



SUSTAINABILITY REPORT APPENDIX

2021

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MMG STAKEHOLDERS AND ENGAGEMENT AVENUES

MMG regularly engages with stakeholders across our sites and around the world, both internally and externally. Where we choose individuals to engage with on behalf of a stakeholder group, we strive to ensure we select a diverse range and representation to ensure we are hearing as broad a range of opinions as possible. This engagement can take place on a daily, monthly, half yearly or yearly basis, depending on the engagement avenue, the specific stakeholder group and the operation or office in question. For example, our people and culture survey takes place twice a year, formal community meetings may take place monthly or quarterly, and we might communicate with NGOs on an as needs basis. All stakeholders are engaged at least once a year.

Some examples of engagement avenues with specific stakeholders include:

- talking to employees during development training programs;
- engaging contractors and external stakeholders in over-the-phone interviews;
- responding to requests from shareholders or investors; and meeting with NGOs to hear their feedback about our performance and opportunities for improvement.

The below table is a list of each stakeholder, their sub-groups, their areas of interest and the varying engagement avenues we use to hear from them.

STAKEHOLDER	STAKEHOLDER GROUPS	AREAS OF INTEREST	ENGAGEMENT AVENUES
Employees	<p>MMG employees and contractors at:</p> <ul style="list-style-type: none"> • mine sites • development projects • all offices, including our head office in Melbourne 	<ul style="list-style-type: none"> • Staff safety and wellbeing – safety management and performance • Our economic performance – business strategy • Talent attraction and retention – values and behaviours, working conditions, work plans, remuneration and benefits, career opportunities • Diversity – equal opportunity 	<ul style="list-style-type: none"> • Safety meetings • Shift change meetings • Management and CEO presentations • Emailed and hardcopy updates • Corporate and individual site intranets • Quarterly employee magazine • Cultural and people development programs and training • Bi-annual People and Culture Survey • Social media channels
Communities	<ul style="list-style-type: none"> • Host and regional communities • Local villages and towns near our operations 	<ul style="list-style-type: none"> • Post-closure community expectations and community and regional development – impacts on local communities, community investment and development, local amenity and housing • Stakeholder relationships – local business support • Environmental management and compliance – environmental impacts and management • Public interaction with operations – health and safety impacts • Economic sustainability – future financial viability • Community and regional development – sustainable employment post mine life 	<ul style="list-style-type: none"> • Community investment projects • Quarterly and monthly newsletters • Meetings • Written communications • Local media • Social Impact Assessment • Sponsorships

MMG STAKEHOLDERS AND ENGAGEMENT AVENUES

STAKEHOLDER	STAKEHOLDER GROUPS	AREAS OF INTEREST	ENGAGEMENT AVENUES
Suppliers	<ul style="list-style-type: none"> Businesses from which we purchase products and services 	<ul style="list-style-type: none"> Our economic performance – economic security of the business, supply opportunities, payment processes Contractor selection – health and safety, contractor management procedures, supplier contractual conditions 	<ul style="list-style-type: none"> Tender and contract documents Direct communications Induction and training
Government	<ul style="list-style-type: none"> Regulators and government authorities with responsibilities for the areas where we operate Local, state and federal government in countries including Australia, Laos, Peru, DRC and Canada 	<ul style="list-style-type: none"> Government relations – compliance with permits and licences, social policy and fiscal regimes applicable to the resources sector Community and regional development – engagement with host and local communities, community investment and development, market access Environmental management and compliance – environmental impact management, product stewardship 	<ul style="list-style-type: none"> Statutory and licence reporting, regular meetings Written communication Foreign Investment and Review Board reporting
Investors	<ul style="list-style-type: none"> Retail investors in Hong Kong and Australia Global institutional investors Analysts and brokers Stock commentators China Minmetals Corporation (majority Shareholder) Debt providers 	<ul style="list-style-type: none"> Company performance MMG share price – earnings and production results, share price performance against industry peers Growth strategy including acquisitions projects and exploration Commodity and market outlook Board and governance Corporate responsibility and sustainable development 	<ul style="list-style-type: none"> Announcements to the Hong Kong Stock Exchange in accordance with its Listing Rules Quarterly production reports, interim and annual reports Investor roadshows, meetings, teleconferences and site visits Attendance and presentations at major global mining conferences Shareholder communications Monthly and quarterly Shareholder reports to the Board
Non-government organisations	<ul style="list-style-type: none"> Non-government organisations Special interest groups 	<ul style="list-style-type: none"> Community and regional development – impacts on local communities, community investment and development, community health, local infrastructure development and investment Public interaction with operations – interactions with local communities Human rights Bribery and facilitation payments Workforce localisation Environmental management and compliance – environmental impacts and management Post-closure community expectations Management decision making – governance, risk management, Board composition and operation 	<ul style="list-style-type: none"> Sustainability report Meetings Media releases Website content Site visits Social media channels

MMG STAKEHOLDERS AND ENGAGEMENT AVENUES

STAKEHOLDER	STAKEHOLDER GROUPS	AREAS OF INTEREST	ENGAGEMENT AVENUES
Media	<ul style="list-style-type: none"> Local and regional media in the areas of our operations Finance and resources media internationally 	<ul style="list-style-type: none"> Potential for interest in all material issues, particularly those of current interest to other stakeholders 	<ul style="list-style-type: none"> Media releases Website content Media tours, interviews
Industry	<ul style="list-style-type: none"> Other mining businesses Industry associations University and technical training providers Unions 	<ul style="list-style-type: none"> MMG share price – earnings and production results, share price performance against industry peers Acquisition investment – project announcements, merger and acquisition programs Management decision making – governance, risk management, Board composition and operation Stakeholder relationships and government relations – support for industry initiatives, involvement in industry fora, support for industry specific training and development 	<ul style="list-style-type: none"> Membership of international, national and regional industry groups Representation on executive and working group committees Sustainability reporting against GRI and ICMM benchmarks Sponsorship and support of technical training institutions and industry associations

ICMM CONTENT INDEX

This table identifies the ICMM's 10 Mining Principles and Position Statements, and where to find related content in MMG's 2021 Sustainability Report.

Further information regarding our alignment with the ICMM's Mining Principles and Position Statements is progressively updated on www.mmg.com.

Annual Report = AR

ICMM PRINCIPLE	REPORT SECTION	PAGE
1 Ethical business Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.	<ul style="list-style-type: none"> Who we are – growth strategy Who we are – our operating model The way we work – corporate governance The way we work – business ethics The way we work – compliance and conformance 	19 19 29 30 31
2 Decision-making Integrate sustainable development in corporate strategy and decision-making processes.	<ul style="list-style-type: none"> Chief Executive Officer's message Who we are – growth strategy Who we are – our commitment to sustainable development Our objectives and targets 2021 Annual Report – 27. Provisions a) mine rehabilitation, restoration and dismantling 	6 19 21 12 AR 159 www.mmg.com
3 Human rights Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.	<ul style="list-style-type: none"> Who we are – our people The way we work – Labour rights The way we work – business ethics The way we work – stakeholder and community engagement The way we work – human rights 	23 48 30 40 45
4 Risk management Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.	<ul style="list-style-type: none"> The way we work – sovereign risk and government relationships Who we are – our standards, risk management and assurance 	40 23
5 Health and safety Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.	<ul style="list-style-type: none"> The way we work – safety and health Our response to COVID-19 MMG website – safety page 	32 14 www.mmg.com
6 Environmental performance Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.	<ul style="list-style-type: none"> We minimise our impact – water access and use We minimise our impact – waste rock management We minimise our impact – tailings storage We minimise our impact – climate change We minimise our impact – air quality management We minimise our impact – biodiversity We minimise our impact – mine closure, rehabilitation and land management MMG website – environment page 2021 Annual Report – ESG approach and performance 	62 66 68 69 70 71 72 www.mmg.com AR 86-97 www.mmg.com
7 Conservation of biodiversity Contribute to the conservation of biodiversity and integrated approaches to land-use planning.	<ul style="list-style-type: none"> We minimise our impact – biodiversity We minimise our impact – mine closure, rehabilitation and land management MMG website – environment page 	71 72 www.mmg.com

ICMM CONTENT INDEX

			
ICMM PRINCIPLE	REPORT SECTION	PAGE	
8 Responsible production	<ul style="list-style-type: none"> Who we are – product stewardship and responsibility 	21	
Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.			
9 Social performance	<ul style="list-style-type: none"> Who we are – our commitment to sustainable development We contribute to development – social investment We contribute to development – commitment to local employment We contribute to development – local supply We contribute to development – our tax and community contribution We minimise our impact – mine closure, rehabilitation and land management 	21 56 56 57 59 72	
10 Stakeholder engagement	<ul style="list-style-type: none"> About our report – materiality assessment process Our material issues The way we work – stakeholder and community engagement Assurance statement Appendix: MMG Stakeholders and Engagement Avenues 	5 8 41 75 2	
Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.			

ICMM MINING PRINCIPLES

MMG's sustainability policies and standards are in alignment with the ICMM Mining Principles and mandatory Position Statements as disclosed in the following table.

International Council on Mining and Metals (ICMM) - Mining Principles	
ICMM Performance Expectation	MMG Policies, Standards and External Disclosures that apply
Principle 1	
Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.	MMG Sustainable Development Framework MMG Sustainability Report MMG Safety, Security, Health, Environment and Community (SSHEC) Policy MMG Corporate Governance Policy MMG Information Technology Policy Human Rights Policy Code of Conduct Supplier Code of Conduct MMG Anti-Corruption Standard MMG Authority Standard MMG Corporate Legal Compliance Standard MMG Finance Standard MMG Information Management Standard MMG Mineral Resource & Ore Reserve (MROR) MMG Supply & Insurance Standard MMG Tax Standard MMG Tenement Standard MMG Treasury Standard MMG Anti-Corruption Framework MMG Business Evaluation Standard MMG Project Standard
Principle 2	
Integrate sustainable development in corporate strategy and decision-making processes.	MMG Code of Conduct MMG Sustainable Development Framework Annual Report (ESG) MMG People Policy MMG SSHEC Policy MMG Fatal Risk Standard MMG Risk and Assurance Standard MMG SSHE Performance Standard MMG Social Performance Standard MMG Stakeholder Grievance Management Work Quality Requirements MMG Supply & Insurance Standard MMG Tailings Storage Facilities and Water Storage Dam Standard MMG Travel Standard

ICMM MINING PRINCIPLES

International Council on Mining and Metals (ICMM) – Mining Principles	
ICMM Performance Expectation	MMG Policies, Standards and External Disclosures that apply
Principle 3	
Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.	<ul style="list-style-type: none"> MMG Code of Conduct MMG Sustainable Development Framework MMG Sustainability Report MMG Human Rights Policy MMG Annual Report (ESG) MMG SSHEC Policy MMG Social Performance Standard MMG SSHE Performance Standard MMG Supply & Insurance Standard MMG Risk Management Standard MMG People Policy MMG People Standard MMG Corporate Governance Policy MMG Tenement Standard MMG Anti-Corruption Standard MMG Stakeholder Grievance Management Work Quality Requirements
Principle 4	
Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.	<ul style="list-style-type: none"> MMG Code of Conduct MMG Sustainable Development Framework MMG Sustainability Report MMG Annual Report MMG SSHEC Policy MMG Fatal Risk Standard MMG MROR Standard MMG Project Standard MMG Risk Management Standard MMG Tailings Storage Facilities and Water Storage Dam Standard MMG Social Performance Standard MMG Anti-Corruption Standard MMG SSHE Performance Standard MMG Corporate Governance Policy MMG Human Rights Policy

ICMM MINING PRINCIPLES

International Council on Mining and Metals (ICMM) – Mining Principles	
ICMM Performance Expectation	MMG Policies, Standards and External Disclosures that apply
Principle 5	
Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.	MMG Code of Conduct MMG Sustainable Development Framework MMG Sustainability Report MMG Annual Report (ESG) MMG SSHEC Policy MMG Risk Management Standard MMG SSHE Performance Standard MMG Information Management Standard MMG Fatal Risk Standard MMG Supply & Insurance Standard MMG Tailings Storage Facilities & Water Storage Dam Standard MMG People Standard MMG Social Performance Standard
Principle 6	
Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.	MMG Code of Conduct MMG Sustainable Development Framework MMG Sustainability Report MMG Annual Report (ESG) MMG SSHEC Policy MMG Shareholder Communication Standard MMG Life of Asset Standard MMG MROR Standard MMG Progressive Rehabilitation and Closure Standard MMG Tenement Standard MMG Social Performance Standard MMG Tailings Storage Facilities & Water Storage Dam Standard MMG SSHE Performance Standard MMG Fatal Risk Standard MMG Risk Management Standard
Principle 7	
Contribute to the conservation of biodiversity and integrated approaches to land-use planning.	MMG SSHE Performance Standard MMG Corporate Legal Compliance Standard SSHEC Policy MMG Tenement Standard MMG Sustainable Development Framework

ICMM MINING PRINCIPLES

International Council on Mining and Metals (ICMM) – Mining Principles	
ICMM Performance Expectation	MMG Policies, Standards and External Disclosures that apply
Principle 8	
Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.	MMG Sustainable Development Framework MMG Sustainability Report MMG SSHEC Policy MMG SSHE Performance Standard MMG Business Evaluation Standard MMG Corporate Legal Compliance Standard MMG Information Management Standard MMG Information Systems Standard MMG Life of Asset Standard MMG Annual Report MMG Fatal Risk Standard
Principle 9	
Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.	MMG Code of Conduct MMG Sustainable Development Framework MMG Sustainability Report MMG Annual Report MMG SSHEC Policy MMG Human Rights Policy MMG Social Performance Standard MMG Supply & Insurance Standard MMG Stakeholder Grievance Management Work Quality Requirements MMG Corporate Governance Standard MMG People Standard MMG Anti-Corruption Framework MMG Anti-Corruption Standard
Principle 10	
Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.	MMG Sustainable Development Framework MMG Sustainability Report MMG Social Performance Standard MMG Code of Conduct MMG Annual Report MMG Shareholder Communication Policy MMG SSHEC Policy MMG Finance Standard MMG MROR Standard MMG Tailings Storage Facilities & Water Storage Dam Standard MMG Tax Standard MMG Disclosure Framework

GRI CONTENT INDEX

MMG's 2021 Sustainability Report is prepared in accordance with the Global Reporting Initiatives' (GRI) Sustainability Reporting Standards: Core option, as well as specific GRI indicators as they relate to each of our material issues.

This table references:

- disclosures on management approach (DMA) for each of the material Aspects covered by the report;
- GRI Standard and sector-specific indicators selected for each material Aspect; and
- indicators that have been independently assured (●).

Where an indicator is addressed directly in the table, relevant text appears in italics.

FOUNDATION

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
1.1	Stakeholder inclusiveness	<ul style="list-style-type: none"> • About our report • Our material issues • Appendix – MMG Stakeholders and engagement avenues 	5 8 2
1.2	Sustainability context	<ul style="list-style-type: none"> • Our material issues • Our objectives and targets • Who we are – growth strategy • Who we are – our commitment to sustainable development • 2021 Annual Report: ESG approach and performance 	8 12 19 21 AR 86-97 www.mmg.com
1.3	Materiality	<ul style="list-style-type: none"> • About our report • Our material issues 	5 8
1.4	Completeness	<ul style="list-style-type: none"> • About our report 	5
1.5	Accuracy	<ul style="list-style-type: none"> • About our report • Assurance statement 	5 75
1.6	Balance	<ul style="list-style-type: none"> • Throughout report 	
1.7	Clarity	<ul style="list-style-type: none"> • Throughout report 	
1.8	Comparability	<ul style="list-style-type: none"> • Throughout report 	
1.9	Reliability	<ul style="list-style-type: none"> • Assurance statement 	75
1.10	Timeliness	<ul style="list-style-type: none"> • Financial year end: 31 December 2021. Report release date: 31 May 2022 	

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GENERAL DISCLOSURES – ORGANISATIONAL PROFILE

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
102-1	Name of the organisation	<ul style="list-style-type: none"> About our report Who we are – overview 	5 19
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> Our operations Who we are – supply chain <p><i>None of our products or services are banned in any markets.</i></p>	10 20
102-3	Location of headquarters	<ul style="list-style-type: none"> Who we are – overview 	19
102-4	Location of operations	<ul style="list-style-type: none"> Our operations 	10
102-5	Ownership and legal form	<ul style="list-style-type: none"> 2021 Annual Report MMG website 	AR 70, 112 www.mmg.com
102-6	Markets served	<ul style="list-style-type: none"> Who we are – supply chain Director's Report – major customers and suppliers 	20 AR 58 www.mmg.com
102-7	Scale of the organisation	<ul style="list-style-type: none"> Our operations Who we are – growth strategy Who we are – MMG and China Minmetals Who we are – our people 2021 MMG Annual Report 2021 MMG Annual Report – financial statement 15. investment in subsidiaries 	10 19 19 23 AR 18-21 AR 146-147 www.mmg.com
102-8	Information on employees and other workers	<ul style="list-style-type: none"> Our operations Who we are – our people The way we work – labour rights 	10 23 48
102-9	Supply chain	<ul style="list-style-type: none"> Who we are – supply chain Appendix – Local Supply Identification 	20 23
102-10	Significant changes to the organisation and its supply chain	<ul style="list-style-type: none"> About our report Chief Executive Officer's message Who we are – growth strategy Who we are – supply chain 2021 Annual Report – Chairman's letter 2021 Annual Report – Chief Executive Officer's Report <p><i>There was no significant change to MMG or its supply chain in 2021.</i></p>	5 6 19 20 AR 2-3 AR 4-5 www.mmg.com

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GENERAL DISCLOSURES – ORGANISATIONAL PROFILE

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> Who we are – our standards, risk management and assurance The way we work – corporate governance The way we work – sovereign risk and government relationships <p><i>The precautionary principle is implemented by MMG through a risk-based management approach.</i></p>	23 29 40
102-12	External initiatives	<ul style="list-style-type: none"> Who we are – our commitment to sustainable development The way we work – corporate governance The way we work – business ethics The way we work – human rights We contribute to development We contribute to development – our tax and community contribution We minimise our impact – Global Industry Standard on Tailings Management 	21 29 30 45 52 59 68
102-13	Membership of associations	<ul style="list-style-type: none"> Who we are – our commitment to sustainable development Who we are – product stewardship and responsibility The way we work – human rights 	21 21 45
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> Chief Executive Officer's message 	6
102-15	Key impacts, risks and opportunities	<ul style="list-style-type: none"> About our report Chief Executive Officer's message Our material issues Who we are – growth strategy Who we are – our operating model Our objectives and targets 2021 Annual Report – management discussion and analysis 	5 6 8 19 19 12 AR 18-53 www.mmg.com
102-16	Values, principles, standards, and norms of behaviour	<ul style="list-style-type: none"> Who we are – our standards, risk management and assurance The way we work – corporate governance The way we work – business ethics We contribute to development – our tax and community contribution 	23 29 30 59
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> The way we work – business ethics 	30
102-18	Governance structure	<ul style="list-style-type: none"> The way we work – corporate governance 2021 Annual Report – corporate governance report 	29 AR 76-85 www.mmg.com
102-40	List of stakeholder groups	<ul style="list-style-type: none"> Appendix - MMG stakeholders and engagement avenues 	2
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> The way we work – labour rights 	48

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GENERAL DISCLOSURES – ORGANISATIONAL PROFILE

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> About our report Our material issues The way we work – stakeholder and community engagement Appendix – MMG stakeholders and engagement avenues 	5 8 40 2
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> The way we work – stakeholder and community engagement Appendix – MMG stakeholders and engagement avenues 	40 2
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> About our report Appendix – MMG stakeholders and engagement avenues <p>MMG engages with its stakeholders on a regular basis, including through avenues mentioned in the 'Stakeholder list and engagement avenues' table at the beginning of this Appendix. We also use their input to review our periodic materiality assessment.</p>	5 2
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> About our report 2021 Annual Report 	5 AR 146-147 www.mmg.com
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> About our report Our material issues 	5 8
102-47	List of material topics	<ul style="list-style-type: none"> Our material issues 	8
102-48	Restatement of information	<p>About our report – report boundary and scope</p> <p>Please note we are submitting updated data for the 2020 reporting period for:</p> <ol style="list-style-type: none"> Total Wages and Benefits in Australia (USD '000) were \$108,200, previously reported as \$72,800 which inaccurately excluded Australian Operations. Total taxes MMG paid were \$187,849, previously reported as \$308,388 which incorrectly included royalties. Total designed capacity for Rosebery Bobadil is 18.9Mt, previously reported as 37.8Mt. Las Bambas Total land disturbed and not yet rehabilitated was 2.389 ha, previously reported as 3,389. Land statistics are in ha, previously reported as Km². 	5
102-49	Changes in reporting	<ul style="list-style-type: none"> About our report 	5
102-50	Reporting period	<ul style="list-style-type: none"> 1 January 2021 – 31 December 2021 	
102-51	Date of most recent report	<ul style="list-style-type: none"> 2020 	www.mmg.com
102-52	Reporting cycle	<ul style="list-style-type: none"> Annual 	
102-53	Contact point for questions about the report	<ul style="list-style-type: none"> Our contacts 	Inside back cover
102-54	Claims if reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> This report has been prepared in accordance with the GRI Standards: Core option 	
102-55	GRI Content Index	<ul style="list-style-type: none"> Appendix – GRI content index 	12
102-56	External assurance	<ul style="list-style-type: none"> About our report Assurance statement 	5 75

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ASPECT SPECIFIC DISCLOSURES – ECONOMIC

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
103-2	Management approach and components	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Our operations <p><i>Please note we are submitting updated data for the 2020 reporting period for Total Wages and Benefits in Australia (USD '000) as \$108,200, previously reported as \$72,800 which inaccurately excluded Australian Operations.</i></p> <ul style="list-style-type: none"> We contribute to development We contribute to development – our commitment to local employment We contribute to development – local supply We contribute to development – our tax and community contribution <p><i>Please note we are submitting updated data for the 2020 reporting period for Total Taxes MMG Paid (USD '000), which were \$187,849, previously reported as \$308,388, incorrectly including royalties.</i></p> <ul style="list-style-type: none"> 2021 Annual Report – management discussion and analysis 2021 Annual Report – Directors' Report 2021 Annual Report – 10. dividends 2021 Annual Report – consolidated statement of profit and loss 	10 52 56 57 59 AR 18-53 AR 58-75 AR 136 AR 105 www.mmhg.com
204 -1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> We contribute to development – local supply We contribute to development – our tax and community contribution Appendix – Local Supply Identification 	57 59 23

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ASPECT SPECIFIC DISCLOSURES – ENVIRONMENT

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
103-2	Management approach and components	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> About our report Our material issues Throughout our Sustainability Report 	5 8
303-3	Water withdrawal	<ul style="list-style-type: none"> About our report We minimise our impact – water access and use <p>MMG does not use seawater at any of its operations. It also does not operate in any areas with water stress, and where water stress is a risk there are plans in place to manage this. For example, Dugald River water purchase is based on water availability, so if there is stress we do not receive water. At Las Bambas, our environmental permit only allows us to withdraw water when the environmental baseflow requirements in the waterways allow us to do so (during the wet season), and our water management improvements and reuse of water prevent the need for water use during periods of potential water stress.</p>	5 62
306-1	Water discharge by quality and destination	<ul style="list-style-type: none"> About our report We minimise our impact – water access and use <p>Category 1 water is defined by the ICMM Water Accounting Framework guidelines as 'high quality water which may require minimal and inexpensive treatment to raise quality to appropriate drinking water standard (e.g. near potable water quality).'</p> <p>Category 2 water, as defined by the ICMM guidelines, is 'medium quality water which would require a moderate level of treatment to meet appropriate drinking water standard (e.g. agricultural use).'</p> <p>Category 3 water is defined by the ICMM as 'low quality water which would require significant treatment to raise quality to appropriate drinking water standards (e.g. industrial and waste water).'</p>	5 62

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ASPECT SPECIFIC DISCLOSURES – ENVIRONMENT

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	<ul style="list-style-type: none"> • We minimise our impact – waste rock management • We minimise our impact – tailings storage <p><i>At MMG we report overburden materials as part of our non-mineral waste.</i></p> <p><i>We do not report data on sludges as we focus on the most material mineral waste streams of our business.</i></p> <p><i>Please note we are submitting updated data for the 2020 reporting period for Total designed capacity for Rosebery Bobadil as 18.9Mt, previously reported as 37.8Mt due to a typographical error.</i></p>	66 68
307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> • The way we work – compliance and conformance • We minimise our impact – tailings storage • 2021 Annual Report – ESG approach and performance 	31 68 AR 86-97 www.mmg.com

ASPECT SPECIFIC DISCLOSURES - SOCIAL STANDARDS







INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
103-1	Explanation of the material topic and its Boundary	About our report Our material issues Throughout our Sustainability Report	5 8
103-2	Management approach and components	About our report Our material issues Throughout our Sustainability Report	5 8
103-3	Evaluation of the management approach	About our report Our material issues Throughout our Sustainability Report	5 8
403-9 (2018)	Work-related injuries	<ul style="list-style-type: none"> • The way we work – safety and health • Appendix – Health and Safety Data <p><i>We compile our data in line with the ICMM's Health and Safety Performance Indicators guidance.</i></p> <p><i>We do not report our injuries by gender and do not currently use data on absenteeism to interpret safety performance. We report our lost time injury frequency (LTIF) but do not report the number of lost days.</i></p> <p><i>Our safety and reporting requirements are the same for both MMG employees and contractors, and our overall safety statistics incorporate both. See 'Our Safety Data' table at the end of this Appendix for more information.</i></p> <p><i>Through our investigations we have found that hazard identification and control is one of the most frequent causes of injuries and of high-risk potential events. There is a continuous focus on training at our operations around hazard identification and improvement of our controls, specifically including using the hierarchy of controls to eliminate or mitigate the consequences. We also have a process to review hazards in the field and coach our people to better understand hazards and controls.</i></p>	32 22
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> • Who we are – our people • Appendix – Performance and Career Development Reviews Data 	23 22
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • Who we are – our people • Appendix – Diversity of Governance Bodies and Employees Data 	23 21

ASPECT SPECIFIC DISCLOSURES – SOCIAL STANDARDS

INDICATOR	DISCLOSURE	REPORT SECTION	PAGE
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> The way we work – human rights <p><i>As per MMG's Social Performance Standard, all our operations are required to develop a Social Baseline Study Scope of Work and Social Impact and Opportunities Assessment Scope of Work that include the assessment of Human Rights impacts. The Standard also outlines the frequency this is required to be undertaken.</i></p>	45
413-1	Operations with local community engagement, impact assessments and development programs	<ul style="list-style-type: none"> The way we work – stakeholder and community engagement The way we work – land access, relocation and resettlement We contribute to development <p><i>100% of our operations have local community engagement, impact assessments and development programs. We make impact assessments publicly available when required for a public approvals process. However, we do not make all social or environmental impact assessments publicly available in their entirety or for perpetuity. We share relevant summary content where appropriate to maintain transparency and clarity in our engagement processes.</i></p>	40 50 52
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	<ul style="list-style-type: none"> Chief Executive Officer's message The way we work – human rights The way we work – land access, relocation and resettlement The way we work – grievance management 	6 45 50 44
● MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples and the outcomes	<ul style="list-style-type: none"> Chief Executive Officer's message The way we work – human rights The way we work – land access, relocation and resettlement The way we work – grievance management 	6 45 50 44
● MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	<ul style="list-style-type: none"> The way we work – artisanal mining <p><i>Our operations in the DRC and Peru are subject to artisanal and small-scale mining risks. We have four operations, therefore 50% of our operations are subject to this risk.</i></p>	49
● MM10	Number and percentage of operations with closure plans	<ul style="list-style-type: none"> We minimise our impact – biodiversity We minimise our impact – mine closure, rehabilitation and land management 2021 Annual Report – 27. Provisions a) mine rehabilitation, restoration and dismantling 	71 72 AR 159 www.mmg.com

OUR 2021 DATA SUMMARIES






DIVERSITY OF MMG GOVERNANCE BODIES AND EMPLOYEES

	 WORKFORCE	 MALE %	 FEMALE %	 UNDER 30 YRS %	 30 - 50 YRS %	 OVER 50 YRS %
The MMG Board	8	100%			38%	63%
Level 1 - Frontline/Team Leadership	3868	86%	14%	12%	73%	15%
Level 2 - Superintendent	267	82%	18%	1%	74%	25%
Level 3 - Manager	106	86%	14%		49%	51%
Level 4 - General Manager	9	89%	11%		44%	56%
Level 5/6- Executive General Manager	5	100%				100%

Note: Data represents MMG permanent employees, not including contractors.

OUR 2021 DATA SUMMARIES

PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

	 Workforce	 Male #	 Female #	 Male %	 Female%	# Male received a regular performance and career development review in 2021	# Female received a regular performance and career development review in 2021	% Male received a regular performance and career development review in 2021	% Female received a regular performance and career development review in 2021
Level 1 - Frontline/Team Leadership	1492	1199	293	80%	20%	1136	263	95%	90%
Level 2 - Superintendent	262	213	49	81%	19%	203	46	95%	94%
Level 3 - Manager	102	87	15	85%	15%	82	14	94%	93%
Level 4 - General Manager	9	8	1	89%	11%	8	1	100%	100%
Level 5/6- Executive General Manager	5	5		100%		5		100%	100%

Note: Data represents MMG permanent employees, not including contractors.

Numbers based on employees with regular computer access, captured in My Progress system

HEALTH AND SAFETY DATA

Country	Total Hours Worked	Fatalities (TRF)	Total Recordable Injuries (TRI) Note: Just Recordable Lost Time Employees Injuries"	Total Hours Worked of Employees in Workforce	Total Hours Worked of Contractors in Workforce	Employee Fatalities (TRF)	Contractor Fatalities (TRF)	Employee Total Recordable Injuries (TRI)	Contractor Total Recordable Injuries (TRI)	Employees (%)	Contractors (%)
Australia	3,029,052	-	16	1,416,790	1,612,262	0.00	0.00	6.00	10.00	47	53
Peru	16,937,570	-	9	4,782,105	12,155,464	0.00	0.00	1.00	8.00	28	72
Democratic Republic of Congo	4,711,760	-	2	2,131,446	2,580,314	0.00	0.00	0.00	2.00	45	55
Various - Exploration Activities	11,088	-	-	2,772	8,316	0.00	0.00	0.00	0.00	25	75
Total	24,689,470		27	8,333,113	16,356,356	0.00	0.00	7.00	20.00		
Frequency rates (per 1 million hours, to 2 decimal places)		0.00	1.09			0.00	0.00	0.84	1.22		

OUR 2021 DATA SUMMARIES

LOCAL SUPPLY IDENTIFICATION

SITE	ZONE 1		ZONE 2	ZONE 3
Plant	City	Postcode	Region	Country
Rosebery	Queenstown	7467	TAS	AU
	Rosebury	7470		
	Bridgewater/Hobart	7030		
	Mayberry/ Mole Creek	7304		
	Zeehan/Granville Harbour	7469		
	Highclere/Tullah	7321		
	Strahan	7468		
	These postcodes also included: 7256, 7275, 7305, 7307, 7310, 7315, 7316, 7320, 7322, 7325, 7330, 7331, 7466			
Dugald River	Cloncurry	4824	QLD	AU
	Mt Isa/Ryan	4825		
Kinsevere	Lumbumbashi, Kipush, Near mine community		KATANGA	CD
Las Bambas	Apurímac: provinces of Cotabambas and Grau		<ul style="list-style-type: none">Cusco: provinces of Espinar, Velille, Paruro, ChumbivilcasApurímac: province of Abancay	PE

Note: MMG does not currently define 'significant locations of operation', however small exceptions to the above do exist. For example, a power supplier located in close proximity to the mine, with a registration address of the entity located in another city or province.

