FORWARD LOOKING STATEMENTS


YOU ARE CAUTIONED NOT TO PLACE UNDUE RELIANCE ON FORWARD LOOKING STATEMENTS. THE STATEMENTS, OPINIONS AND ESTIMATES IN THIS PRESENTATION ARE BASED ON ASSUMPTIONS AND CONTINGENCIES SUBJECT TO CHANGE WITHOUT NOTICE, AS ARE STATEMENTS ABOUT MARKET AND INDUSTRY TRENDS, PROJECTIONS, GUIDANCE AND ESTIMATES.

THE FORWARD LOOKING STATEMENTS CONTAINED IN THIS PRESENTATION ARE NOT GUARANTEES OR PREDICTIONS OF FUTURE PERFORMANCE AND INVOLVE KNOWN AND UNKNOWN RISKS AND UNCERTAINTIES AND OTHER FACTORS, MANY OF WHICH ARE BEYOND THE CONTROL OF IMDEX, AND MAY INVOLVE SIGNIFICANT ELEMENTS OF SUBJECTIVE JUDGEMENT AND ASSUMPTIONS AS TO FUTURE EVENTS WHICH MAY NOT BE CORRECT. THE FORWARD LOOKING STATEMENTS ARE SUBJECT TO SIGNIFICANT BUSINESS, ECONOMIC AND COMPETITIVE UNCERTAINTIES AND CONTINGENCIES ASSOCIATED WITH THE MINING–TECHNICAL SERVICES INDUSTRY WHICH MAY BE BEYOND THE CONTROL OF IMDEX WHICH COULD CAUSE ACTUAL RESULTS TO DIFFER MATERIALLY FROM THE FORWARD LOOKING STATEMENTS, INCLUDING THE RISKS AND UNCERTAINTIES SET OUT ABOVE. INVESTORS SHOULD CONSIDER THE FORWARD LOOKING STATEMENTS CONTAINED IN THIS PRESENTATION IN LIGHT OF THOSE MATTERS. THE FORWARD-Looking STATEMENTS ARE BASED ON INFORMATION AVAILABLE TO IMDEX AS AT THE DATE OF THIS PRESENTATION. EXCEPT AS REQUIRED BY LAW OR REGULATION (INCLUDING THE ASX LISTING RULES), IMDEX UNDERTAKES NO OBLIGATION TO PROVIDE ANY ADDITIONAL OR UPDATED INFORMATION WHETHER AS A RESULT OF NEW INFORMATION, FUTURE EVENTS OR RESULTS OR OTHERWISE. INDICATIONS OF, AND GUIDANCE OR OUTLOOK ON FUTURE EARNINGS OR FINANCIAL POSITION OR PERFORMANCE ARE ALSO FORWARD LOOKING STATEMENTS.
IMDEX IS A LEADING GLOBAL MINING-TECH COMPANY.

WE ENABLE CLIENTS TO FIND, DEFINE AND MINE OREBODIES WITH PRECISION AND AT SPEED.
A MINING-TECH COMPANY

TECHNICAL LEADERSHIP IS CENTRAL TO GROWTH STRATEGY

CONSISTENT INVESTMENT IN R&D TO DESIGN AND DELIVER PATENTED TECHNOLOGIES

TRULY GLOBAL

CAPITAL LIGHT
PEOPLE LIGHT

LIMITED CONTRACT RISK
LIMITED COMMODITY RISK
LIMITED GEOGRAPHY RISK

DEVELOPING INTEGRATED SOLUTIONS RATHER THAN INDIVIDUAL PRODUCTS

BUILDING A HIGH-QUALITY REVENUE BASE WITH INCREASING EBITDA MARGINS
Our Integrated Solutions Enhance Operational Efficiencies & Safety

Drilling Optimisation Products

Our Drilling Optimisation suite of products enhance drilling productivity while improving safety and the impact on the environment

- Drilling Fluids
- Solids Removal Units
- Remote Fluid Testing Technologies
- Rig Alignment Technologies
- Drilling Productivity Technologies

Rock Knowledge Sensors

Our best-in-class sensors collect critical data on the four elements of rock knowledge – location, grade, mineralogy and texture

- Downhole Survey Sensors
- Core Orientation Sensors
- Gamma Logging Sensors
- Structural Orientation Sensors
- In-Field Sampling and Analysis

Real-time Data and Analytics

Our cloud platform and market leading geoscience analytical software enrich data and enable real-time decisions to be made further upstream

- Cloud-based Data Collection and Validation Platform (IMDEXHUB-IQ™)
- Advanced Reporting Software (IMDEX Mobile™)
- Geoscience analytics software (ioGAS™)
- Interpretive mineralogy software (aiSIRIS™)
- Real-time 3D visualisation software (MinePortal)
SUSTAINABILITY APPROACH
Our Sustainability Journey

We are committed to enhancing disclosure and accessibility of information relating to our impacts on the economy, environment and society that indicate our contribution to sustainable development.

During FY21 our ESG Committee developed IMDEX’s Sustainability Policy. The purpose of this Policy is to outline our commitment to practices, standards and technologies that support sustainable development.

Upholding our Sustainability Policy is the responsibility of everyone engaged at IMDEX. Our CEO is accountable to the Board for the oversight of all sustainability matters in accordance with this Policy.

---

**FY20**
- Established ESG Committee
- Expansion of ESG checkpoints in our product stage gate process
- Undertook TCFD* reporting gap analysis

**FY21**
- Developed IMDEX Sustainability Policy and Focus Areas
- Undertook ESG materiality assessment
- Produced first Sustainability Report
- GRI (core) and SASB standards

**FY22**
- Implementing processes and systems to collate accurate and relevant data
- Establishing ESG KPIs

**FY23**
- Report against ESG KPIs
- Identify opportunities to enhance performance
- Continue to build on material topics

*Task Force for Climate-Related Financial Disclosure*
Our Approach – Focus Areas

**SUPPORTING ECONOMIC DEVELOPMENT**
- Maximising value and providing sustainable earnings growth.
- Increasing the accessibility of information regarding the Company’s ESG related risks and opportunities for all stakeholders.

**DRIVING THE SUSTAINABILITY OF THE GLOBAL MINERALS INDUSTRY**
- Developing products and technologies that provide additional value to clients’ operations and ensure secure quality data.
- Collaborating with associations and research partners to enhance the safety and efficiency of mining processes.

**ENSURING A SAFE AND INCLUSIVE GLOBAL WORKPLACE**
- Promoting diversity in the workplace and an inclusive culture across IMDEX.

**UPHOLDING ETHICAL AND SUSTAINABLE BUSINESS PRACTICES**
- Conducting business in a manner that is ethical, values-driven and in compliance with the laws in all countries of operation.
- Ensuring activities and the organisations IMDEX works with are ethical and do not harm people or the environment.
Our Approach – Material Topics

During FY21 we engaged Morrow Sodali to assist with an ESG materiality assessment.

The assessment included shareholder and employee interviews, together with peer analysis and industry research.

Material topics are the significant environmental, social and governance topics that currently impact our business, may impact our business in the foreseeable future and most influence our stakeholders’ perceptions of our performance.

<table>
<thead>
<tr>
<th>MATERIAL TOPICS</th>
<th>SUPPLIERS</th>
<th>IMDEX FACILITIES</th>
<th>CLIENT OPERATIONS</th>
<th>LOCAL COMMUNITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENVIRONMENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operational Emissions</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Climate Resilience</td>
<td></td>
<td>✔️</td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Land Disturbance &amp; Rehabilitation</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
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<tr>
<td>Water &amp; Effluents</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>SOCIETY</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Engagement</td>
<td>✔️</td>
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<td></td>
<td>✔️</td>
</tr>
<tr>
<td>Thought Leadership &amp; Associations</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>GOVERNANCE</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Corporate Governance &amp; Risk</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Human Rights and Modern Slavery</td>
<td>✔️</td>
<td></td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>OUR PEOPLE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health, Safety &amp; Wellbeing</td>
<td></td>
<td>✔️</td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>Diversity &amp; Inclusion</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
</tr>
<tr>
<td>Values and Culture</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
</tr>
</tbody>
</table>

Table 3 - Material ESG Topics
How We Govern Sustainability

Our Board of Directors has ultimate responsibility for IMDEX’s Sustainability Policy, performance and management of sustainability risks and opportunities.

Our dedicated ESG Committee works with the XCo, ARCC and REM Committees who oversee policies, management systems, performance, reporting and compliance related to health, safety, environment, community, diversity and inclusion.

The ESG Committee is also a forum for information sharing with specific focus on activities related to stakeholder engagement and integration of sustainability across the business.

IMDEX FY21 ESG COMMITTEE

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sally-Anne Layman</td>
<td>Non-executive Director</td>
</tr>
<tr>
<td>Paul House</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Paul Evans</td>
<td>Chief Financial Officer &amp; Joint Company Secretary</td>
</tr>
<tr>
<td>Shaun Southwell</td>
<td>Chief Operating Officer</td>
</tr>
<tr>
<td>Michael Tomasz</td>
<td>General Counsel &amp; Joint Company Secretary</td>
</tr>
<tr>
<td>Kiah Grafton</td>
<td>Executive General Manager of Human Resources</td>
</tr>
<tr>
<td>Peter Lacey</td>
<td>Head of Risk and Compliance</td>
</tr>
<tr>
<td>Naz West</td>
<td>Global HSE Manager</td>
</tr>
<tr>
<td>Joe Ayrookaran</td>
<td>Global QA/QC Manager</td>
</tr>
<tr>
<td>Shane Foggon</td>
<td>QHSE Coordinator</td>
</tr>
<tr>
<td>Sarah Moredoundt</td>
<td>Senior Communications Advisor</td>
</tr>
<tr>
<td>Kym Clements</td>
<td>Investor Relations Officer &amp; ESG Chairperson</td>
</tr>
</tbody>
</table>
Our Stakeholders

We are committed to providing all our stakeholder groups with transparent and genuine engagement to enhance and support their experience with our products and business globally.

* These are not formally appointed Board Committees, but instead have Board and Management representation.
ENVIRONMENT
## Operational Emissions

<table>
<thead>
<tr>
<th>UPSTREAM</th>
<th>OPERATIONAL CONTROL</th>
<th>DOWNSTREAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCOPE 3 (INDIRECT)</td>
<td>SCOPE 2 (INDIRECT)</td>
<td>SCOPE 1 (DIRECT)</td>
</tr>
<tr>
<td>Production and transport of raw materials and</td>
<td>Purchased electricity for company leased</td>
<td>Company vehicles fuel</td>
</tr>
<tr>
<td>technical componentry for instrumentation</td>
<td>or owned facilities</td>
<td></td>
</tr>
<tr>
<td>Production and transport of diesel</td>
<td>Purchased heating</td>
<td>Diesel use – equipment</td>
</tr>
<tr>
<td>Employee transport</td>
<td></td>
<td>Combustion of other liquid fuels</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(e.g. forklifts)</td>
</tr>
<tr>
<td>Electricity transmission</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 4 - Summary of IMDEX Greenhouse Gas Emissions

Material scope 1 and scope 2 emissions
Climate Resilience

We are committed to enhancing climate risk disclosure in line with the TCFD framework. As part of this journey, we engaged an environmental consultancy to conduct a reporting gap analysis.

The report is our initial step in enhancing our climate risk disclosure. The ESG Committee will continue to develop our approach in line with the TCFD framework, material ESG topics and the growth and evolution of our business.

<table>
<thead>
<tr>
<th>TCFD FRAMEWORK FOCUS</th>
<th>RECOMMENDATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Approach to assessing climate materiality</strong></td>
<td>A detailed materiality assessment should seek to quantify the likely financial impact of CBDs and consider a range of scenarios. Publicly reported materiality statements should be based on scenarios and timeframes that align with those used by external stakeholders.</td>
</tr>
<tr>
<td><strong>Climate materiality risks / opportunities</strong></td>
<td>The following climate change risks and opportunities warrant further investigation:</td>
</tr>
<tr>
<td>• Demand for products and services driven by clients experiencing water shortages</td>
<td></td>
</tr>
<tr>
<td>• Demand for products and services driven by clients experiencing challenging climate-related drilling conditions (heat, flood, seasonal shift, bushfire)</td>
<td></td>
</tr>
<tr>
<td>• Demand for products and services driven by clients exposed to energy use or greenhouse gas emission policy / regulation</td>
<td></td>
</tr>
<tr>
<td>• Demand for products and services driven by clients exposed to water use policy / regulation</td>
<td></td>
</tr>
<tr>
<td>• Demand for products and services by the coal mining sector</td>
<td></td>
</tr>
<tr>
<td>• Demand for products and services by other mining sectors (especially those supplying raw materials to new energy systems)</td>
<td></td>
</tr>
<tr>
<td>• The impact of climate policies on IMDEX’s internal cost structure, especially distribution and supply chains.</td>
<td></td>
</tr>
<tr>
<td><strong>Metris and targets</strong></td>
<td>Develop metrics to measure climate related risks and opportunities. Develop metrics to measure water use, energy use and waste management. Develop a basic greenhouse gas inventory, which includes Scope 1 and 2 greenhouse gas emissions. Develop a process to disclose greenhouse gas emissions (e.g., sustainability report, GRI CDP, NGER). Develop climate change mitigation and/or adaptation targets for all material risks. Consider linking remuneration policies to climate-related performance, if IMDEX identifies material CBDs, and/or external stakeholders request such a policy.</td>
</tr>
</tbody>
</table>

Table 6 - Umwelt Gap Analysis Recommendations
Land Disturbance & Rehabilitation

We have minimal direct impact on the environment

Our range of solutions are designed to enhance efficiency and productivity, while supporting the sustainability of our clients’ operations and meeting the drive towards decarbonisation

<table>
<thead>
<tr>
<th>Key Competitors</th>
<th>Drilling Fluids</th>
<th>Solids Removal Units and Testing Technologies</th>
<th>Rig Alignment</th>
<th>Drilling Productivity Technologies</th>
<th>Downhole Survey Sensors</th>
<th>In-Field Sampling and Analysis</th>
<th>Cloud-based Data Collection and Validation Services</th>
<th>Advanced Reporting Software</th>
<th>Analytical and Interpretive Software for Geological Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enhanced Safety</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduced Water Use</td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biodegradable or Reusable Packaging Options*</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Enhanced Operational Efficiency and Productivity</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

*During FY21 we reduced plastic use by 27,000kg by the introduction of cardboard packaging
Water & Effluents

The development and manufacture of our drilling optimisation products and rock knowledge sensors does not require material quantities of water.

There is no requirement for disposal of wastewater.

All of our drilling fluids contain natural products, including flours, seeds, banana peel and vegetable oil.

No petroleum-based or hazardous substances are used.

Our drilling fluids are shipped to clients in either powder or liquid form. The largest percentage of products are in a powder form, which are dissolved into drilling water at the client's site.

The remainder of the drilling fluids are liquid, which are manufactured in a high concentration and added to the drilling water to achieve desirable concentration levels.
Case Studies – Solids Removal Units

ABOUT THE IMDEX SRU™

A highly innovative alternative to traditional drilling sumps. The closed-loop fluid system significantly reduces the environmental impact and greatly improves the efficiency of drilling operations.

KEY BENEFITS

- Reduces water consumption mud usage and cartage costs
- Reduces wear and tear on drill components
- Improves bit on bottom time
- Eliminates the costs of digging sumps
- Improves on-site health and safety, reducing slips and hazards
- Increases drilling productivity
- Eliminates site re-mediation and environmental management costs
- Reduces site footprint
- Facilitates access to environmentally sensitive or remote drill sites
- Quick and easy installation

IMDEX SRU™ REDUCES WATER USE BY 80% IN NEVADA

IMDEX HP-SRU™ REDUCES WATER BY 77% IN THE ARCTIC TUNDRA

IMDEX UG-SRU™ REDUCES WATER BY 86% IN WESTERN AUSTRALIA

IMDEX SRU™ SAVES 147,000L OF WATER IN 20 DAYS IN CHILE
IMDEX BHS™
Drill once, stabilising the walls of the hole to reduce fallback

IMDEX BLASTDOG™
Holes are logged using IMDEX multi-sensor, which measures physical properties

IMDEXHUB-IQ™ & MINEPORTAL
Analytics are applied to produce Rock Knowledge answer products (top) and 3D block models (bottom)

Use the Rock Knowledge as input to the blast design via IMDEXHUB-IQ™

Mitigate risk and negative impacts on the blast by measuring hole gauge and reducing redrilling and improving the blast outcome

Enhance productivity for resource companies
Local Engagement

We are a global business with a presence in all key regions of the world. Our offices located in South America, North America, Africa, Asia, Australia and New Zealand all supported local community events during FY21.

EXAMPLES DURING FY21

- Telethon
- Beyond Blue
- Head Space
- Variety Bash for Kids
- Maca 200 Ride for Cancer
- Kimberly Mission
- Instituicao Casa Iar Estrela, Brazil

FOCUS FOR FY22

- Establish a Global Employee Volunteering Policy and Program in line with refreshed corporate values
- Formalise sponsorship guidelines

We were pleased to donate IMDEX tablets to the Kimberly Mission in Western Australian.
Thought Leadership & Associations

We collaborate with governments, industry associations, universities and research centres to optimise the global minerals industry. Key personnel are also invited to contribute to the future of mining strategy sessions for clients.

MANY INDUSTRY ASSOCIATIONS HAVE A STRONG FOCUS ON BEST PRACTICE AND SUSTAINABILITY

- Geological Society of Nevada
- Australian Drilling Industry Association
- PNG Chamber of Mines and Petroleum
- Society of Mining Engineers
- American Exploration and Mining Association
- Prospectors Developers Association of Canada
- Association for Mineral Exploration Canadian
- Mineral Exploration Association
- Manitoba Prospectors and Developers Association
- Natural Resources Canada
- The Geological Association of Canada
- Society of Economic Geologists

A selection of IMDEX associations only
GOVERNANCE
Corporate Governance & Risk Management

We regularly review our corporate governance practices and policies against the requirements of both the Corporations Act 2001, the Listing Rules of the ASX and current best practice

ACHIEVEMENTS DURING FY21

• Published first Modern Slavery Statement
• Integrated internal audit function into the risk and regulatory compliance function
• Invested in new systems and processes for compliance risk management
• Enhanced internal capabilities
• Updated 3-year strategy to strengthen regulatory compliance

SUPPORTING CODES & POLICIES

• IMDEX Code of Conduct
• Supplier Code of Conduct
• Modern Slavery Policy
• Anti-Bribery & Anti-Corruption Policy and training
• Speak-up Policy
• Ethics & Conflicts of Interest Certification
Data Security

We invest substantially in cybersecurity controls that protect customer data and employ a dedicated team to maintain cybersecurity.

ACHIEVEMENTS DURING FY21

• Deployed an industry leading Security Information and Event Management solution to correlate logs and generate alerts for anomalies
• Enhanced our DevSecOps program to train developers about secure software development
• Developed an enterprise architecture framework following TOGAF* framework and embedding a software architect in each of the software development projects

FOCUS AREAS FOR FY22

• Maintaining ISO27001** certified Information Security Management Systems
• Implementation our three-year Information Security Strategy
• Developing an internal DevSecOps program
• Developing and implementing a data classification scheme
• Deploying a Data Loss Prevention system to address the risk of data loss
• Implementing a Cloud Access Security Broker to reduce the risk from cloud apps
• Expanding our ISO/IEC 27001 certification to include aiSIRIS

*TOGAF is a proven Enterprise Architecture methodology and framework used by the world’s leading organisations to improve business efficiency

**ISO27001 is an international information security standard recognised in 161 countries. IMDEX first obtained certification in FY20
Health, Safety & Wellbeing

Our QHSE standards ISO 9001: 2015 and ISO 45001: 2018 form a robust framework to minimise operational risk, provide a safe working environment and protect the health and wellbeing of our team.

**IMPROVED SAFETY ENGAGEMENT**
(FY21: 17.6 v FY20 12)

**IMPROVED SAFETY PERFORMANCE**
(LTIFR FY21: 1.85 v FY20: 3.97)

**A STRONG FOCUS ON ENHANCING EMPLOYEE WELLBEING**
Workplace flexibility and diversity

**ADDITIONAL TRAINING VIA IMDEX ACADEMY**
(IMDEX online training platform)

**EMPLOYEE ASSISTANCE PROGRAM**
(Free 24/7 advice and support for employees and families)

**CARING FOR COMMUNITIY AND PEER SUPPORTER PROGRAMS**
(Focusing on mental health and total wellbeing)

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<table>
<thead>
<tr>
<th></th>
<th>FY21</th>
<th>FY20</th>
<th>FY19</th>
<th>FY18</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>TRIFR</td>
<td>2.78</td>
<td>6.95</td>
<td>6.73</td>
<td>4.28</td>
<td>6.40</td>
</tr>
<tr>
<td>Main type</td>
<td>Strain</td>
<td>Strain</td>
<td>Various</td>
<td>Laceration</td>
<td>Strain</td>
</tr>
<tr>
<td>Man hours</td>
<td>1,079,832</td>
<td>1,008,606</td>
<td>1,189,531</td>
<td>1,168,735</td>
<td>937,900</td>
</tr>
</tbody>
</table>

IMDEX LOST TIME & TOTAL RECORDABLE INJURIES FREQUENCY RATE (LTIFR & TRIFR) - 12 MONTHS TO DATE

Note: Our frequency rates are calculated per 1,000,000 hours worked and external workers, for example agency workers or consultants are excluded from injury reports.
Diversity & Inclusion

We value and encourage diversity in our global workforce. We seek to employ, retain and develop employees for the long-term, assisting in their professional development and the development of the culture and values of our Company.

We are committed to providing equal opportunities for all employees and are building and developing teams that reflect the diversity of our clients and the local cultures we operate.

Our approach to diversity is simple – we want everyone to feel welcome at IMDEX and to achieve success in what they do in an environment that values different perspectives and collaboration.

Employment decisions are made solely on the basis of merit, taking into account relevant skills, qualifications, experience and ability and without bias or prejudice.

**KEY ACHIEVEMENTS DURING FY21**

- Updated IMDEX diversity policy
- Updated remote-working policies to create more flexibility
- Introduced paid domestic violence leave and support
- Improved paid parental leave provisions

<table>
<thead>
<tr>
<th>FY21 TOTAL FULL TIME EMPLOYEES: 521</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEMALE</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
IMDEX Refreshed Values

GLOBAL GAME CHANGERS...

Our rich global experience and diverse thinking drives all development within IMDEX. It enables us to solve unique problems for global customers reducing environmental and social impacts to shape a better global industry.

FOREVER CURIOUS...

We believe in shaping the future of mining through the relentless pursuit of technologies and services that question the status quo, address our customers challenges and set new benchmarks for what can be achieved in our industry.

GO BEYOND...

We are passionate about creating positive customer experiences that deliver successful outcomes for our customers now and into the future. We achieve this by working in partnership with our customers, actively listening to their needs and delivering genuine value through efficient solutions.

TOGETHER WE THRIVE...

We are a global team of diverse and talented people, who empower each other to be our best selves. We harness our strengths by combining our knowledge across boundaries in a positive and accountable workplace.
IMDEX Employee Value Proposition

- **Remuneration**: Reflecting business requirements, strategic milestones and market practices.
- **Recognition**: Formal and informal programs that align with corporate values and instil a culture of celebration.
- **Benefits**: Tangible and intangible offerings that represent IMDEX’s brand and support wellbeing and development.
- **Workplace**: An environment that supports engagement and productivity.
- **Developments**: Programs aimed at future proofing IMDEX and supporting employees to thrive.
We believe mining is essential to every aspect of modern life.

Our opportunity is to change the global minerals industry forever, because tomorrow matters.

"Today, our community is increasing its demand for all industries to accept a greater burden of responsibility for its engagement in the environment and community both. And rightly so. Great opportunities exist for us to improve our quality of life, both now and into the future, through the development of products and services that have a more positive impact, or a less negative impact, depending on your view. The levers that enable that progression are found in successfully extracting critical metals from the earth.

"As such, the responsibility we have to prosecute mining activities in a safe and ethical manner, has never been higher.

"IMDEX is uniquely positioned to play a leading role in this future vision of a sustainable community. As a Mining-Tech company, our opportunity and indeed our obligation, is to leverage the strength of our R&D capabilities, our geoscience expertise and our global teams, to solve key mining industry challenges. Ultimately, our goal is not simply to make a better mine, it is to make all mining better."

PAUL HOUSE IMDEX CEO