

PROSPERITY – RATE OF EMPLOYMENT

Vertex Minerals Limited (VTX) is pleased to be making progress on our **Environmental, Social, Governance (ESG)** reporting and we acknowledge the importance of incorporating ESG into our business model for ethical and financial reasons. As a responsible explorer, VTX acknowledges its role in protecting the natural environment, reducing global greenhouse gas emissions, and improving people’s lives now and for generations to come.

At VTX we believe that a strong environmental, social and governance performance is essential for the success and growth of the Company’s business and for our community. VTX’s primary objective is to deliver maximum shareholder value through profitable growth and the development of stable and sustainable projects whilst acting lawfully, ethically, and responsibly.

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In September 2023 Michael Brennan the Chair of Australia’s Productivity Commission spoke at the Minerals Conference Week on the Mineral Council of Australia’s ‘Future Critical’ Report, identifying that:

‘...we can foresee some of the opportunities for our resources sector, particularly as the penny starts to drop about how material-intensive the global net zero transition will be.’

Brennan also highlighted the key areas listed in the report deemed necessary for improving the investment climate for resources projects:

‘... fit for purpose regulatory settings, ...the absence of ad hoc policy ‘surprises’; continued access to skilled labour; a competitive tax structure; and co-ordinated infrastructure investment.’

Employment and job creation metrics represent a precursor to reporting outcome-driven metrics that demonstrate a company's progress in achieving wider societal goals. Even though VTX is a small exploration company and we do not at this time report on the total number or rate of new employee hires, our Chairman Roger Jackson referred to '*...the on-boarding of experienced staff to strengthen the on-site management team.*' in the Vertex Minerals Limited Annual Report, June 2023.

During the 2023 financial year reporting period VTX expanded its small operations and administration team of locally hired workforce and contractors to a team of seven for a short period and is currently a team of five at the Hill End Site with an age range of 32 – 60, 1 female, 4 males.

VTX acknowledges the importance of human capital, the recruitment and retention of a skilled workforce and the generation of opportunities which create improved quality of life and job satisfaction.

According to the Minerals Council of Australia's document 'ESG Change for the Better' many of the 100 well paid careers offered through the mining sector directly support regional and remote communities and women in mining are the highest paid of any industry. Australia's resources sector employed 256 thousand people in 2020-2021 and women in the industry earn 98% above the national average according to the ABS (Australian Bureau of Statistics). Our management team aims to achieve long term sustainability and retention of staff.

Related VTX policies:

- Corporate Governance Plan, Schedule 01, Board Charter, 2021
- Corporate Governance Plan, Schedule 02, Corporate Code of Conduct, 2021
- Corporate Governance Plan, Schedule 03, Audit & Risk Committee Charter, 2021
- Corporate Governance Plan, Schedule 06, Environmental Social and Governance Committee Charter, 2021
- Corporate Governance Plan, Schedule 08, Continuous Disclosure Policy, 2021
- Corporate Governance Plan, Schedule 09, Risk Management Policy, 2021
- Corporate Governance Plan, Schedule 10, Trading Policy, 2021
- Corporate Governance Plan, Schedule 14, Shareholder Communication Policy, 2021
- Corporate Governance Plan, Schedule 15, ESG Policy, 2021
- Corporate Governance Statement, 2021

Sources:

Accessed 25/7/2023

Vertex Minerals Limited

Corporate Governance Plan

<https://vertexminerals.com/wp-content/uploads/2021/10/Corporate-Governance-Plan-VTX2806539.2.pdf>

Corporate Governance Statement

<https://vertexminerals.com/wp-content/uploads/2021/10/Corporate-Governance-Statement-VTX2806535.2.pdf>

United Nations Websites

<https://unfccc.int/process-and-meetings/the-paris-agreement#:~:text=It%20entered%20into%20force%20on,above%20pre%2Dindustrial%20level s.%E2%80%9D>

<https://www.un.org/en/climatechange/net-zero-coalition#:~:text=To%20keep%20global%20warming%20to,reach%20net%20zero%20by%202050.>



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Accessed December 2023:

https://minerals.org.au/wp-content/uploads/2023/10/Future-Critical_Meeting-the-minerals-investment-challenge_2023.pdf

<https://www.pc.gov.au/media-speeches/speeches/minerals-investment>

Future critical: meeting the minerals investment challenge Minerals Council of Australia's Minerals Week Conference, 5 September 2023 Michael Brennan, Chair, Productivity Commission