Authorities to the Managing Director and the Country Manager Brazil with the approval amount set at a nominal level.

It is unacceptable to attempt to bias a decision of a government official by offering personal gifts or entertainment. In particular, the offering of bribes to anyone is prohibited. Behaviour of this nature is illegal in both Australia and Brazil.

## BOARD DIVERSITY & STRUCTURE

The Board is responsible for the overall governance of the Company including its management of ESG issues, establishing goals for management and monitoring the achievement of these goals.

The responsibilities of the Board include:

- Approving the Company's strategy, business plans and policies;
- Approving and monitoring the progress of major capital expenditure, capital management and capital raising initiatives, and acquisitions and divestments;
- Monitoring the Company's performance in delivering its strategic plans, work programs and ESG targets;
- Monitoring financial performance and approving the annual and half-year financial reports;
- Approving the Company's system of corporate governance, including formation of Board Committees and the terms of applicable governing charters, and monitoring their effectiveness;
- Approving the overall remuneration policy, including remuneration for non-executive Directors, executive Directors, and senior executives; and
- Reviewing, approving, and monitoring performance against the Company's Risk Management Framework with ESG issues. The framework approved by the Board mandates a minimal to low-risk appetite in relation to ESG issues.

The Board has established functions that are reserved for the Board, as separate from those functions discharged by the Managing Director and senior executives. These functions are summarised in the Company's Board Charter which is available on the Company's website.

The Board undertakes an annual assessment of its competencies and experience, with ESG a specific area of focus in the review and assessment process.

Centaurus' Board has a majority of independent directors and has established an Audit and Risk Committee, a Technical Committee, and a Remuneration Committee as a key part of its ESG Framework. The Chairs of the Board and the sub-committees are independent.

The Company values diversity in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all its employees. Company's policy is to recruit and manage on the basis of ability and qualification for the position and performance, irrespective of gender, age, marital status, sexuality, nationality, race/cultural background, religious or political opinions, family responsibilities or disability. The Company opposes all forms of unlawful and unfair discrimination.

The Board is responsible for establishing and monitoring the Company's Diversity Policy. The Managing Director is responsible for the application of the Policy across the organisation. Employees are responsible to ensure they comply with the guidelines

of the Policy, promote the spirit of diversity and equal opportunity and report any questionable business practices that may breach this Policy in accordance with the Whistleblower Policy.

At the end of 2023, the Centaurus Board of Directors held a wide range of skills and qualifications and was comprised of six members:

- Four of them are non-executive.
- One of the two executive directors is Brazilian.
- One of the non-executive directors is female.

Centaurus' board skills matrix sets out the mix of skills that the board currently has or is looking to achieve in its membership and can be found in the Company's Corporate Governance Statement, published each year on the ASX.

## REMUNERATION

A key responsibility of the Board is to determine overall remuneration, including remuneration for Non-Executive Directors, Executive Directors, and Senior Executives. The Board is advised by the Remuneration Committee, which is comprised of three independent non-executive directors. The Remuneration Committee seeks the advice of independent remuneration consultants on at least an annual basis to assist in developing a fair and competitive remuneration structure. The functions of the Remuneration Committee are detailed in the Remuneration Committee Charter and include:

- Reviewing and recommending executive remuneration market positioning for key management personnel (KMP);
- Reviewing and monitoring the ongoing appropriateness and relevance of the Remuneration Committee Charter;
- Making recommendations to the Board in relation to the Company's policies and practices relating to recruitment, training, retention, and promotion; and
- Monitoring and making recommendations to the Board in respect of the design and implementation of incentive plans.

The Company's remuneration structure for directors and KMP is detailed as required in the Annual Report in full compliance with the Corporations Act and relevant accounting standards.



# ESG TARGETS FOR THE NEXT REPORTING PERIOD

## IN 2024, CENTAURUS WILL CONTINUE ADDING VALUE TO THE COMPANY BY AIMING TO COMPLETE THE JNP FS BY THE END OF THE FIRST HALF.

As part of this study, Centaurus have built sustainability designs into the engineering components of the process plant and the designs of the waste management structures and seek to establish sustainability strategies into the future operation of the project, particularly around maximising electricity supply contracts from renewable energy sources.

Setting targets for the future in renewable energy use, energy efficiency, biodiversity management, and water and waste management will guide us in our mission of becoming a sustainable nickel miner at the JNP. Achieving such targets within the project design and continuing along the pathway

of an aggressive sustainability strategy will also take into consideration the Principles of Responsible Investment and Towards Sustainable Mining Principles framework and will respond to the material issues raised by our stakeholders and risk assessment processes.

Centaurus' new company policies on Environment, Climate Change, Occupational Health and Safety, and Community and Stakeholder Engagement will be finalised and formally released in 2024 in line with the development of the JNP FS, further developing our approach to adopting ESG principles across our business.

We will continue to pursue improvements in our safety performance, strengthening the exploration management system and related health and safety procedures and focus on enhancing our Health & Safety and Environment (HSE) leadership and culture across our activities by disseminating the use of the integrated management software,

Siclope, and by focusing on recently hired employees, who accounted for more than 75% of the HSE events in 2023.

Our community investment will continue to be directed towards local economic development and creating educational pathways for local people. In cooperation with our local stakeholders and government representatives, we will continue to drive local procurement and hiring where possible and work closely with our employees and contractors.

Ongoing stakeholder consultation meetings will occur at key locations around the JNP and JIOP regions to regularly update the community on these business and employment opportunities as well as updating the community on the progress of the proposed JNP and JIOP development, outcomes of environmental surveys and future plans for the projects.



# PERFORMANCE DATA

## GOVERNANCE & ECONOMIC PERFORMANCE



### GOVERNANCE

Governance performance reported in Annual Report (AR) and Corporate Governance Statement (CGS)

2023 2022

✓ ✓

#### Selected key indicators of governance performance:

	2023	2022
Compliance with ASX Corporate Governance Council Principles and Recommendations	100%	100%
Political donations (A\$)	nil	nil
Industry association memberships (A\$)	32,366	12,000
Whistleblower complaints	2	1
Anti-bribery & anti-corruption incidents	nil	nil



### ECONOMIC PERFORMANCE

Economic performance reported in AR

2023 2022

✓ ✓

#### Selected key indicator of economic performance:

	2023	2022
Profit/Loss per share (basic) (A cents)	(8.95)	(10.14)



### ECONOMIC CONTRIBUTIONS

Total operating costs (A\$M)

2023 2022

43.5 43.4

Total employment wages (A\$M)

11.6 7.2

Tax Contribution – Brazil & Australia (A\$M)

2.3 2.2



### COMMUNITY INVESTMENT

Infrastructure & Community investment in Brazil (A\$M)

2023 2022

0.12 0.30

## SAFETY



### FATALITIES

Number of fatal incidents – employees

2023 2022

0 0

Number of fatal incidents – contractors

0 0



### TOTAL RECORDABLE INJURIES & LOST TIME INJURIES

Total Recordable Injury Frequency Rate (TRIFR) per 1 million hours worked

2023 2022

15.95 9.20

Total Lost Time Injuries (LTI)

0 1

Total Lost Time Injuries Frequency Rate (LTIFR) per 1 million hours worked

0.00 4.60

Total hours worked

250,758 217,473

### OTHER SAFETY

Fines and penalties

2023 2022

nil nil

## PEOPLE



### DIVERSITY

Diversity performance reported

2023 2022

✓ ✓

#### Selected key indicators of diversity performance:

% women in entire workforce	26	22
% women in management	36	33
% women on the Board	17	17
% Australian-based personnel	16	8

### EMPLOYEE & CONTRACTOR NUMBERS

Employees (as of end of Reporting Period)

2023 2022

123 144

### PERSONNEL TURNOVER IN BRAZIL

% employees

2023 2022

3.20 4.16

### PERFORMANCE & DEVELOPMENT REVIEWS

% employees receiving

2023 2022

100 100



# TOWARDS SUSTAINABLE MINING PRINCIPLES, PROTOCOLS & FRAMEWORKS

The Towards Sustainable Mining (TSM) initiative allows mining companies to turn high-level environmental and social commitments into action on the ground.

At the same time, it provides communities with valuable information on how operations are faring in important areas, such as community outreach, tailings management and biodiversity.

The TSM Guiding Principles are backed by a suite of protocols that mining companies measure and publicly report their performance against in the annual TSM Progress Reports.

Each protocol is made up of a set of indicators that are designed to measure the quality and comprehensiveness of facility-level management systems and are intended to provide the public with an overview of the industry's performance in key environmental and social areas.

Several protocols are also accompanied by framework documents that describe in detail what member companies commit to for these areas. The following table lists the TSM Protocols and summarises the expectations of each. Centaurus has used this table to disclose how the Company has performed on each of the Protocol requirements as an indication to our sustainability and alignment to the guiding Protocols.

Centaurus' sustainability disclosures comprise relevant reports, announcements, and information locations:

- > 2023 Jambreiro Iron Ore Project EIA-RIMA submission
- > 2023 Sustainability Report
- > 2023 Annual Report (incorporating the Financial Report for the year ending 31 December 2023);
- > 2023 Corporate Governance Statement; and
- > Website ([www.centaurus.com.au](http://www.centaurus.com.au))



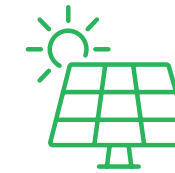
## WHAT IS TOWARDS SUSTAINABLE MINING?

Towards Sustainable Mining™ (TSM) is an award-winning commitment to responsible mining. The program was established in 2004 and its main objective is to enable mining companies to meet society's needs for minerals, metals and energy products in the most socially, economically and environmentally responsible way.



### MINING IS ESSENTIAL

From the metals needed to power our transportation to the materials required to make communication possible, it is impossible to imagine a reality without it.



### THE FUTURE NEEDS MINING

Mining is essential in our transition to a low carbon economy, one that requires mined minerals and metals to be fully realised.



### RESPONSIBLE MANAGEMENT

It is important that standards be in place to ensure that the process of mining is being managed responsibly from start to finish.



### COMMUNITY ENGAGEMENT

Today, communities expect more from mining companies and the industry expects much more of itself.

## HOW DOES TSM WORK?

TSM provides a set of tools and indicators that drive performance and ensures that key mining risks are managed responsibly at participating mining and metallurgical facilities. To translate commitments into action on the ground, TSM's eight performance protocols focus on three core areas: Communities and People, Environmental Stewardship and Energy Efficiency.

Each protocol is made up of a set of indicators that help mining facilities build, measure and publicly report on the quality of their management systems and their performance in key areas of mining activity.

One of the key strengths of TSM is that mining companies are measuring where the mining activity actually takes place - at the facility level. The results provide local communities with a meaningful view of how a nearby mine is faring.

## PERFORMANCE PROTOCOLS



### Communities & People

- > Indigenous and Community Relationships
- > Crisis Management and Communications Planning
- > Safety and Health
- > Preventing Child and Forced Labour



### Environmental Stewardship

- > Tailings Management
- > Biodiversity Conservation Management
- > Water Stewardship



### Energy Efficiency

- > Climate Change





## TSM

## THE PROTOCOL

## EXPECTATIONS

## WHAT WE DO / HOW WE COMPLY

### Biodiversity Conservation Management

- › Commit to manage biodiversity at their mine sites, using the mitigation hierarchy, and ensure that employee responsibilities for biodiversity management are clearly defined.
- › Identify significant biodiversity aspects and implement associated action plans as part of an effective biodiversity management system.
- › Publicly report on biodiversity activities and performance.

- › Demonstrated senior management commitment to biodiversity conservation and the mitigation hierarchy, with defined responsibilities for accountable employees.
- › A plan or system for managing significant biodiversity aspects, with clear biodiversity objectives and plans to achieve these objectives.
- › Engagement with communities and stakeholders on biodiversity conservation management programs and activities.
- › Public reporting of biodiversity performance and integration of this reporting in company decision-making processes.
- › Training for employees to build awareness of biodiversity conservation.

2023 Sustainability Report  
Employed Corporate Environment & Compliance Specialist and a site-based Environmental Manager  
Biodiversity included in environmental inductions  
Public meetings and community consultation on results of biodiversity surveys

### Climate Change

- › Commit to ambitious climate action in business strategy and decision-making.
- › Manage climate change through comprehensive systems for energy efficiency, emissions reduction, and adaptation to physical impacts.
- › Set targets and report on a mine's performance on climate action.

- › A corporate climate change strategy that is integrated into broader business planning and publicly reported.
- › Corporate governance structures to ensure that climate-related risks and opportunities are being considered, managed, and reported.
- › A comprehensive system to reduce energy use and greenhouse gas emissions.
- › Management of physical climate impacts, including identifying and considering physical climate risks in decision-making and putting in place adaptation measures.
- › Performance targets to reduce greenhouse gas emissions, with progress demonstrated towards these targets.

2023 Sustainability Report  
Commitment to set targets in the future to keep emissions levels as low as practically possible  
Website ([www.centaurus.com.au](http://www.centaurus.com.au))

### Crisis Management & Communications Planning

- › Plan to manage a crisis and to communicate effectively with employees, authorities, and the community during crisis response.
- › Review the plan on a regular basis to make sure that it responds to company needs, properly reflects risks, and incorporates best practices.
- › Train employees to manage a crisis through annual crisis simulation exercises.

- › A crisis management and communications plan endorsed by the CEO.
- › Crisis management teams at both the corporate and local level, with clear roles and responsibilities.
- › Regular review of notification and alert mechanisms and the crisis management and communications plan.
- › Annual simulation exercises to ensure adequate training and preparedness at both corporate and local levels

54 scenarios examined that could occur during the exploration phase  
Risk assessments undertaken  
Management procedures documented to prevent, respond and mitigate the crisis scenarios  
Training of the crisis management team members on extent and limits of their responsibilities

### Indigenous & Community Relationships

- › Identify groups and individuals with an interest in decisions related to mining operations – for example, Indigenous peoples, community members, employees.
- › Support meaningful relationships with these groups and individuals, with a specific focus on Indigenous peoples and communities, their rights and working with a view to obtaining their consent.
- › Work with communities to mitigate potential negative impacts and to optimize social benefits related to mining operations.
- › Respond to feedback and concerns raised by communities.

- › A demonstrated commitment to aim to obtain the Free, Prior and Informed Consent of directly affected Indigenous peoples for new projects and expansions where impacts to rights may occur.
- › A response to the Truth and Reconciliation Commission of Canada's Call to Action 92 iii, which calls for the corporate sector to provide education and skills-based training for managers and staff in areas such as Indigenous history and intercultural competency.
- › Stronger commitments to collaborate with communities, including in the management of mining-related impacts and benefits and designing the processes through which they wish to engage on matters of interest.
- › Implementation of leading engagement practices to build meaningful Relationships.

2023 Sustainability Report  
2023 EIA-RIMA submission for JIOP  
Commitments and completion of community consultation and stakeholder engagement processes  
Building strong and meaningful relationships with the community through local procurement and employment



## TSM

## THE PROTOCOL

## EXPECTATIONS

## WHAT WE DO / HOW WE COMPLY

### Prevention of Child & Forced Labour

- › No child under the age of 18 engages in work that could be dangerous and no child under the age of 15 is employed at the mine site.
- › Forced Labour is not used and, where there is a high risk of forced labour, processes are in place to monitor supply chains and relationships with recruitment agencies.

- › Avoid placing unreasonable restrictions on employees' freedom of movement in relation to the mine site.
- › Avoid retaining original copies of employee personal documentation, such as identity papers.
- › Prohibit requiring any form of deposit or recruitment fee from employees either directly or through recruitment agencies.
- › Avoid practices that prevent employees from terminating their employment after reasonable notice or as permitted by law.

2023 Sustainability Report  
No hiring child labour in any Centaurus operations or permitted in contractor companies  
All company workers remunerated in strict compliance with applicable labour laws, over and above minimum wage  
HR processes in place for the provision of adequate working conditions and fairness

### Safety & Health

- › Establish clear accountability for safety and health management and performance, clearly communicating safety and health commitments to employees and contractors.
- › Prevent incidents by identifying hazards, assessing risks, and putting in place appropriate measures and controls.
- › Train employees and contractors to identify hazards and prevent incidents, ensuring that everyone understands that safety and health are a shared responsibility.
- › Monitor and report on safety and health performance.
- › Set targets for continual improvement towards a goal of 'zero harm', with regular assessments of performance against those targets.

- › A safety and health management system that includes, among other measures, clear targets for safety and health performance, with plans to achieve these targets.
- › A robust safety and health training program that includes an analysis of employee training needs and maintenance of training records, among other requirements.
- › Monitoring and reporting on safety and health, including annual assessments of the effectiveness of the safety and health management system, among other measures.
- › A review by management of safety and health targets and performance, with this information communicated to employees and contractors.
- › No fatalities take place at the mine site.

2023 Sustainability Report  
2023 Annual Report  
Health and safety programs established to reach a "zero accident" target  
Hazard identification and avoidance through OHS training, risk assessment and elimination, safety performance management and incentive programs

### Tailings Management

- › Make commitments related to tailings management that are approved and endorsed by senior leaders within the company.
- › Implement a tailings management system that reflects best-in-industry guidance to manage tailings in a sustainable and environmentally responsible manner.
- › Develop plans in case of emergency, including plans to both prepare for and respond to potential emergencies.
- › Make an executive accountable for ensuring that an appropriate structure and resources are in place for responsible tailings management.
- › Review annually to ensure the effectiveness of corporate governance and tailings management systems and structures.
- › Manage risks and improve performance by designing and implementing a manual that defines clear roles, responsibilities, plans and procedures for tailings management.

- › The Mining Association of Canada has developed a world-leading Tailings Guide on best practices for safe and responsible tailings management. In the context of Towards Sustainable Mining, good practice means that a company's tailings management system – everything from emergency preparedness and response plans to clearly defined employee responsibilities – are aligned with the requirements of this guide.
- › A second guidance document supports companies in developing site-specific manuals for the operation, maintenance, and surveillance of each of their tailings facilities. When adhering to Towards Sustainable Mining, mine sites are expected to develop and implement manuals that meet the requirements of this guide.

The Integrated Waste Landform (IWL) for the JNP has been designed to meet the strict requirements of national legislation (ANM Resolution No. 95/2022) and considers international standard criteria set out in the Global Industry Standard on Tailings Management (GISTM)

### Water Stewardship

- › Commit to water stewardship by making someone accountable for water stewardship and communicating this commitment to communities of interest.
- › Implement a water management system that maintains a water balance and proactively manages water quantity and quality.
- › Engage with other water users and communities of interest in watershed-scale planning and governance of the watershed beyond the mine site.
- › Set water-related objectives to measure and report on performance.

- › A senior management commitment to water stewardship is communicated to employees and communities of interest.
- › A water monitoring program includes measures to mitigate identified risks to water quality and quantity, and plans are in place to respond to any incidents.
- › Relevant employees and contractors receive water management training.
- › The mine participates in watershed governance groups and engages with communities of interest to understand how they are using water resources.
- › An assessment is conducted of broader impacts to the watershed from the site's water management practices.
- › Water performance objectives are tracked and reported to both senior management and the public.

2023 Sustainability Report  
2023 EIA-RIMA submission  
Water stewardship commitments to be included in the new Environmental Policy and rolled out to all employees and contractors  
Watershed and catchment studies completed, and stakeholders engaged to discuss results  
Ongoing assessments of water supply, treatment, and disposal





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