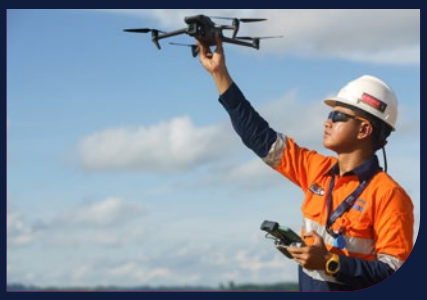
DYNO NOBEL®

GRI INDEX AND DATA SUPPLEMENT

2025

DYNO NOBEL

Dyno Nobel is a global leader in blasting technology, commercial explosives and mining services to the mining, quarry and construction sectors and is committed to helping create a sustainable and decarbonised world.



ABOUT THIS GRI INDEX AND DATA SUPPLEMENT

This Dyno Nobel Global Reporting Initiative (GRI) Index and Data Supplement is an appendix to our 2025 Sustainability Review, which has been prepared in accordance with the GRI Universal Standards 2021. The GRI Index indicates the sections of our 2025 Sustainability Review, 2025 Dyno Nobel Annual Report, 2025 Dyno Nobel Corporate Governance Statement and other public disclosures that specifically address our disclosure against the GRI Standards.

An SASB indicators table is also included on page 30-35.

Data relevant to these disclosures is also included in this document.

At Dyno Nobel, we are committed to transparency and continuously improving the sustainability of our business. By integrating innovation and responsible practices, and focusing on long-term value creation across our operations and supply chain, we strive to deliver safer and more sustainable outcomes for our customers, people, communities, and the environment.

GRI index

Dyno Nobel's 2025 Sustainability Review was prepared in alignment with the Global Reporting Initiative Universal Standards. To view the 2025 Dyno Nobel Sustainability Review click here.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANISATION AND ITS REPORTING PRACTICES		
GRI 2-1	Legal name of the organisation	Dyno Nobel Limited, ABN 42 004 080 264.
	Nature of ownership and legal form	Dyno Nobel Limited is an Australian Securities Exchange (ASX) listed company. See the **2025 Dyno Nobel Annual Report**, page 135.
	Location of headquarters	During 2025, Dyno Nobel's head office was located at Level 8, 28 Freshwater Place, Southbank, Victoria, Australia. In December 2025, this office will move to 515 St Pauls Terrace, Fortitude Valley, Brisbane. See also the '**Contact Us**' section of our website.
	Countries of operation	**2025 Dyno Nobel Annual Report**, pages 4-5.
GRI 2-2	Entities included in sustainability reporting	The entities included in our sustainability reporting are those wholly owned and operated by Dyno Nobel during the reporting period. See the **2025 Dyno Nobel Annual Report**, page 109.
GRI 2-3	Reporting period, frequency and contact point	See About This Report, on the inside cover of the **2025 Dyno Nobel Sustainability Review**.
GRI 2-4	Restatements of information	See 'About the Data' on page 35 of this document.
GRI 2-5	External assurance	See 'About the Data' on page 35 of this document.
ACTIVITIES AND WORKERS		
GRI 2-6	Activities, products, services, markets served	See the **About Dyno Nobel** section on our website.
	Supply chain	See the **2024 Dyno Nobel Modern Slavery Statement**, pages 10-11. For risk management strategies associated with gas supply see the **2025 Dyno Nobel Annual Report**, page 31 under 'Gas Supply'.
	Downstream entities	The entities downstream of Dyno Nobel include mining, quarry and construction, and farming customers to whom we provide explosives products and services and fertilisers. See 'Our Revenues by Business and Sector' on page 6 of the **2025 Dyno Nobel Climate Change Report**.
	Significant changes since previous report	See 'About the Data' on page 35 of this document.
GRI 2-7	Employees	See 'Relevant data' on page 18 of this document.
GRI 2-8	Workers who are not employees	The most common type of Dyno Nobel worker who is not an employee is a contractor. While Dyno Nobel tracks contractor hours worked and contractor incidents and injuries, our data systems do not presently allow for the reporting of other information on contractors, such as accurate breakdowns of contractors by contractor type or contractors by region. Workers who are legally recognised as 'self-employed' do not perform a substantial proportion of Dyno Nobel's work. Individuals other than employees or supervised workers, including employees and supervised workers of contractors, do not perform a substantial proportion of Dyno Nobel's work.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GOVERNANCE		
GRI 2-9	Governance structure and composition	See the **2025 Dyno Nobel Corporate Governance Statement** pages 4-10.
GRI 2-10	Nomination and selection of the highest governance body	See the Dyno Nobel **'Charter for the Nominations Committee'**.
GRI 2-11	Chair of the highest governance body	See the **2025 Dyno Nobel Corporate Governance Statement**, page 7.
GRI 2-12	Describe the role of the highest governance body and of senior executives in developing, approving and updating the organisation's purpose, value or mission statements, strategies, policies and goals related to sustainable development.	See the **2025 Dyno Nobel Sustainability Review**, pages 16-19. See the **2025 Dyno Nobel Climate Change Report**, pages 14-19. See the **2025 Dyno Nobel Corporate Governance Statement**, pages 4-6 and 15-16.
	Describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment and people.	See **2025 Dyno Nobel Sustainability Review**, pages 16-19. See the **2025 Dyno Nobel Climate Change Report**, pages 14-19. See the **2025 Dyno Nobel Corporate Governance Statement**, pages 4-6 and 15-16. The Board met regularly during the year to review the effectiveness of the organisation's strategy, business plans and processes with respect to its impacts on the economy, environment and people, including holding its annual strategic business review. The Board regularly considers and provides opportunities for investor feedback through its investor relations program, which includes both regular investor roadshows in Australia, Asia, North America and Europe, and ad hoc investor meetings and conference calls with institutional investors, private investors and sell-side analysts. Feedback from investors is regularly considered at Board meetings. In addition, the Audit and Risk Management Committee of the Board received briefings during 2025 on Dyno Nobel's identified ESG risks and provided direction and feedback to management regarding the management of these ESG risks.
GRI 2-13	Delegation of responsibility for managing impacts: Senior executives	The Board has delegated the day-to-day management of Dyno Nobel, and the implementation of approved business plans and corporate strategies, including those to manage impacts, to the Chief Executive Officer and Managing Director (CEO & MD), who in turn may further delegate to senior management. Relevant senior executives during the 2025 reporting period included the Chief Development and Sustainability Officer, the Chief Technology Officer, the Chief Financial Officer, the Chief HSE and Operations Excellence Officer and the Chief People Officer. See also the **2025 Dyno Nobel Annual Report**, pages 50-51. See also the **2025 Dyno Nobel Climate Change Report**, pages 14-19.
	Delegation of responsibility for managing impacts: Other employees	See the **2025 Dyno Nobel Sustainability Review**, pages 16-17. See also the **2025 Dyno Nobel Climate Change Report**, pages 14-19.
	Process and frequency for senior executives or other employees to report back to the highest governance body.	See the **2025 Dyno Nobel Sustainability Review**, pages 14-15. See also the **2025 Dyno Nobel Corporate Governance Statement**, pages 10 and 14-17. See also the **2025 Dyno Nobel Climate Change Report**, pages 14-19.
GRI 2-14	Role of the highest governance body in sustainability reporting, including identification of material topics.	See the **2025 Dyno Nobel Sustainability Review**, pages 16-17. See also the **2025 Dyno Nobel Climate Change Report**, pages 15-16. The Board, supported by each of its Committees, including its Safety and Sustainability (SS) Committee and Audit and Risk Management Committee, has an annual work plan which includes the review of material topics and oversight of sustainability-related matters.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-15	Conflicts of interest, including processes for prevention and mitigation and whether conflicts of interest are disclosed to stakeholders, including those relating to cross-board membership, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders and related parties, their relationships, transactions, and outstanding balances.	As referenced in the **Dyno Nobel Code of Conduct** on pages 17-18, we have a Global Conflicts of Interest Policy which applies to all Dyno Nobel Group employees and full-time contractors engaged for a term of at least six months. Directors of Dyno Nobel must comply with the Dyno Nobel Code of Conduct and the terms of their letter of appointment which includes obligations in relation to conflicts and ongoing disclosure of interests. Directors are also bound by Corporations Act requirements in relation to conflicts of interest and duty. Once identified, the conflict and relevant controls must be recorded in the Dyno Nobel Conflicts of Interest Register. Controls may include segregation of duties, separation of supervision, control of information, refusal of gifts and entertainment, or refusal of business dealing. Conflicts of interest relating to the following are disclosed to shareholders: i. other board membership; ii. interest or shareholding in suppliers and other stakeholder organisations; iii. the existence of controlling shareholders; and iv. related parties, the nature of their relationships, the kind of transactions, and whether the arrangement is ongoing.
GRI 2-16	Describe how critical concerns are communicated to the highest governance body. Critical concerns include concerns about the organisation's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organisation's business conduct in its operations and its business relationships.	Critical concerns as defined by the GRI include concerns about the organisation's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organisation's business conduct in its operations and its business relationships. The CEO & MD, through the CEO's Report, provides an update at Board meetings on critical concerns. The Chief HSE and Ops Excellence Officer provides an update on health and safety, environmental and community issues to the Safety and Sustainability Committee of the Board, which meets four times per year, at each of its meetings. The Safety and Sustainability Committee reports on the conduct of its proceedings at the following Board meeting to the Board. The VP Risk and Insurance provides an update on Whistleblower issues to the Audit and Risk Management Committee of the Board twice a year. The Audit and Risk Management Committee reports on the conduct of its proceedings at the following Board meeting to the Board.
	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	During the year, 78 critical concerns were communicated to the Dyno Nobel Board. Of these, 27 were complaints made directly to the HR and 51 were notifications through our third-party Whistleblower system, with allegations of inappropriate behaviour being received from a number of the jurisdictions in which we operate. In total, 12 whistleblower reports and 15 HR complaints were substantiated or partially substantiated in 2025. Reports received included allegations relating to employee relations issues; wage/hour issues; bullying; sexual harassment; safety issues and sanitation; substance abuse; conflict of interest; discrimination, fraud; theft of good; and policy issues. Where allegations were substantiated, targeted and specific actions were taken to address the issues highlighted, including formal written warnings and terminations.
GRI 2-17	Measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development.	See the **2025 Dyno Nobel Corporate Governance Statement** page 8 under 'Director induction, training and continuing education' and page 6 under 'Board skills and experience'. The Board received a number of external presentations through the year and held its annual strategic review, during which it examined existing and emerging sustainability megatrends. See also the **2025 Dyno Nobel Climate Change Report**, Section 1.1.1 where it is reported that the Dyno Nobel Board has taken a number of measures to ensure that its decisions are informed by climate change science and by expert advisors.
GRI 2-18	Evaluation of the performance of the highest governance body.	See the **2025 Dyno Nobel Corporate Governance Statement** page 9.
GRI 2-19	Remuneration Policies including fixed pay and variable pay; sign-on bonuses or recruitment incentive payments; termination payments; clawbacks; and retirement benefits.	See the **2025 Dyno Nobel Corporate Governance Statement** page 9. See also Dyno Nobel's 2025 Remuneration Report located in the **2025 Dyno Nobel Annual Report**, pages 60-79.
	How the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment and people.	See Dyno Nobel's 2025 Remuneration Report located in the **2025 Dyno Nobel Annual Report**, pages 62-68.

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GRI 2-20	The process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversee the process for determining remuneration;	See the **2025 Dyno Nobel Corporate Governance Statement** page 9 under 'Remuneration of Directors and senior executives' and page 10 under 'People and Remuneration Committee'.
	ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;	The Dyno Nobel Annual General Meeting includes resolutions put to a shareholder vote regarding adoption of the annual Remuneration Report and the granting of performance rights to the CEO & MD. **The outcomes of these resolutions are notified to the Australian Stock Exchange**.
	iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives.	See the 2025 Remuneration Report located in the **2025 Dyno Nobel Annual Report**, on page 68 under 3.2 Executive remuneration governance where it is stated that 'The remuneration of the Executives is set by the Board, having regard to recommendations from the People and Remuneration Committee. Where appropriate, the People and Remuneration Committee of the Board engages external advisors to provide input into the process of reviewing Executive and Non-executive Director remuneration. For the 2025 financial year, the People and Remuneration Committee received market and benchmarking data from various sources, but this information did not constitute a remuneration recommendation for the purposes of the *Corporations Act 2001 (Cth)*. Further information in relation to the Board and the People and Remuneration Committee can be found in the **2025 Dyno Nobel Corporate Governance Statement** on page 9 under 'Remuneration of Directors and senior executives' and page 10 under 'People and Remuneration Committee'.
	The results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	The Dyno Nobel Annual General Meeting includes resolutions put to a shareholder vote regarding adoption of the annual Remuneration Report and the granting of performance rights to the CEO & MD. **The outcomes of these resolutions are notified to the Australian Stock Exchange**.
GRI 2-21	Annual total compensation ratio	See 'Annual Total Compensation Ratio' on page 18 of this document.
GRI 2-22	Statement from most senior executive	See the **2025 Dyno Nobel Sustainability Review**, page 6.
GRI 2-23	Policy Commitments	Many of Dyno Nobel's policy commitments are available for download on our **Corporate Governance** and **Sustainability in Action** web pages. Each policy references the relevant intergovernmental instruments and states the principles by which its actions are to be governed, including due diligence where required. For example, the **Dyno Nobel Human Rights Policy** articulates the fundamental elements of the Group's approach to human rights and how the Group demonstrates its commitment to respect human rights in line with the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. It describes other Dyno Nobel policies and procedures in which our commitments to human rights are integrated, and Dyno Nobel's commitment to the use of due diligence as a means to identify and prevent human rights risks to people in our business and supply chain, and to undertaking audits as a means of checking compliance with human rights requirements. Specific categories of stakeholders are included, as well as guidance and means of reporting for employees. While the Human Rights Policy does not reference the precautionary principle, a statement is made regarding this principle below.
	Statement on the Precautionary Principle	The Precautionary Principle provides advice on what to do when an activity raises threats of harm to the environment or human health. Precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically. Dyno Nobel recognises that there are risks and opportunities associated with climate change, and our risk management procedures associated with these are reported in the **2025 Dyno Nobel Climate Change Report**, our **CDP responses**, and our **Annual Reports** under 'Principal Risks'.
GRI 2-24	How Dyno Nobel embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organisation; ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; and iv. training that the organisation provides on implementing the commitments.	The most senior level with oversight of, or accountability for, the implementation of Dyno Nobel's policy commitments is the Board. The Board has delegated the day-to-day management of Dyno Nobel, including the day-to-day responsibility for implementing each of its policy commitments, to the CEO & MD, who in turn may further delegate to his direct reports, who form the Executive Leadership Team, and who are responsible for the implementation of policies relating to their role. As a values-based organisation, Dyno Nobel's values and policies are reflected in its strategic decision making, business plans, procedures and processes consistent with its values and policies. These commitments are integrated into its business relationships through Dyno Nobel's Code of Conduct and Supplier Code of Conduct as well as through various due diligence measures and regular risk assessments. Regular training is provided to Dyno Nobel's employees and some contractors and suppliers on its Codes of Conduct, Zero Harm, health and safety, modern slavery, equal opportunity, discrimination and harassment, as well as role-specific training.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-25	Our commitments to provide for, or cooperate in, the remediation of negative impacts that we identify as having caused or contributed to, including approach to identifying and addressing grievances, how stakeholders are involved in the design, review, operation and improvement of these mechanisms, how we track the effectiveness of the grievance mechanisms and other remediation processes, and an example of their effectiveness, including stakeholder feedback.	Dyno Nobel has a range of internal grievance mechanisms including those in its collective Enterprise Agreements, identified in a range of its policies such as health and safety, harassment or discrimination, modern slavery, anti-bribery and corruption, Dyno Nobel's Code of Conduct and Supplier Code of Conduct. Dyno Nobel personnel or a third party may report grievances to Dyno Nobel's Whistleblower Protection Officer via email or on an anonymous basis through its Whistleblower reporting system, which is externally managed, confidential and available in all Dyno Nobel operational languages. The Chief Legal and Corporate Affairs Officer manages investigations subject to whistleblower protections or legal professional privilege. Where allegations are substantiated, targeted and specific actions are taken to address the issues highlighted, including disciplinary action up to and including termination of employment or in the case of a contractor or supplier, termination of contract. Where practicable and feasible in those circumstances, Dyno Nobel will work with affected stakeholders to remediate the negative impacts of the conduct. Where grievances are reported to external bodies, such as courts or tribunals like the Human Rights and Equal Opportunity Commission, Dyno Nobel follows the procedures set down by that judicial body and in the event of an adverse finding against it, acts to prevent a similar occurrence and provides restitution to the individual or organisation that raised the grievance. Dyno Nobel's policies, procedures and processes are developed through a process of stakeholder engagement and consultation which enables input to their design, operation and improvement. This process is also followed for policies, procedures and processes review. Dyno Nobel's collective Enterprise Agreements provide processes for consultation with employees regarding substantive changes to working conditions, including the implementation of policies, processes and procedures. In addition, Dyno Nobel has change management procedures that include consultation and change management communications throughout the change process which provide avenues for employees to raise any concerns they may have in relation to the proposed changes. Dyno Nobel maintains records of each grievance, its outcome, any actions taken to address the subject of the grievance and progress against those actions. It provides reports on these instances to the Audit and Risk Management Committee, the Safety and Sustainability Committee or People and Remuneration Committee of the Board as determined by the respective committee's terms of reference. Individual instances may also be the subject of specific Board papers.
GRI 2-26	Mechanisms for seeking advice and raising concerns regarding business conduct.	Dyno Nobel is committed to a culture of compliance, ethical behaviour and good corporate governance that encourages the reporting of improper, illegal and unethical behaviour. Employees are encouraged to raise any concerns, including those arising out of activities or behaviour that may not be in accordance with Dyno Nobel's Code of Conduct, any of its other policies, or any other regulatory requirements, with management, the human resources team or the legal and compliance team. Employees can also raise concerns about breaches of the Company's regulatory obligations or internal policies or procedures with their Line Management, Dyno Nobel's Whisleblower Protection Officer, Dyno Nobel's Chief Legal and Corporate Affairs Officer, Dyno Nobel's VP Risk and Insurance and on an anonymous basis through its Whistleblower reporting system. The Group Whistleblower Protection Policy and Australian Whistleblower Protection Policy both provide protection for employees who raise concerns about suspected breaches of Dyno Nobel's Code of Conduct, policies or the law. Reports on the operation of the Whistleblower system and any material incidents reported under the Whistleblower Policy are made to the Audit and Risk Management Committee. See GRI 2-16 above.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-27	Dyno Nobel shall: a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines (served in this reporting period) for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance.	**DYNO NOBEL** During the 2025 financial year, Dyno Nobel had no significant instances of environmental non-compliance with environmental laws or regulations for which fines or non-monetary sanctions were incurred. (We define a 'Significant Environmental Incident' as a Category 5 environmental non-compliance events as per Dyno Nobel's Risk Matrix. A Category 5 environmental event is a major event or repeat non-compliance with regulatory, licence or permit conditions leading to prosecution or restriction of operations.) Regulatory infringements – Dyno Nobel During the 2025 financial reporting year, Dyno Nobel paid four infringement notices (three fines and one penalty) for a total of US$13,970. 1. Retail sales and field operations paid 5 MSHA (Mine Safety and Health Administration) penalties for a total of US$970. There were also two transportation-related inspections that resulted in violations with monetary fines: 2. Louisiana, MO – Federal Railroad Administration (FRA) inspection. Violation for unsecured closures (BOV caps less than tool tight) on railcars. Fine US$5,000.00. 3. North Bay, CA – Federal Railroad Administration (FRA) inspection – Violation for unsecured closures (Less than tool tight manway bolts on four railcars). Fine US$8,000.00. **IPF** Regulatory infringements – IPF During the 2025 financial reporting year, IPF did not receive or pay any fines for instances of non-compliance with laws and regulations. See the **2025 Dyno Nobel Sustainability Review**, pages 68 and 94. See the **2025 Dyno Nobel Annual Report**, page 55 under 'Environmental regulation and performance'. See also indicator GRI 416-2 in this table.
GRI 2-28	Memberships of Associations	See 'Membership and Climate Review of Industry Associations' in the **2025 Dyno Nobel Climate Change Report** on pages 75-80.
GRI 2-29	Approach to stakeholder engagement	See 'Our stakeholders and engagement strategies' on page 28 of this document.
GRI 2-30	Percentage of employees covered by collective bargaining agreements.	See under 'Relevant data' on page 18 of this document.
	For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.	All employees' minimum working conditions and terms of employment are set by the relevant legislation including applicable Awards. Where a collective bargaining agreement exists, those terms and conditions are applied to the employees covered by that agreement. Employees who are not covered by collective bargaining agreements are governed by the terms and conditions of their employment contract, the terms and conditions of which are based on individual negotiations with regard to market conditions. See the **Dyno Nobel Human Rights Policy**, under 'Labour relations' and 'Freedom of Association and Collective Bargaining'.
GRI 3: MATERIAL TOPICS		
MATERIAL ISSUE: NAVIGATING THE DECARBONISATION TRANSITION AND REDUCING GHG		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 53-63.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 53-63. **2025 Dyno Nobel Climate Change Report**
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 53-63. **2025 Dyno Nobel Climate Change Report**
GRI 201: ECONOMIC PERFORMANCE 2016 STANDARD		
GRI 201-1	Direct economic value generated and distributed	See under 'Relevant data' on page 18 of this document. For external assurance statement see the **2025 Dyno Nobel Annual Report**, pages 79 and 127-131.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	**2025 Dyno Nobel Climate Change Report** **2025 Dyno Nobel Annual Report**, pages 30-32. **Dyno Nobel CDP Reports**

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 202: MARKET PRESENCE 2016 STANDARD		
GRI 202-1	Ratios of standard entry level wage to local minimum wage, by gender: a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. Report the definition used for 'significant locations of operation'.	All employees are in countries in which minimum wage rules apply. At least 85% of our employees are paid above minimum wage. See 'Ratios of standard entry level wage to local minimum wage, by gender' on page 22 of this document. Across all regions, processes such as commercial contract reviews are in place to ensure that contracted labour salaries meet or exceed the local minimum wage. In Australia, the USA, and Canada, the responsibility to ensure minimum wage rules are followed rests with the contractors' employers. In addition, Dyno Nobel follows robust internal tendering processes and engages procurement experts to ensure that vendors contracting labour to Dyno Nobel demonstrate a strong commitment to safety and compliance with all applicable legislation. Singapore is the only country where the minimum wage is variable. Our remuneration framework incorporates external benchmarking data to determine employee pay levels and ensure alignment with the applicable variable minimum wage For the purpose of reporting under GRI 202-1, 'significant locations of operation' are defined as the regions that collectively represent 85% of our global workforce (Australia, Canada, Mexico, Türkiye, USA).
GRI 202-2	Proportion of senior management hired from the local community	In 2025, 96% of senior managers were hired from the local community. 'Senior managers' are defined as 'Senior roles which are 1-2 levels below the Executive Team and are graded 19 or above' and 'local' is defined as 'Those individuals either born, or who have the legal right to reside indefinitely (such as naturalised citizens or permanent visa holders), in the same geographic market as the operation'.
GRI 302: ENERGY 2016 STANDARD		
GRI 302-1	Energy consumption within the organisation	See under 'SASB Index' on page 30-35 of this document. **2025 Dyno Nobel Climate Change Report**, Appendix 3. Energy and GHG data. **Dyno Nobel CDP Reports**
GRI 302-2	Energy consumption outside of the organisation (i.e. energy consumption related to upstream and downstream activities in the supply chain)	Dyno Nobel's energy consumption outside of the organisation is estimated to be 62,312,251 GJ. This figure was estimated using a back calculation of energy use from the cradle to gate scope 3 GHG emission factors used for purchased products. Since our explosives and fertiliser products are consumed during their use, no energy has been included for sold products.
GRI 302-3	Energy Intensity	See under 'Relevant data' on page 19 of this document.
GRI 302-4	Reduction of energy consumption	**Dyno Nobel CDP Reports**
GRI 302-5	Reductions in energy requirements of products and services	See the **Dyno Nobel Sustainability Review**, page 70 under 'Products that reduce GHG emissions' and page 78 under 'Extending Drill to Mill customer partnerships to quarry customers to meet the triple bottom line of sustainability'. See also the case study 'Reducing customer GHG with DeltaE' on page 53 of the **2025 Dyno Nobel Climate Change Report.**
GRI 305: EMISSIONS 2016 STANDARD		
GRI 305-1	Direct (scope 1) GHG emissions	See under 'SASB Index' on page 30-35 of this document. **2025 Dyno Nobel Climate Change Report**, Appendix 3. Energy and GHG data. **Dyno Nobel CDP Reports**.
GRI 305-2	Energy indirect (scope 2) GHG emissions	**2025 Dyno Nobel Climate Change Report**, Appendix 3. Energy and GHG data. **Dyno Nobel CDP Reports**.
GRI 305-3	Other indirect (scope 3) GHG emissions	**2025 Dyno Nobel Climate Change Report**, section 2.4.2.5 Our scope 3 GHG and reduction strategy and Appendices 3. Energy and GHG data and 4. Scope 3 emissions calculation methodology. **Dyno Nobel CDP Reports**
GRI 305-4	GHG emissions intensity	GHG per tonne of ammonia manufactured is reported on page 17 of this document. The calculation includes scope 1 and 2 emissions of all relevant GHG, including CO_2, CH_4 and N_2O from the burning of fuels, and tiny amounts of SF_6 leakage at two sites which use SF_6 in on-site gas-fired power plant switch gear as an insulation gas.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 305-5	Reduction of GHG emissions	**Dyno Nobel CDP Reports**
GRI 305-6	Production, imports and exports of ODS in metric tonnes of CFC-11 (trichlorofluoromethane) equivalent	Dyno Nobel does not produce, import or export ozone depleting substances (ODS).
GRI 305-7	NOx, SOx, and other significant air emissions	See under 'Relevant data' on page 19 of this document.
MATERIAL ISSUE: REGULATORY RISK MANAGEMENT		
GRI 103-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 65-68 and 88-92.
GRI 103-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 65-68 and 88-92.
GRI 103-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 65-68 and 88-92.
MATERIAL ISSUE: INNOVATION IN RESPONSIBLE AND SUSTAINABLE PRODUCTS AND SERVICES		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 13-15, 22, 62, 68-72, 77-80, 89-92 and 95.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 62, 68-72, 77-80, 89-92 and 95.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 24-25, 62, 68-72, 77-80, 89-92 and 95.
GRI 307-1	Non-compliance with environmental laws and regulations	**2025 Dyno Nobel Sustainability Review**, pages 68 and 92. See also GRI 416-2 on page 11 of this document.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016 STANDARD		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	100% of our product categories have been assessed for health and safety impacts. New or modified explosives products are typically developed by our research and development team in conjunction with specific customers as directed by the North America and Asia Pacific Product Management Teams. As such, the life cycle stages in which health and safety impacts of those products are assessed are dependent upon the customers' requirements. For explosives products, typically this would be focused on the product life cycle (shelf-life), impact of product transport, storage and use, with the assessment included in trials. Dyno Nobel's product development protocol requires assessment of the dangerous goods classification of the product to ensure safe transport and storage of our products. The safety data sheets for all our products are also reviewed for new or modification to our explosive products to provide customers with information on the health and safety impacts of our products. Furthermore, products are tested to ensure when used they meet customer requirements including blasting performance, pumpability, post-blast fume resistance (e.g. water resistance, oxidiser and fuel composition, etc), sensitisation (where applicable) and reactive ground product selection testing (where applicable). New or modified explosive products are verified for these parameters at our R&D facilities prior to use at a customer's site.
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	During FY2025, there were three transportation related incidents/inspections that resulted in violations with monetary fines and three monetary penalties were received for past incidents/inspections occurring in FY2023 and FY2024 for Dyno Nobel in the United States. 1. Louisiana, MO – Federal Railroad Administration (FRA) inspection. Violation for an unsecured closure (BOV cap less than tool tight) on an ANSOL tank car. Fine $5,000.00. 2. North Bay, Ontario, Canada – Federal Railroad Administration (FRA) inspection. Violation for unsecured closures (four ANSOL tank cars with manyway bolts less than tool tight). Railcars originated in Canada but were inspected in US. This incident occurred in FY2024 but the penalty was not issued until FY2025. Fine $8,000.00. 3. Carthage, MO – Federal Railroad Administration (FRA) incident – Violation for shipping two tank cars determined to be incompatible packaging for the shipment. This incident occurred in FY2024 but the penalty was not issued until FY2025. Fine $10,000.00 ($5,000 for each car). 4. Cheyenne, WY – Federal Railroad Administration (FRA) incident – Violation for release of ammonium nitrate prill from the bottom gate of a covered hopper car. This incident occurred in FY2023 but the penalty was not issued until FY2025. Fine $5,000.00. 5. Houston, BC, Canada – Federal Railroad Administration (FRA) inspection – Violation for an unsecured liquid valve plug and a less than tool tight BOV cap. The railcar originated in Canada but was inspected in the US. Fine $2,000.00. 6. Cheyenne, WY – Federal Railroad Administration (FRA) incident. Violation for an unsecured BOV cap that resulted in a release of approximately one gallon of ANSOL. Fine $10,000.00. In Queensland, Dyno Nobel received one Notice to take direct action from the Explosives Inspector, to investigate an incident pursuant to Section 102(2) of the Explosives Act 1999. The action notice related to remediation of any water or ground contamination from dissolved ammonium nitrate salts following a weather event.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
MATERIAL ISSUE: CUSTOMER PARTNERSHIPS		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 10-13, 76-80 and 94-95.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 76-80 and 94-95.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 76-80 and 94-95.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD		
GRI 203-2	Significant indirect economic impacts	**2025 Dyno Nobel Sustainability Review**, pages 76-80 and 94-95.
GRI 417: MARKETING AND LABELING 2016 STANDARD		
GRI 417-1	Requirements for product and service information and labelling	Our Australian Safety Data Sheets (SDS) comply with the requirements of Globally Harmonised System of Classification and Labelling of Chemicals (GHS 7). The Globally Harmonised System (GHS) of Classification and Labelling of Chemicals is used in Australia to classify chemicals based on defined criteria. Dyno Nobel and Incitec Pivot Fertilisers (IPF) are importers, suppliers and manufacturers of chemicals. SDS are available for all products and raw materials that are hazardous and non-hazardous and include advice on the safe use, storage and handling of the product, and its disposal. Dyno Nobel and IPF provide training and education to employees, contractors and customers to enhance their awareness and understanding of occupational health and safety risks of chemicals, raw materials and products. A robust product development process is utilised that follows a management of change process, including risk assessments for manufacture and end use. Our North American labelling meets the requirements of the Globally Harmonised System of Classification and Labelling of Chemicals (GHS) and our North American SDS comply with the Mine Safety and Health Administration (MSHA) for products destined for the mining industry. We provide support to our explosives customers to assist them in choosing the right product and blast plan to minimise environmental impacts and our Dyno Consult team regularly conduct audits at customer sites to ensure that drill and blast procedures, standards and product application are safe and follow best practices. In addition to providing information about the technical aspects of the use of our explosives products, our technical support teams and our Dyno Consult business provide documentation and advice to our customers about: • Product content, particularly with regard to substances that might produce an environmental or social impact; • Safe use, storage and handling of the product; and • Disposal of the product as required by applicable law. This advice is supplied on our websites, on the product label, in the Safety Data Sheet (SDS) or directly to the customer via training sessions.
MATERIAL ISSUE: COMMUNITY SAFETY, RELATIONSHIPS THAT BUILD TRUST AND RESILIENCE		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 10-13, 22 and 50-53.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 50-53.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 24 and 50-53.
GRI 413: LOCAL COMMUNITIES 2016 STANDARD		

GRI 413-1	Operations with local community engagement, impact assessments and development programs, including the use of social impact assessments, environmental impact assessments, local community development programs based on local communities' needs, stakeholder engagement plans based on stakeholder mapping, community consultation committees, works councils, occupational health and safety committees, other worker representation bodies to deal with impacts and formal local community grievance processes.	See the **2025 Dyno Nobel Sustainability Review**, pages 50-53. As described, the Dyno Nobel Community Investment Framework and the **Dyno Nobel HSEC Management System** delegate responsibility for community engagement to the Operations Manager at each of our sites, as local site managers best understand their community needs and concerns. For this reason, there are a large and diverse number of community engagement approaches and plans across our global operations.
		
		We have surveyed all sites with more than 30 employees as part of a review to assess both the effectiveness of our Community Investment Framework and the criteria used in this indicator. The survey found that:
		• 74% of sites give time and/or financial support to local schools or charities (50% regularly and 24% occasionally).
		• 32% of sites have a specific community engagement budget.
		• 12% of sites have a formal committee which oversees their community engagement plan.
		• 12% of sites have a formal (written or annually reviewed) community engagement plan and 44% have an informal community engagement plan.
		• Of the 56% of sites with a formal or informal community engagement plan:
		  • no sites conducted social impact assessment, but 68% discussed and considered the social issues in their local communities when planning their community engagement activities;
		  • 5% of sites conducted a formal environmental impact assessment and an additional 47% of sites discussed environmental issues in their local area when planning their community engagement activities; and
		  • 5% of sites formally mapped their stakeholders.
		
		See GRI 2-16, 2-25 and 2-26 for information on our Whistleblower Hotline and grievance mechanisms available to the community.
		
		See GRI 413-2 for the percentage of sites which engage with their communities on safety.
		
		We are currently reviewing our Community Investment Framework, with an update planned for 2026.

GRI 413-2	Percentage of operations with significant actual and potential negative impacts on local communities	**2025 Dyno Nobel Sustainability Review**, page 51 under 'Keeping our communities safe'.
MATERIAL ISSUE: SUSTAINABLE PLANT-NUTRITION SOLUTIONS		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review,** pages 85-92. Sustainable plant-nutrition solutions seek to improve soil health, including restoring soil carbon levels, soil nutrient levels and the biodiversity of soil species, where these have been depleted in soils on land managed by our farming customers.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 85-92.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 85-92.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 304: BIODIVERSITY 2016 STANDARD		
GRI 304-2	Significant impacts of activities, products and services on biodiversity	In 2024, we released an initial Taskforce for Nature-related Financial Disclosures (TNFD) assessment for our fertilisers business, IPF, as described below. In 2025, we extended this approach to our DNAP BU, completing the first step in the TNFD's recommended four-phase 'LEAP' process: Locate. See the results in the **2025 Dyno Nobel Sustainability Review** on page 67. **IPF TNFD Assessment** In 2024, we released an initial TNFD assessment for our IPF business, which included an assessment of the impacts of our IPF operations, products and services on biodiversity. See the **2024 TNFD Supplement**.
MATERIAL ISSUE: SUSTAINABLE SUPPLY CHAINS		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 29-30, 81-83 and 95.
GRI 3-2	Management approach and its components, including grievance mechanisms relating to human rights	**2025 Dyno Nobel Sustainability Review**, pages 29-30, 81-83 and 95. See also the **2024 Dyno Nobel Modern Slavery Statements** and GRI 2-25 and GRI 413-1 in this document.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 24, 29-30, 81-83 and 95.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 STANDARD		
GRI 308-1	New suppliers that were screened using environmental criteria	During 2025, 100% (893) of new suppliers to our Dyno Nobel business and 100% (158) of new suppliers to our IPF business were screened during the sourcing process using environmental criteria.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken, including the number of suppliers assessed for environmental impacts, those identified as having significant actual and potential negative environmental impacts, those with which improvements were agreed upon as a result of assessment, and any relationships terminated.	We track the environmental performance of our suppliers in the delivery of their products and services to us. In 2025, 9,522 suppliers were scanned through the EiQ platform with 203 of these identified as having potential negative environmental impacts. We worked with a number of suppliers on opportunities to reduce their potential and actual environmental impacts during 2025. Examples of actions included: • Continuing to work with shipping suppliers to reduce the energy use and GHG generated by shipping contractors in the delivery of their services to us. • Our IPF business began to use packaging with recycled content after successful engagement with our packaging supplier to secure IPF fertiliser bags with a 30% recycled content in 2024. • Working to access berths closer to our operations at several ports. • Reducing road movement of IPF product between sheds at different addresses through advance planning when discharging ships. • Implementing a new road freight contract to decrease vehicle trips by 20% and improve fuel economy by 15% annually compared to the current model – see 'Working with freight contractors to reduce scope 3 GHG' on page 83 of the 2025 Sustainability Report. • Trials to optimise Moranbah transport logistics, assessing dispatch from Gladstone, Townsville, or Brisbane to reduce distance and improve truck utilisation. • Planning for night-time explosives unloading, targeted for implementation in 2026, to improve operational efficiency and reduce congestion related fuel use and emissions. • Continuing to send scope 3 GHG questionnaires to our major suppliers to engage with them on reducing their GHG.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016 STANDARD		
GRI 411-1	Incidents of violations involving rights of Indigenous peoples	No incidents of violations involving rights of Indigenous peoples were identified in our operations or supply chains.
GRI 2-24 (PREVIOUSLY GRI 412): ASSESSMENT AND TRAINING SPECIFIC TO HUMAN RIGHTS		
GRI 2-24	Operations that have been subject to human rights reviews or impact assessments, by country	The Dyno Nobel Human Rights Working Group has been established to collaborate across the business to manage human rights issues, increase awareness of our human rights commitments and encourage better representation from different departments across the business. Facilitated by consultants, we initially conducted a desktop-based ESG (including aspects of human rights) risk assessment and segmentation exercise in 2023 covering 171 of our Dyno Nobel operations, including Dyno Nobel contractor teams located on customer mine sites in some cases (51 in the US, 42 in Canada, 52 in Australia, 10 in Chile, eight in Indonesia, six in Türkiye and two in Mexico) and 40 of our IPF sites (all in Australia). Internal auditing of one of these sites was conducted in 2025. See the case study 'Raising the Bar on Responsible Practices' on page 29 of the 2025 Sustainability Review.
GRI 2-24	Employee training on human rights policies or procedures	775 employees completed the Dyno Nobel online Modern Slavery Training Module in 2025. This is equivalent to 194 training hours and 14% of global employees.
GRI 2-24	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In 2025, one significant investment agreement came before the Board, and it contained clauses relating to compliance with human rights obligations.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
GRI 414-1	New suppliers that were screened using social criteria	During 2025, 100% (893) of new suppliers to our Dyno Nobel business and 100% (158) of new suppliers to our IPF business were screened during the sourcing process using social criteria.
GRI 414-2	Negative social impacts in the supply chain and actions taken	**2024 Dyno Nobel Modern Slavery Statement**
MATERIAL ISSUE: DECARBONISING OUR PORTFOLIO AND GREEN AMMONIA AND HYDROGEN STRATEGY		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 22-23 and 54-63.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 22-23 and 54-63.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 22-23 and 54-63.
MATERIAL ISSUE: ENSURING ETHICAL CONDUCT AND BUSINESS PRACTICES		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 22-23 and 26-31.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 24 and 26-31.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 24 and 26-31.
GRI 205: ANTI-CORRUPTION 2016 STANDARD		
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption identified in 2025.
GRI 415: PUBLIC POLICY 2016 STANDARD		
GRI 415-1	Political contributions	The total monetary value of financial and in-kind political contributions made directly and indirectly by Dyno Nobel in 2025 was zero. The Dyno Nobel Political Engagement and Donations Policy prohibits the Group making any political donations, whether in cash or in kind, to: • any political party or organisation, party official; • individual politicians; • any political candidate for public office; or • any third-party organisation that may make political donations, (collectively referred to in the policy as 'political persons') in any country.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
MATERIAL ISSUE: DYNO NOBEL ZERO HARM AMBITION – SAFETY AND WELLBEING		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
GRI 403-1	Occupational health and safety management system	**2025 Dyno Nobel Sustainability Review**, pages 32-41. See 'Our commitment to zero harm' on pages 23-27 of this document.
GRI 403-2	Hazard identification, risk assessment and incident investigation	**2025 Dyno Nobel Sustainability Review**, pages 32-41. See also under 'GRI 403-2 Hazard identification, risk assessment and incident investigation' on page 24 of this document.
GRI 403-3	Occupational health services	See pages 24-25 of this document.
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	100% of our workers and contractors are represented in formal joint management-worker health and safety committees which operate at a site-based level in the organisation. At large sites, these may also operate at a plant level, with monthly all worker meetings. In addition, Significant Event lessons learned bulletins and hazard alerts are distributed locally, regionally and globally, depending on the nature of the incident. Monthly site safety meeting packs are distributed across each Business Unit.
GRI 403-5	Worker training on occupational health and safety	**2025 Dyno Nobel Sustainability Review**, page 38. See also 'Our commitment to zero harm' on pages 23-27 of this document.
GRI 403-6	Promotion of worker health	See page 24 of this document.
GRI 403-7	Approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services	**2025 Dyno Nobel Sustainability Review**, pages 24-31. See also 'Our commitment to zero harm' on pages 23-27 of this document and the disclosures in this table under GRI 416: Customer Health and Safety and GRI 417: Marketing and Labelling.
GRI 403-8	Workers covered by an occupational health and safety management system	100% of our workers and contractors are covered by our HSEC Management System (HSECMS). A global layered assurance process is applied. Self assessment, functional assurance and internal audits assess Company compliance towards HSEC management system standards. Where a customer site is operating under their own HSECMS, then mapping is conducted to ensure that the minimum requirements of the Dyno Nobel HSECMS are covered. The Dyno Nobel Explosives Training (DET) program covers off on minimum requirements. Critical control verification (CCV) and quality audits are conducted at a business unit level – layer one. Layer two and three HSECMS auditing is conducted by Corporate HSEC and Internal Audit functions respectively. The HSECMS auditing in DNAP is tracked monthly at the DNAP Leadership Team (T5) Zero Harm Council (ZHC) meeting, which reviews HSE performance and metrics.
GRI 403-9	Work-related injuries	See page 26 of this document.
GRI 403-10	Work-related ill health	See page 27 of this document.
MATERIAL ISSUE: SAFE, INCLUSIVE AND HIGH PERFORMANCE CULTURE		
GRI 103-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 42-49.
GRI 103-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 42-49.
GRI 103-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review,** pages 19 and 42-49.
GRI 401: EMPLOYMENT 2016 STANDARD		
GRI 401-1	New employee hires and employee turnover	See page 19 of this document.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Any difference in benefits provided to full-time employees that are not provided to temporary or part-time employees is done so in accordance with legislation. There are no benefits provided to full-time employees that are not provided to temporary or part-time employees. There is an exception in the Americas region, where, subject to legislative requirements, part-time employees are not eligible for the health and welfare benefits program, parental leave or vacation.
GRI 401-3	Parental leave	See page 20 of this document. Dyno Nobel does not have a global standard for parental leave. At a minimum, Dyno Nobel provides paid parental leave in accordance with the legal requirements of the countries in which it operates. The minimum amount of fully paid primary parental leave offered is eight weeks. The minimum amount of fully paid secondary parental leave offered is three days.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 404: TRAINING AND DEVELOPMENT 2016 STANDARD		
GRI 404-1	Average hours of training per year per employee, by gender and employee category	See page 20 of this document.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development for upgrading skills across the organisation falls under a number of programs targeting compliance and job skills, professional development and leadership. Every employee is assigned the specific job-based curricula relevant to their role, and has access to development planning tools, activities and programs to support their development goals. There are over 1,800 job-based curricula designed for each role's unique requirements across the Company. Due to the unique skillsets required across our blasting and manufacturing operations we seek to redeploy employees to continue employability. This is facilitated by our talent and recruitment teams and involves role matching for individuals or groups where employees may require internal transition assistance. We also partner externally with providers where appropriate to offer an Exit Outplacement Service which supports aspects relating to an employee's external career transition where required. We also provide access to our Company Employee Assistance Program provider for Mental Health and Wellbeing support.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	See page 20 of this document. The gender pay ratios reported have not been adjusted.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 STANDARD		
GRI 405-1	Diversity of governance bodies and employees	See page 21 of this document.
GRI 405-2	Ratio of basic salary and remuneration of women to men	See page 21 of this document.
GRI 406: NON-DISCRIMINATION 2016		
GRI 406-1	Incidents of discrimination and corrective actions taken	Dyno Nobel received and investigated six complaints of alleged discrimination during the reporting period. Four complaints were investigated and found to be 'not substantiated'. One complaint was 'substantiated' and one complaint was still under investigation at the time of reporting.
MATERIAL ISSUE: SUSTAINABLE USE OF WATER		
GRI 3-1	Explanation of the material topic and its boundary	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93.
GRI 3-2	Management approach and its components	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93.
GRI 3-3	Evaluation of the management approach	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93.
GRI 303: WATER AND EFFLUENTS 2018 STANDARD		
GRI 303-1	Interactions with water as a shared resource	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93. **Dyno Nobel CDP Reports**
GRI 303-2	Management of water discharge-related impacts	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93. **Dyno Nobel CDP Reports**
GRI 303-3	Water withdrawal	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93. **Dyno Nobel CDP Reports**
GRI 303-4	Water discharge	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93. **Dyno Nobel CDP Reports**
GRI 303-5	Water consumption	**2025 Dyno Nobel Sustainability Review**, pages 73, 75, 92 and 93. **Dyno Nobel CDP Reports**

Relevant data

GRI 2-7: Information on employees by gender, region and employee status

EMPLOYEES BY GENDER (% FEMALE)	2023	2024	2025
Total Global Workforce	**18.6%**	**19.2%**	**19.1%**
Board[1]	25.0%	28.6%	28.6%
Executive Leadership Team[1]	22.2%	20.0%	10.0%
Senior Management	21.3%	21.6%	23.6%
Management	20.1%	20.3%	18.1%
Professional Roles	23.7%	24.3%	26.5%

1. The CEO & MD is included in both Board and Executive Leadership Team numbers.

EMPLOYEES BY LOCATION	2023	2024	2025
Total Global Workforce	**5,814**	**5,672**	**5,532**
Americas	2,845	2,742	2,709
Asia Pacific	2,285	2,245	2,139
Europe	627	629	647
Africa	57	56	37

PERCENTAGE OF PERMANENT EMPLOYEES BY GENDER	2023	2024	2025
Male – % permanent	99.1%	98.5%	99.0%
Female – % permanent	98.0%	98.3%	98.1%
Non-binary – % permanent	100.0%	0.0%	0.0%

PERCENTAGE OF PERMANENT EMPLOYEES BY LOCATION	2023	2024	2025
Americas – % permanent	95.5%	99.0%	99.0%
Asia Pacific – % permanent	97.9%	98.9%	99.0%
Europe – % permanent	100.0%	95.4%	97.8%
Africa – % permanent	99.4%	87.5%	97.3%

PERCENTAGE OF PART-TIME EMPLOYEES BY GENDER	2023	2024	2025
Male – % part-time	0.4%	0.4%	0.3%
Female – % part-time	7.0%	6.1%	6.3%
Non-binary – % part-time	0.0%	0.0%	0.0%

PERCENTAGE OF PART-TIME EMPLOYEES BY LOCATION	2023	2024	2025
Americas – % part-time	0.0%	0.0%	0.0%
Asia Pacific – % part-time	3.8%	3.5%	3.3%
Europe – % part-time	1.4%	1.1%	1.6%
Africa – % part-time	0.0%	0.0%	0.0%

GRI 2-21: ANNUAL TOTAL COMPENSATION RATIOS

TOTAL COMPENSATION RATIOS[1]	2023	2024	2025
CEO: Median employee	1:12	1:12	1:15
Highest Paid Employee: Median employee[2]	1:32	1:20	1:22
Highest paid employee % increase: Median employee % increase[3]	6:1	19:1	3:1

1. Includes bonus payments made within the actual reporting period.
2. Median employee figures were calculated excluding the highest earner.

GRI 2-30: PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

COLLECTIVE BARGAINING AGREEMENTS (CBAs)	2023	2024	2025
% Total Workforce Covered by CBAs	33.2%	34.2%	29.3%

GRI 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2023	2024	2025
A. Direct economic value generated (A$Mil)	**6,008.1**	**5,364.9**	**5,345.2**
Revenues			
B. Economic value distributed	**6,553.4**	**6,848.1**	**6,201.3**
Operating costs	4,517.8	5,217.6	4,260.4
Employee wages and benefits	918.9	975.1	1,068.8
Payment to providers of capital	524.4	378.2	162.3
Government taxes	591.4	276.3	708.8
Voluntary community investments	0.9	0.9	1.0
C. Economic value retained (A-B)	**(472.4)**	**(1,406.3)**	**(782.7)**

GOVERNMENT TAXES PAID PER COUNTRY (A$MIL)	2023	2024	2025
Australia[1]	330.9	2.6	123.3
United States	132.3	232.1	414.9
Mexico	0.4	0.8	4.2
Canada	68.8	31.3	89.1
Chile	14.8	0.4	19.9
Peru	0	0	0.3
Hong Kong	0.4	0	0
Türkiye	7.7	4.7	7.2
Indonesia	5.8	2.6	5.5
Papua New Guinea	1.5	0.5	0.9
Benin	0.1	0	0.2
Cameroon	0.1	0	0.3
France	22.9	0.3	35.6
New Caledonia	3.8	0.2	5.2
Senegal	1.9	0.3	1.5
Singapore		0.5	0.7

1. Year-on-year tax payments can be volatile depending on business earnings.

GRI 302-3: ENERGY INTENSITY AND GRI 305-4 GHG INTENSITY PER TONNE AMMONIA MANUFACTURED

INTENSITY PER TONNE NH_3	2023	2024	2025
Energy use[1] per tonne NH_3 (GJ)	39.8	46.2	51.1
GHG per tonne NH_3 (tCO_2e)	1.91	2.09	2.66

1. Includes all energy consumed at Dyno Nobel ammonia manufacturing sites (including natural gas, purchased kWh and purchased steam), including at ammonia manufacturing sites where ammonia is not the only product produced. Increases in 2024 are due to the sale of the very efficient Waggaman, Louisiana ammonia plant.

GRI 305-7: NOx, SOx, AND OTHER SIGNIFICANT AIR EMISSIONS

EMISSIONS TO AIR[1]	2023	2024	2025
NOx	1,587	4,163	1,754
SOx	19,129	22,612	18,491
VOCs	188	106	93
HAPs	81	49	18

1. Derived from calculations based on site-specific data including those used to report to the National Pollution Inventory (NPI) in Australia, and to USEPA Emissions Inventory in the US. Dyno Nobel manufactures inorganic chemicals including ammonia, ammonium nitrate, ammonium phosphate and single super phosphate. For this reason, its operations do not release material amounts of Persistent Organic Pollutants (POPs).

GRI 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER RATES BY AGE GROUP, GENDER AND REGION

RATE OF NEW EMPLOYEE HIRES	2023	2024	2025
Total Workforce	**18.9%**	**16.0%**	**17.2%**
% Rate of New Hires by Age Group			
Employees under 30	44.2%	30.4%	49.7%
Employees 30-50	17.7%	13.9%	13.2%
Employees 50+	9.2%	13.1%	7.0%
% Rate of New Hires by Gender			
Male	18.8%	15.2%	15.8%
Female	19.0%	19.2%	20.3%
% Rate of New Hires by Region			
Americas	18.6%	15.6%	18.9%
Asia Pacific	18.2%	17.0%	13.7%
Europe	20.9%	13.9%	13.3%
Africa	37.9%	15.9%	0.0%

The terms '2023', '2024' and '2025' refer to the Dyno Nobel financial year ending 30 September in each year.

% Rate of New Hires for 2025 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2024 and 2025 for each category as at 30 September each year.

Previous years have been calculated using the same methodology.

HIRING AND PROMOTIONS	2023	2024	2025
Open positions filled by internal candidates (%)	42.8%	44.0%	50.9%
Promotions filled by women (%)	24.0%	21.0%	24.1%
Average hiring cost/FTE (AUD)[1]	$3,040	$2,913	$3,300
Total number of employee hires	1,097	918	890

TOTAL TURNOVER RATE	2023	2024	2025
Total Global Turnover Rate	21.9%	18.9%	18.9%
Male Global Turnover Rate	22.0%	19.0%	18.0%
Female Global Turnover Rate	20.2%	18.6%	22.9%

VOLUNTARY TURNOVER RATES	2023	2024	2025
Total Workforce	**10.7%**	**11.2%**	**10.1%**
% Voluntary Turnover Rates by Age Group			
Employees under 30	22.2%	13.3%	16.4%
Employees 30-50	11.5%	10.2%	8.7%
Employees 50+	9.8%	12.2%	9.8%
% Voluntary Turnover Rates by Gender			
Male	12.2%	10.8%	9.2%
Female	13.0%	13.0%	13.8%
% Voluntary Turnover Rates by Region			
Americas	10.6%	11.1%	10.4%
Asia Pacific	13.2%	12.8%	11.0%
Europe	15.7%	6.2%	11.2%
Africa	29.5%	12.4%	0.0%

1. Average hiring cost/FTE is for Australia, Canada and United States of America due to data available.

The terms '2023', '2024', and '2025' refer to the Dyno Nobel financial year ending 30 September in each year.

% Voluntary Turnover for 2025 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2024 and 2025 for each category as at 30 September each year.

HUMAN CAPITAL RETURN ON INVESTMENT	2023	2024	2025
HC ROI	1.76[1]	1.72[1]	1.82

1. Restated in 2025 due to improved calculation methodology adopted in 2025 which excludes depreciation and amortisation, financial expenses and non-recurring items from operating expenses.

HC ROI is calculated as (Total revenue – (Total operating expenses – Total employee-related expenses)) / Total employee-related expenses.

INVOLUNTARY TURNOVER RATES	2023	2024	2025
Total Workforce	9.9%	7.7%	8.8%
% Involuntary Turnover Rates by Age Group			
Employees under 30	13.5%	8.6%	13.9%
Employees 30-50	7.4%	7.5%	7.3%
Employees 50+	10.7%	7.6%	9.2%
% Involuntary Turnover Rates by Gender			
Males	9.8%	8.1%	8.7%
Females	7.6%	5.6%	9.0%
% Involuntary Turnover Rates by Region			
Americas	9.9%	9.5%	10.3%
Asia Pacific	8.5%	5.8%	7.6%
Europe	9.1%	6.5%	6.8%
Africa	12.6%	5.3%	43.6%

The terms '2023', '2024' and '2025' refer to the Dyno Nobel financial year ending 30 September in each year.

% Involuntary Turnover for 2025 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2024 and 2025 for each category as at 30 September each year.

GRI 401-3: PARENTAL LEAVE

PARENTAL LEAVE	2023	2024	2025
Minimum primary parental leave offered[1]	8 weeks	8 weeks	8 weeks
Minimum secondary parental leave offered[1]	3 days	3 days	3 days
Males entitled to parental leave	3,969	4,341	4,429
Females entitled to parental leave	902	951	1,033
Males who took parental leave	112	95	129
Females who took parental leave	43	46	53
Males who returned from parental leave	112	93	115
Females who returned from parental leave	43	42	49
Males return to work rate	100%	98%	89%
Females return to work rate	100%	91%	92%
Retention Rate for males 12 months following leave	82%	84%	78%
Retention Rate for females 12 months following leave	89%	89%	73%

1. In some jurisdictions, the parental leave entitlements are mandated by the government and there is no Dyno Nobel policy for parental leave. Paid parental leave entitlement is dependent on the country in which we operate, considering legislation and market practices. The entitlement listed above reflects the minimum entitlement across our major locations globally.

GRI 404-1: EMPLOYEE TRAINING HOURS BY GENDER AND LEVEL

AVERAGE HOURS OF TRAINING PER FULL-TIME EMPLOYEE	2023	2024	2025
Total Global Workforce	**113[1]**	**125[1]**	**137**
Male (permanent)	119[1]	133[1]	140
Female (permanent)	86[1]	89[1]	127
Non-binary (permanent)	17[1]	23[1]	0
Board	106	95	74
Executive Leadership Team	7	10	16
Senior Management	18	30	21
Management	47.5	29.5	31
Non-management	126[1]	143[1]	174
Average cost of training and development per FTE	$1,105.66	$1,081.71	$1,074.29

1. Restated in 2025 due to updated calculation methodology.

GRI 404-3: EMPLOYEE PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER, LEVEL AND STATUS

PERFORMANCE REVIEWS BY GENDER	2023	2024	2025
% Employees Receiving Performance Reviews			
Total Workforce	70.1%	71.7%	79.6%
Total Male Employees	67.6%	68.4%	77.7%
Total Female Employees	80.9%	85.4%	87.5%
% Board Receiving Reviews			
Male	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%
% Management Receiving Performance Reviews			
Male	95.0%	98.2%	97.5%
Female	86.4%	86.4%	98.0%
% Non-Management Receiving Performance Reviews			
Male	65.1%	65.6%	75.9%
Female	80.3%	84.0%	86.5%
Non-binary	100.0%	0.0	0.0

PERFORMANCE REVIEWS BY STATUS	2023	2024	2025
% Full-time and Part-time Receiving Performance Reviews			
Total Workforce	70.1%	71.7%	79.6%
Full-time Employees	70.1%	71.5%	79.4%
Part-time Employees	68.4%	83.7%	90.1%

Percentages in the table above were calculated by dividing the number of employees in each category who received an annual performance review by the total number of employees in that category.

Performance reviews are conducted twice a year, with half-year performance and full-year performance reviews conducted against a range of objectives as determined for each employee by the employee's manager in consultation with the employee.

GRI 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

WORKFORCE DIVERSITY	2023	2024	2025
Gender diversity (% female)			
Board[1]	25.0%	28.6%	28.6%
Executive Leadership Team[1]	22.2%	20.0%	10.0%
Senior Management[2]	21.3%	21.6%	23.6%
Global	18.6%	19.2%	19.1%
Gender Diversity by Management Level (% female)			
All Management[3]	20.3%	18.8%	18.7%
Junior Management[4]	19.8%	18.1%	18.7%
Middle Management[5]	17.8%	18.2%	16.5%
Top Management[6]	21.1%	28.4%	27.9%
Women in non-managerial positions	18.7%	19.3%	19.2%
Revenue Generating Management[7]	2.0%	0.0%	9.1%
STEM positions[8]	20.0%	26.1%	20.5%
IT/Engineering	14.5%	23.5%	19.6%
First Nations Australians[9] (% Australian workforce)	2.9%	3.1%	3.2%
Percentage of US employees by race			
Percentage of US employees as they choose to identify by ethnicity and race as a percentage of total US workforce			
Asian	1.7%	1.7%	1.9%
African American	5.1%	4.7%	4.5%
Hispanic or Latino	8.5%	8.4%	10.6%
European/Caucasian	82.2%	79.5%	79.1%
Indigenous or Native American	0.9%	0.8%	0.6%
Employees who identify as two or more races	1.6%	1.6%	1.4%
Employees who choose not to disclose their race	Reported for the first time in 2024	3.4%	1.5%
Age Diversity: Total Workforce			
% employees under 30	14.6%	13.8%	14.1%
% employees 30-50	54.3%	54.4%	57.2%
% employees 50+	31.1%	31.9%	28.8%

Age Diversity: Board	2023	2024	2025
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	12.5%	14.3%	0.0%
% employees 50+	87.5%	85.7%	100%
Age Diversity: Executive Leadership Team			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	44.4%	30.0%	50.0%
% employees 50+	55.6%	70.0%	50.0%
Age Diversity: Management[10]			
% employees under 30	0.7%	0.7%	0.8%
% employees 30-50	58.9%	55.7%	57.5%
% employees 50+	40.4%	43.6%	41.7%
Age Diversity: Non-management			
% employees under 30	15.9%	15.1%	15.4%
% employees 30-50	54.2%	54.5%	57.1%
% employees 50+	29.9%	30.4%	27.5%

1. CEO & MD is included in both Board and Executive Leadership Team.
2. Defined as senior roles which are 1-2 levels below the Executive Leadership Team.
3. Percentage of women in all management positions, including junior, middle and top management (as % of total management positions). This has been restated in 2024 to incorporate middle management, which has been missing in previous years.
4. Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions).
5. Percentage of women in middle management positions, i.e. leaders of leaders who are at least two levels below the Executive Leadership Team, plus individual contributors above a defined Hay level (as a percentage of total middle management positions).
6. Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions).
7. Percentage of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers.
8. Percentage of women in roles relating to science, technology, engineering and mathematics.
9. Due to our commitment to First Nations Australians employment in Australia, Australian-based employees may voluntarily identify themselves as Aboriginal and/or Torres Strait Islander. Dyno Nobel does not currently store broader ethnicity data in the HR Information System in Australia.
10. Management is defined here as all employees above a defined pay level.

GRI 405-2: EQUAL REMUNERATION FOR WOMEN AND MEN

The gender pay ratios reported below have not been adjusted.

SALARY EQUITY (MALE:FEMALE)	2023	2024	2025
Total Workforce	1:0.99	1:1.01	1:1.05
Full-time Employees	1:1	1:1	1:0.99
Part-time Employees	1:0.82	1:1.02	1:1
Executive level (base salary only)	1:0.67	1:0.66	1:0.62
Executive level (base salary + other cash incentives)	1:0.69	1:0.59	1:0.63
Management level[1] (base salary only)	1:0.93	1:0.96	1:0.94
Management level (base salary + other cash incentives)	1:0.88	1:0.92	1:0.93
Non-management level (base salary only)	1:0.99	1:1.02	1:1.017

1. Management is defined here as all employees above a defined Hay level.

All salaries were converted to AUD at spot rate (at 30 September for each year). It is important to note that because salary levels and gender percentages differ significantly in different regions, this may skew average salary ratios by level.

DISCLOSURE 202-1 RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE[1]

ENTRY LEVEL WAGE: MINIMUM WAGE (2025)	MALE	FEMALE
Australia	1:1.16	1:1.16
Canada	1:1.47	1:1.46
Mexico	1:1.85	1:2.46
Türkiye	1:1.64	1:1.64
USA	1:2.62	1:1.21

1. Based on significant locations of our operations which include all employees in Australia, Canada, Mexico, USA and Türkiye, which make up more than 85% of our global employees.

ADDITIONAL BLOOMBERG DEI INDICATORS

Gender Diversity Targets

The organisation's Diversity, Equity and Inclusion (DEI) strategy has a focus on increasing diversity in leadership positions and targets have been set to support this. Targets related to increasing representation of women in leadership positions are as follows:

- **Executive leaders:** Gender balance (no less than 40% female and 40% male) by 2028
- **Senior Management:** Year on year (YOY) improvement

Time-bound action plan with targets to increase the representation of women in leadership positions

To meet the targets, the organisation has established DEI action plans across the organisation's three key focus areas:

1. **People:** Increasing diverse representation through deliberate, fit for purpose actions that enhance recruitment and retention outcomes.
2. **Leaders:** Equipping our leaders to lead DEI by having clear expectations, holding them accountable for outcomes and building their capability.
3. **Culture:** Leveraging the diversity of our workforce through an equitable and inclusive culture where we align behaviours, systems of work and symbols.

Targets and time-bound action plan with targets to increase the representation of women in the Company

The organisation has set time-bound targets to increase the representation of women across the Company for both Business Units and Functions as set out below:

- **Business Units:** Target 2% YOY improvement | Stretch 4% YOY improvement.
- **Functions:** Maintain gender balance (no less than 40% female and 40% male).

To meet the targets, leaders have established Diversity, Equity and Inclusion (DEI) action plans for their teams across the organisation's three key focus areas:

1. **People:** Increasing diverse representation through deliberate, fit for purpose actions that enhance recruitment and retention outcomes.
2. **Leaders:** Equipping our leaders to lead DEI by having clear expectations, holding them accountable for outcomes and building their capability.
3. **Culture:** Leveraging the diversity of our workforce through an equitable and inclusive culture where we align behaviours, systems of work and symbols.

Time-bound action plan to close gender pay gap

Dyno Nobel's annual audit of gender pay equity has consistently found no systemic gender pay differences exist when comparing like-for-like roles. What the review does find, however, is that there is disproportionately lower female representation at higher paid senior levels of the organisation.

The organisation has set targets to increase female representation at the senior levels of the organisation, which is anticipated to reduce the gender pay gap. The targets related to increasing representation at the senior level are as follows:

- **Executive leaders:** Gender balance (no less than 40% female and 40% male) by 2028
- **Senior Management:** Year on year (YOY) improvement

A range of initiatives are underway to support these goals, including targeted talent and succession planning and a development program designed specifically for women to progress through the organisation.

Flexible work policy

Dyno Nobel's Flexible Work Policy enables collaboration between leaders and employees to determine flexibility that works for the business and the employee. Flexibility can include, but is not limited to, remote work, change to working hours or start and finish times, part-time, job redesign and job share.

Employee resource groups for women

Dyno Nobel has a global DEI steerco focused on tracking progress on targets and actions related to recruitment and retention of diversity, including women. The Company also has an Employee Resource Group (ERG) for women in the Americas region, which provides a forum to support women's growth and development, the removal of barriers and the escalation of improvements.

Unconscious bias training

Dyno Nobel's 'Respect in the Workplace' training program is provided to all Americas employees and includes training to address unconscious bias. Our 'Upstander' program is currently being rolled out to employees in Australia and includes training on tools and strategies to reduce discriminatory behaviours.

Annual anti-sexual harassment training

Dyno Nobel requires all employees to complete workplace behaviour training annually, which includes anti-sexual harassment training.

PROGRAMS TO MANAGE LABOUR PRACTICES

In line with our values, Dyno Nobel is committed to upholding high labour standards. We have established comprehensive programs and policies to manage key areas of labour practices, ensuring fair wages, reasonable working hours, and meaningful engagement with employees.

Wages

Salaries and salary increases consider relevant benchmarking information to ensure that our employees are compensated at industry and market standards. Benchmarking includes industry, market and cost of living data.

Working hours and overtime management

We monitor working hours closely to prevent excessive workloads, support the safety of our people, and comply with all relevant labour regulations. Overtime work is managed in line with legislation and our safety standards.

Engagement and consultation

We seek to engage directly with our people to better understand and respond to employees' needs, as well as to foster a culture of transparency and trust within our organisation. We also liaise with applicable employee representatives as appropriate. Mechanisms for engaging employees and, where applicable, their representatives, are dependent on the relevant cohort, but include direct leader engagement, site consultation committees, enterprise agreement bargaining committees, people surveys, toolbox talks and psychosocial risk assessments.

Our commitment to zero harm

OUR HEALTH, SAFETY, ENVIRONMENT AND COMMUNITY MANAGEMENT SYSTEM

Our Zero Harm ambition is supported by Dyno Nobel's integrated Health, Safety, Environment and Community Management System (HSECMS). The system includes 18 global HSEC standards, aligned to ISO 14001, OHSAS 18001, ISO 31000 and AS 4801 international standards as well as the American Chemistry Council Responsible Care Management System and Center for Chemical Process Safety. 100% of our workers and contractors are covered by our HSECMS and the disclosures in this section cover 100% of our employees and contractors, with no workers excluded.

To monitor our HSE performance and continuously improve, we use a global reporting system, Cintellate. By recording and investigating incidents, hazards and near misses to establish root causes, we gain insights through this system into the hazards faced by our people and take action based on what we have learned across all sites. A risk register template is included in Cintellate, which supports a uniform approach to risk ranking, management and reporting.

ZERO HARM GOVERNANCE

We have a governance structure in place to ensure a strong Zero Harm focus across the organisation. Data extracted from Cintellate is reported to the Board and Executive Leadership Team regularly. The Board's Safety and Sustainability (SS) Committee assists the Board in its oversight of health, safety and environment matters arising out of our activities as they may affect employees, contractors and the local communities in which we operate.

The Chief HSE and Operations Excellence Officer together with the Vice President Corporate Health, Safety and Environment are accountable for advising the CEO and Executive Leadership Team on best practice strategies for health, safety and environmental improvement. The Vice President Corporate Health, Safety and Environment supports our organisation in developing and delivering the Zero Harm strategy and works with a Group-wide network of safety and environmental professionals, as well as operational leaders, to achieve our goals and support line management in improving our performance. Regional safety professionals provide advice and support to line management by sharing best practices, and standardising, simplifying, coaching and coordinating health and safety activities across the Group.

100% of our workers and contractors are represented in formal joint management-worker health and safety committees which operate at a site-based level in the organisation. At large sites, these may also operate at a plant level, with monthly all-worker meetings.

The Zero Harm Council (ZHC), chaired by our CEO & MD and consisting of all members of the Executive Leadership Team and the Vice President Corporate Health, Safety and Environment, is accountable for overseeing the Group's execution of the Zero Harm Strategy and reviewing health, safety and environmental performance.

On a day-to-day operational level, our leaders are expected to consistently demonstrate and communicate high standards of behaviour and operating discipline and promotion of our Zero Harm Value. They must take proactive action to continuously improve our safety performance and use both leading and lagging indicators to monitor that performance. Personal responsibility at all levels is integral to promoting continuous health and safety improvement across the Group. We lead, engage, empower and develop, and expect everyone to be leaders in Zero Harm. We are embedding this culture through specific training, and supplementing this with the use of techniques such as safety observations, personal risk assessments and incident and near miss investigations to share learnings. By creating 'SafeGround' through our SafeTEAMS and new 'SafeLEADERS' training, we are driving a culture where everyone feels safe and empowered to speak up and contribute, with the authority to stop work further enabling us to be a learning organisation.

ENVIRONMENTAL RISK MANAGEMENT AND TRAINING

Our commitment to Zero Harm extends to the environment. Environmental laws, regulations and voluntary binding agreements with regulatory authorities are ever-present in markets across the world and have the potential to impact our businesses. In accordance with Standard 16 of the Dyno Nobel Global Health, Safety, Environment and Community Management System (HSECMS), all environmental incidents, including near misses, are reported immediately to the Manager of the Site and are investigated; as is any other incident reported.

Environmental risks are identified, assessed and managed in accordance with Standard 6 of the DNL HSECMS and associated procedures in line with the Operations Risk Management described in next section below.

During 2025, Dyno Nobel organised our second Global World Environment Day campaign with the theme of 'Moments that Matter' focused on activities to increase awareness around our environmental fundamentals of hazard identification and environmental incident response.

Australian employees complete online environmental awareness training. In addition, those involved with chemical or product handling and storage are trained on the identification of associated risks, and response to potential spills and releases to the environment.

Environmental training across the Americas includes:

- Asbestos: Individuals who handle, remove or disturb asbestos-containing materials must receive specific training in accordance with Environmental Protection Agency (EPA) regulations. Asbestos training includes courses on how to identify asbestos-containing materials, how to protect oneself and others from exposure, and how to properly handle and dispose of asbestos materials.
- Hazardous waste: Anyone who handles hazardous waste must be trained on how to properly identify, handle, store and dispose of hazardous waste, as well as how to respond in the event of a spill or an emergency, in accordance with EPA regulations.
- Spill Prevention, Control, and Countermeasure (SPCC): Certain Dyno Nobel facilities, such as those with oil storage, are required by the EPA to develop and implement SPCC plans to prevent oil spills as required by the EPA. Individuals who work at these facilities receive training on how to implement the SPCC Plan, as well as how to respond in the event of a spill.
- Stormwater management: The EPA requires certain industries, such as construction and industrial facilities, to implement stormwater management plans to prevent pollution of waterways. Relevant individuals who work at these facilities receive training on how to implement stormwater management plans and prevent stormwater pollution.

403-2: HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

During 2025, the management of Operational Risks across the business was integrated under a single operating model. This transformation has streamlined processes, consolidated multiple systems, and strengthened risk management across our global operations by:

- Developing and maintaining a risk register for all material risks.
- Identifying, managing, and verifying critical controls for all material risks.
- Completing regular reviews of the risk register conforming to Dyno Nobel Risk Management.
- Conforming to authority level to accept residual risk as part of the risk escalation process.
- Allocating resourcing to conform to Dyno Nobel Training Needs Analysis (TNA) requirements for HSEC risk training for workers, including hazard identification, tools (Job Step Analysis, Take5, formal risk assessments) and risk escalation.

Line Managers use the HSEC risk management tools and process to identify hazards and control all risks. This includes:

- Prioritising, and managing risks for new and existing processes and activities.
- Applying the hierarchy of controls to treat risk.
- Consulting and communicating information about the risk to workers involved in the process or activity.
- Applying effective in-field control management including Permit to Work (PTW), isolation and training competencies for high-risk activities.
- Applying control review requirements so controls remain applicable and effective, and risk remains as low as reasonably practicable.

All employees and contractors are empowered to refuse to work or to follow a direction that they feel may be unsafe or may negatively impact on their health and safety, or the health and safety of others, or will breach the IPL Rules to Live By.

Dyno Nobel reports, investigates and analyses all events to identify the root cause, and corrective and preventative actions, with the aim of preventing the event from recurring. We also share relevant information across the business and industries.

All Business Units and Functions use Cintellate to report and investigate relevant events and/or to comply with local legislation. All workers who identify an event take reasonable action to control the event and report the event to their Line Manager as soon as reasonably practicable.

Line Managers take immediate action to make the scene safe after an incident, control access to the scene and preserve evidence. All actions must comply with local legislation but not prevent or interfere with any local emergency response or the safety of personnel. The Line Manager is also responsible for completing applicable internal, and any required external, notification of an event (or incident), relevant to the type of event. The Line Manager investigates the event based on the type and category of the event.

The Line Manager also identifies investigation training and awareness for workers, relevant to their role, to include in the Business Unit Training Needs Analysis (TNA). All investigations:

- Utilise approved Dyno Nobel Investigation tools and investigation techniques.
- Identify and prioritise corrective and preventative actions to eliminate or reduce the risk of the incident recurring.
- Analyse data to identify key learnings and potential trends.
- Include a report and recommendations.
- Include a management review of significant events through appropriate forums.
- Identify key learnings to share across the business and externally, where relevant and embed learnings back into management systems.

GRI 403-5: WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

NUMBER OF WORKERS TRAINED IN SAFETY	2023	2024	2025
Workers trained in safety	8,332	8,940	8033
Workers receiving general training that includes safety	8,332	8,940	8033

Our globally distributed training curriculum focuses on Hazard Awareness and Personal Risk Assessment tools including our Take5, Rules to Live By and Risk Management.

Safety Culture Program – SafeTEAMS

The SafeTEAMs program is our global safety behavioural culture program. It has continued to be delivered to new employees and selected contractors throughout 2025.

The SafeLEADER program, delivered during the 2025 financial year, targeted all leaders from frontline supervisors to the executive leadership team. The program focuses on three key areas: owning one's role as a safety leader, having conversations that connect, and leading our health and safety fundamentals.

The intended learning outcome is that leaders clearly understand what is expected of them as safety leaders and have the tools to meet these expectations. Delivery of the program is ahead of schedule for the 2025 financial year, with 939 employees participating in 43 sessions, representing approximately 59% of leaders across the business.

Dyno Nobel Leadership Foundations

Supporting our frontline leaders to improve their safety leadership is also a priority for the business. The Dyno Nobel Leadership Foundations program provides frontline leaders with the tools to effectively lead both safety and business outcomes. In 2025 the focus has been on embedding the learning delivered from the program, which includes delivering the program to leaders of leaders to better enable them to coach their team members in the workplace. Dyno Nobel Leadership Foundations is an integral part of the Dyno Nobel business controlling psychosocial hazards in the workplace by providing leaders the tools to effectively lead their teams by providing role clarity, safe ground, input into decision making and an understanding why work is assigned.

Global Safety Campaigns

Our annual World Safety and Environment Day campaign was run across the Group with the 2025 theme 'Moments that Matter'. This theme was used to highlight the moments where we bring our values of zero harm and care for the community and environment to life. A 'Moment that Matters' is a point in time where we can create impact, or value. 'Moments that Matter' can vary and impact our lives profoundly:

- 'Moments that Matter' can be big and small and create an immediate or lasting impact.
- You can create 'Moments that Matter' through your actions and behaviours. They can also impact and shape you.
- 'Moments that Matter' can be positive, or something negative that creates a catalyst for change.

Operator Training

Training on regionally-specific work-related hazards and risks is embedded into our Dyno Nobel Explosives Training (DET) and Operator and Blaster Training Academy, as well as our Plant Operations training materials. All employees operating machinery, equipment or plant have specific training requirements assigned to them, relevant to their role and location. This training includes:

- Product awareness, such as Ammonia Awareness and Storage and Handling of Explosives for our Dyno Nobel business, and Ammonia Awareness and Sulphuric Acid Hazard Awareness for our IPF business.
- Site inductions highlight site-specific hazards and risks, including those relating to storage and handling of products, mobile equipment hazards and emergency procedures.
- Plant and mobile equipment training and competencies such as Confined Space Entry, Working Safely at Heights, Process Isolations Training, Emulsion Plant Operations, Hazardous Material Handling and Mobile Processing Unit Operations.

Mental Health Training

In 2025, DNAP's mental health and wellbeing initiatives focused on understanding and leveraging existing resources. This included identifying 34 team members already trained in Mental Health First Aid and three ASIST-trained employees within the business.

In collaboration with the Global Mental Health and Wellbeing Manager, we developed a peer responder training framework aligned with DNAP's Mental Health and Wellbeing (MHWB) strategy. Planning also commenced to upskill and empower the workforce through globally accredited programs, including Mental Health First Aid (refresher), Connector (SafeTALK), and ASIST.

General Occupational Health and Safety Training

It covers all occupational health and safety topics. It is provided promptly upon commencement of employment and is refreshed regularly. This includes:

- **Return-to-Work Training:** For employees returning after a work accident, occupational illness, or an absence of more than six months.
- **Job Change Training:** For employees affected by changes in the workplace, equipment, or technology, to address new risks.
- **Training for Special Groups:** Tailored for employees requiring special policies, including young, elderly, disabled, pregnant or breastfeeding employees.

GRI 403-3 AND 403-6: OCCUPATIONAL HEALTH SERVICES AND PROMOTION OF WORKER HEALTH

Employee Health and Wellness Assessments

Occupational health assessments are offered to employees across the business. The assessments ensure that the controls we have in place are effective in preventing adverse health effects from occupational exposures.

Occupational Health and Hygiene Program

The Global Occupational Health and Hygiene Procedure is implemented and defines the minimum performance requirements for occupational health and hygiene, including risk management. The Occupational Health and Hygiene Programs are continuously reviewed in each Business Unit to align with upcoming occupational hygiene regulatory changes and to address any identified gaps.

EAP Services

As always, EAP services are available to all employees, and their use is actively encouraged. We have also engaged our provider to deploy on-site rapid response services during critical incidents, if required.

Physical Health and Wellbeing

Thrive Wellbeing Program: In 2025, we launched our global health and wellbeing program, Thrive Wellbeing. It includes an annual calendar of topics and wellbeing action plan, monthly resources distributed through site safety meeting packs, tip sheets, leader guides and other materials all available on The Hub.

Annual Flu Vaccination Program: On-site and off-site annual flu vaccination programs were promoted for workers and their families across all business units.

Giving Up Smoking: We promote and run a smoking cessation program in the US that supports employees who wish to quit smoking.

R U OK? Day: It was promoted in September via a month-long campaign across our global business and was focused on our people's mental health and wellbeing. Events were held to promote R U OK? Day, raise suicide risk awareness, and communicate that there are no formal qualifications required when it comes to having a conversation with someone that could save a life.

Wellbeing Committee: Dyno Nobel has created a Health and Wellbeing committee to focus on monthly topics and events. The events this year have included:

- Yoga and meditation sessions, combined with strategies for coping with change.
- Man Up: Geelong had Man up Australia come and present to the workforce on Prostate Cancer.
- Nutritionist: Geelong and GI had nutritionists come to site and present on healthy eating and exercise to promote wellbeing.
- Mental Health First Aid: Geelong commenced the roll-out of mental health first aid training; and roll-out continues within the business.
- Hazardous Manual Tasks: Manual handling high hazard task risk assessments are ongoing.
- Sleep and Driver Safety: Our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnea (OSA) and has partnered with Sleep Well to electronically monitor continuous positive airway pressure (CPAP) compliance for identified employees developed and distributed through monthly site safety meeting packs.

Psychosocial Health and Safety

Mental Health Framework: is aligned to best practice in workplace psychological health and safety and provides the basis of our strategy and implementation plans. The framework's elements demonstrate our commitment to Zero Harm and underpin our wholistic and collaborative approach to mental health and wellbeing. Throughout 2025, business units have commenced implementing actions that support the operationalisation of the framework.

Psychosocial Risk Management: In 2025, we continued to embed psychosocial risk management into our existing safety and risk systems. Key developments included: Cintellate enhancements, introducing a dedicated psychosocial event category within the incident notification module; proposed updates to event management and investigation procedures to align with evolving regulatory requirements; integration of psychosocial risk considerations into operational risk management processes; and learning and development initiatives focused on communication and raising awareness across the organisation. Psychosocial risk assessments and reviews remain ongoing across all regions to ensure compliance with regulatory standards and to support mentally healthy and safe workplaces.

Behavioural Safety Training: SafeTEAMS is our Company-wide behavioural safety training initiative, designed to foster a culture grounded in psychological safety and the creation of 'SafeGround'. To build on this foundation, we launched SafeLEADER in 2025 – our safety leadership program focused on cultivating the behaviours and values that make teams truly safe. SafeLEADER helps define what it means to be a safety leader, reinforces our safety fundamentals, and equips leaders to have meaningful, effective safety conversations that connect and engage. Supporting both programs is a growing library of resources and initiatives.

Mental Health Early Intervention and Support: The Thrive Peer Responder Squad launched across our Australian-based operations in 2025, underpinned by a governance framework and charter. A site-based peer support network continues to operate at our Phosphate Hill and Mt Isa sites. Wellbeing checks and support, our Early Intervention Response process, continue to be provided across our Australian sites.

GRI 403-7: PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

Many of the explosive products we manufacture, and some of the fertilisers we manufacture and distribute, are classified as security sensitive and/or dangerous goods and as such, their storage, distribution and sale is regulated by Federal, State and sometimes local governments in North America, Europe, Asia Pacific and Australia. We meet our regulatory compliance and licensing obligations surrounding those products, with internal procedures and training in place for our employees. We keep abreast of regulatory developments in this area and are committed to working with government and key stakeholders to ensure ongoing security.

During 2025, Dyno Nobel continued global critical control verification (CCV) Group-wide assurance completion demonstrating critical controls are in place and effective.

Our Dyno Nobel business in North America has worked closely with the Institute of Makers of Explosives (IME) on the Safety and Security Guidelines for Ammonium Nitrate, promoting best industry practices for minimising security and safety risk. Our Dyno Nobel business in Asia Pacific is a founding member of the Australian Explosives Industry and Safety Group (AEISG), which is a liaison class member of the IME. The Group produces Codes of Practice that promote best industry practices regarding safety and security, and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system.

Our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnea (OSA). Dyno Nobel has partnered with Sleep Well to electronically monitor Continuous Positive Airway Pressure (CPAP) compliance.

Dyno Nobel is also a member of SAFEX, which is a group formed by worldwide explosives companies working together to eliminate the harmful effects of explosives on People, Property and the Planet (Environment) by encouraging learnings from each other's experiences.

The Group produces Codes of Practice that promote best industry practices regarding safety and security, and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system.

Dyno Nobel Asia Pacific is quality assured for manufacturing of product (ISO9001).

Dyno Nobel has an Occupational Hygiene management system which includes qualitative and quantitative risk assessments and risk exposure monitoring across all operations.

Dyno Nobel Türkiye: The manufacturing, sales, marketing, transportation, and other operations involving explosives intended for civil use, are regulated under the Explosives Regulation issued by the Turkish government. The implementation and oversight of these regulations are carried out by the General Directorate of Security. All activities related to the manufacturing, storage, and transportation of explosives must be conducted with prior authorisation obtained from the relevant provincial or district police departments. All deliveries are subject to road permits issued by the provincial police departments. The transportation and shipment of explosives are carried out in compliance with the ADR Agreement (European Agreement concerning the International Carriage of Dangerous Goods by Road). These operations are utilising specialised vehicles designed and certified for the safe transport of explosives.

Dyno Nobel France: The manufacture, storage, sale, marketing, transportation, and other operations involving explosives intended for civilian use, are governed by the French Environmental Code and the Defense Code, as defined by the French government. Their implementation and monitoring are carried out by various State agencies. Provincial government departments are informed of all delivery routes. The transportation and shipping of explosives are carried out in accordance with the ADR Agreement (European Agreement concerning the International Carriage of Dangerous Goods by Road). These operations are carried out using specialised vehicles designed and certified for the safe transport of explosives.

GRI 403-9: WORK-RELATED INJURIES BY EMPLOYEES AND CONTRACTORS

WORK-RELATED INJURIES – EMPLOYEES	2023	2024	2025
Number of work-related fatalities	0	1	0
Rate of work-related fatalities[1]	0	0.02	0
Number of high-consequence work-related injuries	7	4	3
Rate of recordable high-consequence work-related injuries[1]	0.12	0.06	0.05
Number of recordable work-related injuries	54	63[4]	56
TRIFR[2]	0.93	1.01[4]	0.91
LTIFR[3]	1.81	2.66[5]	1.87
Number of hours worked	11,581,772	12,417,442	12,294,504

TYPES OF WORK-RELATED INJURIES – EMPLOYEES	2023	2024	2025
Amputations and enucleations	0	0	0
Burns	5	2	0
Chemical exposure/poisoning	0	1	1
Contusions/crushing/bruising	6	8	2
Cumulative trauma (CTS)	0	0	3
Foreign body/object	0	1	1
Fractures/broken bones	8	8	6
Heat related	2	2	0
Lacerations and open wounds	4	9	11
Nerve related	1	0	0
Psychological	4	2[4]	0
Rash/skin reaction	0	0	0
Sprains and strains	24	29[4]	32
Respiratory/Inhalation Exposure	0	1	0

WORK-RELATED INJURIES – CONTRACTORS	2023	2024	2025
Number of work-related fatalities	0	0	0
Rate of work-related fatalities[1]	0	0	0
Number of high-consequence work-related injuries	3	1	0
Rate of recordable high-consequence work-related injuries[1]	0.2	0.08	0
Number of recordable work-related injuries	13	20	11
TRIFR[2]	0.88	1.52	0.82
LTIFR[3]	3.05	2.28	4
Number of hours worked	2,954,220	2,635,071	2,678,829

1. High-consequence injury refers to a recordable injury with a potential consequence rating of 5 or 6 on Dyno Nobel's internal six-point scale. Rates have been calculated per 200,000 hours worked.
2. TRIFR is the number of recordable incidents per 200,000 hours worked.
3. LTIFR is the number of lost time incidents per one million hours.
4. Restated in 2025 due two incidents being reclassified as recordables since publishing of the 2024 data.
5. Restated in 2025 due to six incident injury classifications having escalated since publishing of the 2024 LTIFR.

TYPES OF WORK-RELATED INJURIES – CONTRACTORS	2023	2024	2025
Amputations and enucleations	0	0	0
Burns	2	0	0
Chemical exposure/poisoning	0	0	0
Contusions/crushing/bruising	2	3	2
Cumulative trauma (CTS)	0	0	0
Foreign body/object	1	3	1
Fractures/broken bones	3	1	2
Heat related	0	0	0
Lacerations and open wounds	4	6	2
Nerve related	0	0	0
Psychological	1	0	0
Rash/skin reaction	0	0	0
Sprains and strains	0	6	4
Superficial injuries	0	1	0

Main Hazards contributing to injury

Dyno Nobel's 10 Rules to Live By are included in our HSEC Management System and address the most common hazardous risks across our Company. These hazards pose a risk of high-consequence injury. Those which have caused or contributed to high-consequence injuries during the reporting period include falls from heights and line of fire hazards. Line of fire hazards refers to any potential exposure to injury resulting from the release of energy during the operation of plant, equipment or machinery.

These common high hazard activities are identified by the Hazard Identification process for each site/region. Dyno Nobel uses a comprehensive risk management system and processes to minimise specific high hazard risks including the following:

- Fully visible (online) site-specific hazard registers.
- Contractor management including appropriate reporting, escalation processes and withdrawal of services provided if Dyno Nobel standards are unable to be met.
- Competency standards, including review of these for specific roles post incident.
- A focus on improved reporting of hazards through establishing psychological safety, or SafeGround.
- Operating discipline for investigations of significant events.
- Management of specific process safety risks including continued consequence modelling and emergency pre-planning.
- Identification of critical controls and development of critical control dashboards.
- Critical control verifications (CCVs), bowtie management and standardisation of global CCVs and critical controls for common risks.
- Global Operations Risk and Control management minimum performance requirements defined in our procedures including new global material risk dashboards.
- Continued hazard identification and risk analysis.

GRI 403-10: WORK-RELATED ILL HEALTH

WORK-RELATED ILL HEALTH – EMPLOYEES[1]	2023	2024	2025
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	6	4	2
Types of work-related ill health	Heat-related stress, Psychological	Heat-related Stress, Psychological, Respiratory	Repetitive Trauma (CTS), Respiratory

WORK-RELATED ILL HEALTH – CONTRACTORS	2023	2024	2025
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	1	0	0
Types of work-related ill health	Psychological	–	–

Main Hazards contributing to ill health

The main hazards with the potential to contribute to ill health include occupational noise, dust exposure, heat exposure and exposure to corrosive chemicals. These were determined through professional judgement and the mandatory documentation of site Qualitative Exposure Risk Assessments (QERA).

Specific actions taken in 2025 include:

- Continued examination of learnings from both internal and external events each month at our Global Significant Event Governance Forum. The Forum includes representatives from all parts of the business and uses a global dashboard to understand, share and embed systemic learnings into processes and systems.
- In 2025, the following leading indicators were monitored:
  - Safe Operating Limit Excursions
  - Safe Design Limit Excursions
- Continued piloting of the use of the Velocity EHS-Humantech tool in the US to assess HMT/MSD risks by assessing ergonomics of tasks.
- Mandatory training is provided, including toolbox talks on specific risks (e.g. chemicals, noise, confined space) which also emphasise the importance of PPE.

Assessing, monitoring and reducing exposure of employees and contract workers to long-term (chronic) health risks

All key workplace health risk exposures are identified, quantified through personal and workplace monitoring, and risk assessed. Where exposure risks are identified, control management plans are developed, work practices are reviewed and implemented, and all workers are trained to understand the health risks.

In addition to risk management, our occupational exposure management process and program meet local regulatory requirements and are regularly reviewed. A process is in place for managing exceedances, including investigation, corrective actions and regulatory reporting where required. The ultimate aim is to measure and monitor hazardous occupational exposures such that they are managed to levels that are as low as reasonably practicable (ALARP), and to identify those workers in need of health surveillance.

Mental Health and Wellbeing

Throughout 2025, continued to strengthen the integration of psychosocial hazard assessment and risk management. Psychosocial events have been identified through multiple channels, including traditional HR processes, incident notification systems, and targeted psychosocial risk assessments conducted in regions such as Australia, Türkiye and France.

Key contributors to mental harm include exposure to trauma from significant safety incidents and inappropriate workplace conduct. In Australia, existing processes are undergoing review and enhancement, focusing on early-intervention wellbeing support, improved collaboration between HSE and HR, thorough investigations, corrective actions, and regulatory reporting where applicable.

To elevate psychological health and safety standards globally, it is proposed that these enhanced processes be rolled out across all regions in the coming years. This initiative aims to boost overall performance and ensure compliance with evolving regulatory expectations.

For high-impact psychosocial events – such as sexual and gender-based harassment – global control management plans are currently in development. The overarching goal is to establish a consistent set of core controls across the business, supported by rigorous audit and assurance mechanisms to evaluate their effectiveness in preventing and mitigating mental harm, injury and illness.

Health Surveillance and Medical Examinations

Employees undergo pre-employment and periodic medical check-ups.

In 2025, Dyno Nobel Americas maintained a strong focus on safeguarding employees and contractors from chronic health risks by continuing assessment, monitoring and exposure control initiatives. Continued qualitative reviews were carried out and helped to guide the collection of quantitative exposure samples across multiple sites. These samples targeted potential hazards such as noise, respirable and total particulates, and hydrocarbons. The insights gained from this data is being used toward creation of area/site specific IH/OH plans. Plans are designed to address identified risks and strengthen long-term health protections. A continued focus in the Americas commercial space for 2026 will be noise sampling and a push for more baseline audiometric testing. In 2025, manufacturing locations in the Americas remained active in carrying out their site-specific Industrial Hygiene programs. These programs are refreshed on a three- to five-year cycle to ensure ongoing relevance. Programs target exposures including, but not limited to, noise, respirable and total particulates, diesel emissions, hydrocarbons, and ammonia, among other things. In addition, employees participate in routine health evaluations, including audiometric screenings and annual physical examinations.

In Dyno Nobel Asia Pacific, full-shift personal exposure assessments were completed in 2025 to ensure exposures are less than the action level. Agents assessed included coal dust/crystalline silica/fluoride/sulphur dioxide/fertiliser dust/chromium VI/welding fume and noise. In addition to air monitoring, biological monitoring is conducted for fluoride and lead.

Furthermore, the IPF Health and Hygiene Program has completed exposure assessments of both contaminants and noise. Blood Lead Program uplift to review current management of risks is currently underway.

Our commitment to cyber security

Cyber security and resilience is an issue that the Dyno Nobel Board takes very seriously. The Board maintains a governance role over cyber security through the Audit and Risk Management Committee. The CFO has accountability and oversight over business risk, including cyber security risk. Reporting to the CFO, Dyno Nobel's Chief Information Officer is accountable for Dyno Nobel's Information Technology function and Cyber Security program.

Dyno Nobel takes a range of actions to manage and mitigate the risk of cyber attacks. These include the following:

- Policies, procedures and practices are in place regarding the use of Company information, personal and Company devices, IT systems, industrial controls systems, and IT security.
- A data breach response plan has been established to respond to, and mitigate, the effects of any instances of sensitive data breaches that may occur.
- A Security Operations Centre, threat intelligence, advanced threat analytics, system/network controls and industry standard cyber frameworks are collectively leveraged for the prevention and detection of, and response against, cyber threats.
- Critical IT systems are configured for resilience, which includes recovery capabilities if impacted by a cyber threat.
- Auditing and security assessments are conducted annually to evaluate controls gaps and vulnerabilities for purposes of remediation.

For more details about the risks and the management actions we are taking, see the Principal Risks section of our **2025 Dyno Nobel Annual Report**.

Our stakeholders and engagement strategies

STAKEHOLDER GROUP	STAKEHOLDERS	CONCERNS AND INTERESTS	ENGAGEMENT STRATEGIES
Employees and contractors	Our employees and contractors include a wide range of language speakers and cultural groups	Health, safety and working conditions; economic performance of Dyno Nobel; ethical, environmental and social performance of Dyno Nobel; career and development opportunities; remuneration; performance management; senior leadership/ corporate strategy.	Direct engagement at Dyno Nobel sites, including leadership as coaching; direct participation and/or representation on site-based Zero Harm Committees; collective bargaining agreements; real-time 'Safety Alerts' via internal email; 'The Hub' intranet communications, including a range of newsletters, external HSE Alerts and links for employee feedback; interactive/collaborative annual employee performance management process; Indigenous Engagement Strategy (Australia); internal workshops and conferences; global Company-wide employee surveys in 2018, 2019 and 2021 (targeted pulse surveys in 2020 and 2022).
Customers – mining	Large companies and distributors in the mining, quarrying, seismic and construction industries	Cost; reliability of supply; product quality; access to specialist advice; technical innovation; sustainable products and services; workforce diversity at Dyno Nobel; climate change; alignment of Dyno Nobel's sustainability strategy with customers.	Direct engagement at customer sites; collaborative problem solving to meet customer needs; participation in EcoVadis and Inlight customer sustainability questionnaires; customer technical workshops; dedicated Customer Relationship Managers; collaborative product research and development; interviews during materiality assessment.
Customers – fertilisers	Business partners, and agents who distribute IPF's bulk and packaged fertiliser products; agronomists; farmers who receive our products directly and through agents	Cost; efficiency/yield improvement; access to agronomy expertise and customer soils and plant testing; sustainable soil health; social licence to operate; sustainable performance of IPF products in relation to environmental impacts, including leaching and climate change.	Direct engagement with customers; engagement during collaborative tailoring of product use through Nutrient Advantage laboratory soil and plant testing; Nutrient Advantage Advice interactive software and app; monitoring of customer satisfaction through Net Promoter Score software and Fertshed, Dyno Nobel's online customer transactional portal; collaborative product research and development; online 'Nutrient Advantage' website; in-person Agronomy Community Forums; formal complaint/product feedback process; interviews during materiality assessment.
Suppliers and business partners	From local businesses to large international organisations and joint venture partners	Supply agreements; reliable payment processes; health and safety performance; Dyno Nobel's social, environmental and governance performance, including modern slavery processes.	Direct engagement; supplier questionnaires; supplier audits; supplier meetings; supplier Performance Scorecards; conditions of contracts; regular meetings with joint venture partners; interviews during materiality assessment.
Shareholders and the investment community	Retail, institutional and individual shareholders	Economic performance of Dyno Nobel; governance; investor sustainability ratings (CDP, DJSI, FTSE4Good); management of water (Australia); raw materials sourcing; safety; diversity; management of climate change-related issues.	ASX announcements; Annual General Meeting; Sustainability Investor Briefings; half-year and end-of-year results presentations and webcasts; direct shareholder engagement including calls and meetings, with feedback to the Board where appropriate; shareholders may also write to the Chairman of the Board; interviews during materiality assessment.
Community and local residents	Individuals and groups local to our operations	Employment opportunities; business development; sponsorship and donations; local operational impacts; Company environmental compliance; cultural heritage; transparency; managing climate change.	Site-specific programs for community contact, Dyno Nobel Innovative Reconciliation Action Plan, Cultural Heritage Management Plans, information sharing and community investment; employment opportunities via the Dyno Nobel website; direct engagement with individuals; systems to register, investigate and promptly respond to community complaints; transparent reporting.
Research partners	University and government research institutions, as well as customers (addressed above)	Mining safety; reducing NOx emissions; reducing GHG emissions; sustainable food production and food security; sustainable soils management; enhanced efficiency fertilisers; climate change.	Direct engagement in collaborative research projects.
Government	Local, State and national regulators and government agencies	Regulatory compliance; energy policy; climate change policy; research and development; local community issues.	Direct engagement with government and regulatory agencies in the countries in which we operate; written submissions regarding regulatory impact either directly or via professional groups or industry associations.
Industry Associations	A range of associations relevant to our industry (see Appendix 5 of the **2025 Dyno Nobel Climate Change Report**)	Health and safety; diversity; security; public policy; international trade; agriculture; minerals; energy; transportation; environmental protection; sustainable development; climate change.	Direct engagement with industry associations through policy meetings, industry advocacy, delegations and input into government submissions.

RESEARCH INSTITUTIONS AND PROJECTS FUNDED DURING 2025

ORGANISATION AND PROJECT FUNDED – IPF	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
ARC RESEARCH HUB FOR SMART FERTILISERS		
Funded as the Hub for Innovative Nitrogen Fertilisers and Inhibitors, in partnership with the Australian Research Council, Elders Limited, the University of Melbourne and La Trobe University.	2021 to 2026	A$3.8m
GRAINS RESEARCH AND DEVELOPMENT COUNCIL		
Enhanced efficiency nitrogen fertilisers in the grains industry: an opportunity to reduce GHG emissions and increase nutrient use efficiency (NUE). The lead agency is the Melbourne University, and partners include CSBP, Nutrien, and a range of universities and State agriculture departments.	2024 to 2028	A$0.4m

ORGANISATION AND PROJECT FUNDED – DYNO NOBEL	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
UNIVERSITY OF SYDNEY		
Safe Emulsion Explosives for High Temperature Deep Level Mining.	2023 to 2026	A$0.6m

SASB index

Chemicals
Sustainability disclosure topics and accounting metrics

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	CODE	ACCOUNTING METRIC	2023	2024	2025
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global scope 1 emissions (metric tCO_2e)	3,595,407	2,247,427	1,524,926
		Percentage of global scope 1 emissions covered under emissions-limiting regulations	35%	38%	63%
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	**2023 IPL Climate Change Report**	**2024 IPL Climate Change Report**	**2025 Dyno Nobel Climate Change Report**
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants (metric tonnes): (1) NOx (excludes N_2O)	1,587	1,463	1,754
		(2) SOx	19,129	22,612	18,491
		(3) Volatile organic compounds (VOCs)	204	106	93
		(4) Hazardous air pollutants (HAPs)	81	49	18
Energy Management	RT-CH-130a.1	(1) Total energy consumed (GJ)	61,580, 676	34,811,846	26,066,582
		(2) Percentage grid electricity	3%	4%	5%
		(3) Percentage renewable	1.5%	2%	1.6%
		(4) Total self-generated energy (GJ)	211,624	191,723	154,339
		The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes.	**Dyno Nobel CDP Reports**		
Water Management	RT-CH-140a.1	(1) Total water withdrawn (thousand m^3)	44,629	44,061	43,900
		(2) Total water consumed (thousand m^3)	17,816	18,270	17,071
		Percentage of withdrawal in regions with High or Extremely High Baseline Water Stress	1.0%*	0.6%	0.2%
		Percentage of consumption in regions with High or Extremely High Baseline Water Stress	1.2%*	0.2%*	0.4%
			* The percentage of withdrawal and the percentage of consumption in regions with High or Extremely High Baseline Water Stress declined in 2022 and 2023 due to the Gibson Island Recycled Water Project and the cessation of natural gas-based manufacturing during 2023. See the **2024 Sustainability Report** on page 65 and the Case study: Future proofing water supplies in Brisbane, Queensland on page 58 of the **2024 Dyno Nobel Climate Change Report**.		
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	3	0	0
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	**Dyno Nobel CDP Reports** **2025 Dyno Nobel Sustainability Review**, pages 69, 71, 91 and 93. **2025 Dyno Nobel Climate Change Report**, pages 15, 18, 25, 27, 36, 37, 39, 43, 55, 58, 60 and 69.		

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	**CODE**	**ACCOUNTING METRIC**	**2023**	**2024**	**2025**
Hazardous Waste Management	RT-CH-150a.1	Amount of phosphogypsum hazardous waste generated and stockpiled for dewatering and capping (metric tonnes)	3,175,868	3,241,880	2,754,021
		Amount of non-phosphogypsum hazardous waste generated (metric tonnes)	2,500*	969*	1,143*
		Percentage of non-phosphogypsum hazardous waste recycled	19%*	18%*	1.5%*
			* The tonnes of non-phosphogypsum hazardous waste, and the percentage of non-phosphogypsum hazardous waste recycled varies with the sites at which manufacturing shutdowns held in any year, and therefore the nature of the hazardous waste at those sites.		
		Legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework	For US sites, 'hazardous waste' is defined using the Federal regulations under Title 40 CFR Parts 260 through 273. The definitions of hazardous waste and recycled waste are found in 40 CFR Part 261. For Australian sites, these are defined by the State regulations set out below. Victoria: • *Environment Protection Act (2017)* • *Environment Protection Regulations (2021)* Western Australia: • *WA – Environmental Protection Act 1986* • *Environmental Protection (Controlled Waste) Regulations 2004* • *Landfill waste classification and waste definitions 1996* Queensland: • *Environmental Protection Act 1994* • *Environmental Protection Regulation 2019* • *Waste Reduction and Recycling Act 2011* New South Wales: • *Protection of the Environment (Operations) Act 1997* • *Protection of the Environment Operations (Waste) Regulation 2014* • *Waste Avoidance and Resource Recovery Act 2001* South Australia: • *Environment Protection Act 1993* • *Environment Protection (Waste to Resources) Policy 2010* Tasmania: • *Environmental Management and Pollution Control Act 1994* • *Environmental Management and Pollution Control (Waste Management) Regulations 2020*		
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	**2023 Sustainability Report**, pages 47-49 and 82-83. **IPL 2023 Annual Report**, pages 46-47.	**2024 Sustainability Report**, pages 40-45. **IPL 2024 Annual Report**, pages 44-45.	**2025 Sustainability Review**, pages 50-53. **Dyno Nobel 2025 Annual Report**, pages 43-44.
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR, as defined by SASB) for direct employees[2]	0.93	1.01[7]	0.91
		(1) Total recordable incident rate (TRIR, as defined by SASB) for contract employees[2]	0.88	1.52	0.82
		(2) Fatality rate for direct employees[3]	0	0.02	0
		(2) Fatality rate for contract employees[3]	0	0	0
	RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	See 'GRI 403-10 Work-related ill health' on page 27 of this document.		
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	$33.5m	$30.7m	$181.3m

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	CODE	ACCOUNTING METRIC	2023	2024	2025
Safety and Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products (by revenue) that contain Globally Harmonised System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	48%*	42%*	40%*
			* We manufacture ammonia, which is the basis for our ammonium nitrate explosives and some of our fertiliser products, including our ammonium phosphate and liquid nitrogen fertilisers. Ammonia also makes up a large percentage of our industrial chemical sales. Ammonia is listed as a Cat 1&2 chemical due to its flammability (as a gas), its toxicity to aquatic life (in solution) and its potential to cause skin and eye irritation. Some other chemicals in our explosives products, our fertilisers and our industrial chemicals are also listed as Cat 1&2, for similar reasons.		
		(2) Percentage of such products that have undergone a hazard assessment	100%	100%	100%
	RT-CH-410b.2	(1) Discussion of strategy to manage chemicals of concern	Dyno Nobel has identified only one product, a type of detonator, which contains small amounts of heavy metal which is a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. Dyno Nobel has alternatives to this product which contain significantly less substance and has a strategy to increase sales of these newer products. During 2025 we developed a prototype detonator which contains a non-hazardous alternative. We aim to develop this version of the product further throughout FY26.		
		(2) Discussion of strategy to develop alternatives with reduced human and/or environmental impact	Dyno Nobel has identified only one product, a type of detonator, which contains small amounts of heavy metal which is a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. Dyno Nobel has alternatives to this product which contain significantly less substance and has a strategy to increase sales of these newer products. During 2025 we developed a prototype detonator which contains a non-hazardous alternative. We aim to develop this version of the product further throughout FY26.		
		Additional disclosure: Site and Distribution Security	Many of the explosive products we manufacture, and some of the fertilisers we manufacture and distribute, are classified as security sensitive and/or dangerous goods and as such, their storage, distribution and sale is regulated by Federal, State and sometimes local governments in North America, Europe, Asia Pacific and Australia. We meet our regulatory compliance and licensing obligations surrounding those products, with internal procedures and training in place for our employees. We keep abreast of regulatory developments in this area and are committed to working with government and key stakeholders to ensure ongoing security. Our Dyno Nobel business in North America continues to work closely with the Institute of Makers of Explosives (IME) on the safety and security guidelines governing the transportation, distribution and storage of explosives and ammonium nitrate, promoting industry best practices and minimising risk. Our Dyno Nobel business in Asia Pacific is a founding member of the Australian Explosives Industry and Safety Group (AEISG), which is a liaison class member of the IME. The Group produces Codes of Practice that promote best industry practices regarding safety and security and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system. To further ensure safety when transporting explosives, our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnoea (OSA). Dyno Nobel has partnered with Sleep Well to electronically monitor CPAP compliance. Dyno Nobel is a member of SAFEX, which is a group formed by worldwide explosives companies working together to eliminate the harmful effects of explosives on People, Property and the Planet (Environment) by encouraging learnings from each other's experiences. Dyno Nobel Americas is in the process to recertify against the CORESafety standards in 2025. CORESafety is a partnership led by the members of the National Mining Association (NMA). It's an approach to mining safety and health to prevent accidents before they happen using a management system that involves leadership, management and assurance. DNA is the only CORESafety certified non-mining company.		

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	**CODE**	**ACCOUNTING METRIC**	**2023**	**2024**	**2025**
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	0	0	0
Management of the Legal and Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Dyno Nobel's business, and that of its customers and suppliers, is subject to environmental laws and regulations that require specific operating licences and impose various requirements and standards. **Dyno Nobel's Health, Safety, Environment and Community Policy** sets out the Company's commitment to its values of 'Zero Harm for Everyone, Everywhere' and 'Care for the Community and our Environment' and states that it will conduct its operations in compliance with all relevant environmental licences and regulations. For more detail, see under 'Health Safety, Environment and Community' on page 30 of the **2025 Dyno Nobel Annual Report** and under 'Material Exposure to Environmental or Social Risks' on pages 15-16 in the **2025 Dyno Nobel Corporate Governance Statement.**		
Operational Safety Emergency Preparedness and Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC)[4]	2	0	2
		Process Safety Total Incident Rate (PSTIR)[5]	0.03	0	0.03
		Process Safety Incident Severity Rate (PSISR)[6]	0.17	0	0.08
		Description of the incidents above with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response.	There were no reported FY25 PSICs with a severity rating of 1 or 2. Each of the two PSICs reported for FY25 correspond to a severity rating of 3.		
	RT-CH-540a.2	Number of transport incidents	2	7	5
		The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.	In IPF, there was one transportation incident: 1. A contractor truck arriving on-site at the Townsville Product Distribution Center (PDC) with a load of Gran Am was missing a set of dual tyres and rims on the passenger side B. In DNAP there were two transportation incidents: 1. A B-double combination vehicle transporting approximately 42 tonnes of Ammonium Nitrate Prill from Sandgate, NSW, to Wilpinjong Coal Mine experienced a brake booster failure on the rear axle of the second trailer, which was carrying approximately 27 tonnes of AN. The driver safely disconnected the lead (A) trailer, ensuring no injuries were sustained. Emergency services attended the site and monitored the situation to ensure safety. The carrier promptly activated their Transport Emergency Response Plan (TERP). A qualified fitter was deployed to inspect and assess the affected equipment. Management of the stock within the damaged trailer was coordinated through the Warkworth facility. 2. A quad Ammonium Nitrate (AN) combination vehicle travelling northbound from Perth to Port Hedland (WA) encountered two large potholes on the Great Northern Highway resulting in a rollover and loss of containment in three of the four trailers. There was no injury. In DNA, there were two transportation incidents in the US requiring a US DOT 5800-1 report: 1. A DNA CTMV from Whitesburg, GA rollover accident with no loss of containment of its UN0332 blasting agent (emulsion). The driver was not injured. 2. A DNA CTMV from Parrish, AL rollover accident resulting in the loss of containment of 2,000 pounds of UN0332 blasting agent (emulsion). The driver was injured. A hazardous materials contractor recovered the spilled emulsion.		

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	CODE	ACCOUNTING METRIC	2023	2024	2025
Operational Safety Emergency Preparedness and Response (cont).		The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.	1. A contractor truck arriving on-site at the Townsville Product Distribution Center (PDC) with a load of Gran Am was missing a set of dual tyres and rims on the passenger side B trailer. **Root cause:** Critical failure of wheel nut/locking assembly Maintenance management system has failed due to the failure of identification of loose/missing wheel nuts. **Actions taken:** a. Undertake audit of all other units of the same BPW airbag suspension to check and repair any non-conforming units. Attention to be taken to stud and nut condition/locking tension and also the wheel nut locking ring fitment as per OEM specifications. b. Ensure pre-start inspections include wheel nut and rim checks. c. Ensure contractor maintenance management system includes rim, wheel nut checks and integrity considerations. **In DNAP there were two transportation incidents:** 1. A B-double combination vehicle transporting approximately 42 tonnes of Ammonium Nitrate Prill from Sandgate, NSW, to Wilpinjong Coal Mine experienced a brake booster failure on the rear axle of the second trailer, which was carrying approximately 27 tonnes of AN. The driver safely disconnected the lead (A) trailer, ensuring no injuries were sustained. Emergency services attended the site and monitored the situation to ensure safety. The carrier promptly activated their Transport Emergency Response Plan (TERP). A qualified fitter was deployed to inspect and assess the affected equipment. Management of the stock within the damaged trailer was coordinated through the Warkworth facility. **Root cause:** Foreign object striking the brake line, causing friction and heat accumulation on the brake drum. **Actions taken:** a. Initiation of a preventative maintenance program. b. Review and enhancement of guarding measures for brake lines and associated components to prevent recurrence. 2. A quad Ammonium Nitrate (AN) combination vehicle traveling northbound from Perth to Port Hedland (WA) encountered two large potholes on the Great Northern Highway resulting in a rollover and loss of containment in three of the four trailers. There was no injury. **Root cause:** There was no warning of the road hazard. **Actions taken:** 1. Obtain certificate of disposal. 2. Follow up on evidence of completed actions from ICAM. **In DNA, there were two transportation incidents in the US requiring a US DOT 5800-1 report:** 1. A DNA CTMV from Whitesburg, GA rollover accident with no loss of containment of its UN0332 blasting agent (emulsion). The driver was not injured. **Root cause:** Excessive speed for road conditions on a road that was not on the route plan. **Actions taken:** a. Ensure all HT operators complete Smith System training conducted in a HT vehicle. b. DNA Transportation and Tradestar will review the Center of Gravity (COG) risk and provide recommendations regarding appropriate bed design. c. OTS/H&S to develop a comprehensive rollover prevention training program, accompanied by an assessment package designed for OTS Coaches. d. DNA Transportation will identify and secure an external training provider for simulator resources. e. Create a training program for all new hire CMV drivers and evaluate its effectiveness. f. Review and reassess all route plans to confirm permitted road usage and communicate updates to drivers to ensure full compliance. 2. A DNA CTMV from Parrish, AL rollover accident resulting in the loss of containment of 2,000 pounds of UN0332 blasting agent (emulsion). The driver was injured. A hazardous materials contractor recovered the spilled emulsion. **Root cause:** Inattention/distraction while driving. **Actions taken:** a. Research training to provide theory and practical/simulated driving techniques for recovery and maintaining control of the vehicle. b. Provide refresher for Smith System to MPU operator. c. Review seals on emulsion tank maintenance frequency with Tradestar due to multiple events with emulsion leaks. d. Create a call-out list for incidents to ensure timely response by support functions (H&S, Environment, Regulatory, Fleet).		

			DISCLOSURE OR LOCATION OF DISCLOSURE		
TOPIC	**CODE**	**ACCOUNTING METRIC**	**2023**	**2024**	**2025**
Production by reportable segment		Production is determined by tonnes of product manufactured for sale.	2,994,660	1,998,866	1,765,495

1. Restated in 2025 due to a typographical error in the 2024 Supplement.
2. As per the SASB 'Chemicals Sustainability Accounting Standard' 1.1, TRIR defines an injury or illness as a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. This definition is derived from U.S. 29 CFR 1904.7. The rate is calculated as (statistic count × 200,000) / hours worked.
3. Calculated as: (statistic count × 200,000) / hours worked.
4. Process Safety Incidents Count (PSIC) is defined as the total (annual) count of all incidents that meet the definition of a Tier 1 PSI per ANSI/API RP 754.
5. Process Safety Total Incident Rate (PSTIR) is defined as the cumulative (annual) count of incidents normalised by man hours and is calculated as the PSIC multiplied by 200,000 and divided by the total annual hours worked by employees, contractors and subcontractors.
6. Process Safety Incident Severity Rate (PSISR) is defined as the cumulative (annual) severity-weighted rate of process safety incidents and is calculated as the Total Severity Score for all Process Safety Incidents multiplied by 200,000 and divided by the total annual hours worked by employees, contractors and subcontractors.
7. The 2024 TRIFR has been restated in 2025 due two incidents being reclassified as recordables since publishing of the 2024 TRIFR.

About the Data

SCOPE

This Report covers facilities and activities over which Dyno Nobel Limited (ABN 42 004 080 264) had operational control for part or all of the 2025 Company financial year.

The Company is a public company, trading on the Australian Securities Exchange as Dyno Nobel Limited.

In accordance with the Global Reporting Initiative (GRI) Standards Sustainability Reporting Guidelines, our reporting covers all entities that generate significant sustainability impacts (actual or potential) and over which we exercise control or significant influence regarding financial and operating policies and practices.

The financial year ended 30 September 2025 is indicated as '2025' in our reporting.

The statistics in our reporting are for global sites wholly owned by DNL during 2025. Subsidiaries are listed on page 109 of our **2025 Dyno Nobel Annual Report**.

Joint ventures are not covered in our reporting, unless indicated, nor are the activities of suppliers, customers or outsourced operations.

The Company participates in many joint ventures with varying levels of ownership interest. A list is provided on page 110 of our **2025 Dyno Nobel Annual Report**.

All financial figures in the Report are in Australian dollars, unless otherwise indicated.

DATA MEASUREMENT AND CALCULATIONS

Financial data: Financial figures are derived from our audited accounts, which are prepared according to the International Financial Reporting Standards (IFRS).

Greenhouse Gas Emissions data: Scope 1 and 2 greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Australian Scope 1 and 2 GHG emissions:

- Australian Government Clean Energy Regulator (2025) *National Greenhouse and Energy Reporting (Measurement) Determination 2008.* **https://www.cleanenergyregulator.gov.au/NGER/Legislation/Measurement-Determination**.
- Department of Climate Change, Energy, Environment and Water (2024) *National Greenhouse Accounts (NGA) Factors (2024).* **https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf**.
- Australian Government Clean Energy Regulator (2025) *EERS release 2024–25.* **https://cer.gov.au/online-systems/eers-current-release**.

Americas Scope 1 and 2 GHG emissions:

- US Electricity: USEPA (2024) *eGRID2020 Summary Tables, USEPA eGRID 2023. Retrieved via Terrascope data platform in 2025,* **https://www.epa.gov/egrid/summary-data**.
- US Fuels: USEPA (2024) *Emission Factors for Greenhouse Gas Inventories. Retrieved via Terrascope data platform in 2025* **https://www.epa.gov/system/files/documents/2022-04/ghg_emission_factors_hub.pdf**.
- Canada Fuels: USEPA (2024) *Emission Factors for Greenhouse Gas Inventories, Retrieved via Terrascope data platform in 2025* **https://www.epa.gov/system/files/documents/2022-04/ghg_emission_factors_hub.pdf**.
- Canada Electricity: International Energy Agency (2024). Retrieved via Terrascope data platform in 2025.
- Mexico Electricity: International Energy Agency (2024). Retrieved via Terrascope data platform in 2025.
- Chile Electricity: International Energy Agency (2024). Retrieved via Terrascope data platform in 2025.
- Fuels not previously covered: DEFRA 2024. Retrieved via Terrascope data platform in 2025 **https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024**.

Outside of Australia and Americas Scope 1 and 2 GHG emissions:

- France Electricity: Ademe (2024). Retrieved via Terrascope data platform in 2025.
- Electricity sources: International Energy Agency (2024). Retrieved via Terrascope data platform in 2025.
- All other fuels: DEFRA 2024. Retrieved via Terrascope data platform in 2025 **https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024**.

Global Scope 3 GHG emissions:

Our Scope 3 emissions and emissions calculation methodology are reported by category on pages 69-74 of the **2025 Dyno Nobel Climate Change Report**.

RESTATEMENTS

The 2024 TRIFR has been restated in 2025 due two incidents being reclassified as recordables since publishing of the 2024 TRIFR.

The 2024 LTIFR has been restated in 2025 due to six incident injury classifications having escalated since publishing of the 2024 LTIFR.

The 2024 employee related injury numbers for psychological and sprains and strains have been restated in 2025 due two incidents being reclassified as recordables since publishing of the 2024 data.

The 2024 gross global scope 1 GHG have been restated in 2025 due to a typographical error in the 2024 Supplement.

The 2023 and 2024 average hours of training per full time employees related to the Male, Female, Non-binary (permanent), and Non-management categories were restated in 2025 due to updated calculation methodology.

The 2023 and 2024 HC-ROI due to improved calculation methodology adopted in 2025 which excludes depreciation and amortisation, financial expenses and non-recurring items from operating expenses.

ASSURANCE AND DATA INTEGRITY

We aim to ensure that the information we publish is accurate, complete and material and therefore contributes to building trust and credibility with stakeholders. To achieve this, we have improved our internal processes for verifying non-financial management information and for reviewing and approving the content of our reporting.

Deloitte provided a limited assurance statement on our global scope 1 and 2 greenhouse gas emissions for the reporting period 1 October 2024 to 30 September 2025. Deloitte also provides a limited assurance statement on our annual Australian greenhouse gas emissions, energy consumption and production figures for the NGER period 1 July to 30 June each year. Deloitte is an independent auditor who also audits the Company's financial statements. See pages 79 and 127-131 of the **2025 Dyno Nobel Annual Report**. Dyno Nobel intends to conduct limited assurance on our global scope 3 GHG emissions in the next reporting period.

Forward looking statements

This Report contains forward looking statements, including, but not limited to: statements regarding trends in commodity prices and supply and demand for commodities; assumed long-term scenarios; potential global responses to climate change; regulatory and policy developments; the development of certain technologies; the potential effect of possible future events on Dyno Nobel; and the plans, strategies and objectives of the organisation.

Forward looking statements may be identified by the use of terminology, including, but not limited to, 'intend', 'aim', 'project', 'see', 'anticipate', 'expect', 'estimate', 'plan', 'objective', 'believe', 'may', 'should', 'will', 'would', 'continue', or similar words. These statements refer to future results, asset conditions or financial conditions, or provide other forward looking information. The forward looking statements in this Report are based on the information available as at the date of this Report and/or the date of the Group's planning processes or scenario analysis processes.

There are inherent limitations with the use of forward looking statements and in particular where they relate to scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes for Dyno Nobel. Scenario analysis relies on a range of assumptions that may or may not be, or prove to be, correct and may or may not eventuate, and scenarios may be impacted by additional factors to the assumptions disclosed.

Additionally, forward looking statements are not guarantees or predictions of future performance, and involve known and unknown risks, uncertainties and other factors, many of which are beyond our control, and which may cause actual results to differ materially from those expressed in the statements contained in this Report. Dyno Nobel cautions against reliance on any forward looking statements or guidance.

To the extent permissible by law, Dyno Nobel disclaims all liability to any third party who uses or relies on any forward looking statements or guidance in this Report. For example, future decarbonisation opportunities identified and described in this Report will be based, in part, upon the availability and reliability of alternative and developing technologies, and incentives and support from government bodies and the industry, which may differ from assumptions, estimates and forecasts. These variations may affect the timing or the feasibility of the development of a particular technology or project, and its subsequent adoption and use by Dyno Nobel or the broader industry more generally.

Except as required by applicable regulations or by law, Dyno Nobel does not undertake any obligation to publicly update or review any forward looking statements, whether as a result of new information or future events. Forward looking statements are current only as at the earlier of the date of this Report or the date the planning process assumptions or scenario analysis assumptions were adopted, as relevant and applicable. Past performance cannot be relied on as a guide to future performance.

The views expressed in this Report contain information that has been derived from publicly available sources that have not been independently verified. No representation or warranty is made as to the accuracy, completeness or reliability of the information. This Report should not be relied upon as a recommendation or forecast by Dyno Nobel.