



ANNUAL REPORT 2023

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FY23 HIGHLIGHTS



A **41% decrease** in Total Recordable Injury Frequency Rate (TRIFR) to 5.13 (FY22: 8.7) that continues year-on-year improvements.



Improvement in Recordable Environmental Incident Frequency Rate (REIFR) to 2.91 (FY22: 3.8) highlights **Group environmental excellence**.



Record volumes mined and milled at Dargues.



Development Consent received for the Federation Project.



Debt free at 30 June 2023 with term loan repaid from operating cash flow.



Balance sheet transformed with a new **~A\$100 million financing facility** to fund development of the Federation Project – one of the highest grade base metal development projects in Australia.

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ABOUT THIS REPORT

This Annual Report is a summary of Aurelia and our subsidiaries' operations, activities, and financial position as at 30 June 2023 – financial year 2023 (FY23).

We are committed to reducing the environmental impact associated with the production of this Annual Report. Annual Reports are only printed and posted to shareholders who have elected to receive a printed copy.

This and previous Annual Reports are available on the Company's website, <https://aureliametals.com/investors/company-reporting/>

The Peak Mine processing plant at dusk

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CHAIR'S LETTER

Dear Shareholders

The last twelve months have been keenly challenging for all at Aurelia Metals. For our Board, our employees and our shareholders. Following a year of unacceptable and deteriorating performance, the Company embarked on a series of changes that I believe has provided a strong platform to deliver future enhanced value to our shareholders, while providing a safe, supportive and rewarding environment for our employees and contractors.

There is still an enormous amount of work to do to restore our true value and deliver future growth but I believe the ship has turned with refreshed leadership. We now have a foundation to deliver on our commitments of improving operational performance, develop our premier Federation Project, optimise the value of our infrastructure and mining assets in the Cobar Basin, and leverage our talented and dedicated people for years to come.

At last year's Annual General Meeting, I announced three priorities for the Company that would be our focus for the year ahead:

- 1) Recover strong and consistent operational performance to ensure high margin, low-cost production and deliver predictable cash flows to fund future growth.
- 2) Ensure highly experienced and skilled executives are in place to drive our performance and deliver superior value.
- 3) Secure a competitive funding solution to underwrite the development of our quality Federation and Great Cobar Projects.

These priorities were translated into a comprehensive and far-reaching Organisational Renewal Program comprising five strategic themes. I'm pleased to report we have seen significant progress against each of these strategies through the year.

Safety

Given the size and scope of the Organisational Renewal Program, maintaining safety performance through a sustained period of change was front and centre for Aurelia in FY23. We challenged our leaders to ensure the health, safety and wellbeing of our people were not compromised during this dynamic period of change and they certainly delivered.

On 30 June 2023, Aurelia was pleased to report strong safety performance with a Group Total Recordable Injury Frequency Rate (TRIFR) of 5.13 (FY22: 8.7). This included operating during the entire second half of the year with no recordable incidents across the Aurelia portfolio.

Safety performance at Dargues hit a particular high note with the mine recording 12 months injury free on 30 June 2023 bringing their FY23 TRIFR to zero.

Operational performance and cash management

Despite a difficult first half, site-by-site improvement initiatives drove achievement of FY23 Guidance including outperformance of gold production at 86,000 ounces at an All-In-Sustaining-Cost of A\$2,315 per ounce.

At Hera, a change in the mine plan in December returned the asset to positive cash generation, marked by a very strong finish to operations in late March 2023. The mine was closed and the surface facilities were successfully transitioned to care and maintenance in April, with much of the asset's significant infrastructure earmarked for use at the Federation Mine as it comes online.

At the Peak Mine, Aurelia's cornerstone asset, our focus was managing costs. The transition to owner-mining concluded at the end of April 2023, resulting in a sharp reduction in mining costs that improved cash flows. Work has also commenced to improve development and further drive down costs, as we pursue better production outcomes.

The Dargues Mine continued to be a reliable, stable operation throughout the year, with efforts targeted towards increasing cash flows. In December, the New South Wales (NSW) Department of Planning and Environment approved our application to lift processing rates 15% from 355 thousand tonnes per annum (ktpa) to 415ktpa. This allowed increased throughput rates and improved cash flows in the second half of the year.

Perhaps the most inspiring effort to improve organisational efficiency came with the introduction of the Working Smarter Program. More than 220 ideas flowed across the organisation, resulting in A\$25.6 million in cost savings and efficiency equivalent value, A\$15.8 million of which is ongoing savings due to sustainable changes in operating methods, processes or equipment. This beat the A\$24 million target, demonstrating our employees are some of the most passionate in the industry when it comes to rebuilding organisational success.

At year end, together these initiatives resulted in:

- ♦ significant cash generation with earnings before interest, taxes, depreciation and amortisation (EBITDA) of A\$55.8 million (FY22: A\$166.51 million), up from A\$12 million in the first half of the year
- ♦ ~A\$40 million directed towards repayment of the pre-existing term loan, and a full cash-backed performance bond facility for rehabilitation
- ♦ cash at 30 June 2023 of A\$38.9 million (FY22: A\$76.7 million) excluding the performance bond cash backing.



Peter Botten, AC, CBE
Non-Executive Chair

Optimisation of the high grade Federation Project

A Federation-led future is well on its way, as the Company made important steps towards bringing one of the highest grade base metal development projects in Australia into production.

On 10 October 2022, the Federation Mine (Federation) Feasibility Study was released, confirming a capital efficient project that will benefit strongly from our established mine and milling infrastructure and generate impressive rates of return for our shareholders.

The Project received development consent from the NSW government in March 2023 and is currently finalising secondary approvals to start mining development of ore by the first half of FY25. With the timeframe from discovery to first production of just six years, Federation will be one of the fastest development projects in recent NSW history, backed by the strong belief the Board has in the potential of the Project to materially grow Aurelia's shareholder value.

In April, the Company provided an update, which further refined the Feasibility Study and delivered an improved path to production, lower capital expenditure, along with an updated mine design to increase operational efficiency. It also confirmed a mine production target of 4.0 million tonnes (Mt) for an initial 8-year life with an expected average annual steady state recovered metal production of 45kt zinc, 46kt lead, 1kt copper, 15 thousand ounces (koz) gold and 39koz silver.

Federation funding

A key activity through the year was delivery of a flexible and competitive funding package to transform the Company's balance sheet. The effort to secure the best solution for our business and to protect shareholder value was significant and far-reaching. A range of options were reviewed through a comprehensive analysis. Despite the tough economic environment, characterised by climbing interest rates, the Aurelia team was successful in delivering a cost effective and comprehensive solution while managing the repayment of our existing debt facility.

On 31 May 2023, we were pleased to announce the execution of a new ~A\$100 million financing facility with Trafigura Pte Ltd (Trafigura) comprising a US\$24 million Loan Note Advance and up to a A\$65 million Performance Bond Facility.

To accompany the Trafigura facilities, Aurelia completed a A\$40 million equity raising with receipt of proceeds from the institutional placement and entitlement offer received in June 2023. Proceeds from the retail entitlement offer were received in July 2023.

Subsequent to the announcement of the Trafigura financing facility, the Company remobilised its mining contractor to the

Federation site, and development recommenced on 1 August 2023.

Leadership renewal

While initiatives to lead the business turnaround were designed and implemented, it was critical the Board's focus turned to securing highly capable executives to ensure the change could be sustained.

These efforts began with the appointment of Martin Cummings as the Company's new Chief Financial Officer. Martin is a highly-experienced mining executive with over 25 years' financial, commercial, treasury and investor relations experience. This experience served us well in the pursuit of the Trafigura financing facility, which Martin secured to fully fund the business and protect the outstanding rates of return on offer from the Company's growth projects.

Following the departure of our Managing Director and Chief Executive Officer, Dan Clifford in November 2022, Andrew Graham was appointed Interim Chief Executive and effectively led the turn round in Company performance in a highly skilled and committed way. Andrew did an outstanding job in this position and the Board extends its thanks for his dedication and professionalism during his time in this role

In June 2023, the Board was pleased to announce the appointment of a new Managing Director and Chief Executive Officer, Bryan Quinn. Bryan's extensive experience at BHP and OZ Minerals in business improvement, operational excellence and project delivery, comprised the ideal background to help Aurelia deliver its exciting development projects, while optimising value and performance of its existing assets. Bryan has already had a significant impact in defining our ongoing strategy and further addressing improvement in our operational performance. With Bryan's appointment, Andrew has taken up an expanded role in driving growth for the organisation as our Chief Development and Technical Officer.

Health and safety

Underpinning the significant efforts to transform business performance in FY23 was a series of initiatives directed towards looking after our workforce and endeavouring to make Aurelia an employer of choice to address industry wide high levels of employee turnover. At Aurelia, we recognise we're only as strong as our people who call our workplace their own. To support a holistic approach to our people's safety and provide a safe and supportive workplace for all employees and contractors, during FY23 we focused on mental health and wellbeing with a series of workshops across all our sites.

The four-staged program included three workshops covering mental health awareness (including a mental health workplace audit), education on mental health resilience and training on mental health responses for leaders and workplace champions. The program is supported by wellness resources.

Our efforts to ensure the health and safety of our workforce have been equally matched with our drive to ensure the same outcome in our environmental performance. In recognition of this effort, we were pleased to receive the Environmental Excellence Award at the NSW Minerals Council's Health, Safety, Environment and Community Awards in August. The Award recognises the Recordable Environmental Incidents Frequency Rate (REIFR) reporting framework that has been implemented across the Company.

Exploration

A key challenge this year has been keeping up work to realise the value of our extensive exploration tenement package in an environment of careful cost control. I'm pleased to report drilling in the Peak Mine province – with a view to growing the already substantial Mineral Resource tonnage that exists – yielded positive results.

In October 2022, Aurelia announced a material increase to the Mineral Resource reported during the half year. Tonnage increased 37% to 8Mt containing more than 178kt of copper and 179koz of gold.

Further geophysical surveys conducted during the year also returned interesting results, with targets further progressing up Aurelia's exploration pipeline to be the focus of additional exploration work.

Looking ahead

Great teams are made during tough times, and all that was achieved in FY23 could not have been done without the dedication of the Aurelia workforce. I'm very proud to say employee commitment was the hallmark of a significant business turnaround and a sign of great things to come.

As I close, I would like to thank my fellow Board Directors and Company executives for leading the change that was required in FY23 to set Aurelia up for a strong future. In particular, I would like to recognise our new Non-Executive Director, Lyn Brazil, who recently joined the Board to help us chart the course towards restoring shareholder value. Lyn is already providing a valuable perspective on how we run the business and grow the Company.

As part of our ongoing optimisation of governance at Aurelia, we will be reducing the size of the Board, while ensuring that the Board has relevant skills and experience to further drive the turnaround of business performance and build shareholder confidence in our delivery of value creation.

Finally, I would like to convey my sincere appreciation to you, Aurelia shareholders, for your support. I believe, like me, you recognise the significant value of the Aurelia portfolio. Following our efforts over the past year, I am convinced we have the right leaders, capability and strategies in place to achieve shareholder prosperity.

Your Board looks forward to continuing to do what we say in FY24.



Peter Botten, AC, CBE
Non-Executive Chair

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The shaft headframe at the Peak Mine



MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER'S REPORT

Dear Shareholders

New Vision and Strategy to grow value for the future

When I joined Aurelia in early June 2023, I approached the role with the intention to listen with a view to understanding the history of the business, its growth potential, and most importantly the Company's capability and culture.

FY23 was a year that impacted the Company greatly. After emerging from a period of underperformance, there was a clear business case for transformational change. In response to the challenge, the effort evoked from Aurelia people under a set of extremely tough circumstances was very inspiring. The multi-faceted Organisational Renewal Program requested by the Aurelia Board, outlined the change required and demanded the focus of every employee. The team worked together to return operational stability, maximise cashflows, optimise and fund the premier Federation Project, as well as recruit and onboard new leaders with the requisite experience to take the business forward. At the end of the financial year, Aurelia emerged as both a stronger team, delivering a record safety performance, and a more resilient business. We now look at the foundation built together as the starting point for a resources success story based on a new Vision, Values and Strategy.

And it's not too hard to see how that could quickly become our reality. We have some of the largest base metal resources in the Cobar Basin, as well as two established mills with a throughput capacity of between 1.25 – 1.4Mt. We are also extremely fortunate with strong infrastructure and supply services within the town of Cobar. But perhaps our greatest competitive advantage is a workforce who through their own sweat has set the Company up for success, is dedicated to deliver results, and looks forward to a strong future in the region of NSW.

How we combine these ingredients for success into a clear, pragmatic plan owned by every Aurelia employee has been my focus during my early days as the MD and CEO.

On my first day, I joined fellow executives and senior leaders in a strategy planning workshop. Our goal: to determine our Vision for the future and establish how the Aurelia team would work together to deliver a Strategy to help us emerge from FY23 and achieve value in our portfolio, as well as returns for our shareholders. I am now excited to lead and share this new strategic direction for Aurelia.

Developing and operating a critical base metals company

It's a great time to be in base metals, which will dominate approximately three quarters of the Aurelia portfolio by 2026. The transition to base metals is occurring at the perfect time for our Company, as society ramps up efforts to decarbonise, rising living standards, and countries continue to emerge from the COVID-19 pandemic fuelling increased global construction activity.

At a time when the world needs more copper and zinc to reach net zero, we are poised to bring on two new critical metals mines in the Cobar Basin, in addition to running our cornerstone operations at Peak.

The Federation Project, rich in zinc, is the first project in our development pipeline, and the first new critical minerals mine in NSW in seven years. Zinc is the fourth most consumed metal in the world and its outlook is exciting, with demand set to increase given its use in the manufacturing of green technologies.

Our Great Cobar Project (at Peak North) will follow, bringing a significant copper endowment to the portfolio. Copper – the metal of electrification – is essential in the adoption of renewable technologies.

These projects, together with future prospects in our exploration pipeline, will pivot our Company to a base metals producer in the near term and fill our mill capacity.

Becoming a developer and operator of choice

During my first visits to our mine sites and surrounding exploration assets, one thing became abundantly clear to me: our significant infrastructure in the Cobar Basin can unlock value across the region.

Moving forward, we will leverage this infrastructure to deliver our Vision to 'become a developer and operator of choice for critical base metals to power a low carbon society and deliver superior shareholder value'. To do this, we are embarking on a new business model – the 'Cobar Province Model'.

This 'hub and spoke' approach will enable us to use our infrastructure to provide low-cost, capital efficient growth. Using our 1.25 – 1.4Mtpa processing capacity, we will ramp up our operations, increase cash flow and reduce costs by filling our mills with economic ore as quickly as possible.

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Bryan Quinn
Managing Director and Chief Executive Officer

While ore is currently sourced from our existing sites, looking to the future, we will also explore options to work as a catalyst in the region to accelerate organic and inorganic growth. We will do this by pursuing strategic partnerships with those looking to break into the critical minerals space at a minority level interest. We will also use our assets and Resources where it makes commercial sense to attract investment and growth in the region. In this way, we can maximise shareholder value sooner than on our own.

A roadmap to success

My focus has now turned to the roadmap for delivering our new Strategy. Developed in conjunction with our Executive Team and Board, the first phase of the roadmap was called the CEO's 100-day plan. It builds on the momentum achieved by stabilising the business in FY23 through the following priorities:

- ◆ Continue to safely deliver our operational targets to enrich our balance sheet, including maximising cash from Dargues over its remaining life.
- ◆ Setting up the Federation Project for success will be immensely important. Safely delivering early works on time and on budget will help ensure we can maximise the value of this incredible resource.
- ◆ Commence improvement programs at our Peak Mine to right size our cost base and allow us to be competitive in all price cycles, in addition to identifying opportunities to fill the Peak mill as soon as possible.
- ◆ Identify organic and inorganic commercial opportunities to maximise our value in the Cobar Basin using the 'Cobar Province Model' to grow and fill our mill capacities as a start.

Successful achievement of these priorities relies on ensuring we have a robust operating model, excellent leadership and a positive culture in place to attract and retain a high-performing workforce. Creating this environment is my focus and my expectation of all leaders in our business.

Finally, our commitment to sustainability will remain paramount. The continual improvement in safety, the wellbeing of our people, community engagement, and the responsible

stewardship of the environment in which we operate, will be essential ingredients to our success, and to maintaining our social licence to operate. We have and will continue to place sustainability at the core of everything we do. Its importance is exemplified in this, our fourth Annual Report which includes our sustainability performance outcomes.

Thank you

In closing I want to thank you, our valued shareholders – existing and new – for your continued faith in our Company. I also greatly appreciate your support during my transition into Aurelia.

I recognise that to grow Aurelia and unlock its potential, we first need to regain your trust and confidence. Together with the Aurelia team, this is a challenge I will tackle with the same energy demonstrated in the second half of FY23.


With your support, and the support from our Board, I'm confident we have a clear path forward that will return value to you and all Aurelia stakeholders.

I want to acknowledge the significant efforts of the whole workforce, under the leadership of Interim Chief Executive Officer, Andrew Graham and the newly-appointed Chief Financial Officer, Martin Cummings, to deliver the priorities set forth by our Chair at the 2022 Annual General Meeting.

Lastly, I would like to thank the entire Aurelia team for their dedication to remaining safe and focused on turning our business around in the last half of FY23. I am honoured to lead you into this new chapter in Aurelia's history.

Bryan Quinn
Managing Director and Chief Executive Officer

WE ARE AURELIA



The conveyor and coarse ore stockpile at the Peak Mine

OUR PROFILE

Aurelia Metals ('Aurelia', 'the Company') is an Australian mining and exploration company with a highly strategic landholding, two operating mines, and two development projects in NSW.

We own and operate two underground mines and processing facilities in NSW and have an enviable portfolio of organic growth prospects in the region.

Our Peak Mine comprises two separate underground polymetallic mines and an 800ktpa base metals and gold processing plant. Peak is in the northern Cobar Basin, south of Cobar, a town in central-west NSW.

Our Dargues Mine is a gold-mining and milling operation located in the Southern Tablelands region in NSW, approximately 60 kilometres (km) southeast of Canberra. The facility includes an underground mine, processing plant and associated surface facilities.

The Hera mining operation, also located in the Cobar Basin, has ceased and the surface facilities have been placed into care and maintenance. Hera's 455ktpa processing plant is equipped with a three-stage crushing, gravity gold and base metals flotation and concentrate leach circuit.

In the Cobar Basin, we hold one of the most geologically prospective ground positions in Australia and have the expertise and capability to discover and convert this endowment to unlock exceptional value for our shareholders.

Our premier Federation Project is one of the highest-grade base metal development projects in Australia. Receiving Development Consent from the NSW Department of Planning and Environment in March 2023, the Federation deposit hosts high-grade zinc, lead, and gold mineralisation and remains open at depth.

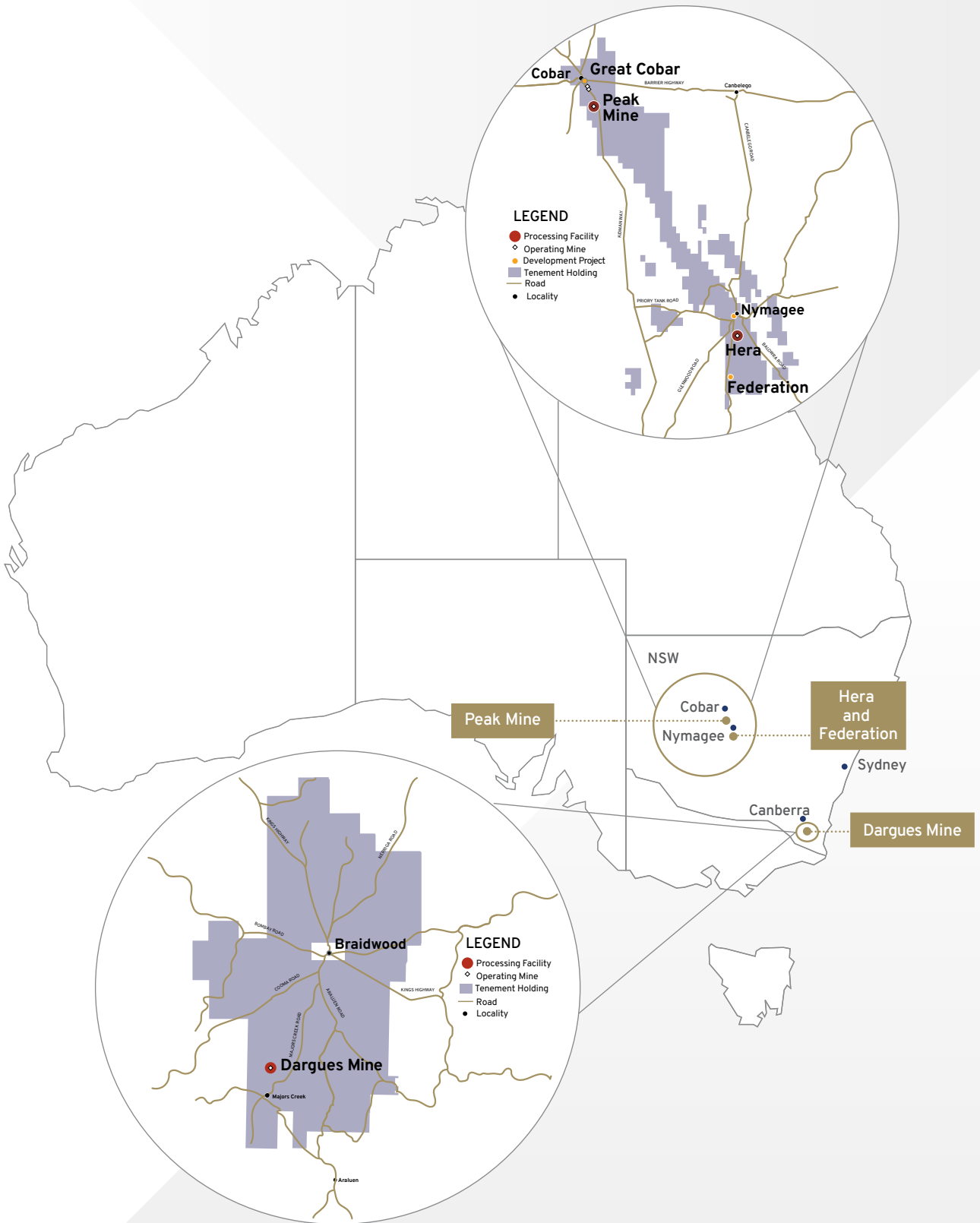
Our Great Cobar Project involves the development of satellite base metals and a gold deposit, north of, and accessible from, the New Cobar mining complex at the Peak Mine.

From exploration through to operations and into closure, we are committed to minimising the environmental impacts of our operations.

Aurelia Metals is listed on the Australian Securities Exchange (ASX) (ASX code: AMI) and is headquartered in Brisbane (Queensland, Australia).

OUR PORTFOLIO

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OUR VISION

Developer and operator of choice for critical base metals to power a low carbon future and deliver superior shareholder value

OUR VALUES

CARE

- ◆ We respect our people, communities and the environment.
- ◆ We act with integrity and want to make a difference.
- ◆ We do what's right and own the outcome of our efforts.
- ◆ We are committed to safety first.

CURIOSITY

- ◆ We are interested in the ideas of others and value diverse opinions.
- ◆ We ask questions, seek information and challenge the status quo.
- ◆ We make informed decisions and learn from success as well as failures.

NIMBLE

- ◆ We are proactive in identifying and addressing emerging challenges and opportunities.
- ◆ We are open and receptive to change, quickly responding to evolving circumstances.
- ◆ We make timely decisions based on available information to avoid unnecessary delays.

ONE TEAM

- ◆ We actively participate and work together towards shared goals.
- ◆ We acknowledge and celebrate the achievements of teams and individuals.
- ◆ We trust each other – we are open, supportive and strive for collective success.

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OUR STRATEGY

DELIVER WITH CONFIDENCE

- ◆ Develop integrated and robust plans with contingency.
- ◆ Clear accountability of targets across the organisation for all leaders and teams.
- ◆ Implement our management operating system and embed consistent processes.
- ◆ Make decisions based on data, then learn from the outcomes.
- ◆ Deploy plans that deliver our operational targets in a safe and sustainable manner.
- ◆ Drive investor engagement.

IMPROVE OUR OPERATING MARGIN

- ◆ Drive down costs and improve margins at all operations.
- ◆ Maximise utilisation of established infrastructure.
- ◆ Scale our organisation to endure through the cycle.
- ◆ Optimise metal recovery and extract full value from our products.
- ◆ Establish strategic partnerships and deliver value from our contract spend.
- ◆ Maximise shareholder value.

RIGHT PEOPLE, RIGHT MINDSET

- ◆ Attract talent by demonstrating a superior value proposition for our people.
- ◆ Cultivate leadership excellence through development, support and feedback.
- ◆ Anticipate workforce needs and grow a pipeline of talent through the development of our people.
- ◆ Create a one team culture by engaging people in the way we work.

FOCUSED GROWTH

- ◆ Increase mineral endowment by expanding near mine and historic mineral resources in combination with regional discoveries.
- ◆ Optimise the Cobar Basin, including the effective use of assets and mineral inventories.
- ◆ Assess and act on third party opportunities.
- ◆ Accelerate growth through strategic partnerships.

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OUR FY23 FINANCIAL AND OPERATING PERFORMANCE

GROUP FINANCIAL MEASURE	UNIT	FY23	FY22	% CHANGE
Revenue	A\$M	369.2	438.8	(16)
EBITDA – statutory	A\$M	55.8	166.5	(66)
EBITDA – underlying	A\$M	55.7	142.9	(61)
EBITDA margin	A\$M	15	38	(60)
Net profit/(loss) after tax – statutory	A\$M	(52.2)	(81.7)	36
Net profit/(loss) after tax – underlying	A\$M	(377)	(1.4)	2,659
Basic earnings per share	A\$M	(4.16)	(6.61)	37
Cash flows from operating activities	A\$M	45.9	154.1	(70)
Cash flows from investing activities	A\$M	(77.4)	(131.5)	41
Cash flows from financial activities and foreign exchange (FX)	A\$M	(6.8)	(20.2)	66
Group cash flow	A\$M	(38.3)	2.5	(1,654)

OUR FY23 PRODUCTION PERFORMANCE

KEY METRIC	UNIT	FY23	FY22	% CHANGE
Production Volume				
Gold	oz	86,254	98,461	(12)
Silver	oz	352,343	788,840	(55)
Copper	t	2,188	3,726	(41)
Lead	t	18,998	24,266	(22)
Zinc	t	20,548	30,067	(32)
Average Prices Achieved				
Gold	A\$/oz	2,697	2,500	8
Silver	A\$/oz	34	32	6
Copper	A\$/t	12,092	13,124	(8)
Lead	A\$/t	3,351	3,032	11
Zinc	A\$/t	4,493	4,692	(4)
All in Sustaining Cost (AISC)	A\$/oz	2,315	1,707	36

Excerpt from pages 5 and 6 of the 'FY23 Financial Results' presentation (30 August 2023) available on the ASX.

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OUR MINES:

PEAK MINE

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The New Cobar open-pit, part of the Peak Mine complex

METAL	UNIT	FY23 PRODUCTION
Gold	oz	36,279
Silver	oz	203,981
Copper	t	2,188
Lead	t	14,416
Zinc	t	13,302

Peak Mine is located in the northern Cobar Basin, south of Cobar in central-west NSW. The current operation started production in 1992.

Aurelia completed the purchase of Peak from New Gold in April 2018. Through accelerated mining of the high-grade Chronos gold deposit, investment payback on the A\$59 million purchase price was achieved within four months.

The operation comprises two separate polymetallic underground mines and an 800ktpa base metals and gold-processing plant. The plant is supplied with lead-zinc-gold and copper-gold ores from several active underground mining areas that use open stope mining with backfill. Thickened tailings are pumped for deposition to an engineered tailings storage facility.

The processing facility enables the treatment of different polymetallic ore types to produce separate copper, lead and zinc concentrates. Ore is processed in campaigns based on the nature of the polymetallic mineralisation mined from the different orebodies.

Drilling at Peak Mine and its deposits is currently focused on further extensions of the existing orebodies across the north and south mines, including Kairos, Peak North, Perseverance and Chesney. Additional near-mine drilling is focused on evaluating the potential of high-value line-of-lode targets between the main deposits.

For further information about the Peak Mine and its FY23 performance, see pages 88 to 89 and visit our website: <https://aureliametals.com/peak-mine/>

OUR MINES:

DARGUES MINE

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An aerial view of the Dargues Mine process plant

METAL	UNIT	FY23 PRODUCTION
Gold	oz	36,358

Dargues Mine is a gold-mining and milling operation in the Southern Tablelands region of NSW, approximately 60km southeast of Canberra, which Aurelia purchased in late 2020 and successfully integrated into our production portfolio during 2021.

Ore is mined using conventional bottom-up longhole stoping and trucked from the underground mine to a surface stockpile adjacent to the process plant. Stope voids are backfilled with cemented hydraulic fill or waste rock. Mine access is via a boxcut and decline from the surface.


Ore is treated through three-stage crushing, ball milling, flotation and dewatering circuits to produce a gold-rich pyrite concentrate that is exported for smelting.

Dargues life-of-mine planning in FY23 indicates the completion of onsite mining and processing in 2024. Dargues Management has taken steps to ensure the strong planned cash contribution from the asset until the end of its mine life is realised.

For further information about the Dargues Mine and its FY23 performance, see page 90 and visit our website: <https://aureliametals.com/dargues-mine/>

OUR MINES:

HERA SITE



An aerial view of the Hera site process plant at night

METAL	UNIT	FY23 PRODUCTION
Gold	oz	13,616
Silver	oz	148,362
Lead	t	4,582
Zinc	t	7,247

Hera site is located approximately 100km southeast of Cobar in central-west NSW. In March 2023, the last ore from the underground mine was hauled to the surface and processed through the plant, and Hera's surface facilities were transitioned to care and maintenance in April 2023.

The 455ktpa process plant is equipped with a three-stage crushing, gravity gold, base metal flotation and concentrate leach circuits. We intend to leverage the established

infrastructure at our Hera site to process ore from our nearby Federation Project.

Since commissioning in 2014, Hera has produced 3.2 million tonnes of ore, supported 180 full time jobs, and contributed A\$216 million to the local economy.

For further information about Hera and its FY23 performance, see page 91 and visit our website: <https://aureliametals.com/hera-mine/>

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OUR PROJECTS:

FEDERATION PROJECT

An aerial view of the decline at the Federation Project site

The Federation Project deposit hosts high-grade zinc, lead, and gold mineralisation and is located approximately 10km south of our Hera site.

Project development will involve the underground mining of the deposit for treatment through established processing circuits at our Peak and Hera sites.

The Federation deposit was discovered in April 2019. We moved swiftly to progress exploration and infill drilling, in conjunction with project evaluation and permitting applications, to enable production from this exceptional mineral deposit.

In October 2022, we completed the Federation Feasibility Study (FS). In conjunction with the FS we announced a maiden Ore Reserve of 2.2Mt at 8.9% zinc (Zn), 5.3% lead (Pb), 1.4g/t gold (Au), 6g/t silver (Ag), and 0.3% copper (Cu).

On 2 March 2023, Aurelia received Development Consent from the NSW Department of Planning and Environment for the Federation Project.

On 13 April 2023, we released an update to the market on the Federation Project scope, timeline and capital cost estimate to capture opportunities associated with mining operations at the nearby Hera site closing and surface facilities transitioning to care and maintenance. Compared to the October 2022 release of the Federation FS, several valuable project enhancements were identified, including:

Improved path to first production

- Updated mine design delivers earlier stope ore production.
- Initial ore trucked to the Company's Peak processing plant which improves concentrate payabilities by producing separate zinc and lead concentrate products.
- Restart of the Hera process plant able to be delayed until capacity at Peak is fully utilised.

Lower capital expenditure compared to the FS

- Capital expenditure to first production stope ore lower at A\$76 million (FS: A\$88 million) and total growth capital lower at A\$143 million (FS: A\$145 million).
- Leveraging existing Hera mining assets and camp infrastructure lowers capital spend and de-risks execution.
- Improvements have more than offset the impact of industry-wide capital cost inflation since the FS.
- Deferral of project spend associated with tailings filtration and waste backfill plant.

Updated mine design improves efficiency and operability

- Optimised mine design reduces total development metres.
- Shallower decline gradient improves trucking efficiency.
- Figure-8 decline design provides better orebody strike coverage and improved infill drilling platforms.

A compelling base metals development project and significant Aurelia value

- Net Present Value (NPV) of A\$354 million at spot prices (as at 14 March 2023).
- Total mill feed of 4.0Mt for 8-year initial production life; expected average annual steady state-recovered metal production of 45kt zinc, 46kt lead, 1kt copper, 15koz gold and 39koz silver.
- Long-term fundamentals for zinc remain strong.
- The Federation Deposit remains open along strike and at depth with substantial potential for resource extension and conversion from planned underground and surface drilling.

In May 2023, we secured a funding solution for the Federation Project comprising new senior secured financing facilities and a A\$40 million fully underwritten equity raise.

For further information about our Federation Project, visit our website: <https://aureliametals.com/federation/>

OUR PROJECTS:

GREAT COBAR

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Exploration Geologist, Karl de Groot using a handheld X-ray fluorescence analytical tool at one of our exploration prospects

The Great Cobar Project involves the development of a satellite base metals and gold deposit, north of, and accessible from, the New Cobar mining complex at our Peak Mine's processing facility and is approximately 1.5km north of the New Cobar Mine.

Copper mineralisation was discovered at the Great Cobar deposit in 1870 and mined from then until 1919. Modern exploration drilling intercepted significant copper-gold and zinc-lead-silver mineralisation outside the historic mine workings with copper mineralisation identified at depths of 1,000 metres (m) below surface.

The Great Cobar deposit remains open both up-plunge and down-plunge. Further testing of the extent of its mineralisation will be facilitated by underground drill platforms that will be accessed from the planned mine workings.

A Pre-Feasibility Study (PFS) and maiden Ore Reserve was released in January 2022. The mine development uses a layout that incorporates responses from community consultation and information from assessments prepared for the Environmental Impact Study (EIS) for the New Cobar Complex. Further study works are planned to be completed during FY24.

Aurelia has prioritised development of the Federation Project and intends to commence mining activities at Great Cobar after Federation starts production.

For further information about our Great Cobar Project, visit our website: <https://aureliametals.com/great-cobar/>

OUR EXPLORATION PROSPECTS

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Exploration activities at the historic Queen Bee mine

We hold one of the most geologically prospective ground positions in Australia and have the expertise and capability to discover and convert this endowment to unlock exceptional value.

We have a strong record of discovery and are engaged in exploration activities that span the breadth of the exploration pipeline from early stage reconnaissance to advanced targeting. The Exploration Team is well established and uses leading edge technology through established pathways to research ore bodies and provide the latest advice on exploration methodologies and advanced targeting in the mineral exploration industry.

Our exploration pipeline in the Cobar Basin encompasses the Cobar and Nymagee Districts. Together these include in excess of 125 exploration prospects, 21 of which are at the advanced drilling stage. In our Braidwood District in the Southern Tablelands region of NSW, the exploration pipeline consists of more than 20 exploration prospects and six prospects at the advanced drilling stage.

Cobar District drilling

In March 2023, we confirmed the outcomes of an exploration drilling program at the Chesney East, Burrabungie and Queen Bee prospects that returned high-grade copper and gold results with the potential to extend Peak's life of mine.

The prospects evaluated are all located close to Peak infrastructure, with the Chesney East Gold Lens just 10m and the Burrabungie Lens within 100m of the existing underground development. Queen Bee – a historic mine which has now been successfully assessed and drilled as a maiden drill program – is within 10km of Peak's infrastructure.

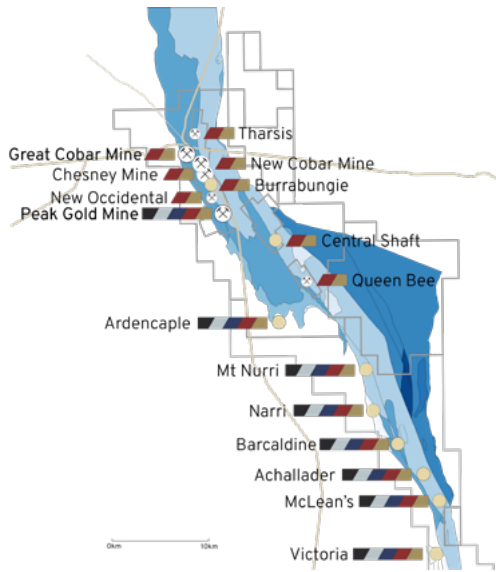
Induced Polarisation (IP) surveys – Nymagee District

In January 2023, we were pleased to share promising results from four recent IP surveys conducted at four prospects in the Nymagee District.

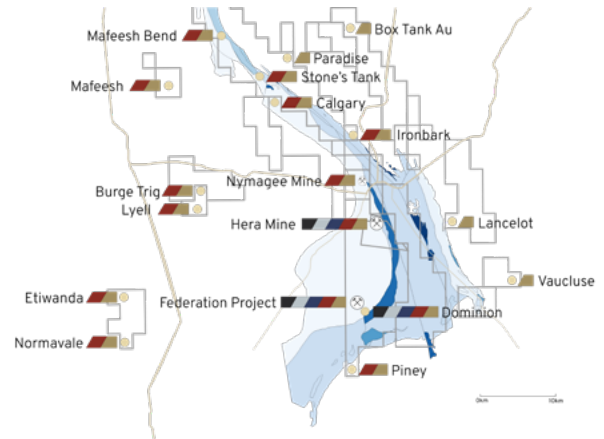
All four prospects evaluated – Lancelot, Vaucluse, Piney and Lyell-Burge Trig – contain high chargeability levels, including 90 millivolts per volt (mV/V) at Lancelot, where levels of 10–15 mV/V typically warrant drill testing.

The results at Lancelot were especially intriguing and have significantly upgraded its mineral prospectivity, advancing the prospect through our exploration pipeline. Significantly, surveys fast-tracked the target definition process, and fine-spaced soil sampling will be conducted over the prospects in the June FY24 quarter, followed by drill testing if results are favourable.

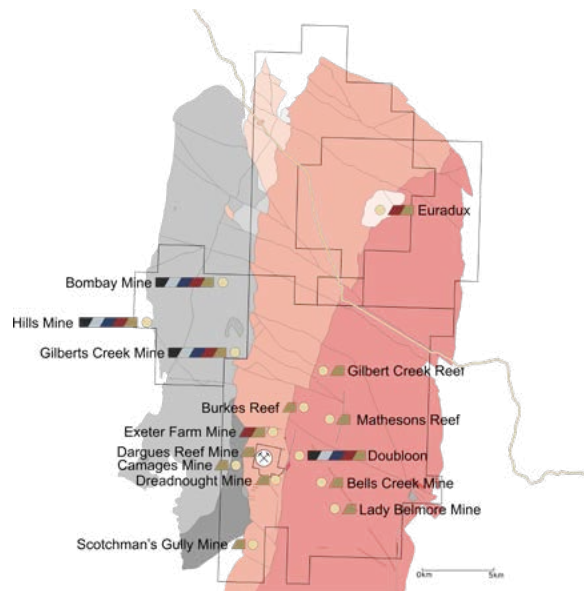
THE COBAR DISTRICT



THE NYMAGEE DISTRICT



THE BRAIDWOOD DISTRICT



Resource Legend



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SUSTAINABILITY REPORT

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Environmental and Social Responsibility Advisor,
Abigail Saunders performing environmental
monitoring activities near the Dargues Mine

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OUR APPROACH TO SUSTAINABILITY

Building and maintaining a trusted, sustainable, and beneficial presence in the areas where we operate is essential to Aurelia's success.

Our approach to sustainability is aligned with our Vision and Values and aims to deliver business and stakeholder value across all aspects of our operations and functions from exploration to closure.

Sustainability is embedded within our business through our commitment to:

- ♦ protecting the health and safety of our employees, contractors, and host communities
- ♦ minimising our environmental impact, conserving and enhancing biodiversity, using resources such as water and energy efficiently, and progressively rehabilitating land in preparation for eventual closure
- ♦ building resilience to climate change risks and minimising and managing greenhouse gas emissions and other climate change impacts
- ♦ recognising and respecting the deep connection First Nations Peoples have with the land and operating in a way that protects their cultural heritage
- ♦ building trusting, transparent and long-term relationships with our communities
- ♦ contributing positively to our communities through programs that respect their aspirations
- ♦ respecting and promoting human rights and actively managing modern slavery risks
- ♦ applying ethical and transparent business practices
- ♦ complying with applicable laws, regulations, licences and commitments.

To achieve our sustainability objectives, we recognise the need to continually improve, understand, benchmark, and address emerging issues that are important for ourselves and our stakeholders.

Our approach to managing performance in these areas includes risk assessment, development and implementation of plans, objectives, targets, policies, standards and procedures that are supported by management systems, leadership development, training and guidance.

This Sustainability section of our 2023 Annual Report has been prepared with reference to internationally recognised reporting frameworks.

GRI is an independent international organisation that has established the leading global framework and standards for sustainability reporting.

A GRI Content Index begins on page 59 of this Annual Report.

The United Nations Sustainable Development Goals (SDGs) were endorsed in 2015 and are aimed at eliminating poverty, protecting the environment, and providing a shared blueprint for peace and prosperity for people and the planet by 2030.

We have mapped our sustainability programs and performance to the SDGs within the GRI Content Index.

The Financial Stability Board created the Taskforce on Climate-Related Financial Disclosures (TCFD) in 2015. The TCFD includes recommendations on voluntary climate-related financial risk disclosures that provide investors, lenders, insurers, regulators, policy makers and other stakeholders in the financial markets climate-related information useful to decision-making.

We have begun the process of aligning our climate strategy and disclosures to International Sustainability Standards Board's (ISSB) disclosure standards, which are aligned to the recommendations of the TCFD.

MATERIAL TOPICS

We regularly engage with our key internal and external stakeholders to identify the issues most important to them. An overview of our approach to stakeholder engagement can be found on page 32.

In developing this Sustainability section of our 2023 Annual Report, we focused our disclosures on the potential risks and opportunities that could most impact the business and influence the assessments and decisions of our stakeholders.

We did this by:

- ♦ undertaking a materiality survey which was sent to our employees, Community Consultative Committees, key suppliers and Board of Directors
- ♦ reviewing our material company risks
- ♦ reviewing stakeholder expectations and emerging risks
- ♦ engaging with industry bodies and other experts
- ♦ benchmarking peer reports
- ♦ reviewing internationally recognised reporting frameworks.

This Sustainability section of our 2023 Annual Report describes our management approach, programs and performance for our material topics.

The Aurelia Board, via our Sustainability and Risk Committee, has reviewed the outcomes of our materiality assessment and approved the sustainability content of this 2023 Annual Report.

FY23 MATERIAL ISSUES

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The Peak Mine processing plant at dusk

GOVERNANCE

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(left to right) Emergency Services Officer, Russell Wawatai and General Counsel and Company Secretary, Rochelle Carey walking towards the coarse ore stockpile at the Peak Mine

We remain committed to achieving our environmental, social and governance (ESG) objectives and targets in a progressive, sustainable, and respectful manner.

Our strong focus on governance and commitment to our stakeholders comes from a clear appreciation that our actions are on behalf of our shareholders.

Our aim is to instil an ‘act as an owner’ mindset, where everyone is working towards a common goal in the best interest of the business, shareholders and stakeholders.

GOVERNANCE STRUCTURE

The Board of Directors (the ‘Board’) is the highest governance body within Aurelia’s governance structure. Our Board operates under the roles and responsibilities outlined in the Board Charter, which is regularly reviewed and available on our website.

The role of the Board is to represent and serve the interests of shareholders, with a commitment to delivering strong value to all stakeholders, including the communities where we operate. Fundamental to these activities is our contribution as a trusted, valued and sustainable mine operator.

The following committees support the Board:

- Audit
- Sustainability and Risk
- Remuneration and Nomination.

The responsibility and authority of each committee is outlined in the Committee Charters which are available on our website: <https://aureliametals.com/about/corporate-governance/>

The functions of the Board Committees do not relieve the Board from any of its responsibilities.

The Board has delegated certain defined authorities to the Managing Director and Chief Executive Officer to provide for the efficient operation of the business within an appropriate framework of control and risk management.

The Managing Director and Chief Executive Officer has the authority to delegate certain authorities, as set out in the Delegated Authorities Manual which has been approved by the Board.

The Managing Director and Chief Executive Officer prepares and recommends the Company strategy to be approved by the Board, and is then responsible for execution of the strategy within agreed risk tolerances, Company policies and the governance framework.

SUSTAINABILITY AND RISK COMMITTEE

The Sustainability and Risk Committee assists the Board in matters pertaining to sustainability in the Company including safety, health, climate and environment, community relations, and enterprise risk management.

In particular, the Committee is responsible for satisfying itself that measures, systems and controls are in place to manage sustainability issues and incidents that may have material strategic, business and reputational implications for Aurelia and our stakeholders.

Relevant General Managers and Executives are invited to attend meetings of the Committee and risk owners are required to present their sustainability risk matters and mitigation plans.

As part of its work program, the Sustainability and Risk Committee invites representatives from external stakeholder groups to present to them in relation to current environmental, social and governance (ESG) issues and/or trends.

In FY23, the Board and Committee arranged for EY to deliver presentations on the changing ESG landscape and the new ISSB requirements, and Deloitte on its *Tracking the Trends 2023* Report.

THE AURELIA WAY

The Aurelia Way is our Code of Conduct, which encompasses our vision and values and guides all aspects of the business, from the policies and standards we apply to how we conduct ourselves and approach day-to-day decisions.

It sets boundaries to help guide employees and contractors to exercise good judgment and describes how we should interact internally with our colleagues, as well as externally with our stakeholders and is structured around the following themes:

- ♦ The purpose of *The Aurelia Way* and how it applies to employees and contractors and how Aurelia will respond to breaches.
- ♦ Workplace behaviours articulating expectations which include health and safety, respect for people, employee performance and unacceptable behaviour.
- ♦ Sustainability covering environment, community and human rights matters.
- ♦ Operating with integrity addressing conflicts of interest, bribery and corruption and working in accordance with the law.
- ♦ Communicating externally encompassing disclosures to the market (ASX), shareholders, media and working with government agencies.

The Aurelia Way is incorporated into inductions for all new employees and contractors and within the terms for any new and existing suppliers.

We expect employees to carry out due diligence on potential and existing business partners and suppliers to confirm they conduct their business lawfully, that they are aware of their obligations under *The Aurelia Way* and that they operate in a consistent manner.

We encourage employees, contractors, and stakeholders to feel safe to come forward without fear of retaliation to report conduct they reasonably believe may be illegal, unethical or inconsistent with our values and standards. There are a number of options for reporting unacceptable conduct, including:

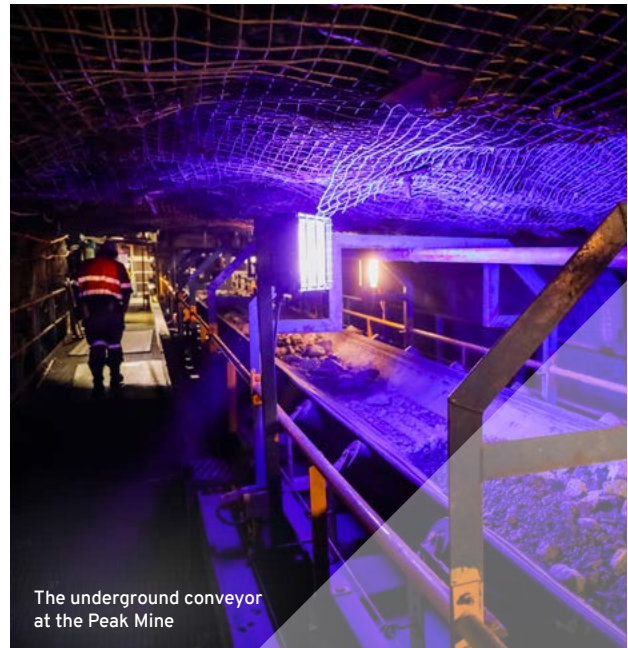
- ♦ raising it with a direct manager or supervisor
- ♦ elevating it to the next level of management
- ♦ contacting the Human Resources Team, Legal Team or Whistleblower Protection Officers
- ♦ reporting it through our confidential independent external Whistleblower service, Stopline.

The Board approved *The Aurelia Way* in September 2021, and it is available on our website.

WHISTLEBLOWERS

Stopline, our appointed external confidential Whistleblower service provider can be contacted 24/7 as well as trained Whistleblower contact officers within our business.

We encourage employees and stakeholders to speak up at the earliest opportunity where a person has reasonable grounds to suspect misconduct. Our Whistleblowers Standard outlines the protections available to whistleblowers and the process that will be followed when a disclosure is made, to encourage people to come forward with their concerns. All disclosures made under this Standard are treated seriously and are carefully considered.



The underground conveyor at the Peak Mine

OPERATING WITH INTEGRITY

We work with business partners and suppliers who share our commitment to safety, human rights, working ethically and lawfully and who behave in accordance with *The Aurelia Way*.

We also prioritise responsible local procurement of goods and services that contribute to the economic and social development of communities where we operate.

Our business partners and suppliers play an important role in our success. We therefore choose whom we work with carefully.

ANTI-BRIBERY AND CORRUPTION

Aurelia is committed to conducting its business ethically and in accordance with our vision and values and *The Aurelia Way*.

We take a zero-tolerance approach to bribery and corruption, as set out in the Anti-Bribery and Corruption Standard, which was reviewed and updated in FY23 and is available on our website. The Standard is communicated to all employees and contractors as part of *The Aurelia Way* training.

Information on limits for gifts, hospitality and entertainment, and detailed guidance on deciding if and when this may be appropriate, are outlined in the Standard and within *The Aurelia Way*.

In FY23, there were:

- ♦ no confirmed incidents of corruption
- ♦ no employees dismissed for corruption
- ♦ no incidents where contracts were terminated or not renewed due to corruption
- ♦ no cases regarding corruption being brought against the Company or its employees.

CONFLICTS OF INTEREST

Aurelia requires that all actual, perceived or potential conflicts of interest be disclosed in writing. Other expected actions include withdrawing from decision-making that creates, or could be perceived to create, a conflict of interest.

ANTI-COMPETITIVE BEHAVIOUR

No matter which country we operate in, or the customers and suppliers we transact with, we will support competition and not engage in anti-competitive behaviour.

In FY23, there were no legal actions pending or completed against Aurelia in relation to anti-competitive behaviour, or violations of anti-trust or monopoly legislation.

HUMAN RIGHTS AND MODERN SLAVERY

Aurelia supports and respects human rights and works to ensure we operate honestly and ethically to identify, assess and reduce the risk of modern slavery in our operations and supply chains, as outlined in *The Aurelia Way*.

In doing this, we recognise that human rights apply to every person across the globe regardless of their background. We see this as a fundamental element to our social responsibility and the sustainability of our operations.

We have identified the following aspects of our supply chain may expose us to higher modern slavery risks. These include:

- ♦ overseas manufacturing and fabrication (uniforms and personal protective equipment)
- ♦ electronics (computers and mobile phones)
- ♦ facilities management (cleaning, accommodation camp management and food services)
- ♦ transport and logistics (including shipping)
- ♦ construction.

Some of the key actions Aurelia has taken to assess and address modern slavery risks in our operations and supply chains include:

- ♦ Developing and rolling out *The Aurelia Way* and specific modern slavery training, which includes expectations to uphold human rights and identify and report modern slavery exposure.
- ♦ Encouraging employees, contractors, suppliers and stakeholders to report any human rights or modern slavery incidents pursuant to our Whistleblower Standard.
- ♦ Undertaking a Group-level modern slavery risk assessment.
- ♦ Establishing a Modern Slavery Working Group, which meets quarterly to identify, monitor and address modern slavery risks in our business. The Working Group includes representatives from head office and site, Legal, Finance, Procurement, Sustainability and Human Resources Teams.
- ♦ Undertaking supply chain due diligence based on expenditure, product/service type, sector/industry and geographical location.
- ♦ Strengthening modern slavery compliance and reporting obligations in all tenders, contracts and new supplier onboarding processes.

We aim for continual improvement in our actions to assess and address modern slavery risks in our operations and supply chains.

Aurelia's published Modern Slavery Statements are available on our website: <https://aureliametals.com/investors/company-reporting/>

SECURITY MANAGEMENT

Aurelia requires contractors engaged to provide security services to appropriately address the human rights aspects of security services. Our contracted secure transport provider is a founding member of the UN Global Compact in support of the UN Sustainable Development Goals.

PROCESS TO REMEDIATE NEGATIVE IMPACTS

Any reported breaches of *The Aurelia Way* are taken seriously and dealt with on a case-by-case basis and in a timely manner.

The course of action will depend on the nature and severity of the breach and may include disciplinary action, including dismissal in some cases and for matters of a breach of law (criminal or civil), referral to relevant authorities.

COMPLIANCE WITH LAWS AND REGULATIONS

Aurelia's Directors, employees and business partners are required to comply with the laws in the state and country in which they are working and acknowledge that a breach can result in serious consequences for the Company and our employees. This could include fines, criminal and civil penalties, sanctions, imprisonment and/or reputational damage.

Aurelia experienced no material environmental, community or heritage incidents and received no fines or penalty infringement notices in FY23. However, an environmental incident occurred at the Dargues Mine in July 2023 regarding a mine water tank overflowing into a nearby creek. A Clean Up Notice was issued to Big Island Mining Pty Ltd in July 2023 with respect to the incident.

There were several minor non-compliances to development consent conditions during the year, all of which were reported to the relevant authorities as required.

WORKING WITH GOVERNMENT AGENCIES

Aurelia works closely with government officials in the jurisdictions where we operate, and regularly engages with them on matters that affect our business. We maintain sound professional relationships with governments, their agencies and employees, and always act in a respectful, honest, transparent and ethical manner. We always cooperate with government enquiries and investigations.

In accordance with Company guidelines, under our Delegation of Authority Manual and Anti Bribery and Corruption Standard, no political donations in cash or in-kind are to be made. Employees may participate as individuals in political processes provided it is made clear that in doing so, they are not representing the Company.

No financial assistance has been received or requested from federal or state governments.

TAX GOVERNANCE AND COMPLIANCE

Aurelia operates within Australian jurisdictions and engages with the relevant state and federal tax authorities for all tax compliance matters.

We maintain thorough and transparent engagement with tax authorities.

Aurelia's Board Tax Policy ensures our approach to taxation is principled, transparent and sustainable in the long term.

The Board endorses the following principles governing its approach:

- ◆ Commitment to ensure full compliance with all statutory obligations, and full disclosure to revenue authorities.
- ◆ Management of tax affairs in a proactive manner that seeks to maximise shareholder value, while operating in accordance with the law.
- ◆ Maintenance of documented policies and procedures in relation to tax risk management.
- ◆ Sustaining engagement with revenue authorities and actively considering the implications of tax planning for Aurelia's wider reputation.
- ◆ Aurelia tolerates a low level of tax risk (which is inherent in taxation matters). Tax will be managed with the objective that all tax liabilities properly due under the law are correctly recorded, accounted for and paid.

TRADING IN AURELIA'S SHARES

Aurelia has a Securities Trading Policy which applies to all our employees, contractors and consultants and is available on our website. The Policy exists to minimise the risk of actual insider trading and avoid the risk of perception of insider trading.

Anyone with knowledge of price sensitive information that is not generally available is prohibited from dealing in Aurelia shares.

Directors, senior executives and certain employees who are in a position that provides them with ready access to confidential and price sensitive information about Aurelia are termed 'designated employees'. These employees have additional protocols governing their dealing in Aurelia shares, including needing prior approval to trade and only being able to trade during designated trading windows as defined in Aurelia's Securities Trading Policy.

RISK MANAGEMENT

Risk Management at Aurelia refers to the management of potentially adverse effects, as well as the realisation of potential opportunities.

Risk management is embedded throughout the business from assessing growth opportunities through exploration, mergers and acquisitions, to development, operation, and mine closure.

Our approach to hazard identification, risk assessment and incident investigation is governed by our Board and the Sustainability and Risk, and Audit Committees. This high level of monitoring provides confidence to our internal and external stakeholders that Aurelia's material and significant risks are identified and effectively managed.

Aurelia's Group Risk Register categorises risks and opportunities in the following four broad topics:

- ◆ **Operational**, including Compliance and Approvals, Health and Safety, Environment, Projects, and Community.
- ◆ **Strategic**, including Capital Allocation, Industry, and Strategy and Delivery.
- ◆ **Financial**, including Commodity Prices, Credit Risks, Financial Operations and Liquidity.
- ◆ **Corporate**, including Supply Chain, Fraud and Corruption, Information Technology, Human Resources and Legal.

For each risk, control strategies and improvement opportunities are identified and accountability for their management is assigned to a risk owner.

Recent improvements to our risk management framework include formalising monthly risk and improvement action reviews with risk owners and the Senior Leadership Team.

Material risks are those that threaten the success of Aurelia's business and/or could substantially impact the Company's ability to create or preserve value over the short, medium or long term.

The following factors are taken into consideration when identifying material risks:

- ◆ Has the risk been evaluated with a risk rating of 'extreme' in the Aurelia Risk Management Framework?
- ◆ Would the risk require public disclosure?
- ◆ Could the risk substantially influence the assessment and decisions of stakeholders?
- ◆ Could the risk materially change the underlying value of the business?
- ◆ Would the risk impact the Company meeting its business strategy and objectives?

Material risks in the Group Risk Register are also allocated to the Board or one of the Board Committees for annual oversight. This includes the review of the risk management framework and monitoring of Group material risks to confirm appropriate processes have been applied to identify, evaluate and control risks as far as reasonably practical, and consideration is given for further mitigation from the Board's experience.

Material business risks are further discussed in the 'Operations and Financial Review' section of this Annual Report on page 99.

In FY23, we updated our Enterprise Risk Management Framework, which is aligned to ISO 31000 and includes our Risk Management Policy, Standard and Procedure. The Risk Management Standard outlines Aurelia's minimum requirements for the systematic identification, assessment and management of risks and opportunities.



An aerial view of the Peak Mine tailings storage facility during the construction of the stage 5 lift

The Risk Management Standard is supplemented by Aurelia's Risk Management Procedure which provides guidance on the four levels of risk assessments undertaken at Aurelia:

Level 1: Take 5s

A pre-task assessment to be undertaken by individuals in the field to consider hazards associated with the task at hand. A Take 5 is required at shift commencement, before each task, and when the work environment or other conditions change.

Level 2: Job Hazard Analysis

A pre-task assessment identifying job steps, relevant hazards, and controls. A Job Hazard Analysis (JHA) is undertaken when a Take 5 cannot address the risk adequately, for team activities, and/or where a standard operating procedure is not available. A JHA is reviewed by everyone involved, or likely to be involved, in a task.

Level 3: Formal risk assessments

Formal, team-based, qualitative risk assessments are completed for: the Aurelia Group, operations, departments, major projects, life-of-mine planning and budgeting, major modifications of plant and equipment (including capital projects), mine closure, entry into new materials and/or different jurisdictions and mergers and acquisitions. Level 3 moves beyond the task in relation to health, safety, environmental and community risk, to consider financial, human resources, business continuity and other strategic business risks.

Level 4: Quantitative and other detailed Risk Assessments

Quantitative risk assessments may be required for scenarios that have significant consequences where a more detailed understanding of the controls and effectiveness are required.

MANAGEMENT SYSTEMS

Our Health, Safety and Environment Management Systems are informed by our Risk Management Framework. They build upon our Vision, Values, Strategy and policies and are supported by *The Aurelia Way*, our *Rules to Live By*, and *Green Rules* which set clear and unambiguous minimum expectations around high potential risk incidents and guide individual behaviours. See our website for a list of our *Rules to Live By*: <https://aureliametals.com/sustainability/safety>. The *Green Rules* are also available on our website: <https://aureliametals.com/sustainability/environment/>

We have established standards, management plans and procedures – supported by work instructions and task-specific risk assessments – to guide how work should be undertaken in a safe and environmentally responsible manner.

Prior to visiting or beginning work at one of our sites, employees and contractors undergo an induction program targeted to the level of risk associated with their activities. General site inductions inform the workforce about the risks and controls associated with activities on site, and the behaviours we expect of them. Additional inductions and training are provided to those who access higher risk areas, including our processing mills and underground environment, or who will be undertaking higher risk work.

We continued to improve our Health, Safety and Environment Management Systems this year, with the further development and enhancement of Fatal and Catastrophic Hazard Standards and Critical Control Verification programs.

INCIDENT INVESTIGATIONS

Incidents are fully investigated in line with our Incident and Hazard Management Procedure. Under this Procedure, incidents are broadly classified into the following categories:

- ◆ safety (eg. injuries, occupational illness, near misses, policy/procedure breaches)
- ◆ equipment/damage
- ◆ environmental
- ◆ non-compliance
- ◆ production loss
- ◆ community/reputation
- ◆ inappropriate workplace behaviour (eg. sexual harassment and assault)
- ◆ security.

The depth of incident investigation is dependent on the severity of the incident, with increasing depth correlating to increased actual or potential consequence.

Incidents or near misses with an actual consequence of level 3 (moderate) and above, or a potential consequence of level 4 (major) and above – also known as 'High Potential Risk Incidents' (HPRI) – are investigated using the Incident Cause Analysis Method (ICAM).

Employees trained in the ICAM methodology are called on to lead or assist in incident investigations as required.

For highly sensitive and/or serious investigations the Company has used external (independent) investigators.

Outcomes of HPRI investigations are overseen by Aurelia's Senior Management Taskforce for Significant Incidents, including verification that HPRI actions have been appropriately closed out. Events that go to the Taskforce are also presented to the Sustainability and Risk Committee, with some more severe or complex incidents also being presented to the Board.

In FY23, six HPRI required investigation (FY22: 11).

STAKEHOLDER ENGAGEMENT

Fundamental to our Vision and Values is being accepted as a transparent and trusted partner, and successfully establishing long-term relationships with all our stakeholders. We do this by respectfully and openly engaging with our stakeholders through various forums and the media.

We actively attempt to understand the needs and concerns of our stakeholders to better inform our decision-making. We share information about our operations and performance to ensure our stakeholders are kept up to date.

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STAKEHOLDER GROUPS	HOW WE ENGAGE	KEY TOPICS OF ENGAGEMENT
Employees and contractors	Emails, site and Group-wide newsletters, noticeboards, meetings, General Manager State of the Nation meetings, Managing Director and Chief Executive Officer communications, social media	<ul style="list-style-type: none"> Business performance Development of Business Plans and performance against the plan Sustainability management and performance Employee recognition and reward Key operational and project milestones Inductions, Vision and Values, expectations, <i>The Aurelia Way, Rules to Live By, Green Rules</i>, core Company policies and standards Community engagement and sponsorships
Government	Meetings, site visits, emails, briefings, industry associations (NSW Minerals Council)	<ul style="list-style-type: none"> Regulatory and legal compliance Project approvals and modifications Sustainability management and performance Voluntary Planning Agreements Community investment Operational and project milestones New projects
Communities	Community Consultation Committees, complaints and grievance mechanisms, website, employee visits, community noticeboards, social media	<ul style="list-style-type: none"> Sustainability management and performance Investment in communities Cultural heritage consultation and surveys Direct engagement through Town Hall meetings on new projects Life-of-mine planning Mine and project milestones
Shareholders and investors	Annual Reports, quarterly reports, website, investor briefings, conference calls, ASX announcements, Annual General Meetings, social media	<ul style="list-style-type: none"> Operating performance Financial performance and balance sheet Updates to the Mineral Resource and Ore Reserve Sustainability management and performance Corporate governance Community sponsorships and donations Life-of-mine planning Mine and project milestones
Suppliers	Meetings, contractual agreements	<ul style="list-style-type: none"> Sustainability requirements Modern Slavery requirements Contract conditions
Customers	Meetings, engagement, site visits, market tenders	<ul style="list-style-type: none"> Updates to the Mineral Resource and Ore Reserve Regulatory compliance Sustainability management and performance

ANNUAL BUSINESS PLANNING CYCLE

Aurelia has a defined annual business planning cycle that culminates in the development of objectives and targets at the beginning of each financial year. These are aligned to the Company's annual plan and long-term strategy.

The annual business planning cycle includes:

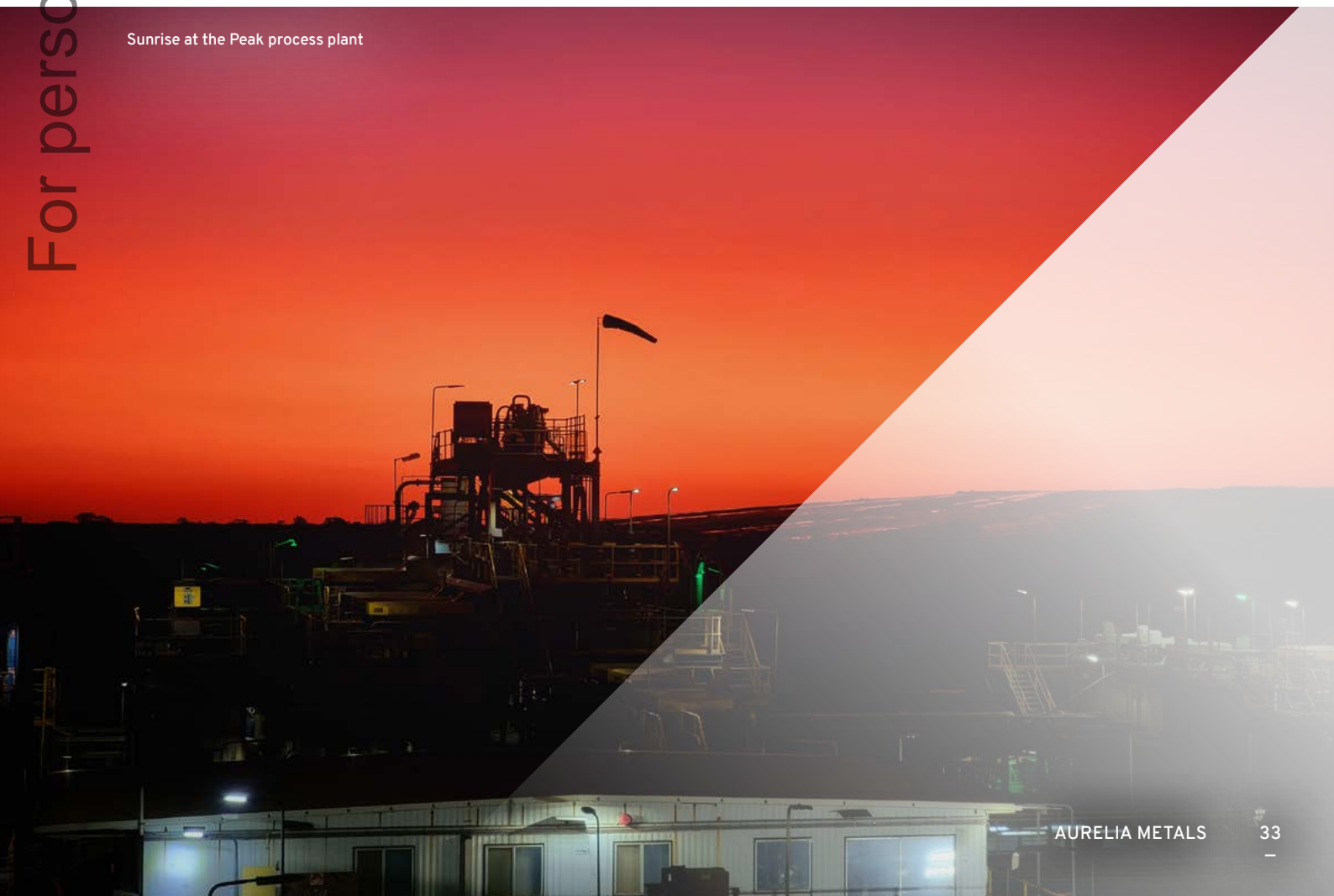
- ♦ Material Risk and Opportunity Review
- ♦ Strategy (developed by executive management and approved by the Board)
- ♦ Life-of-mine planning
- ♦ Budget, review of performance, and annual Business Plan development.

The annual planning cycle ensures the Group strategy and critical tasks for the annual plan and budget are cascaded down throughout the business. In this way everyone, from the Managing Director and Chief Executive Officer down to each employee in the organisation, knows what is expected and how they contribute to the plan.

With FY23 being a year of transition for the Group, the strategic plan developed for the year was deprioritised in favour of improved cost control through the Working Smarter Program and organisational transformation.

For FY24, our approach to strategic planning has changed, with internal facilitation of business planning sessions commencing with the creation of the revised Strategy on a Page by the Executive and Senior Leadership. This strategy in turn provided guidance to the creation of FY24 business plans for our operations which detail the critical tasks and tactical projects to be completed to ensure delivery against the FY24 budget.

Sunrise at the Peak process plant



CASE STUDY:

WORKING SMARTER PROGRAM

(left to right) Underground Truck Operator, Peter Summerfield, Loadscan Consultant, Brandon Moynihan and Bogger Operator, Steven Blom following calibration of the Loadscan scanner at New Cobar: a Working Smarter Program initiative that increases productivity and supports safe production

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In FY23, a key focus for Aurelia was returning our business to operational certainty following underwhelming performance at the onset of the year. Recognising our employees know the business the best, we called on them to help identify cost reduction opportunities as well as process and business efficiency improvements that would help us find value in the margin through the Working Smarter Program.

Launched in November 2022, the Program empowered and incentivised employees to log initiatives via QR codes, suggestions boxes and/or paper forms at our worksites. Once submitted, initiatives were moved along a five-stage evaluation process, with stage one being the 'pipeline' or identification stage. All initiatives were then moved to stage two, or 'investigating' and were reviewed using a value versus ease of implementation assessment.

From there, the 'prioritisation' process identified highest value initiatives, noting value wasn't solely determined by cost savings, and those which increased efficiency and/or maximised returns were also given priority.

Finally, actions were planned for initiatives that were approved to move to the 'executing' phase and were then 'banked' when completed. Sitting across the process was 'stage zero', or initiatives the Working Smarter Committee identified as needing no further analysis and were moved immediately to execution.

When the Program wrapped in July 2023, more than \$A25.6 million in cost savings and efficiency equivalent value had been banked. This included approximately \$15.8 million in ongoing savings due to sustainable changes in operating methods, processes, or equipment. The outcome far and above exceeded our Executive Leadership Team's (ELT) expectations, having set what was thought to be a very optimistic initial target of A\$24 million.

Principal – Production Systems, Simon Young – who also doubled as the Working Smarter Committee Lead – spoke about the response to the Program.

"In the eight months Working Smarter ran across our business, 601 initiatives were logged, 220 of which were completed and banked. The Working Smarter Committee and the ELT were overjoyed at this response," Simon said.

"One of the keys to the success of the Program was its overarching ethos: 'that's how it's always been done' doesn't necessarily mean it's the best way to do things anymore. It encouraged all ideas, some simple and small, others large and complex, from employees across the Group.

"The Working Smarter Program is testament to what Aurelia can achieve when we invest in the knowledge of our people and empower them to 'own' their processes and shape the future of our Company. If the Working Smarter Program is a snapshot of what we can achieve when they come together, I am confident the future remains bright for Aurelia," Simon concluded.

SUSTAINABILITY PLAN

Aurelia has developed a rolling three-year plan to guide our efforts to improve our approach and performance across three pillars of Sustainability. The plan has been approved by our Board and informs annual business planning, particularly for Health Safety Environment and Community (HSEC) and People and Organisation projects that require a coordinated effort across the business.

1. SUSTAINABILITY GOVERNANCE

Incorporating Board oversight via the Sustainability and Risk Committee, establishment of Aurelia's risk management framework, development and implementation of standards and systems to ensure we have a culture that recognises the importance of sustainability to business success.

2. ENVIRONMENTAL PERFORMANCE

Addressing key environmental risks, including legal compliance, climate change, land and biodiversity, water, tailings and waste rock, and rehabilitation and closure.

3. SOCIAL PERFORMANCE

Managing key social risks across the people (diversity and inclusion, training and development), health and safety (fatal hazards, legal compliance, and health and wellbeing) and community (stakeholder engagement, social investment and cultural heritage) disciplines.

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A Peron's Tree frog, photo taken at the Peak Mine site



FY23 OBJECTIVES, TARGETS AND PERFORMANCE

At the Annual General Meeting in November 2022, our Board set an agenda which included targets to turn around operational performance and cash management.

Our key focus to return to operational certainty meant that FY23 was a year of rebalance to restore shareholder value.

As a result, a number of the FY23 targets were deprioritised and not completed. Performance against our FY23 sustainability targets is summarised in the table below.

FY23 OBJECTIVES, TARGETS AND PERFORMANCE

⊗ Not achieved ⊕ In progress ✓ Complete

OBJECTIVES	TARGETS	PERFORMANCE / ACHIEVEMENTS
RISK		
Maintaining an effective risk management framework is essential for the protection and creation of business value.	<ul style="list-style-type: none"> Three Fatal or Catastrophic Hazard Standards audited 	<ul style="list-style-type: none"> External audits conducted against 3 (three) Fatal Hazard Standards at operating sites in FY23 (1 at Hera, 2 at Dargues, 3 at Peak)
SAFETY		
Safety underpins everything we do. We are committed to the health and wellbeing of our workforce.	<ul style="list-style-type: none"> Zero fatalities ≤ 6.6 TRIFR >90% of actions to address serious weaknesses identified during Critical Control Verifications completed by due date 	<ul style="list-style-type: none"> Zero fatalities 5.13 TRIFR* 100% of actions from identified serious weaknesses were completed by the due date
PEOPLE		
We value our people. A diverse, high-performing, engaged and empowered workforce is key to our success.	<ul style="list-style-type: none"> 7% improvement in the Sustainable Engagement Score ≤20% voluntary turnover 20% improvement in female representation in the workforce 	<ul style="list-style-type: none"> No engagement survey completed in FY23; full survey planned for FY24 Due to the closure of Hera mine and company uncertainty turnover rose to 35.9% 5.6% year-on-year improvement to 22.7% female participation
COMMUNITY		
As a part of our local communities, we actively engage to foster trusted, transparent and respectful long-term relationships to create enduring value and protect cultural heritage.	<ul style="list-style-type: none"> 70% of approved social investment actions completed 	<ul style="list-style-type: none"> Social investment program not developed due to focus on operational performance; however, we have an active community grants program, which contributed A\$0.2M to our local communities in FY23
CLIMATE CHANGE		
We are committed to a future where average temperatures do not rise by more than two degrees through building resilience to climate change and minimising greenhouse gas emissions.	<ul style="list-style-type: none"> Finalise Climate Change Position including science-based targets 	<ul style="list-style-type: none"> Climate Change Position not finalised. Aurelia recognises climate change is an issue and we are committed to reducing emissions through projects such as the solar farm at the Federation Project.
ENVIRONMENT		
Our commitment to environmental stewardship focuses on biodiversity conservation, efficient use of water and resources, and minimising unintended pollution to land, water and air.	<ul style="list-style-type: none"> ≤3 Recordable Environmental Incident Frequency Rate (REIFR) 100% of available land rehabilitated in accordance with site rehabilitation plans 	<ul style="list-style-type: none"> 2.91 REIFR Progressive rehabilitation projects are ongoing

* Total Recordable Injury Frequency Rate (TRIFR) measured by per million hours worked.

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FY24 OBJECTIVES AND TARGETS

OBJECTIVES	TARGETS
RISK	
Maintaining an effective risk management framework is essential for the protection and creation of business value.	<ul style="list-style-type: none"> ◆ Active risk management and review embedded across sites, with monthly risk reviews
SAFETY	
Safety underpins everything we do. We are committed to the health and wellbeing of our workforce.	<ul style="list-style-type: none"> ◆ Zero fatalities ◆ ≤ 4.6 TRIFR ◆ All Fatal Hazard Standards and their CCVs reviewed and simplified
PEOPLE	
We value our people. A diverse, high-performing, engaged and empowered workforce is key to our success.	<ul style="list-style-type: none"> ◆ Employee engagement survey completed by end FY24 ◆ 10% improvement in the Training and Development category under the Employee Engagement Survey ◆ Close out 80% of priority actions under the Diversity, Equity and Inclusion Strategy ◆ 25% female participation across the workforce ◆ Develop priority People Standards for the Group
COMMUNITY	
As a part of our local communities, we actively engage to foster trusted, transparent and respectful long-term relationships to create enduring value and protect cultural heritage.	<ul style="list-style-type: none"> ◆ Develop and implement Community and Engagement Standards for the Group ◆ Continue to actively participate in our communities through donations and community support, targeting A\$0.15M in FY24 ◆ Development of a Reflect Reconciliation Action Plan
CLIMATE CHANGE	
We are committed to a future where average temperatures do not rise by more than two degrees through building resilience to climate change and minimising greenhouse gas emissions.	<ul style="list-style-type: none"> ◆ Complete a gap analysis of Aurelia's climate change commitments and reporting capability against International Financial Reporting Standards (IFRS) which fully incorporate the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD)
ENVIRONMENT	
Our commitment to environmental stewardship focuses on biodiversity conservation, efficient use of water and resources, and minimising unintended pollution to land, water and air.	<ul style="list-style-type: none"> ◆ Roll out Environment Performance Standards across the Group ◆ Verify performance against four Environmental Performance Standards

ECONOMIC CONTRIBUTION

Aurelia acknowledges how important it is to share the value of the resources we extract with our stakeholders. We're open and transparent about our economic contribution and, despite cost pressures throughout FY23, have continued to give back to the local, state and national economies in which we operate.

Tender and vendor selection processes for material supply and service contracts include consideration of ESG exposures and mitigation measures implemented by the supplier.

In FY23, there were no instances of negative ESG impacts being identified in the supply chain which resulted in the termination of business relationships.

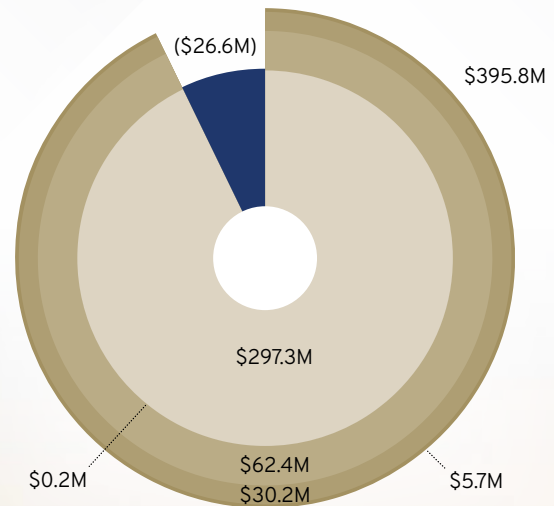
In FY23, we generated more than A\$369 million in royalties, taxes, employee wages and dividends.

Direct economic value generated..... A\$369.2M

- ◆ Economic value retained (A\$26.6M)

Economic value distributed A\$395.8M

- ◆ Operational costs and other A\$297.3M
- ◆ Community investments and expenditure A\$0.2M
- ◆ Employee benefits A\$62.4M
- ◆ Payments to governments (net) A\$30.2M
- ◆ Payments to providers of capital A\$5.7M



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An aerial view of the Peak Mine process plant



PEOPLE PERFORMANCE

Aurelia recognises superior organisational performance can only be achieved through the people who call our workplace theirs.

In a tight labour market, the challenge to attract, recruit and retain high-calibre employees to meet our current and future business needs is significant. This means our efforts to engage, energise and include our people at every stage of the employment lifecycle have never been more important.

Our materiality process identified the following people and performance focus areas for FY23:

- ♦ Retaining talent.
- ♦ Diversity, equity and inclusion.
- ♦ Training and development.
- ♦ Remuneration linked to performance.

RETAINING TALENT

Our workforce rose to the challenge of the substantial operational change agenda set out by the Board at the 2022 Annual General Meeting which included targets to turn around operational performance and cash management. Our aim to return to operational certainty and restore shareholder value meant that FY23 was a year of rebalancing.

We focused on guiding our workforce through substantial changes within our Executive Leadership Team (ELT), while continuing to prioritise the safety of our people and remaining conscious of cash flow and cost management. We set in motion a range of programs designed to support and retain our people at a time when uncertainty and fatigue were prevalent.

There were a number of Group-wide initiatives introduced with the aim of recognising and rewarding our existing employees for remaining with the Company during these uncertain times:

- ♦ We invited Senior Professionals and Superintendents to participate in the Long-Term Incentive (LTI) Scheme for the first time. The LTI Scheme encourages ownership of the Company's performance. Employees at Manager level and above continue to be eligible to participate in the LTI Scheme.
- ♦ We promoted and embedded our Flexible Working Arrangements Standard including broadening Drive-In-Drive Out (DIDO) and Fly-In Fly-Out (FIFO) roles to enable our employees to live where they want and continue to work for Aurelia. We added alternatives for accommodation including share-housing and camp options at our Peak Mine. We also promoted other options under the Flexible Working Standard that were embraced by our employees

including career breaks, compact work weeks, and hybrid rosters that enabled employees to work remotely.

- ♦ We introduced a tailored Retention Scheme for employees working at our Hera Mine which incentivised our employees' commitment to remain with the Company until their roles were not required (redundancy) or remain with the Company and be transferred to another Aurelia worksite. The Scheme was designed to reduce employee resignations arising from concerns over job security and future employment and was successful with over 92% of employees participating in the Scheme remaining with the Company. A Retention Scheme at our Dargues Mine – which also incentivises employees to remain with the Company until their roles are no longer required was introduced at the beginning of FY24.
- ♦ An Employee Share Scheme, whereby eligible permanent full-time and part-time employees can receive A\$1,000 in Aurelia shares, was issued again in FY23. For further information, see the Remuneration Report which begins on page 107.

DIVERSITY, EQUITY AND INCLUSION

Aurelia recognises that a diverse and inclusive workforce brings a wide range of perspectives and experiences and enables employees to fully contribute their talent to business improvements and success.

In FY23, we are proud to report an increased female representation across the workforce to 22.65% (FY22: 21.5%). This represents the fourth year running that female representation has increased.

Our Board remains committed to ensuring a minimum of 25% of its members are women. As at 30 June 2023 female representation on the Board was 29%.

We continue to take a proactive, 'ground-up' approach to understanding employee experiences across our business. This has included a psychosocial risk survey in FY23.

Our Diversity, Equity, and Inclusion (DE&I) Working Group continued to meet throughout FY23, and progress was made against our measurable objectives and actions. These included:

- ♦ The development of a Parental Leave Standard and continuing to embed and promote our Workplace Flexibility Standard. These standards emphasise flexibility and are aimed at supporting parents to return to our workforce while balancing additional responsibilities at home.

- ♦ Delivering an extensive face-to-face Workplace Behaviour Training package that educates employees on the Company’s expected behaviours when it comes to bullying, harassment (including sexual harassment), discrimination and victimisation. This training emphasised our robust support mechanisms available for employees to raise a concern, lodge a complaint or request a review of their grievance on a case-by-case basis. Within Aurelia, incidents of sexual harassment and inappropriate workplace behaviour are referred to the Senior Taskforce for Significant Incidents as High Potential Risk Incidents and require full investigation. The ELT is also fully briefed on any incidents of this nature, including actions management takes to prevent such incidents.
- ♦ The development of a Professional Development Procedure. This procedure was prioritised after a review of voluntary turnover data indicated that the key reason for leaving provided in exit interviews by our professional females was ‘pursuing career opportunities’.
- ♦ Conducting an extensive gender pay gap analysis, before and after any award of salary increases. This was provided to both the Remuneration and Nomination Committee and the Board.
- ♦ Continuing to collect information from our workforce relating to gender equity through targeted questions in exit interviews, a psychological risks survey and a sustainability survey to ascertain our employees’ beliefs regarding material topics for this Sustainability Report.

LISTENING TO OUR EMPLOYEES

At Aurelia it is important our employees feel they are safe to speak up about issues in the workplace. In FY23, we continued to promote platforms and mechanisms whereby employees could voice concerns, seek help or raise a complaint. These methods include through:

- ♦ our 24/7 confidential Whistleblower service provider, Stoplevel
- ♦ our external Employee Assistance Provider, Drake Wellbeing
- ♦ their line management or human resources representative/s.

Our Fair Treatment Standard provides another avenue for our employees to raise and resolve disputes.

We place great importance on our employees’ right to exercise freedom of association and work closely with relevant union representatives. In FY23, we had no strikes or lockouts at any of our sites.

TRAINING AND DEVELOPMENT

Aurelia is committed to fostering an environment wherein our people can reach their full potential. By investing in their capability and skills, we are investing in Aurelia’s future growth.

We are committed to providing access to adequate support and resources for our employees to support our people to continue to feel confident in managing their mental health. As part of this support, members of our Human Resources and Health, Safety and Environment Teams completed Mental Health First Aid Training in FY23 through the Cobar TAFE.

This training provides the skills required to offer initial support to adults who are developing a mental health concern, are experiencing a worsening of an existing mental health concern or are in a mental health crisis, until appropriate professional help is received, or the crisis is resolved. The course is informed by the Mental Health First Aid (MHFA) Guidelines. Our aim is to ensure our key HR and HSE personnel have improved knowledge of mental illnesses and their treatments, knowledge of appropriate first aid strategies, and confidence in providing first aid to individuals with mental illness.

In FY23, we implemented Pegasus, a Learning and Contractor Management System to deliver a comprehensive solution to streamline our processes in contractor onboarding, contractor management, online learning, data integrity for training records and individual training needs analysis. This system replaced three Learning Management Systems across our sites. We are excited to be able to utilise this system to continue to build a capable and competent workforce.



An aerial view of the Peak Mine process plant

CASE STUDY:

MENTAL HEALTH TRAINING

(left to right) Electrical Planner, Stephen Mann and General Counsel and Company Secretary, Rochelle Carey at the Peak Mine



Keeping our people safe is – and will remain – a top priority for us.

The period of sustained transition endured throughout FY23 meant our workforce was challenged to ensure the health, safety and wellbeing of our people were not compromised. In recognition of this, we continued to partner with Mental Health Movement to provide mental health training for the Group.

Beginning in FY22 with a trial at our Dargues Mine, the Mental Health Movement’s Mental Health Workplace Blueprint is a four-stage program which includes awareness, education, training and resources. Stage one and two were rolled out to the Peak, Hera and corporate-based employees in FY23, with a select number of representatives from all sites participating in training offered in stage three. Additionally, we invited our people to participate in a psychosocial hazards survey and risk assessment (see page 45).

Mental Health Movement Founder, Dan Hunt spoke about the Mental Health Workplace Blueprint and how its methodology has helped the Company and our people.

“At Mental Health Movement, we believe organisations need to be supported to help understand the importance of providing a mentally healthy and supportive workplace and effectively implement the right mental health supports. The Blueprint allows for this, aiming to improve literacy and resilience and reduce stigma surrounding reporting and managing mental health issues.

“In stage one, through the power of story, participants unpack six keys to improved mental health to begin to

understand the supports available to them and how they can be activated. Workshops that dive deeper into mental health literacy, management, and personal reliance are offered in stage two, followed by accredited Mental Health First Aid and Mental Health Response training in stage three. These stages are supported by resources – stage four – which provide support and can facilitate conversations without the presence of Mental Health Movement.

“By engaging us to roll out our Mental Health Workplace Blueprint, Aurelia Metals is helping provide a mentally healthy and supportive environment for its people,” Dan said.

Our Group Manager – People, Susan Scheepers said the program has been well received, with positive results from a survey following stage one driving its continued roll out in FY24 and beyond.

“The survey indicated 89% of respondents changed their perception of mental health, with a further 96% saying their knowledge of mental health had increased.

“Importantly, the survey also indicated our employees would be more likely to seek support if they were struggling with mental health after the workshop, with 96% saying they felt more confident in managing their own mental health and 89% noted they felt they would be able to support a co-worker with a mental health struggle.

“This program exemplifies how we are continuing to prioritise the health and safety of our workforce. We look forward to continuing to work with Mental Health Movement as we progress our workforce through the stages of their Workplace Blueprint,” Susan concluded.

REMUNERATION LINKED TO PERFORMANCE

Fairness and equity are our key drivers to remunerate talent, as well as a focus on rewarding and recognising high performance. We recognise that fairness and equality in remuneration is necessary to attract, develop and retain high-calibre employees.

REMUNERATION FRAMEWORK

Our remuneration framework promotes a performance-based culture whereby competitive remuneration and rewards are aligned to Company business plans and shareholder objectives.

All employees' employment conditions are underpinned by common law contracts. We don't have any enterprise agreements at our sites. As a result, Aurelia undertakes annual market remuneration benchmarking (against similar industries and market capitalisation) for all levels within the business to maintain market competitiveness for attraction and retention.

Our gender pay gap analysis forms part of Aurelia's Diversity and Inclusion Policy. This Policy is overseen by our Board and forms part of the Remuneration and Nomination Committee Charter and annual work plans to review and address any gaps. Performance and salary reviews are moderated by the Senior Leadership Team to ensure both internal consistency and that there are no gender or other attribute biases prior to the Board's review.

In FY23, we undertook a gender pay gap analysis of like-for-like roles. No gaps were identified.

PERFORMANCE MANAGEMENT CYCLE

In FY23, our Short-Term Incentive (STI) Plan was simplified, moving to Company and site performance measured against three pillars: safety, production, and cost outcomes. We believe realigning employee individual performance goals under these pillars will help the Company unlock future business success. It also allows employees to make a clear link between individual and Company performance and the payment of their variable remuneration.

Every employee continues to have an individual Achievement Development Plan (ADPs) (including Trades and Operators-level employees). ADPs outline individual performance targets, identify development needs and opportunities, and assess an employee's alignment to key behavioural indicators outlined in *The Aurelia Way*.

In FY23, we introduced Personal Key Performance Indicator (KPI) Plans for Supervisor-level and above employees. The KPI Plans outline two to three individual performance targets that extend beyond normal position description duties. These targets align with our Group-wide strategy and plans and are designed to reward employees who outperform in their role and contribute to the success of the Company.

ADPs and KPI Plans are developed and agreed at the beginning of the financial year and every employee participates in an informal mid-year and a formal year-end review to discuss progress against targets. Outcomes from these reviews against ADPs determine remuneration increases in an objective, consistent way for all employees. For roles below supervisory level, performance against ADPs also determines the outcome of the individual component of an employee's STI. For Supervisor levels and above, performance against the KPI Plans determines the outcome of the individual component of their employee's STI. All full-time, part-time and eligible fixed-term employees participate in this process.

In FY24, there will be a targeted focus on informal and formal training and professional development opportunities that are tailored and planned for all employees as outlined in their ADPs.



(left to right) Chief Financial Officer, Martin Cummings, Managing Director and Chief Executive Officer, Bryan Quinn with Hera Care and Maintenance Supervisor, Luke O'Reilly tour the plant facilities at the Hera site

Workforce Size

	FY21		FY22		FY23	
	EMPLOYEES	CONTRACTORS	EMPLOYEES	CONTRACTORS	EMPLOYEES	CONTRACTORS
Corporate/ Exploration	25	1	49	6	45	8
Peak Mine	133	279	153	315	199	75
Hera Mine	63	109	54	120	6	3
Dargues Mine	37	83	51	81	48	74
Total	258	472	307	522	298	160

Employee Gender Diversity (%)

	FY21	FY22	FY23
Male	81	78	77
Female	19	22	23

Employee-Initiated Turnover (%)

	FY21	FY22	FY23
Corporate	-*	22	40
Peak Mine	28	19	27
Hera Mine	34	28	47
Dargues Mine	31	44	41
Total	32	26	36

*Data not available prior to FY22

Local Employment (%)

	FY22		FY23	
	RESIDENTIAL	OTHER	RESIDENTIAL	OTHER
Peak Mine	81	19	66	34
Hera Mine	39	61	0	100
Dargues Mine	86	14	61	39

Employee Gender Diversity by Employment Level (%)

EMPLOYMENT LEVEL	FY21		FY22		FY23	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Board	67	33	71	29	71	29
Executive/General Manager	100	0	100	0	87.5	12.5
Principal/Manager	81	19	78	22	80	20
Senior Professional/ Superintendent	79	21	76	24	72	28
Professional/ Supervisor	82	18	85	15	91	9
Paraprofessionals/ Operators	80	20	75	25	75	25

HEALTH AND SAFETY PERFORMANCE

Aurelia is committed to the health and safety of our employees, contractors and communities. We achieve this through our Safe Metals program and zero harm philosophy whereby all workplace incidents and injuries are considered preventable.

We strive to continually improve our health and safety performance through our annual planning cycle process.

Our materiality process identified the following health and safety performance focus areas for FY23:

- ◆ Safety culture.
- ◆ Fatal hazards and critical controls.
- ◆ Contractor management.
- ◆ Health and wellbeing.

SAFETY CULTURE

Aurelia’s safety culture is incorporated within *The Aurelia Way* and supports our *Rules to Live By*.

The *Rules to Live By* were developed in response to High Potential Risk Incidents (HPRI) which have previously caused harm and/or fatalities in the mining industry. The Rules set expectations and guide individual behaviours.

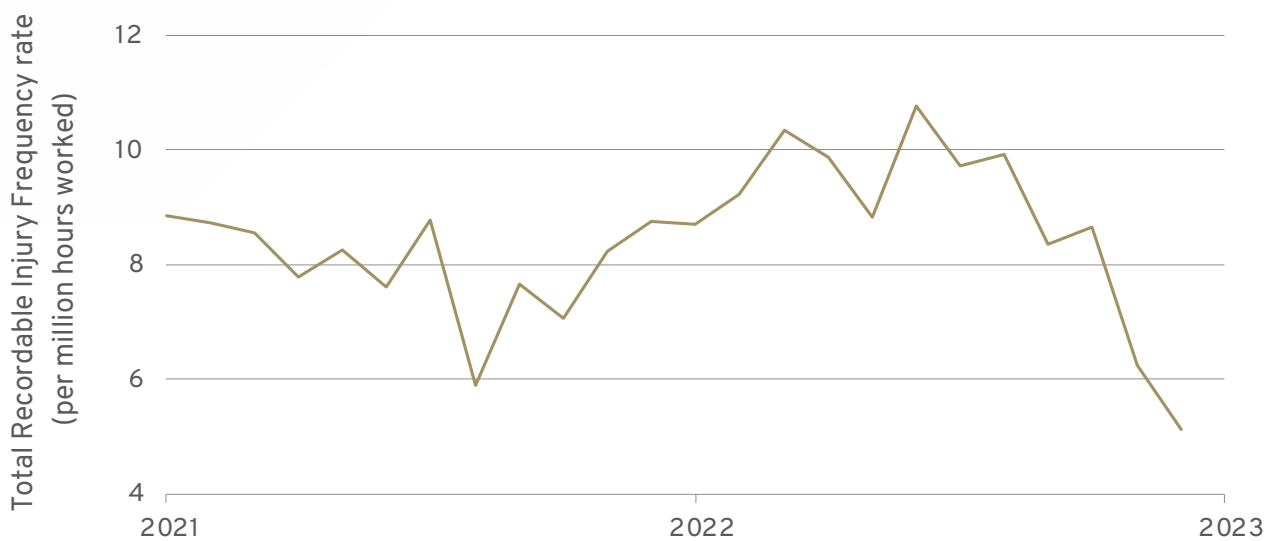
Our safety culture is supported by requiring people in supervisor and above roles to participate in our Safety Leadership Program.

Under the Safety Leadership Program, leaders demonstrate visible safety leadership by engaging in proactive conversations, observations and inspections (including Safe Act Observations, Planned Task Observations, Workplace Inspections, Critical Control and HPRI Verifications), in line with a lead indicator matrix and schedule. This helps us to determine the effectiveness of our safety understanding and controls throughout the business.

In FY23, we achieved >85% compliance with our Safety Leadership Program targets.

TOTAL RECORDABLE INJURY FREQUENCY RATE

Aurelia’s safety performance continued to improve this year with a significant reduction in the Total Recordable Injury Frequency Rate (TRIFR) from 8.7 to 5.1 per million hours worked – this was enabled by the Group experiencing no recordable injuries during the second half of the reporting year, and our Dargues site remaining recordable injury-free for the entire 12-month period. No work-related illnesses were reported in FY23. We are targeting to further reduce TRIFR in FY24 to ≤ 4.6.



Recordable Injuries – FY23

	EMPLOYEES			CONTRACTORS		
	MEDICAL TREATMENT	RESTRICTED WORK	LOST TIME	MEDICAL TREATMENT	RESTRICTED WORK	LOST TIME
Peak Mine	-	1	-	2	3	-
Hera Mine	-	-	-	1	-	1
Dargues Mine	-	-	-	-	-	-
Exploration	-	-	-	-	-	-
Total	-	1	-	3	3	1

PARTICIPATION AND CONSULTATION

In line with our focus on the safety of our people in FY23, we conducted a psychosocial hazards survey. Conducted with employees, this was part of our overall program of work identifying and assessing psychosocial risks in the workplace, and was preceded by a training package made available to all employees. We received responses from 110 employees, allowing us to identify the most prevalent psychosocial hazards and prioritise these in our risk assessment process.

A risk assessment followed the survey and was undertaken as a workshop over two days in Cobar, with employee representatives from across the business. The assessment uncovered valuable insights into the assessment of psychosocial risks in the workplace and the identification of control strategies.

FATAL HAZARDS AND CRITICAL CONTROLS

In FY23, we continued to focus on preventing fatalities and serious incidents by continuing to develop Fatal Hazard Standards and Critical Control Verifications (CCVs) which set the minimum requirements for our most significant safety risks.

To date, we have implemented Fatal and Catastrophic Hazard Standards and CCVs for:

- ◆ Mobile Plant and Traffic
- ◆ Tyres and Rims
- ◆ Hazardous Energy Isolation
- ◆ Hazardous Materials
- ◆ Open Holes and Voids
- ◆ Airborne Contaminants
- ◆ Ground Failure
- ◆ Explosives and Blasting
- ◆ Emergency Response
- ◆ Cranes and Lifting
- ◆ Tailings Storage Facilities

We have also developed CCVs, based on a bowtie risk analysis, for the following Fatal or Catastrophic Hazards:

- ◆ Airborne Contaminants
- ◆ Explosives and Blasting
- ◆ Ground Failure
- ◆ Emergency Response
- ◆ Inundation and Inrush
- ◆ Open Holes and Voids
- ◆ Working at Heights
- ◆ Tailings Storage Facilities
- ◆ Cranes and Lifting
- ◆ Confined Space
- ◆ Fire/Explosion

CCVs are used to verify that the critical controls identified for our Fatal Hazards are in place and effective. Progress against the CCV program is tracked at a site level and reported monthly to senior management.

In FY23, we engaged an external auditor to undertake deep dive audits of compliance with the following Fatal Hazard Standards at all three operating sites:

- ◆ Hera – Hazardous Materials
- ◆ Dargues – Hazardous Energy, and Mobile Plant and Traffic
- ◆ Peak – Hazardous Materials, Hazardous Energy, and Mobile Plant and Traffic.

The audits provided valuable insights into each site's systems and processes for ensuring compliance with the Standards, along with feedback on the effectiveness of the Fatal Hazard Standards themselves. The results from the audits were generally positive, with each site implementing corrective actions throughout the year to close out identified gaps.

CASE STUDY:

ROLL OUT OF THE CONTRACTOR HSE MANAGEMENT PROCEDURE

Electrical Contractor for JTMEC at the 630L safety sign at the Peak Mine



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In response to identifying all recordable injuries experienced at Aurelia sites in recent years sustained by contractor workers, in FY23 we identified contractor management as a material issue for the business and rolled out a Contractor HSE Management Procedure.

The Procedure defines the process to award work, assign a contract owner, contract coordinator and contractor's representative, and manage the HSE risks posed by contractors performing work for Aurelia.

Under the Procedure, Aurelia personnel designated as the 'Contract Owner' or 'Contract Coordinator' are required to complete specific monitoring and compliance work throughout the procurement, engagement, onboarding, execution and demobilisation phases of their contracts. This work ensures contractors have in place appropriate safety management systems and their workers are trained and competent to carry out their duties on site.

Contractors are assigned a risk rating dependent on the type and complexity of their work, and this rating dictates the frequency and type of supervision that each contractor requires.

- ◆ Level 1 contractors perform short duration, low-risk work and are required to receive day-to-day supervision or escort from an Aurelia employee.

- ◆ Level 2 contractors undertake work in which Aurelia has greater experience or Aurelia performs a greater directive role, and Aurelia has management systems specific to the task(s). These contractors are supervised on a day-to-day basis, and subject to more stringent monitoring and management than Level 1.
- ◆ Level 3 contractors are the highest risk contractors, and are managed much more closely under the Procedure. This category includes contractors undertaking work that requires specialist expertise, and where Aurelia may not have management systems specific to the task(s) to be undertaken.

Speaking about the Procedure, Heath Carney, Principal – Risk and Sustainability, spoke about the success of the standard in bringing down contractor-related safety incidents.

“The implementation of the Contractor HSE Management Procedure has been an integral part of Aurelia's safety improvement program in 2023. It contributed to the reduction in recordable injuries sustained by contractors from 15 in FY22 to 7 in FY23,” Heath explained.

The Contractor HSE Management Procedure is another way we are ensuring everyone who undertakes work at any of our sites goes home safe, every day.

HEALTH AND WELLBEING

With FY23 being a year of disruption and transformation at Aurelia, our promotion of employee health was focused on psychosocial safety and the mental health of our workforce.

Along with this initiative, we also implemented a program of Mental Health Awareness and Mental Health Resilience training, facilitated across our sites, including the corporate office. Further detail on these initiatives is provided in the Mental Health Training case study in the People Performance section on page 41.

All employees and contractors undertaking work at our sites are required to complete a pre-employment medical, including assessment of medical and functional fitness for work, and are required to present to work fit for duty. This includes being free of alcohol and other drugs and being

suitably rested prior to commencing their shift. We undertake routine drug and alcohol testing at our sites and have implemented a fatigue management program.

Ongoing health and hygiene monitoring is undertaken at our sites, dependent on the level of risk exposure, and includes:

- ♦ surveillance for noise and airborne contaminant exposure including silica, dust, and diesel particulates
- ♦ testing of blood lead levels
- ♦ periodic medicals for operational personnel.

Underground Truck Operator, Pamela Lowe at the 630L of the Peak Mine



COMMUNITY PERFORMANCE

'Little Miners' – children of our Peak Mine employees enjoy the festivities at the 2022 Cobar Christmas Parade which was sponsored by the Peak Donations Committee

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Aurelia is committed to ensuring our presence has a positive impact in the communities where we operate, and our long-term relationships create shared enduring value.

Through understanding and a collaborative approach, we ensure mutually beneficial opportunities and outcomes to improve the overall quality of life within our communities. By taking community members' views into account, informed decisions are made for support programs and prioritising local employment and procurement of goods and services through local businesses.

Our materiality process identified the following community performance focus areas for FY23:

- Community investment and development
- First Nations engagement
- Project approval engagement
- Grievance management.

COMMUNITY INVESTMENT AND DEVELOPMENT

Our focus is to support local community groups and businesses wherever possible with our main priority being projects supporting health, education and cultural initiatives. We also have ongoing relationships with local sporting groups and community events, which we believe are the beating heart of local communities in regional and remote NSW.

Over the last three years, approximately 51% of our procurement has been sourced from local communities, which has injected approximately A\$449M into regional NSW.

In addition to the approximately A\$1.3M we paid in Voluntary Planning Agreement (VPA) contributions (which includes maintenance of local roads, community programs and administration), we have also made discretionary donations of approximately A\$0.4M to local community groups and events over the last three years. These programs are supported by the Dargues and Peak Community Grants Programs which are typically held on a quarterly basis.

These VPA contributions and donations have supported projects such as:

- ♦ Improved access to medical services in rural NSW through subsidised housing for health professionals visiting Braidwood.
- ♦ Donations of valuable medical supplies to the Cobar Athletics Club so they can continue to deliver inclusive and community-based activities to the people of Cobar and encourage them to lead an active and healthy lifestyle.
- ♦ Supply communications equipment to the Rural Fire Service in Cobar. The equipment will increase network coverage and ensure the fire service can continue to respond to people in need.
- ♦ Aurelia was proud to sponsor the world premiere of 'Cancel Culture' in Cobar. The opera showcase was written and performed by students from the Cobar High School. The experimental education program is the first of its kind and aims to empower, inspire and encourage young people to engage in the arts.
- ♦ Supply of solar panels to the Cobar Amateur Pistol Club who are set to reduce their overhead costs (after being severely impacted by COVID-19) and their greenhouse gas emissions.
- ♦ We were delighted to donate an awning to the St John's Parents & Friends Association in Cobar for the schools pickup zone. The awning will help to protect kids from the elements while waiting for the school bus.

- ♦ We were honoured to contribute to the Braidwood & District Education Foundation who gave us the opportunity to provide financial support to a young person from the Braidwood High School who is heading to University of Wollongong to further their tertiary education.
- ♦ Earth Sciences Rock and Aurelia was excited to speak at the Cobar High School as part of the 'Teacher Earth Science Education Programme'.

Community Investments (A\$)

	FY21	FY22	FY23
Local procurement	184M	174M	127M
Voluntary Planning Agreement contributions	0.8M	0.3M	0.2M
Discretionary donations	0.1M	0.1M	0.2M

In FY23, work continued on the development of a Community Strategy that includes a social investment framework. The Strategy aims to redefine our approach to social investment in a way that increases the positive impact we can have on our local communities.



Music students at Cobar High School during a taiko drumming workshop made possible through support from the Peak Donations Committee

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General Manager - Dargues, Angus Wyllie (right) with representatives from the Majors Creek Bushfire Brigade (left and centre) - a recipient of the Dargues Community Grants Program

FIRST NATIONS ENGAGEMENT

We value the relationship we have with First Nations Peoples on whose land we operate, and we acknowledge their rights and interests to protect and manage their cultural heritage. Their engagement through exploration and discovery, to mine development, operations and into closure is invaluable, and we respect the responsibilities and obligations First Nations Peoples have for Country.

We strive to meet our legal and statutory obligations and undertake fair and respectful consultation with our host First Nations Peoples. Across our exploration and mining tenure, we operate on the traditional lands of the Wongaibon, Ngiyampaa, Wiradjuri and Ngarigo.

For projects being developed, there has been extensive consultation with Registered Aboriginal Parties (RAPs) involving all aspects of the project, cultural heritage, heritage surveys and clearances. Through this consultation, it was identified the RAPs felt the name of the Federation Project was inappropriate. Aurelia is currently engaging with RAPs to determine a more culturally appropriate name. This may take some time to complete as there is an active Native Title Claim over the land encompassing Federation that is yet to be determined.

In FY23, Aurelia had no incidents involving First Nations Peoples. We do not operate in any areas with Native Title Agreements in place, however we acknowledge there is an active Native Title claimant over areas containing our Peak and Hera Mines which is yet to be determined. This relates to an application made by the Ngemba, Ngiyampaa, Wangaaypuwan and Wayilan People. While the application is determined by the NSW government, we will continue to foster fair and respectful relationships with First Nations Peoples.

PROJECT APPROVAL ENGAGEMENT

In FY23, we received development consent approval for the Federation Project from the NSW government. Development of the Project has commenced, with works associated with surface facilities and the underground decline ongoing.

The proposed development demonstrated significant benefit to the local community and State of NSW through providing:

- ♦ critical minerals (copper and zinc) which will be required to decarbonise the economy
- ♦ employment opportunities
- ♦ taxes and royalties
- ♦ certainty that mining will continue within the region to ensure the Cobar township continues to thrive.

Significant stakeholder consultation was undertaken throughout the exploration and approvals processes for this Project.

The consultation included numerous site visits, heritage clearance surveys, community information sessions and ongoing consultation with the project-specific Community Consultative Committees (CCC). RAPs also participated in Cultural Heritage and First Nations training for our employees and contractors.

Aurelia has established CCCs across the Group. The CCCs are independently chaired and include a number of key representatives from the local community. They provide the community with an opportunity to engage directly with the Company, ask questions, flag issues or air grievances. Aurelia values the input of our CCCs which provide a direct link between the Company, the management team and the community.

GRIEVANCE MANAGEMENT

Aurelia investigates all complaints and grievances and responds fairly and promptly. We take an active approach to understanding our stakeholder issues and their concerns through face-to-face forums.

The success of our approach to proactively engaging with the community has been demonstrated since our acquisition of the Dargues Mine with community complaints decreasing from 115 in FY22 to 43 complaints in FY23 (most relating to noise).

This has been achieved through genuine, respectful engagement with the local community. In response to community feedback, we have implemented a number of initiatives including on-site inspections with members of nearby communities to determine the cause of the issue and exploring and implementing a number of suggested abatement opportunities.

In FY23, Aurelia did not displace or resettle any community members or First Nations Peoples as a result of our operations. Artisanal and small-scale mining does not take place on or adjacent to our operations.

Complaints

	FY21	FY22	FY23
Peak Mine	18	17	2
Hera Mine	1	2	3
Dargues Mine	397	115	43
Corporate	-	-	-
Total	416	134	48

CASE STUDY:

INSTALLATION OF THE NOISE ATTENUATOR AT THE DARGUES MINE



The Dargues Mine ventilation fan attenuator being brought to site, November 2022

In December 2022, Aurelia installed a noise attenuator on the mine ventilation fan at our Dargues Mine to address noise concerns from the neighbouring Majors Creek community.

Following an increase in noise complaints (which coincided with an increase in the depth of mine activity and speed of the ventilation circuit), we engaged a third-party consultant to conduct a noise audit across site.

While the audit confirmed the ventilation fan was the source of the intrusive night-time noise, it also concluded Dargues was operating within noise limits. Despite this, we pursued a custom-built silencer for the ventilation fan.

General Manager - Dargues, Angus Wyllie spoke about the project and how it demonstrates our commitment to going above and beyond to address the concerns of the communities in which we operate.

“Following several months of consultation, a noise audit, and confirmation from its CCC and community members, the mine ventilation fan was unequivocally determined as the source of noise concerns from the residents of Majors Creek.

“The fan speed had increased from 70 to 82% to maintain the required airflow within the underground operating areas. Further increases in the fan speed are planned as the mine progresses deeper and the resistance of the ventilation circuit increases.

“Utilising this data, we engaged Quality Acoustics to design an attenuation measure. The unique specification of the silencer and reduced consumable availability (associated with COVID-19) pushed production time, with the fan arriving on site on 30 November. Installation was completed on 1 December.

“Three months after the installation, an additional external audit of the attenuator was conducted. It concluded the noise from the mine ventilation fan while operating at 80% fan speed measured 15–25 decibels (dBZ). This was down from the 2022 reading of 20–30dBZ (at the same speed and measured from the same position). Furthermore, at maximum speed (100%), noise from the fan measured 15–25dBZ, down from the 2022 reading of 25–35dBZ.

“Mining companies have a duty of care to their communities, no matter which state and/or country they are operating in. It’s incumbent upon them to operate within the constraints of their Mining Lease and development consent conditions as well as other contractual, policy and legal obligations. It’s not necessary to go above and beyond these contractual commitments. In this situation, we did.

“The decision to act strengthened our social licence to operate and demonstrates our commitment to being a good corporate citizen, and our willingness to go above and beyond to address concerns raised by its communities,” Angus concluded.



Final installation of the attenuator on the Dargues Mine ventilation fan

ENVIRONMENTAL PERFORMANCE

Aurelia acknowledges the risks to the environment inherent in our operations. From exploration and development, through to operations and into closure, Aurelia steadfastly endeavours to mitigate its ecological footprint and preserve the natural world we share.

As at 30 June 2023, we achieved a Recordable Environmental Incident Frequency Rate (REIFR) per million hours worked of 2.91 (target of ≤ 3). In recognition of our REIFR reporting framework and the positive impact it has on our environmental performance, we were honoured to receive the 'Environmental Excellence' Award at the 2023 NSW Mining HSEC Awards dinner on 7 August 2023.

Recognising the magnitude of the challenge climate change poses to our natural world, we are resolute in our dedication to enhancing our resilience to climate-related risks. This encompasses the reduction, management and meticulous oversight of greenhouse gas emissions and other far-reaching consequences of climate change.

Our unwavering commitment to environmental stewardship includes the preservation of biodiversity, the judicious utilisation of resources (including water), the management of tailings and waste rock, and rehabilitation and closure.

Our materiality process identified the following environmental performance focus areas for FY23:

- ◆ Climate change
- ◆ Land and biodiversity
- ◆ Water management
- ◆ Tailings and waste rock
- ◆ Rehabilitation and closure.

Environment and Community Advisor,
Laura Newton conducting water monitoring
activities at the Peak Mine

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CASE STUDY:

INDUSTRY RECOGNITION FOR ENVIRONMENTAL EXCELLENCE



(left to right) Aurelia Group Manager – Environment and Community, Jonathon Thompson with Evolution Group Manager Environment, Alisa Wilkinson following the announcement Aurelia won the Award for Environmental Excellence at the 2023 NSW Minerals Council’s HSEC Awards

On 7 August 2023, we were honoured to receive the ‘Environmental Excellence’ Award at the 2023 NSW Minerals Council’s HSEC Awards dinner. The Award recognises our Recordable Environmental Incident Frequency Rate (REIFR) reporting framework.

As entrusted custodians of the local environments where we operate, we take the protection and management of the environment very seriously. Group Manager – Environment and Community, Jonathon Thompson spoke about our REIFR framework and how it addresses a lack of standardisation in NSW regarding environmental reporting.

“Our REIFR is calculated by tracking environmental incidents that could cause material harm to the environment per million hours worked. This mirrors our TRIFR reporting.

“Incorporating REIFR into our reporting framework coincided with the overarching cultural shift that came with the inception and roll out of our Aurelia Metals – Safe Metals Strategy.

“Given we view safety and environmental performance as intrinsically linked, it comes as no surprise we’ve seen year-on-year improvements in our environmental and safety performance.

“Our REIFR reporting framework is a unique solution to an absence in standardisation for mining companies to report their environmental performance. In our Award submission, we highlighted the advantages of the framework for other mining companies. These advantages transcend transparency obligations and point to improved safety and environmental performance and strengthening employee accountability.

“REIFR reporting has and will continue to strengthen our social licence to operate through improved relationships with our shareholders and stakeholders,” Jonathon said.

For more on our Aurelia Metals – Safe Metals Strategy, see page 22 of our 2020 Annual Report, available on our website at: <https://aureliametals.com/investors/company-reporting/>

CLIMATE CHANGE

Climate change remains a dynamic subject, presenting both formidable challenges and promising prospects for Aurelia.

In FY23, our approximate Scope 1 and 2 carbon emissions totalled 104,596t CO₂-e. This was a reduction on previous years, driven by the Hera site entering care and maintenance. We expect carbon emissions to increase in FY24 with the ramp up of the Federation Project. Federation includes a solar farm which will offset some of the carbon emissions.

Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions are calculated based on the Australian Government methodology required by the National Greenhouse and Energy Reporting (NGER) scheme.

Our Scope 1 emissions are predominantly associated with gas-fired electricity generation at the Hera Mine with a smaller proportion from our operational vehicle fleet. Scope 2 emissions relate to purchased electricity at the Peak and Dargues Mines.

Scope 3 emissions are those associated with activities that are not under our operational control, such as emissions resulting from product transportation, and we have not yet calculated these emissions.

Greenhouse gas emissions (kt CO₂-e)

	FY21	FY22	FY23
Scope 1 emissions	34.5	32.9	24.2
Scope 2 emissions	76.1	81.0	80.4

Greenhouse gas intensity (t CO₂-e per oz Au eq)

	FY21	FY22	FY23
Scope 1 and 2 emissions intensity	0.54	0.58	0.72

Energy use and production (GJ per oz Au eq)

	FY21	FY22	FY23
Energy produced	0.47	0.44	0.42
Energy consumed	4.47	4.68	5.94

This is preliminary data and is subject to change pending external review and verification.

LAND AND BIODIVERSITY

Aurelia values the diverse environments in which it operates and is committed to managing its impacts on these important ecosystems. For Aurelia, biodiversity includes the responsible consumption of water sources, resource management, and protecting the natural environment.

Environmental compliance is consistently front of mind, as is improving systems and processes. Our Environment Team is streamlining our Environmental Management System (EMS) to support our growing business profile.

In FY23, we advanced the environmental approvals for the Federation Project. Federation will increase our environmental footprint and resources use, such as water and energy. We have ensured our EMS, policies and procedures, consider the impacts of this increase are mitigated to minimise impacts on the environment.

Aurelia is committed to protecting or offsetting our impacts to biodiversity through the implementation of our Group-wide *Green Rules*. The *Green Rules* are similar to our safety, *Rules to Live By* and guide individual behaviours. The four rules manage disturbance, hazardous material, water management and wildlife. The *Green Rules* are included in all employee inductions with clear signage at our mine sites and exploration areas.

Offsetting – in accordance with the Biodiversity Assessment Methodology (BAM) – is another way we work to protect biodiversity. Our impacts to biodiversity at the Federation Project are offset through the retirement of biodiversity credits at our offset property, Chelsea. If Aurelia does not have the required biodiversity credits, they are sourced from a third party or the NSW government.

The Chelsea offset property has an established Biodiversity Stewardship Agreement (BSA) with the NSW government. The property is approximately 2,500 hectares and we have committed to protecting its biodiversity values and improving them over time.

At Dargues, we are working with relevant stakeholders to establish an offsite and onsite biodiversity offset property. In FY23, we progressed negotiations with a third-party landholder to establish a biodiversity offset area on their property. It is proposed that the area – an established Tablelands basalt forest community – will be secured and protected for biodiversity value in perpetuity by establishing conditions on the Land Title.

WATER

Aurelia understands that mining operations have the potential to impact water supply and quality and that these impacts need to be managed appropriately, especially in the dry, water-stressed environment of western NSW.



Fish biologist from the University of Canberra during an aquatic monitoring survey of the Spring and Majors Creeks near the Dargues Mine

Water is a resource we share with the environment and our communities, and we recognise we need to use water efficiently and protect the surrounding environment. Aurelia does not discharge to the surrounding environment. All water is reused on our operating sites and excess water is evaporated or irrigated to mine-owned pasture.

In FY23, our sites continued to manage excess water from heavy rainfall in the region. At the Peak Mine, we continue to evaporate excess water within purpose-built evaporation dams.

With the Group processing fewer tonnes and the Hera Mine entering care and maintenance, water use efficiency decreased in FY23.

Water use and efficiency

	FY21	FY22	FY23
Water withdrawal (ML)	581	709	614
Water consumption (ML)	1,266	1,170	1,103
Water use efficiency (KL/oz Au eq)	6.79	5.94	7.61

TAILINGS MANAGEMENT

The responsible management of tailings facilities is a high priority for Aurelia.

Mining and processing metalliferous ore extracts a small portion of the volume of material introduced to the processing plant. The remaining depleted ore is transferred as a slurry to dedicated tailings storage facilities (TSFs). The facilities are engineered, designed and constructed to provide secure storage of fine tailings as a permanent landform.

The operations and management of our TSFs occur within the guidelines and boundaries of regulations and codes of practice, such as NSW Dam Safety Guidelines, and the Australian National Committee on Large Dams Guidelines on Tailings Dams (2012) (ANCOLD).

Aurelia operates central-thickened TSFs at our Peak Mine and Hera sites and a perimeter discharge TSF at the Dargues Mine.

TSFs are designed by industry experts and risk-assessed to determine appropriate designs while considering local meteorological (low rainfall and high evaporation rates), topographical (utilising local topography to reduce site footprints) and other site-specific conditions.

Our TSFs are operated in accordance with site-specific operation and maintenance manuals. This includes regular inspections and an annual inspection by an independent TSF Engineer. Each of our sites have completed a dam break analysis, and have Pollution Incident Response Management Plans in place.

WSP Golder and BK Civil were engaged in 2021 to complete the Stage 5 embankment raise of the TSF at our Peak Mine. The work increased capacity within the existing TSF and was completed in early 2023. Aurelia was nominated as a finalist in the 2022 Prospect Awards in the 'Mine Project Success of the Year Award' category for the project which showcased the exemplary work by the Peak Mine operational team and our supporting civil contractors and design engineers.

Tailings production (kt)

	FY21	FY22	FY23
Tailings production	1,119	1,165	1,033



WASTE ROCK MANAGEMENT

Waste rock is stored in purpose-built waste rock emplacements. Where waste rock is non-acid forming, it is stored for use in future rehabilitation projects or used in civil construction activities including TSF embankment raises and road bases.



An aerial photo of construction activities during the stage 5 lift of the Peak Mine TSF

Waste rock brought to the surface (kt)

	FY21	FY22	FY23
Waste rock production	153	204	156

REHABILITATION AND CLOSURE

Planning for closure commences at the feasibility stage and continues throughout the mine's operational life to identify and reduce risks and unknowns over time. Aurelia recognises that strong engagement and ongoing consideration of closure from the development phase will help mitigate risks and identify opportunities to leave a positive legacy. We recognise that we have a responsibility to close mines in a way that leaves a safe, stable and self-supporting environment.

Our mines and projects are governed by Rehabilitation Management Plans which are overseen by the NSW Resources Regulator. In FY23, we lodged our Rehabilitation Management Plans and Form and Way documents with the regulator for all sites. This was in response to a change in the Mining Act which standardised rehabilitation requirements across NSW. The management plans included identification of the mine activities, associated risks, costs, and local community engagement.

Our closure plans are supported by a Rehabilitation Cost Estimate (RCE), which informs our closure provision which is backed by Aurelia and secured via a government guarantee. To ensure our closure provisions remain current, we engage independent third-party consultants to undertake annual reviews. This is also reviewed by the Audit Committee to ensure its veracity.

In FY23, Hera's mining operations ceased and its surface facilities transitioned into care and maintenance. Aurelia continues to manage and mitigate risks on site. The surface facilities are planned to recommence operations as the Federation Project ramps up.

Following life-of-mine planning in FY23, we anticipate our Dargues Mine will progress to mine closure in FY25. Therefore, we are in the process of determining the final details of closure which will be captured in a detailed Mine Closure Plan. This plan will be informed by the Rehabilitation Management Plan and Form and Way documents.

We are actively refining and investigating ways to better close our mines through various studies, consultation and progressive rehabilitation of areas no longer required for operations.



CASE STUDY:

FEDERATION PROJECT ENVIRONMENTAL APPROVALS



An aerial view of the Federation Project site

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At Aurelia, we're committed to rapidly developing our Federation Project, one of the highest grade base metal development projects in Australia. Our timely completion of the Project permitting process – including obtaining all required environmental approvals – exemplifies this commitment.

Following the discovery drill hole at the Federation Project in 2019, we moved quickly to prepare the permitting documentation required to obtain development consent. The first step was to apply for the Secretary's Environmental Assessment Requirements (SEARs) from the NSW government.

Received in August 2021, the SEARs were addressed in Federation's Environmental Impact Statement (EIS) and supporting documentation which we completed and submitted in March 2022. The EIS was then placed on public exhibition for community and government consultation.

Between April and October 2022, we received several comments and submissions from government agencies regarding the EIS, all of which were addressed in our 'Response to Submissions'. We were also pleased to receive no objections to the Project and one Letter of Support from a Project landholder during this time, confirming that Federation has significant support from our local communities.

The Federation Project permitting was completed on 2 March 2023 when we were pleased to receive full development consent from the NSW government, three months earlier than anticipated. Federation is now one of the fastest moving mining projects in recent NSW history, and the first greenfield critical metals project to be approved in the last seven years.

Managing Director and Chief Executive Officer, Bryan Quinn thanked the NSW government for working with us to complete permitting for the Federation Project.

"On behalf of everyone at Aurelia, I want to thank the NSW government for working with us to approve Federation in such a short timeframe. The Project will contribute to the regional economy, and supply the metals essential for the manufacture of renewable technologies.


"We look forward to continuing to work with the government and regulatory agencies in NSW on the development of the Federation Project which will be an important source of value to our shareholders and the community where we are privileged to operate," Bryan said.







GRI CONTENT INDEX


Aurelia Metals has reported the information cited in this GRI content index for the period 1 July 2022 to 30 June 2023 with reference to the GRI Standards as listed in the table below, the 2010 G4 Sector Disclosures for Mining and Metals and the United Nations Sustainable Development Goals.



GRI DISCLOSURE	WHERE TO FIND RELATED INFORMATION	SUSTAINABLE DEVELOPMENT GOAL
GRI 2: General Disclosures 2021		
2-1 Organizational details	Our Profile/Our Portfolio	
2-2 Entities included in the organization's sustainability reporting		
2-3 Reporting period, frequency and contact point	About This Report	
2-4 Restatements of information		
2-5 External assurance	Audit Report	
2-6 Activities, value chain and other business relationships	Our Portfolio	
2-7 Employees	People Performance	  
2-8 Workers who are not employees		
2-9 Governance structure and composition		
2-10 Nomination and selection of the highest governance body	Governance Structure / Directors Report	 
2-11 Chair of the highest governance body		
2-12 Role of the highest governance body in overseeing the management of impacts		
2-13 Delegation of responsibility for managing impacts		
2-14 Role of the highest governance body in sustainability reporting	Material Topics	
2-15 Conflicts of interest	Operating with Integrity	
2-16 Communication of critical concerns	Governance Structure / Stakeholder Engagement	
2-17 Collective knowledge of the highest governance body	Governance Structure / Directors Report	
2-18 Evaluation of the performance of the highest governance body	Governance Structure	
2-19 Remuneration policies	Remuneration Report	 
2-20 Process to determine remuneration		
2-22 Statement on sustainable development strategy	Our Approach to Sustainability	
2-23 Policy commitments	Governance Structure	
2-24 Embedding policy commitments		
2-25 Processes to remediate negative impacts	Operating with Integrity / Grievance Management	
2-26 Mechanisms for seeking advice and raising concerns	Governance Structure / Stakeholder Engagement	
2-27 Compliance with laws and regulations	Operating with Integrity	

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GRI DISCLOSURE	WHERE TO FIND RELATED INFORMATION	SUSTAINABLE DEVELOPMENT GOAL
2-28 Membership associations	Stakeholder Engagement	
2-29 Approach to stakeholder engagement		
2-30 Collective bargaining agreements	Remuneration Framework	
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Material Topics	
3-2 List of material topics		
3-3 Management of material topics		
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Economic Contribution	
201-2 Financial implications and other risks and opportunities due to climate change	Climate Change	  
201-4 Financial assistance received from government	Operating with Integrity	
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Community Investment and Development	 
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Community Investment and Development	
GRI 205: Anti-corruption 2016		
205-2 Communication and training about anti-corruption policies and procedures	Operating with Integrity	
205-3 Confirmed incidents of corruption and actions taken		
GRI 206: Anti-competitive Behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Operating with Integrity	
GRI 207: Tax 2019		
207-1 Approach to tax	Operating with Integrity	
207-2 Tax governance, control, and risk management		
207-3 Stakeholder engagement and management of concerns related to tax		
207-4 Country-by-country reporting		

GRI DISCLOSURE	WHERE TO FIND RELATED INFORMATION	SUSTAINABLE DEVELOPMENT GOAL
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Climate Change	  
302-3 Energy intensity		
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water	 
303-2 Management of water discharge-related impacts		
303-3 Water withdrawal		
303-4 Water discharge		
303-5 Water consumption		
GRI 304: Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Land and Biodiversity	 
304-2 Significant impacts of activities, products and services on biodiversity		
304-3 Habitats protected or restored		
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
MM2 Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place		
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Climate Change	  
305-2 Energy indirect (Scope 2) GHG emissions		
305-4 GHG emissions intensity		
305-5 Reduction of GHG emissions		
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Tailings Management / Waste Rock Management	 
306-2 Management of significant waste-related impacts		
306-3 Waste generated		
306-4 Waste diverted from disposal		
306-5 Waste directed to disposal		
MM3 Total amounts of overburden, rock, tailings and sludges and their associated risks		

GRI DISCLOSURE	WHERE TO FIND RELATED INFORMATION	SUSTAINABLE DEVELOPMENT GOAL
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Economic Contribution	
308-2 Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	People Performance	  
GRI 402: Labour/Management Relations 2016		
MM4 Number of strikes and lock-outs exceeding one week's duration, by country	Listening to our employees	
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Management Systems	  
403-2 Hazard identification, risk assessment, and incident investigation	Risk Management / Management Systems	
403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Culture	
403-5 Worker training on occupational health and safety	Growing our People to Grow with Us	
403-6 Promotion of worker health	Health and Wellbeing	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contractor Management	
403-8 Workers covered by an occupational health and safety management system	Management Systems	
403-9 Work-related injuries	Safety Culture	
403-10 Work-related ill health	Safety Culture	
GRI 404: Training and Education 2016		
404-2 Programs for upgrading employee skills and transition assistance programs	Training and development	  
404-3 Percentage of employees receiving regular performance and career development reviews	Remuneration linked to performance	
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	People Performance	  
405-2 Ratio of basic salary and remuneration of women to men	Remuneration linked to performance	
GRI 406: Non-Discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity and Inclusion	 
GRI 407: Freedom of Association and Collective Bargaining		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Listening to our employees	
GRI 408: Child Labour 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour	Operating with Integrity	 

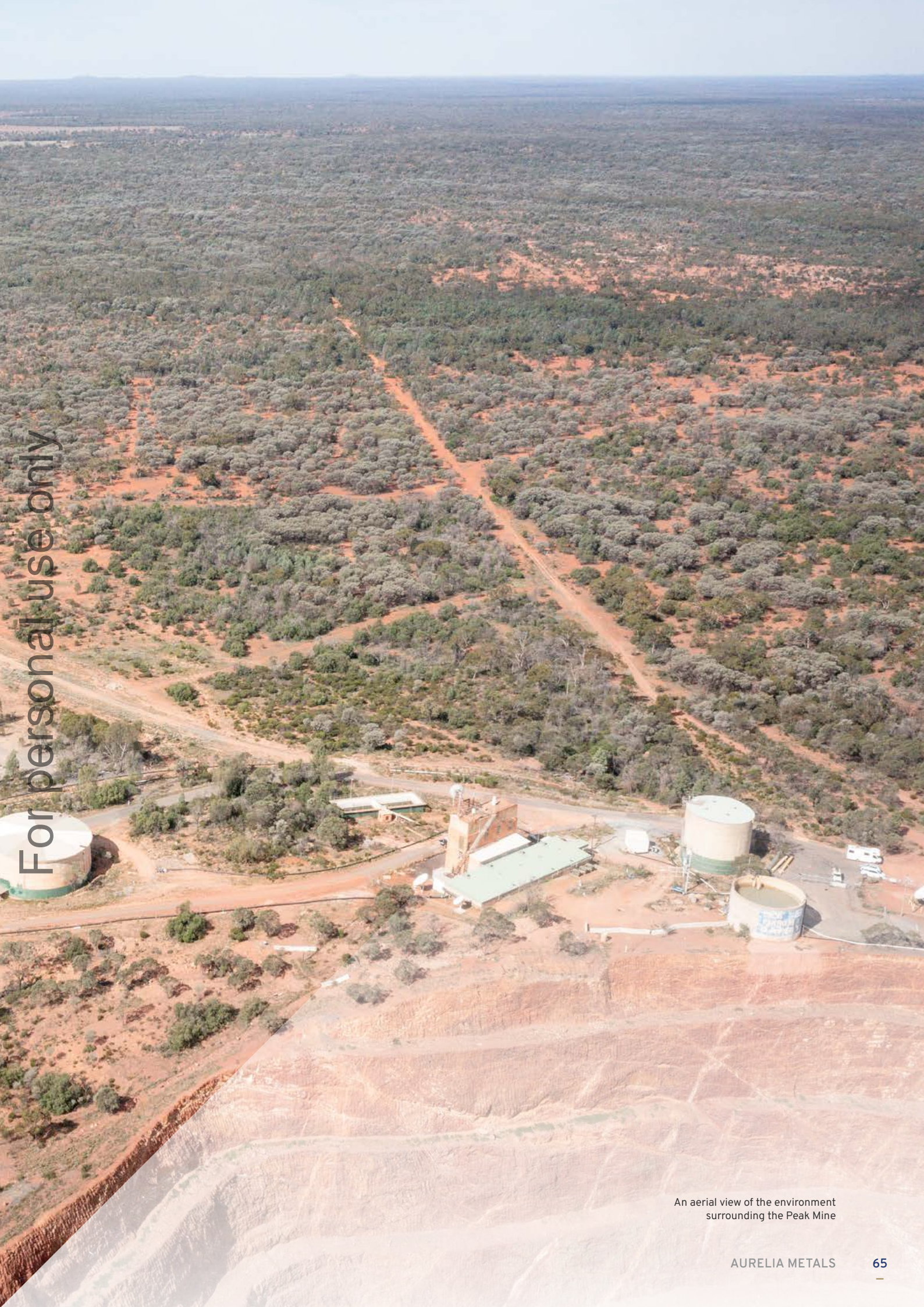
GRI DISCLOSURE	WHERE TO FIND RELATED INFORMATION	SUSTAINABLE DEVELOPMENT GOAL
GRI 409: Forced or Compulsory Labour 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Operating with Integrity	
GRI 410: Security Practices 2016		
410-1 Security personnel trained in human rights policies or procedures	Operating with Integrity	
GRI 411: Rights of Indigenous Peoples 2016		
411-1 Incidents of violations involving rights of indigenous peoples	First Nations Engagement	
MM5 Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities		
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement / Community Investment and Development	
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	First Nations Engagement / Grievance Management	
MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples; and the outcomes		
MM8 Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Grievance Management	
MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process		
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Economic Contribution	 
414-2 Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016		
415-1 Political contributions	Operating with Integrity	
Closure Planning		
MM10 Number and percentage of operations with closure plans	Rehabilitation and Closure	

MINERAL RESOURCE AND ORE RESERVE

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An aerial view of the environment surrounding the Peak Mine

COMPETENT PERSONS STATEMENTS

PEAK MINERAL RESOURCE ESTIMATE

Compilation of the drilling database, assay validation and geological interpretations for the Peak Mineral Resource Estimate were completed by Chris Powell, BSc, MAusIMM, who is a full-time employee of Peak Gold Mines Pty Ltd. The Mineral Resource Estimate has been prepared by Mr Powell who has sufficient experience which is relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as Competent Person as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr Powell consents to the inclusion in this report of the matters based on their information in the form and context in which it appears.

DARGUES MINERAL RESOURCE ESTIMATE

Compilation of the drilling database, assay validation and geological interpretations for the Dargues Mineral Resource Estimate was completed under the supervision of Timothy O'Sullivan, BSc (Hons), MAusIMM CP (Geo), who was a full-time employee of Aurelia Metals Limited during the relevant period. The Mineral Resource Estimate for Dargues was prepared by Mr O'Sullivan. Mr O'Sullivan has sufficient experience which is relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as Competent Persons as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr O'Sullivan consents to the inclusion in this report of the matters based on their information in the form and context in which it appears.

FEDERATION MINERAL RESOURCE ESTIMATES

Compilation of the drilling database, assay validation and geological interpretations for the Federation Mineral Resource Estimates as well as the Federation Mineral Resource Estimates were prepared by Timothy O'Sullivan, BSc (Hons), MAusIMM CP (Geo), who was a full-time employee of Aurelia Metals Limited during the

relevant period. Mr O'Sullivan has sufficient experience which is relevant to the style of mineralisation and type of deposit under consideration and to the activity which they are undertaking to qualify as Competent Persons as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr O'Sullivan consent to the inclusion in this report of the matters based on their information in the form and context in which it appears.

NYMAGEE MINERAL RESOURCE ESTIMATE

Compilation of the drilling database, assay validation and geological interpretations for the Nymagee Mineral Resource Estimate was completed under the supervision of Timothy O'Sullivan, BSc (Hons), MAusIMM CP (Geo), who was a full-time employee of Aurelia Metals Limited during the relevant period. The Mineral Resource Estimate for Nymagee was prepared by Mr O'Sullivan. Mr O'Sullivan has sufficient experience which is relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as Competent Persons as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr O'Sullivan consents to the inclusion in this report of the matters based on their information in the form and context in which it appears.

ORE RESERVE ESTIMATE – PEAK, DARGUES, FEDERATION

The Ore Reserve Estimate was compiled by Justin Woodward, BEng (Mining), MAusIMM, who is a full-time employee of Aurelia Metals Limited. Mr Woodward has sufficient experience which is relevant to the style of mineralisation and type of deposit under consideration and to the activity for which he is undertaking to qualify as Competent Person as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr Woodward consents to the inclusion in this report of the matters based on their information in the form and context in which it appears.

MINERAL RESOURCE AND ORE RESERVE

The following is an excerpt from the Group's annual Mineral Resource and Ore Reserve Statement (ASX Announcement: Group Mineral Resource and Ore Reserve Statement) released to the market on 30 August 2023. All supporting information for the tables included in this Mineral Resource and Ore Reserve section of the 2023 Annual Report is included in that ASX Announcement.

The Statement includes the 100%-owned Peak, Federation and Dargues Mines, along with Mineral Resource Estimates (MREs) for its 95%-owned Nymagee Project in New South Wales (NSW).

The MREs and Ore Reserve estimates are reported in accordance with the guidelines of the 2012 Edition of the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves (JORC Code 2012). Estimates are reported as at 30 June 2023.

Group MREs and Ore Reserve estimates are presented in Table 1 and Table 2. Estimates for each mine and deposit are summarised in Table 3 to Table 11.

Table 1. Group Mineral Resource Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	Cu (%)	Au (g/t)	Zn (%)	Pb (%)	Ag (g/t)
Measured	3,000	0.9	2.6	1.1	0.9	12
Indicated	15,000	1.4	1.1	2.8	1.8	8
Inferred	8,200	1.7	0.5	1.8	1.0	8
Total	27,000	1.4	1.0	2.2	1.4	8

Note: The MRE is reported inclusive of Ore Reserves. There is no certainty that Mineral Resources not included in Ore Reserves will be converted to Ore Reserves. The Group MRE utilises A\$120/t net smelter return (NSR) cut-off for mineable shapes that include internal dilution for Nymagee, Dargues, Federation and the majority of the Peak deposits with A\$135/t NSR for Perseverance, Peak and Kairos. NSR is an estimate of the net recoverable value per tonne including offsite costs, payables, royalties and metal recoveries. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 2. Group Ore Reserve Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	NSR (A\$/t)	Cu (%)	Au (g/t)	Zn (%)	Pb (%)	Ag (g/t)
Proved	940	270	0.6	3.5	1.6	1.4	9
Probable	4,500	290	0.9	1.5	5.4	3.3	7
Total	5,500	290	0.9	1.8	4.7	3.0	7

Note: Values are reported to two significant figures which may result in rounding discrepancies in the totals.

MINERAL RESOURCE ESTIMATES

Table 3. Peak Mine copper MRE as at 30 June 2023.

CLASS	Tonnes (kt)	Cu (%)	Au (g/t)	Zn (%)	Pb (%)	Ag (g/t)
Measured	1,600	1.3	2.0	0.1	0.1	7
Indicated	8,300	1.8	1.0	0.0	0.0	5
Inferred	6,100	2.1	0.5	0.1	0.0	7
Total	16,000	1.8	0.9	0.0	0.0	6

Note: The Peak Mine MRE is reported inclusive of Ore Reserves. The MRE utilises A\$135/t NSR cut-off for Perseverance, Peak & Kairos and A\$120/t NSR cut-off for all other deposits within mineable shapes that include internal dilution. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 4. Peak Mine zinc-lead MRE as at 30 June 2023.

CLASS	Tonnes (kt)	Zn (%)	Pb (%)	Cu (%)	Au (g/t)	Ag (g/t)
Measured	1,000	3.3	2.6	0.7	2.8	24
Indicated	1,200	5.3	4.4	0.5	1.7	22
Inferred	840	5.0	2.5	1.0	0.5	23
Total	3,000	4.6	3.3	0.7	1.8	23

Note: The Peak Mine MRE is reported inclusive of Ore Reserves. The MRE utilises A\$135/t NSR cut-off for Perseverance, Peak & Kairos and A\$120/t NSR cut-off for all other deposits within mineable shapes that include internal dilution. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 5. Dargues Mine MRE as at 30 June 2023.

CLASS	Tonnes (kt)	Au (g/t)
Measured	350	5.0
Indicated	360	3.0
Inferred	140	3.4
Total	850	3.9

Note: The MRE is reported inclusive of Ore Reserves. The MRE utilises A\$120/t NSR cut-off mineable shapes that include internal dilution. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 6. Federation Mine MRE as at 30 June 2023.

CLASS	Tonnes (kt)	Zn (%)	Pb (%)	Cu (%)	Au (g/t)	Ag (g/t)
Indicated	3,700	9.0	5.4	0.3	1.1	6
Inferred	1,100	8.9	5.3	0.2	0.2	6
Total	4,800	9.0	5.4	0.3	0.9	6

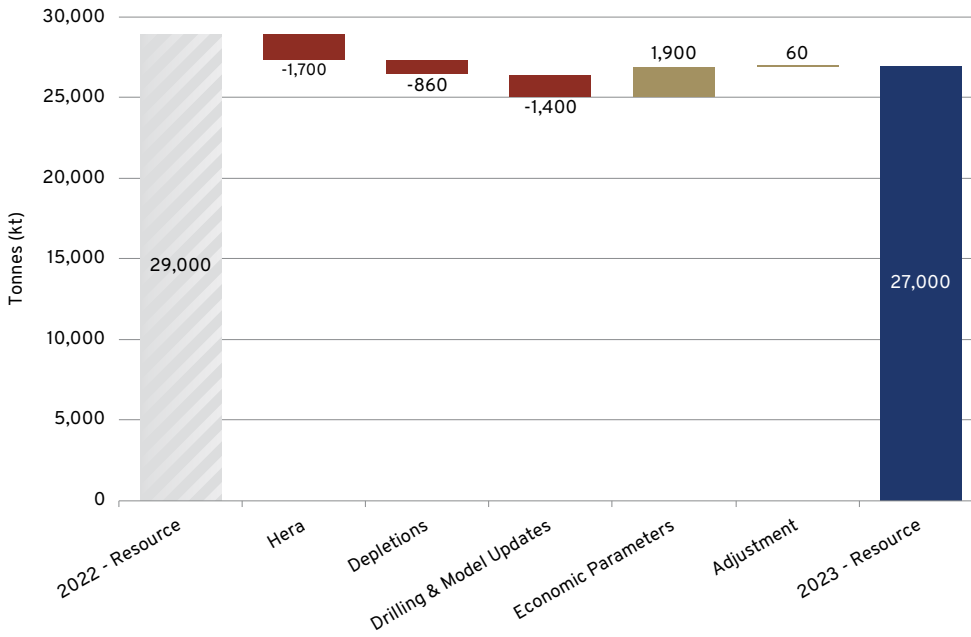
Note: The Federation MRE utilises A\$120/t NSR cut-off mineable shapes that include internal dilution. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 7. Nymagee Project MRE as at 30 June 2023.

CLASS	Tonnes (kt)	Cu (%)	Au (g/t)	Zn (%)	Pb (%)	Ag (g/t)
Indicated	1,900	2.2	0.1	1.1	0.6	16
Inferred	50	2.2	0.1	0.5	0.2	11
Total	1,900	2.2	0.1	1.1	0.6	16

Note: The Nymagee Project MRE utilises A\$120/t NSR cut-off mineable shapes that include internal dilution. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Figure 1. Change in Group Mineral Resource tonnage relative to 30 June 2022.



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ORE RESERVE ESTIMATES

Table 8. Peak Mine copper Ore Reserve Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	NSR (A\$/t)	Cu (%)	Au (g/t)	Zn (%)	Pb (%)	Ag (g/t)
Proved	350	270	1.3	3.0	0.1	0.1	6
Probable	1,600	230	1.9	1.5	0.0	0.0	5
Total	2,000	230	1.8	1.7	0.0	0.0	5

Note: The Peak copper Ore Reserve Estimate utilises A\$80/t NSR cut-off for development and A\$175-220/t NSR for stoping depending on mine area. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 9. Peak Mine zinc-lead Ore Reserve Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	NSR (A\$/t)	Zn (%)	Pb (%)	Cu (%)	Au (g/t)	Ag (g/t)
Proved	290	340	5.1	4.3	0.5	3.6	21
Probable	420	280	6.8	5.7	0.4	1.8	23
Total	710	300	6.1	5.1	0.4	2.6	22

Note: The Peak zinc-lead Ore Reserve Estimate utilises A\$80/t NSR cut-off for development and A\$185-190/t NSR for stoping depending on mine area. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

Table 10. Dargues Mine Ore Reserve Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	NSR (A\$/t)	Au (g/t)
Measured	290	210	3.8
Inferred	66	130	2.3
Total	360	190	3.5

Note: The Dargues Ore Reserve Estimate utilises A\$80/t NSR cut-off for development and A\$120/t NSR cut-off for stoping. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

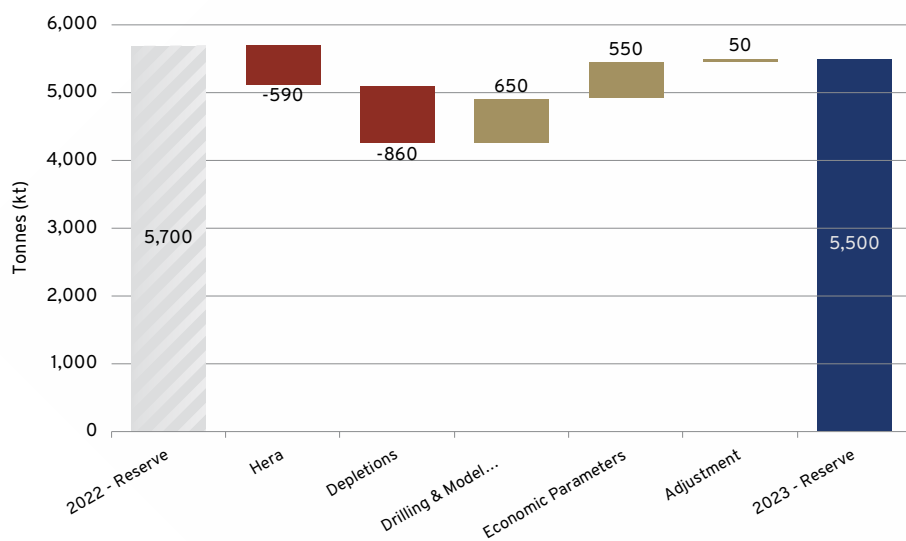
Table 11. Federation Mine Ore Reserve Estimate as at 30 June 2023.

CLASS	Tonnes (kt)	NSR (A\$/t)	Zn (%)	Pb (%)	Cu (%)	Au (g/t)	Ag (g/t)
Proved	0	0	0	0	0	0	0
Probable	2,400	350	9.0	5.3	0.3	1.4	6
Total	2,400	350	9.0	5.3	0.3	1.4	6

Note: The Federation Ore Reserve Estimate utilises A\$80/t NSR cut-off for development and A\$175/t NSR cut-off for stoping. Values are reported to two significant figures which may result in rounding discrepancies in the totals.

The change in the Group's Ore Reserve Estimate relative to the prior (30 June 2022) published statement is presented in Figure 2. Positive drilling results at Chesney supported Mineral Resource conversion to Ore Reserve which, along with updated economic parameters, have mostly offset mining depletion at a Group level.

Figure 2. Change in Group Ore Reserve tonnage relative to 30 June 2022.



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COMPANY INFORMATION

AURELIA METALS LIMITED ABN 37 108 476 384

DIRECTORS

The Company's Directors in office during the year ended and until the date of this report are set out below.

The Directors were in office for the entire period unless otherwise stated and other than the Managing Director & Chief Executive Officer (CEO) and Mr Franklyn ("Lyn") Brazil (nominee Director), all Directors are deemed to be independent.

NON-EXECUTIVE DIRECTORS	POSITION	TERM
Peter Botten	Independent Non-Executive Chair	Full Year
Susie Corlett	Independent Non-Executive Director	Full Year
Lawrence Conway	Independent Non-Executive Director	Resigned 31 August 2022
Bruce Cox	Independent Non-Executive Director	Appointed 1 September 2022
Paul Harris	Independent Non-Executive Director	Full Year
Helen Gillies	Independent Non-Executive Director	Full Year
Bob Vassie	Independent Non-Executive Director	Full Year
Lyn Brazil	Non-Executive Director	Appointed 17 July 2023
Bradley Newcombe	Alternate Director for Lyn Brazil	From 17 July 2023
EXECUTIVE DIRECTORS		
Daniel Clifford	Managing Director and CEO	Resigned 18 November 2022
Bryan Quinn	Managing Director and CEO	Appointed 6 June 2023
COMPANY SECRETARY		
Rochelle Carey		Appointed 28 December 2022
Ian Poole		Retired 31 December 2022

Registered office and principal place of business

Aurelia Metals Limited
Level 17, 144 Edward Street,
Brisbane QLD 4000
GPO Box 7, Brisbane QLD 4001
Telephone: (07) 3180 5000
Email: office@aureliametals.com.au
www.aureliametals.com

Stock exchange listing

Aurelia Metals Limited shares are listed on the Australian Securities Exchange (ASX Code: AMI)

Share register

Automic Group
Level 5, 126 Phillip Street,
Sydney NSW 2000
Investor services: 1300 288 664
General enquiries: (02) 8072 1400
Email: hello@automic.com.au
www.automicgroup.com.au

Auditors

Ernst & Young
111 Eagle Street
Brisbane QLD 4000

The following report is submitted in respect of the results of Aurelia Metals Limited ('Aurelia' or 'the Company') and its subsidiaries, together the consolidated group ('Group'), for the financial year ended 30 June 2023, together with the state of affairs of the Group as at that date.

The Board of Directors submit their report for the year ended 30 June 2023.

DIRECTORS REPORT

1. DIRECTORS AND OFFICERS

The names and details of the Company's Directors in office during the financial year and until the date of this report are set out below. Directors were in office for this entire period unless otherwise stated.

PETER BOTTEN AC CBE

Independent Non-Executive Chair

Appointed as a Director of the Company on 13 September 2021 and as Independent Non-Executive Chair on 4 November 2021

Mr Botten is a geologist by training, having over 45 years experience working in the resources sector. He was the Managing Director of Oil Search Limited from 28 October 1994 until 25 February 2020, overseeing its development into a major Australian Securities Exchange-listed company. Peter has extensive worldwide experience in the oil and gas industry, holding various senior technical, managerial and board positions in a number of listed and government-owned bodies. He has extensive experience in developing and financing major resource projects. He has a Bachelor of Science in Geology from the Royal School of Mines at Imperial College London.

During the past three years, Mr Botten has served as a Director of:

- ♦ AGL Energy Limited (ASX: AGL), appointed October 2016, resigned September 2022
- ♦ Karoon Energy Limited (ASX: KAR), appointed October 2020, and
- ♦ Conrad Asia Energy Ltd (ASX: CRD), appointed 1 November 2021.

SUSIE CORLETT

Independent Non-Executive Director

Appointed as a Director of the Company on 3 October 2018

Ms Corlett is a geologist with over 25 years' experience in exploration, mining operations, mining finance and investment. Ms Corlett serves as a non-executive director of ASX listed Mineral Resources Ltd (ASX: MRL) and Iluka Resources Ltd (ASX: ILU) and also is a Trustee of the AusIMM Education Endowment Fund.

During her executive career, Ms Corlett was an Investment Director for global mining private equity fund, Pacific Road Capital Ltd and worked in mining credit risk management and project finance for Standard Bank Limited, Deutsche Bank and Macquarie Bank.

Ms Corlett has a Bachelor of Science (Hons. Geology) from the University of Melbourne, is a graduate of the Australian Institute of Company Directors, a Fellow of the AusIMM and a member of Chief Executive Women.

During the past three years, Ms Corlett has served as a Director of:

- ♦ Iluka Resources (ASX: ILU), appointed June 2020, and
- ♦ Mineral Resources (ASX: MRL), appointed January 2021.

HELEN GILLIES

Independent Non-Executive Director

Appointed as a Director of the Company on 21 January 2021

Ms. Gillies is a corporate lawyer with over 30 years of experience in external and in-house legal counsel roles. This includes almost 20 years in various senior legal and risk management roles at major engineering company, Sinclair Knight Merz, including the role of General Counsel and General Manager Risk.

Ms. Gillies is currently a non-executive director of Monadelphous Group Limited (ASX: MND), BAC HoldCo Pty Ltd (the holding company for Bankstown and Camden Airports), Lexon Insurance Pty Ltd and Yancoal Australia Limited (ASX: YAL). Ms. Gillies has undergraduate degrees in Commerce and Law, and Masters degrees in Business Administration and Law, and is a Fellow of the Australian Institute of Company Directors.

During the past three years, Ms Gillies has served as a Director of:

- ♦ Monadelphous Group Limited (ASX: MND), appointed September 2016, and
- ♦ Yancoal Australia Limited (ASX: YAL), appointed January 2018.

1. DIRECTORS AND OFFICERS (CONTINUED)

PAUL HARRIS

Independent Non-Executive Director

Appointed as a Director of the Company on 17 December 2018

Mr Harris has more than 27 years' experience in financial markets and investment banking, including advising mining corporates on strategy, mergers and acquisitions, and capital markets, including as Managing Director - Head of Metals and Mining at Citi.

Mr Harris has a Masters of Engineering (Mining) and a Bachelor of Commerce (Finance) and is a graduate of the Australian Institute of Company Directors.

During the past three years, Mr Harris has served as a Director of:

- ♦ Aeon Metals Limited (ASX: AML), appointed December 2014,
- ♦ Highfield Resources Limited (ASX: HFR), appointed March 2022, and
- ♦ Koonenberry Gold Limited (ASX: KNB), appointed August 2022.

BOB VASSIE

Independent Non-Executive Director

Appointed as a Director of the Company on 21 January 2021

Mr Vassie is a mining engineer with over 35 years' experience in management and operational roles within the global resources industry. Most recently, he was Managing Director and CEO of St Barbara Limited (ASX: SBM) from 2014 to 2020. Prior to that, Mr Vassie was Managing Director and CEO of Inova Resources Limited (ASX: IVA). He has also held various senior management and operational roles, with almost 20 years at Rio Tinto Limited (ASX: RIO). Mr Vassie is currently the non-executive chair of Ramelius Resources Limited (ASX: RMS) and a non-executive director of Federation Mining Pty Ltd.

During the past three years, Mr Vassie has served as a Director of:

- ♦ Ramelius Resources Limited (ASX: RMS), appointed January 2021.

BRUCE COX

Independent Non-Executive Director

Appointed as a Director of the Company on 1 September 2022

Mr Cox has more than 40 years of global experience in the resources industry across the commodities of steel, platinum, iron ore, copper, aluminium and diamonds. He has held senior financial and executive leadership position, including Managing Director of Rio Tinto Diamonds where he had operational responsibility for the Argyle, Diavik, and Murowa mines, as well as the Bunder Development project in India. As CEO of Pacific Aluminium and later Managing Director, Rio Tinto Aluminium Pacific Operations, Mr Cox was responsible for various smelter, alumina refinery and bauxite operations across Australia and New Zealand. He also worked for BHP in both the Minerals and Iron Ore divisions, including as Chief Financial Officer (CFO) Escondida in Chile and CFO Hartley Platinum based out of Zimbabwe. Mr Cox is currently a director of Aluminium Bahrain (listed on the London and Bahrain stock exchanges) and on the Mining Advisory Board of Ajlan & Bros Holding group Abilitii.

Mr Cox is a Graduate of the Australian Institute of Company Directors and also holds a Bachelor of Commerce and Master of Business Administration from the University of Wollongong.

LYN BRAZIL AM

Non-Executive Director

Appointed as a Director of the Company on 17 July 2023

Mr Brazil is a southern Queensland mixed farmer, investor and philanthropist, who was awarded a Member of the Order of Australia (AM) in the Queen's Birthday 2022 Honours list. Mr Brazil received the title for his service to medical research and agriculture.

Mr Brazil progressed from a small poultry farm on the Queensland - New South Wales border to owning four cropping properties at Brookstead and two cattle operations at Goondiwindi. Mr Brazil also boasts multiple successful investments in listed companies and created the Brazil Family Foundation which contributes to many medical and scientific research organisations.

Mr Brazil is a nominee Director of Brazil Farming Pty Ltd.

1. DIRECTORS AND OFFICERS (CONTINUED)

BRADLEY NEWCOMBE

Alternate Director for Mr Brazil

Appointed as Alternate Director of the Company on 17 July 2023

Mr Newcombe is a key investment advisor for Mr Brazil. Mr Newcombe has over 25 years' experience as an accounting and financial markets professional across treasury, fixed income and equities. Mr Newcombe has acted as an advisor to Brazil Farming since 2015.

BRYAN QUINN

Managing Director and Chief Executive Officer

Appointed as a Director of the Company on 6 June 2023

Mr Quinn joined Aurelia as Managing Director and Chief Executive Officer in June 2023.

In the 12 months prior to his appointment at Aurelia, Mr Quinn led the Growth, Strategy, Exploration, Sales and Marketing businesses at Oz Minerals.

Prior to this, Mr Quinn spent more than 27 years with BHP, where he held a series of senior executive, operational and business improvement roles. This included President Joint Ventures Americas and Africa, Global Chief Technical Functions, and various Asset President and general management roles, across a range of commodities and businesses.

Mr Quinn has a Bachelor of Engineering (Mining Hons) and a Masters in Applied Finance and Investment with more than 30 years' experience across a broad range of commodities, geographies and operations, both mining and downstream.

ROCHELLE CAREY

Company Secretary

Appointed as Company Secretary on 28 December 2022

Ms Carey is a corporate lawyer with over 20 years' experience in the legal sector, with a focus on energy and resources. Prior to joining Aurelia, Ms Carey was in-house counsel at Stanmore Resources Limited, Energex Limited and Glencore. Prior to moving in-house, she was a Senior Associate at Allens Linklaters (formerly Allens Arthur Robinson).

Ms Carey holds a Bachelor of Business (International Business) / Bachelor of Laws (QUT) and a Master of Laws (LSE).

DIRECTORS AND OFFICERS WHO NO LONGER HOLD OFFICE AT THE DATE OF THIS REPORT ARE AS FOLLOWS:

DANIEL CLIFFORD

Managing Director and CEO resigned 18 November 2022.

IAN POOLE

Chief Financial Officer & Company Secretary retired 31 December 2022.

LAWRENCE CONWAY

Non-Executive Director resigned 31 August 2022.

2. DIRECTORS' INTERESTS

The interests of the Directors in the shares and other equity securities of the Company as at 30 June 2023 and as at 30 August 2023 were:

DIRECTOR	ORDINARY SHARES AS AT 30 JUNE 2023	ORDINARY SHARES AS AT 30 AUGUST 2023
Peter Botten	-	-
Susie Corlett	33,731	33,731
Paul Harris	-	-
Bob Vassie	250,000	317,205
Helen Gillies	250,000	317,205
Bruce Cox	-	-
Bryan Quinn	50,000	513,441
Lyn Brazil	290,104,300	319,357,179
Bradley Newcombe	8,025,000	8,035,000
Total	298,713,031	328,573,761

On 5 July 2023, after the reporting period, the shares under the Retail Entitlement Offer were issued. As relevant interest holders, Mr Vassie, Ms Gillies, Mr Quinn, Mr Brazil and Mr Newcombe participated in the Retail Entitlement Offer. In addition, Mr Quinn acquired further shares on market during the period.

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3. MEETINGS OF DIRECTORS

The number of Board of Director meetings and Board Committee meetings held during the year and each Director's attendance at those meetings is set out below:

DIRECTOR	DIRECTORS' MEETINGS		COMMITTEE MEETINGS OF THE BOARD:					
	(i)	(ii)	Audit		Remuneration & Nomination		Sustainability & Risk	
			(i)	(ii)	(i)	(ii)	(i)	(ii)
Peter Botten	18	18	-	-	-	-	-	-
Susie Corlett	18	18	4	4	-	-	5	5
Paul Harris	18	18	4	4	6	6	-	-
Bob Vassie	18	18	-	-	6	6	5	5
Helen Gillies	18	18	-	-	6	6	5	5
Bruce Cox	15	14	3	3	-	-	-	-
Bryan Quinn	1	1	-	-	-	-	-	-
FORMER DIRECTOR								
Daniel Clifford	7	7	-	-	-	-	-	-
Lawrence Conway	3	3	1	1	-	-	-	-

(i) Held – Indicates the number of Board meetings held during the period of a Director's tenure or the in the case of Committee meetings, whilst the Director was a member of Committee.

(ii) Attended – Indicates the number of meetings attended by a Director. While non-member Directors are entitled to attend Committee meetings (subject to any conflicts), these attendances are not reflected in the above table.

The members of the Board's Committees at 30 June 2023 are:

Audit Committee: Bruce Cox (Chair), Susie Corlett and Paul Harris

Remuneration and Nomination Committee: Paul Harris (Chair), Helen Gillies and Bob Vassie

Sustainability and Risk Committee: Susie Corlett (Chair), Helen Gillies and Bob Vassie

4. INDEMNIFICATION AND INSURANCE OF DIRECTORS AND OFFICERS

During the financial year, the Company paid a premium in respect to a contract insuring the Directors of the Company, the Company Secretary(s), all executive officers of the Company, and of any related body corporate against a liability incurred to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The Company provides a Deed of Indemnity, Insurance and Access with Directors and Officers. In summary, the Deed provides for access to corporate records for each Director for a period after ceasing to hold office in the Company; the provision of Directors and Officers Liability Insurance; and an indemnity for legal costs incurred by Directors in carrying out the business affairs of the Company.

Except for the above the Company has not otherwise, except to the amount permitted by law, indemnified or agreed to indemnify an officer or auditor of the Company or of any related body corporate against a liability incurred, during or since the financial year.

5. INDEMNIFICATION OF AUDITORS

To the extent permitted by law, the Company has agreed to indemnify its auditor as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify the auditor during or since the financial year.

6. DIVIDENDS

The Board of Directors did not declare a dividend for the year ended 30 June 2023 (30 June 2022: Nil).

7. CORPORATE STRUCTURE

Aurelia Metals Limited is a company limited by shares that is incorporated and domiciled in Australia. The Aurelia Group (the 'Group') comprises of the following wholly owned subsidiaries:

ENTITY NAME	INCORPORATION DATE
Defiance Resources Pty Ltd	15 May 2006
Hera Resources Pty Ltd	20 August 2009
Nymagee Resources Pty Ltd	7 November 2011
Peak Gold Asia Pacific Ltd	26 February 2003
Peak Gold Mines Pty Ltd	31 October 1977
Dargues Gold Mines Pty Ltd	12 January 2006
Big Island Mining Pty Ltd	3 February 2005

8. PERFORMANCE RIGHTS

As at 30 August 2023, there are 11,657,080 Performance Rights on issue. The Performance Rights are unlisted and have terms as set out below:

GRANT	GRANT DATE	EXPIRY OR TEST DATE	EXERCISE PRICE	BALANCE AT START OF YEAR	GRANTED DURING THE YEAR	VESTED DURING THE YEAR	EXPIRED DURING THE YEAR	BALANCE AT 30 AUGUST
Class 19A	29-11-19	30-06-22	Nil	2,284,641	-	(380,759)	(1,903,882)	-
Class FY21	19-11-20	30-06-23	Nil	1,696,714	-	(197,045)	(1,499,669)	-
Class FY21	26-12-20	30-06-23	Nil	3,755,760	-	(260,830)	(3,494,930)	-
Class FY22	04-11-21	30-06-24	Nil	1,866,231	-	-	(1,004,632)	861,599
Class FY22	09-11-21	30-06-24	Nil	6,401,029	31,198	-	(3,905,046)	2,527,181
Class FY23	08-12-22	30-06-25	Nil	-	11,544,184	-	(3,275,884)	8,268,300
Total				16,004,375	11,575,382	(952,027)	(15,084,043)	11,657,080

The performance rights have various share price and operational performance measures. Refer to the Remuneration Report for further details. No performance right holder has any right under the performance right to participate in any other share issue of the Company or any other entity.

9. FUTURE DEVELOPMENTS

Refer to the Operations and Financial Review for information on future prospects of the Company.

10. ENVIRONMENTAL REGULATION AND PERFORMANCE

An environmental incident occurred at the Dargues Mine in July 2023 regarding a mine water tank overflowing into a nearby creek. A Clean Up Notice was issued to Big Island Mining Pty Ltd in July 2023 with respect to the incident. At the time of this report, the Environmental Protection Agency is still investigating the incident, which has the potential for further regulatory action or fines.

The Directors are otherwise not aware of any environmental incidents during the year that would have a materially adverse impact on the Company. There were several minor non-compliances to development consent conditions during the year, all of which were reported to the relevant authorities as required. Immediate actions were taken to return the operation to compliance.

No regulatory action or fines have been received by the Company in response to these minor incidents and due to the minor nature of the incidents, no such action is anticipated.

11. CURRENCY AND ROUNDING OF AMOUNTS

All references to dollars are a reference to Australian dollars (\$A) unless otherwise stated. (\$A) may be used for clarity.

Aurelia Metals Limited is a company of the kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191 and in accordance with that instrument, amounts in the Financial/Directors' Reports are rounded to the nearest thousand dollars, except when indicated otherwise. Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided.

12. AUDITOR INDEPENDENCE AND NON-AUDIT SERVICES

During the year the Company's auditor, Ernst & Young Australia provided non-audit services. The directors are satisfied that the provision of non-audit services is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001. The nature and scope of each type of non-audit service provided means that auditor independence was not compromised.

The amounts received by Ernst & Young Australia for non-audit services are contained in Note 24 of the financial statements.

- ♦ The Company has obtained an independence declaration from its auditor, Ernst & Young, which forms part of this report. A copy of that declaration is included on page 131.

Signed in accordance with a resolution of the Directors.



Peter Botten AC CBE
Non-Executive Chairman



Bryan Quinn
Managing Director & Chief Executive Officer

Brisbane
30 August 2023

OPERATIONS AND FINANCIAL REVIEW

1. ABOUT AURELIA METALS LIMITED

Aurelia Metals Limited (Aurelia) is an Australian mining and exploration company with a highly strategic landholding, two operating mines, and two development projects in New South Wales (NSW).

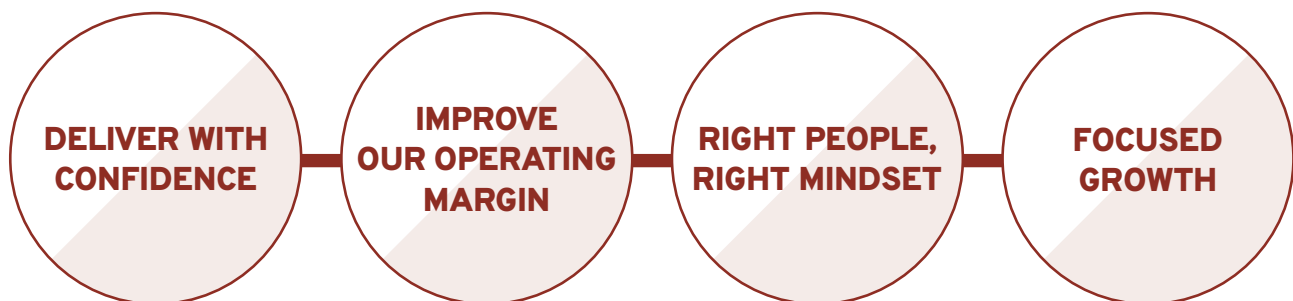
The Peak Mine is in the northern Cobar Basin in central-west NSW, and the Dargues Mine is in the Southern Tablelands region. During the year the Company operated the Hera site, also located in the northern Cobar Basin. The mine closed in March 2023 and the processing facility transitioned to care and maintenance in April 2023.

Our growth ambition is to generate value and long-term returns for our stakeholders and shareholders. We hold one of the most geologically prospective ground positions in Australia and have the expertise and capability to discover and convert this endowment to unlock exceptional value.

Our exciting near term growth opportunities are the Federation zinc, lead, copper, gold and silver development project located near the Hera site, one of Australia's highest grade base metal developments, and the Great Cobar copper-gold deposit located near the Peak Mine.

2. GROUP STRATEGY

Our vision is to be a developer and operator of choice for critical base metals to power a low carbon future and deliver superior shareholder value.



- ◆ Develop integrated and robust plans with contingency.
- ◆ Clear accountability of targets across the organisation for all leaders and teams.
- ◆ Implement our management operating system and embed consistent processes.
- ◆ Make decisions based on data, then learn from the outcomes.
- ◆ Deploy plans that deliver our operational targets in a safe and sustainable manner.
- ◆ Drive investor engagement.
- ◆ Drive down costs and improve margins at all operations.
- ◆ Maximise utilisation of established infrastructure.
- ◆ Scale our organisation to endure through the cycle.
- ◆ Optimise metal recovery and extract full value from our products.
- ◆ Establish strategic partnerships and deliver value from our contract spend.
- ◆ Maximise shareholder value.
- ◆ Attract talent by demonstrating a superior value proposition for our people.
- ◆ Cultivate leadership excellence through development, support and feedback.
- ◆ Anticipate workforce needs and grow a pipeline of talent through the development of our people.
- ◆ Create a one team culture by engaging people in the way we work.
- ◆ Increase mineral endowment by expanding near mine and historic mineral resources in combination with regional discoveries.
- ◆ Optimise the Cobar Basin, including the effective use of assets and mineral inventories.
- ◆ Assess and act on third party opportunities.
- ◆ Accelerate growth through strategic partnerships.

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3. OPERATING AND FINANCIAL PERFORMANCE

FY23 represented a year of significant change for Aurelia. The Company acknowledged during the year that operational performance was unsatisfactory and took steps to address it. This included renewal of the Leadership team, closing the Hera Mine and placing the processing facility on care and maintenance, transitioning the Peak mine to owner mining, and implementing a Working Smarter program.

All of these initiatives have contributed to an improved operating performance in the second half of FY23, and along with the appointment of a new CEO and Managing Director and a new financing facility, enables the Company to pursue its growth ambitions in the Cobar Basin.

Health, Safety and Sustainability

- ◆ Continued drive for improved safety culture. Group Total Recordable Injury Frequency Rate (TRIFR) of 5.13 at 30 June 2023 (30 June 2022: 8.75), with 12 months' recordable injury free at the Dargues Mine resulting in a site TRIFR of zero
- ◆ The 12 month moving average Reportable Environmental Incidents Frequency Rate (REIFR) reduced by 24% to 30 June 2023 of 2.91 (30 June 2022: 3.81)
- ◆ In August 2023, the Company was awarded the Environmental Excellence award at NSW Minerals Council HSEC Awards. The award relates to the standardised reporting metric, Reportable Environmental Incidents Frequency Rate (REIFR) implemented across the Company

Production and Cost Performance

- ◆ Group gold equivalent production of 145koz (FY22: 198koz)
- ◆ Group gold production of 86.3koz at an AISC of \$2,315/oz (FY22: 98.5koz at \$1,707/oz)
 - Peak gold production of 36.3koz of gold at an AISC of \$1,789/oz (FY22: 40.3koz at AISC of \$1,520/oz)
 - Dargues gold production of 36.4koz of gold at an AISC of \$2,280/oz (FY22: 41.7koz at ASIC of \$2,039/oz)
 - Final ore from Hera was mined and processed in late March 2023, with the site transitioned to care and maintenance
- ◆ Group base metals production comprised Lead 19kt, Zinc 21kt, and Copper 2kt (FY22: Lead 24kt, Zinc 30kt and Copper 4kt)
 - By-product revenue decreased 31% to \$145.4 million mainly driven by the completion of mining at Hera in March 2023, and lower base metals revenue generated by the Peak mine

Growth

Federation

- ◆ The Federation Mine Feasibility Study was released on 10 October 2022 and refined further in a project update on 13 April 2023, and confirms Federation as a high grade, capital efficient investment project that leverages existing infrastructure in the Cobar basin to generate significant shareholder value
- ◆ The project received State Significant Development consent from the NSW government in March 2023, with the remaining approvals now being finalised
- ◆ Subsequent to the announcement of the new Trafigura financing facility and accompanying equity raise on 31 May 2023, the Company remobilised the mining contractor to the Federation site and development advance which recommenced on 1 August 2023

Dargues Mine

- ◆ Regulatory approval of a modification to the development consent was received on 20 December 2022 which increases the processing throughput limit from 355kt to 415kt per calendar year

Great Cobar

- ◆ A material increase to the Great Cobar Mineral Resource was reported during H1 FY23. Tonnage increased 45% to 7.7Mt

Financial outcomes

- ◆ Cash at 30 June 2023 of \$38.9 million (FY22: \$76.7 million)
- ◆ Balance sheet transformed with the execution of a new ~\$100 million financing facility with Trafigura Pte Ltd ("Trafigura"),
 - US\$24 million Loan Note Advance (undrawn as at 30 June 2023)
 - \$65 million Environmental Performance Bond Facility
- ◆ \$40 million equity raise competed with receipt of proceeds from the Institutional placement and entitlement offer in June 2023. Proceeds from the Retail entitlement offer received in July 2023
- ◆ Existing term loan fully repaid and performance bond facility fully cash backed. New performance bonds under the Trafigura facilities have now been issued and the cash backing of \$56.8 million is in the process of being returned
- ◆ EBITDA* of \$55.8 million (FY22: \$166.47 million)

* EBITDA is a non-IFRS measure and is unaudited.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.1 PROFIT AND FINANCIAL PERFORMANCE

The Group reports a statutory net loss after tax of \$52.2 million for the year ended 30 June 2023. Included in the statutory net loss are some significant transactions which are not in the ordinary course of ongoing business activities. Such items are separately disclosed in the reconciliation between statutory profit and underlying profit. The underlying net profit or loss is presented to improve the comparability of the financial results between periods.

The result for the year ended 30 June 2023 in comparison to the prior year is summarised below:

NET PROFIT/(LOSS)	2023 \$'000	2022 \$'000	CHANGE %
Sales revenue	369,202	438,815	(16)%
Cost of sales	(403,000)	(416,366)	3%
Gross profit	(33,798)	22,449	(251)%
Impairment Expense	(20,846)	(135,687)	85%
Other income and expenses, net (i)	(14,529)	6,207	(334)%
Net (loss)/profit before income tax and net finance expenses	(69,173)	(107,031)	35%
Net finance expenses	(4,700)	(7,007)	33%
Net (loss)/profit before income tax expense (ii)	(73,873)	(114,038)	35%
Income tax expense/(benefit)	21,652	32,350	(33)%
Net (loss)/profit after income tax (ii)	(52,221)	(81,688)	36%

UNDERLYING NET PROFIT:	2023 \$'000	2022 \$'000	CHANGE %
Net profit/(loss) before income tax expense	(73,873)	(114,038)	35%
Add back:			
Impairment Expense	20,846	135,687	85%
Rehabilitation expense – (reversal)	(3,274)	3,531	(193)%
Remeasurement of financial liabilities	3,195	(27,131)	112%
Underlying net (loss) / profit before income tax expense (ii)	(53,106)	(1,951)	(2,622)%
Tax effect on underlying (loss)/profits for the year	15,422	585	2,536%
Underlying net profit after tax expense (ii)	(37,684)	(1,366)	(2,659)%

(i) Other income and expenses, net, include admin and other expenses.

(ii) Underlying net (loss)/profit reflects the statutory net (loss)/profit adjusted to present the Directors' assessment of the result for the ongoing business activities of the Consolidated Entity. The presentation of non-IFRS financial information provides stakeholders with the ability to compare against prior periods in a consistent manner.

These measures have been presented to assist in the assessment of the relative performance of the Group from period to period. The calculations are based on non-IFRS information and are unaudited.

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3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.1 PROFIT AND FINANCIAL PERFORMANCE (CONTINUED)

Total sales revenue for the year was \$69.6 million lower than the prior year. Lower gold sales revenue was driven by the closure of the Hera Mine in March 2023, lower gold grade at Dargues and lower processing throughput at Peak. The average realised gold price of A\$2,697/oz (FY22: A\$2,500/oz) was achieved. By-product revenue decreased by 31% to \$145.4 million, driven mainly by the completion of mining at Hera in March 2023 and lower base metals revenue generated by the Peak Mine.

Total costs of sales were \$13.4 million lower at \$403.0 million (FY22: \$416.4 million). This is a result of:

- Total ore mined decreased by 12% to 1.14 million tonnes (FY22 1.29MT) however there was a \$26.8 million increase in cost of sales, largely attributed to the utilisation of opening ROM and concentrate stockpiles. General inflation costs have also impacted the business resulting in higher unit mining costs.
- The mining operations at the Hera Mine ceased and the process plant and surface infrastructure transitioned into care and maintenance during the period resulting in a reduction of cost of sales at Hera of \$14.5 million compared to the previous year.
- Depreciation and amortisation expense (excluding Corporate) decreased by \$33.8 million to \$103.4 million (FY22: \$137.2 million), the majority of the reduction was due to higher depreciation for Dargues in FY22.

The tax benefit of \$21.7 million equates to an effective tax rate of 29%.

3.2 GROUP EARNINGS BEFORE INTEREST, TAX, DEPRECIATION AND AMORTISATION (EBITDA)

The Group's earnings before interest, tax, depreciation and amortisation (EBITDA), in comparison to the prior year, is summarised below:

UNDERLYING GROUP EBITDA	2023 \$'000	2022 \$'000	CHANGE %
Net (loss) /profit before income tax and net finance expenses	(69,173)	(107,031)	35%
Depreciation and amortisation	104,130	137,816	(24)%
Impairment expense	20,846	135,687	85%
EBITDA (i)	55,803	166,472	(66)%
Remeasurement of financial liabilities	3,195	(27,131)	112%
Rehabilitation expense / (reversal)	(3,274)	3,531	(193)%
Underlying EBITDA (ii)	55,724	142,872	(61)%

(i) EBITDA (Earnings before Interest, Tax, Depreciation and Amortisation) is a non-IFRS measure and not audited.

(ii) Underlying EBITDA (non-IFRS measure) reflects statutory EBITDA as adjusted to present the Directors' assessment of the result for the ongoing business activities of the Consolidated Entity. The presentation of non-IFRS financial information provides stakeholders the ability to compare against prior periods in a consistent manner.

These measures have been presented to assist in the assessment of the relative performance of the Group from period to period. The calculations are based on non-IFRS information and are unaudited.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.3 CASH FLOW PERFORMANCE

A summary of the Company's cash flow for the year ended 30 June 2023, in comparison to the prior year, is summarised below:

GROUP CASH FLOWS	2023 \$'000	2022 \$'000	CHANGE %
Cash flows from operating activities	45,864	154,093	(70)%
Cash flows from investing activities	(77,373)	(131,463)	41%
Cash flows from financing activities	(6,766)	(20,167)	66%
Net movement in cash	(38,275)	2,463	(1,654)%
Net foreign exchange difference	527	(301)	275%
Cash at the beginning of the year	76,694	74,532	3%
Cash at the end of the year	38,946	76,694	(49)%

The net cash inflows from operating activities for FY23 amounted to \$45.9 million (FY22: \$154.1 million), which represented a 70% decrease in comparison to the prior year.

The net cash outflow from investing activities for the year ended was \$77.4 million (FY22: \$131.5 million). The key investing activities include:

- Sustaining property, plant and equipment and mine capital expenditure, excluding lease payments, of \$11 million (FY22: \$56.5 million)
- Growth capital of \$28.3 million (FY22: \$19.1 million)
- Exploration and evaluation of \$11 million (FY22: \$32.5 million), and
- Guarantee Facility cash cover deposits paid of \$26.0 million (FY22: \$22.1 million), with the total balance of \$56.8 million in the process of being returned.

The net cash outflow from financing activities for the year ended of \$6.8 million (FY22: outflows of \$20.2 million) includes the following key activities:

- Inflow of \$22.3 million net of share issue costs relating to the Institutional placement and entitlement offer component of the \$40 million equity raise announced on 31 May 2023 (the balance from the Retail entitlement offer was received in July 2023)
- Term loan repayments totaling \$20.7 million (FY22: \$16.2 million) which resulted in the facility being totally repaid on 30 June 2023
- Financing arrangements for new mobile plant and equipment of \$3.0 million, (FY22: \$7.3 million), and early repayment of \$3.0 million, and
- Lease principal repayments of \$9.4 million (FY22: \$ 10.7 million).

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.4 GROUP OPERATIONAL SUMMARY

The key operating results for the Group are summarised below:

		2023 \$'000	2022 \$'000	CHANGE %
Production volume				
Gold	oz	86,254	98,461	(12)%
Silver	oz	352,343	788,840	(55)%
Copper - contained metal	t	2,188	3,726	(41)%
Lead - contained metal	t	18,998	24,266	(22)%
Zinc - contained metal	t	20,548	30,067	(32)%
Sales volume				
Gold doré and gold in concentrate	oz	84,240	92,448	(9)%
Silver doré and silver in concentrate	oz	271,479	593,271	(54)%
Payable copper in concentrate	t	2,898	2,632	10%
Payable lead in concentrate	t	17,100	23,549	(27)%
Payable zinc in concentrate	t	15,753	25,305	(38)%
Average prices achieved (i)				
Gold	A\$/oz	2,697	2,500	8%
Silver	A\$/oz	34	32	6%
Copper	A\$/t	12,092	13,124	(8)%
Lead	A\$/t	3,351	3,032	11%
Zinc	A\$/t	4,493	4,692	(4)%
All in sustaining cost (ii)	A\$/oz	2,315	1,707	(36)%

(i) After realised hedge gains/losses

(ii) All-in Sustaining Costs (AISC) is a non-IFRS measure and is not audited. Group AISC includes Site Costs (mining processing, administration, changes in inventory), royalty, transport and smelter expenses, by-product credits (silver, copper, lead & zinc sales), sustaining capital, corporate costs, divided by gold sold during the year.

3.5 PEAK MINE OPERATIONAL SUMMARY

Our Peak Mine is located in the northern Cobar Basin, south of Cobar in central-west NSW. The current operation commenced production in 1992.

Mining performance at Peak was below expectation during FY23 and was the result of a year of significant change. A transition to majority owner-mining commenced in the September 2022 quarter and was completed in the March 2023 quarter following full demobilisation of the mining contractor. Cost performance at Peak improved in the March and June quarters and with the addition of a second jumbo which was transferred from Dargues, and the purchase of a new underground haul truck in June 2023 quarter, which sets up the operation to increase mining rates and drive down mining unit costs in FY24.

Milling operations at Peak were also scaled back to approximately 550kpta in the September quarter by moving to a weekday roster to match mining rates and reduce plant operating costs. The plant also received upgrades to the lead/zinc circuit to increase base metal recoveries.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.5 PEAK MINE OPERATIONAL SUMMARY (CONTINUED)

Drilling at Peak Mine is currently focused on further extensions of the existing orebodies, including the Kairos and Peak North deposits, and testing the potential high-value line-of-lode targets.

Construction of the Stage 5 Tailings Storage Facility (TSF) embankment raise was completed in February 2023 and provided capacity for approximately five years of ore processing.

The key performance metrics for the Peak Mine are tabulated below.

PEAK MINE		2023	2022	CHANGE %
Ore processed	t	494,125	608,647	(19)%
Gold grade	g/t	2.46	2.27	8%
Silver grade	g/t	15.0	16.9	(11)%
Copper grade	%	0.74	0.88	(16)%
Lead grade	%	3.48	2.86	22%
Zinc grade	%	4.02	3.18	26%
Gold recovery	%	92.8	90.6	3%
Production Volume				
Gold production	oz	36,279	40,322	(10)%
Silver production	oz	203,981	263,546	(23)%
Copper production	t	2,188	3,726	(41)%
Lead production	t	14,416	13,441	7%
Zinc production	t	13,302	12,273	8%
AISC (All in sustaining cost) *	A\$/oz	1,789	1,520	(18)%

*AISC is a non-IFRS measure and is unaudited.

The Peak Mine's total gold sold during the year was 34,137 oz at an AISC of \$1,789/oz (FY22: 39,201 oz at an AISC of \$1,520/oz). The reduction in the quantity of gold sold during the year is reflective of the lower mined tonnes and grade. Lower sales of copper, lead and zinc were also driven by lower tonnes mined, offset somewhat by higher lead and zinc grades.

Sustaining capital for the year was \$7.5 million (FY22: \$42.6 million) which includes the purchase of a jumbo and haul truck. Total Growth capital expenditure for the year ended was \$10.6 million (FY22: \$11.5 million) which included construction work to raise the Stage 5 TSF embankment.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.6 DARGUES MINE OPERATIONAL SUMMARY

Our Dargues Mine is a gold mining and milling operation located in the Southern Tablelands region of NSW, approximately 60km south-east of Canberra and a short drive from the town of Braidwood.

Total gold produced during the year was 36,358 ounces. Ore processed was higher than the prior year at 370kt (FY22: 365kt) as a result of receiving approval in December 2022 to increase the annual processing cap on the mill from 355kt to 415kt. More than offsetting that benefit was a 14% reduction in gold grade to 3.21g/t. A total of 36,616 oz of gold sold, with an AISC of \$2,280/oz (FY22: 37,098 oz of gold sold, with an AISC of \$2,039/oz).

Construction of the Stage 3 TSF embankment lift was completed in August 2022, providing an immediate increase in tailings and water storage capacity. Additionally, the NSW regulator approved a modified water management plan which allowed for the use of TSF supernatant water for pasture irrigation and dust suppression until October 2023.

The Dargues Life of Mine planning which began in the December quarter was completed by the end of the financial year and it is now anticipated that mining will be completed at Dargues in H1 FY25. Dargues management has taken steps to ensure the strong planned cash contribution from the asset until the end of its mine life is realised. A retention program for both employees and contractors is now in place to provide the workforce with greater incentive to remain at Dargues through to the end of mine operations.

Sustaining capital invested during the year was \$9.4 million (FY22: \$18.9 million) excluding sustaining leases, which was largely related to mine development.

DARGUES MINE		12 MONTHS TO 30 JUNE 2023	PERIOD FROM 17 DECEMBER 2022 TO 30 JUNE 2022	CHANGE %
Ore processed	t	370,324	365,243	1%
Gold grade	g/t	3.21	3.72	(14)%
Gold recovery	%	95.1	95.4	(1)%
Production Volume				
Gold production	oz	36,358	41,661	(13)%
AISC (All in sustaining cost) *	A\$/oz	2,280	2,039	(12)%

* AISC is a non-IFRS measure and is unaudited.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.7 HERA MINE OPERATIONAL SUMMARY

Our Hera site is located approximately 100km south-east of Cobar in central-west New South Wales. Due to several quarters of negative cash flow, a new life of mine plan was finalised in the December quarter, focusing on cash generation. This plan resulted in mining operations ceasing in March 2023, with the mine shut and the process plant and surface infrastructure transitioned into care and maintenance in April 2023.

Hera delivered exceptional performance in its final quarter of operation with higher ore processed, gold grade and gold recovery resulting in a particularly strong 43% increase in gold production, exceeding expectations from the revised Life of Mine plan.

Since its commissioning in 2014, Hera produced 3.2 million tonnes of ore, supported 180 full time jobs, and contributed A\$216 million to the local economy.

The key performance metrics for the Hera Mine are tabulated below:

HERA MINE		2023	2022	CHANGE
Ore processed	t	282,014	335,102	(16)%
Gold grade	g/t	1.63	1.79	(9)%
Silver grade	g/t	17.51	54.7	(68)%
Lead grade	%	1.79	3.45	(48)%
Zinc grade	%	2.80	5.59	(50)%
Gold recovery	%	91.98	85.5	8%
Production Volume				
Gold production	oz	13,616	16,478	(17)%
Silver production	oz	148,362	525,294	(72)%
Lead production	t	4,582	10,824	(58)%
Zinc production	t	7,247	17,794	(59)%
AISC (All in sustaining cost) *	A\$/oz	2,923	625	(368)%

* AISC is a non-IFRS measure and is unaudited.

3.8 FEDERATION PROJECT

The Federation deposit hosts high-grade zinc, lead, and gold mineralisation and is located approximately 10km south of our Hera site. Project development will involve the underground mining of the Federation deposit for treatment through established processing circuits at our Peak and Hera sites.

During the year, Aurelia completed the Federation Feasibility Study (FS) and announced the outcomes of the FS in October. In conjunction with the FS, Aurelia declared a maiden Ore Reserve of 2.2Mt at 8.9% Zn, 5.3% Pb, 1.4g/t Au, 6g/t Ag, and 0.3% Cu.

The FS demonstrated a strong technical and economic case for development based on a low risk milling strategy that utilises existing processing asset, which substantially reduces capital and execution risk and accelerates production ramp-up. The project had a robust economic case with a projected NPV of A\$415M and IRR of 71% at the prevailing spot metal prices utilised in the FS (as at 5 August 2022, being US\$1,800/oz gold, US\$20/oz silver, US\$1,984/t lead, US\$3,527/t zinc, US\$7,716/t copper and 0.70 A\$/US\$).

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.8 FEDERATION PROJECT (CONTINUED)

On 13 April 2023, the Company released an update to the Federation Project scope, timeline and capital cost estimate to capture opportunities associated with the transition of the nearby Hera surface facilities to care and maintenance. Compared to the October 2022 release of the Federation FS, several valuable project enhancements were identified, including:

Improved path to first production

- ♦ Updated mine design delivers earlier stope ore production.
- ♦ Initial ore trucked to the Company's Peak processing plant which improves concentrate payabilities by producing separate zinc and lead concentrate products.
- ♦ Restart of the Hera process plant able to be delayed until capacity at Peak is fully utilised.

Lower capital expenditure compared to the FS

- ♦ Capital expenditure to first production stope ore lower at A\$76 million (FS: A\$88 million) and total growth capital lower at A\$143 million (FS: A\$145 million).
- ♦ Leveraging existing Hera mining assets and camp infrastructure lowers capital spend and de-risks execution.
- ♦ Improvements have more than offset the impact of industry capital cost inflation since the FS.
- ♦ Deferral of project spend associated with tailings filtration and waste backfill plant.

Updated mine design improves efficiency and operability

- ♦ Optimised mine design reduces total development metres.
- ♦ Shallower decline gradient improves trucking efficiency.
- ♦ Figure-8 decline design provides better orebody strike coverage and improved infill drilling platforms.

A compelling base metals development project and significant Aurelia value

- ♦ Net Present Value (using a 7% discount rate) of A\$354 million at spot prices.
- ♦ Total mill feed of 4.0Mt for 8-year initial production life; expected average annual steady state recovered metal production of 45kt zinc, 46kt lead, 1kt copper, 15koz gold and 39koz silver.
- ♦ Long-term fundamentals for zinc remaining strong.
- ♦ Deposit remains open in multiple directions with substantial potential for Resource extension and conversion from planned underground and surface drilling.

On 3 March 2023, Aurelia received Development Consent from the New South Wales Department of Planning and Environment for the Federation Project.

Project Development

The first exploration decline development blast occurred on 12 September 2022 after finalisation of the boxcut excavation and wall support. Approximately 90m of exploration decline development was achieved prior to activities pausing in October to allow for an appropriate financing structure to be put in place.

Preparation of the Environmental Impact Statement (EIS) Amendment, along with the Company's formal Response to Submissions, was completed in September 2022 with a draft submitted to the NSW Department of Planning and Environment (DPE) for adequacy review. Lodgement of the EIS Amendment occurred in October 2022.

3. OPERATING AND FINANCIAL PERFORMANCE (CONTINUED)

3.8 FEDERATION PROJECT (CONTINUED)

On 31 May 2023, Aurelia announced it had secured a funding solution to enable the restart of development at Federation, with preparations to resume site activities initiated in early June. This work included:

- ♦ the preparation of the Safety Management System and Remobilisation Plan,
- ♦ mobilisation of Redpath's workforce and equipment (from mid-July) which enabled decline development mining to resume on 1 August 2023,
- ♦ preparing tenders for several critical path work packages including surface shaft raiseboring and public road upgrade construction,
- ♦ optimising the flotation and tailings filtration testwork to inform detailed engineering and design work.

Submissions for secondary approvals required under the project's Development Consent were well advanced by the end of the financial year.

Exploration and Mineral Resource

Following on from the infill drill program that was completed in late FY22, a substantial program of core processing, assaying and interpretation was conducted during early FY23, which included some exceptional drilling results that were reported after the cut-off date for the resource model used for the FS (see ASX release titled: *Spectacular intercepts at Federation dated 15 August 2022*). The updated Mineral Resource Estimate at 30 June 2023 incorporates these results with conversion of Inferred to Indicated Mineral Resource due to improved estimation confidence.

The Company will conduct further infill drilling and extensional drilling from underground platforms targeting depth extensions of known mineralisation once the Federation exploration decline is sufficiently advanced in FY24. Surface exploration is planned for reinstatement in FY24 targeting along strike positions to known mineralisation. The Federation deposit remains open and/or very sparsely drilled along strike and at depth, which will be the focus of future exploration drilling.

3.9 GREAT COBAR

The Great Cobar copper deposit is located in close proximity to the Peak Mine complex, approximately seven kilometres north of the Peak Mine's processing facility and is approximately one and a half kilometres north of the New Cobar Mine.

The Great Cobar Pre-Feasibility Study (PFS) and maiden Ore Reserve was released in January 2022. The mine development uses a layout that incorporates responses from community consultation and information from assessments prepared for the Environmental Impact Statement (EIS) for the New Cobar Complex. A Feasibility Study is planned to be completed during FY24.

The Great Cobar Project comprises:

- ♦ Establishment of a new satellite underground mine which would deliver ore to the Peak Mine process plant
- ♦ Excavation of twin underground access declines and a return air raise to access the deposit from the existing New Cobar Mine workings
- ♦ Longhole stoping mining methods with waste rock backfill in the copper dominant portion of the deposit
- ♦ Initial mining and processing expected to take place over an approximate six-year life (400-500ktpa) to deliver a total of 66kt copper and 92koz gold
- ♦ A Mineral Resource of 8,400kt of Indicated and Inferred Mineral Resource at average grades of 2.1% copper and 0.6g/t gold for the copper dominant portion of the deposit, and
- ♦ A Probable Ore Reserve estimate of 1,100kt at 2.1% copper, 1.2g/t gold and 4g/t silver as part of the Peak Mine Ore Reserve.

The Great Cobar deposit remains open both up-plunge and down-plunge. Further testing of the mineralised extents of the deposit will be facilitated by underground drill platforms that will be accessed from the planned mine workings.

The Company has prioritised development of the Federation Project and intends to commence mining activities at Great Cobar after Federation commences production.

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4. EXPLORATION AND EVALUATION

Aurelia's exploration and evaluation activities continue to unlock exceptional value. Targeted exploration and resource definition drilling has delivered strong results within Aurelia's highly prospective tenement holding. While the Company is committed to investing in future growth, exploration activities were minimised in FY23 whilst the refinance process was completed. Now that financing is in place, exploration will ramp up with a focus on near-mine and regional exploration targets in the Cobar Basin.

4.1 COBAR DISTRICT (PEAK MINE)

Kairos

The high grade gold Kairos discovery was announced in early 2019 and was brought into production in June 2021. The Kairos deposit is situated below the Peak Mine workings, around 700 metres to the north and slightly deeper than the Chronos lode, with a similar steeply plunging geometry.

At Kairos further drilling was completed in FY23 to test the northern strike extent of the deposit. The drilling took place in a new area in upper north Kairos where an overlap occurs between the Kairos lens and the Peak North orebody. Whilst minor extensions to known mineralisation were identified, drilling has now discontinued in this area.

In FY24 drilling is now planned along the southern strike extent and down dip at Kairos where strong mineralisation has been encountered at depth ~200m down-dip of current mine workings. Exploration drilling will aim to extend this mineralisation further.

Perseverance

Three exploration drill programs were undertaken at the Perseverance orebody to test extensions of Upper Chronos, Zone A (North Perseverance), and Perseverance Deeps. Each drill program was undertaken or initiated during late FY23 and assay results are expected in the 1st quarter of FY24.

Burrabungie

The Burrabungie area is located 100m south of the Chesney orebody within the Proteus complex of the Cobar District. Historic drilling indicated a high potential for extension of known copper mineralisation in the area within close proximity to mine workings at the Chesney Mine.

Two drill programs were undertaken during FY23 with a surface program at Burrabungie (see ASX announcement titled: "Exploration Update – Cobar District" released 20 March 2023) and the Chesney South underground drill program.

The Burrabungie program intersected significant intervals of copper mineralisation and has been included as a maiden Resource Estimate in the Mineral Resource and Ore Reserve report at 30 June 2023.

The Chesney South program was completed during the last quarter of FY23 which was designed to drill an untested corridor between the Chesney orebody and the Burrabungie orebody. Assay results for this program are pending.

Queen Bee

The Queen Bee area is located 10km south of the Peak Mine Complex and is a historic deposit composed of a copper lens and a lead-zinc lens which discontinued operations in 1910.

The Company gained land access to this area in FY23 and initiated a first pass maiden exploration drilling campaign in the March quarter. The drill program was designed to test the location of historic workings, support existing drilling intervals conducted in 1966, and assess for extensions to existing mineralisation in the upper area of the copper lens (see ASX announcement titled "Exploration Update – Cobar District 20 March 2023" released on 20 March 2023). Further exploration drilling is planned for FY24 that will test deeper positions in the deposit and target extensions of the copper and lead-zinc lenses.

4. EXPLORATION AND EVALUATION (CONTINUED)

4.2 NYMAGEE DISTRICT (HERA – FEDERATION)

The region encompassing the Hera-Federation Complex is the vicinity of the historic mining town of Nymagee.

The Federation deposit was discovered in this area and its prospectivity is described in Section 3.1. During FY24, Aurelia plans to deploy a surface drill rig to test step-out targets along the Federation line of lode to the east and west to test repeat positions of the North North-East plunging lenses at Federation.

As part of the Company's FY23 regional exploration program, Aurelia conducted induced polarisation (IP) surveys at the Piney, Vaucluse, Lyell and Ironbark prospects in the Nymagee district (see ASX announcement titled "Survey Results" released on 18 January 2023). Encouraging chargeability anomalies were defined at each project area. In addition to these prospects, which will be considered for further testing with drilling, the Sir Lancelot prospect was identified as a priority for drilling due to the magnitude of the chargeability response. High density soil sampling will be undertaken over the prospects in preparation for further drill testing in the future.

The historic Nymagee Mine will be reviewed and drill tested in the future as part of the reinstatement to exploration activities and review of the historic deposit. Nymagee Mine is located within 5km north of the Hera Deposit and represents an opportunity for additional mine feed in the Cobar Basin. The Nymagee Mine area is highly prospective and has the potential for resource extension and discovery of new lenses.

4.3 BRAIDWOOD DISTRICT (DARGUES)

The Dargues region and Braidwood District remains highly prospective. Further extensional drilling and infill drilling has been completed on the Dargues ore body along strike to the east and west of the main Bonanza lode, and Ruby Lode, along with down dip extensional drilling under Zone 15, Zone 8b and Plums Lode. Results have provided some upside to the existing resource however have been insufficient to establish further resources in near-mine positions. Drilling conducted on targeted gold in soil geochemical anomalies coincident with chargeability anomalies at Copper Ridge and Thompsons Lode areas were positive, however, failed to return economically mineable significant intersections and the areas have been downgraded in prospectivity (located to the northwest and south of Dargues respectively).

Future exploration work will be focused on near mine regional drilling to contribute to mine life but will also incorporate geological system analysis to understand the deposit in greater detail and improve the prospectivity in a regional geological setting. Regional exploration activities will be initiated to assess satellite mineralisation, including Snobs Mine and Doubloon (all located within 1km of the Dargues Mine).

4.4 OTHER NEAR-MINE AND REGIONAL EXPLORATION

The Company's exploration tenements remain highly prospective and are held over multiple jurisdictions.

Aurelia has conducted a comprehensive campaign of geophysical, geochemical and geological data compilation, review and target generation activities to position the department for a sustained greenfield campaign to be conducted in FY24. A significant increase in the implementation of land access agreements in FY23 has resulted in large tracts of highly prospective ground becoming accessible for FY24 in support of target generation activities.

For further detail, including drill results, refer to the Aurelia website (www.aureliametals.com.au).

5. CORPORATE

5.1 BALANCE SHEET

Total assets for the Group at 30 June 2023 have decreased by \$117.9 million to \$444.4 million (30 June 2022: \$562.3 million), driven by depreciation and amortisation charges that were in excess of capital expenditure. In FY23 the Company also recognised impairment of exploration assets and the carrying value of Hera. The Group net assets decreased by \$27.1 million to \$309.8 million at 30 June 2023 (30 June 2022: \$336.9 million).

	THE MAIN EVENTS AND MOVEMENTS DURING THE YEAR INCLUDE:
Assets	<ul style="list-style-type: none"> • Closing cash of \$38.9 million reflected part of the refinance announced on 31 May 2023. The remainder of proceeds relating to the refinance were received in early FY24. • The restricted cash balance increased to \$56.8 million at 30 June 2023 (FY22: \$30.7 million) and represents full cash backing of the issued performance bonds under the existing debt facility. In August 2023 the performance bonds were replaced with new bonds under the Trafigura facility and the cash backing is in the process of being returned. • Investment in Exploration and Evaluation continued in FY23 but at a lower rate with \$11.0 million invested for the year (FY22: \$32.6 million), comprising spend at Federation, Great Cobar, Dargues and other regional targets (refer to note 11 of the Financial Statements). • Mine properties assets totalling \$143.1 million (FY22: \$123.5 million) • Investment in Property, plant and equipment of \$10.9 million (FY22: \$31.1 million) (refer to note 9 of the Financial Statements).
Liabilities	<ul style="list-style-type: none"> • During FY23 the interest bearing term loan under the existing secured Syndicated Facilities Agreement (as detailed in Section 5.2) was repaid in full (FY22: \$19.3 million outstanding), as well as \$3.1 million relating to chattel mortgages initiated during the year for new mobile plant (FY22: \$6.7 million). • Other financial liabilities totalling \$7.5 million pertains to future third party royalties payable (FY22: \$11.1 million) (refer to note 16 of the Financial Statements). • Decrease in total rehabilitation provisions of \$10.7 million is mostly attributable to a decrease in the associated fair value calculation at 30 June 2023.
Equity	<ul style="list-style-type: none"> • No dividends were paid or declared. • An equity raise of \$40 million was announced on 31 May 2023 as part of the Company's refinance. At 30 June 2023 \$22.3 million (net of fees) had been received relating to the institutional placement and entitlement offer, with the remaining proceeds of \$15.6 million (net of fees) from the retail entitlement offer received in early July 2023.

5.2 FINANCING

On 31 May 2023 a new financing facility was announced with Trafigura Pte Ltd along with a \$40 million equity raise. The new Trafigura facilities (the "Facilities") comprise:

- US\$24 million Loan Note Advance ("Loan Note") facility to contribute funding to construction of Federation, and
- A\$65 million Environmental Bond Facility ("Bond Facility") to provide rehabilitation bonding.

The Facilities have a term of 4 years from the date of financial close. The Loan Note has an interest rate of SOFR (Secured Overnight Financing Rate) + 6.0% and the Bond Facility has an interest rate of 6.0%. The Facilities have no financial covenants, no hedging requirements and have early repayment flexibility. Trafigura has been granted 120 million warrants over Aurelia shares with an exercise price of A\$0.25/share and a four year term.

5. CORPORATE (CONTINUED)

5.2 FINANCING (CONTINUED)

Accompanying the Facilities is a concentrate offtake agreement with Trafigura that commences 1 January 2024 for a total of 700,000 dry metric tonnes of any combination of zinc, lead and copper concentrate produced from the Peak Processing Plant. As part of the Facilities there is an undertaking to maintain a ratio of future concentrate deliveries under the offtake agreement to the balance of amounts outstanding on the Facilities.

The Facilities were supported by a fully underwritten A\$40 million equity raising via an institutional placement and 1 for 3.72 pro rata accelerated non-renounceable entitlement offer ("Entitlement Offer"). The proceeds from the institutional placement and entitlement offer were received in June 2023. The balance of the raising relating to the retail entitlement offer was received in early July 2023.

In June 2023 the existing secured Syndicated Facilities Agreement was repaid in full, and the existing performance bond facility was fully cash backed. Total cash backing at 30 June 2023 was \$56.8 million, with the full amount in the process of being returned.

5.3 HEDGING

The Company acknowledges that a prudent hedging strategy is an important element of financial risk management and overarching enterprise risk management. Whilst at 30 June 2023, the Company had no existing commodity price hedge contracts on foot, the Company actively managed commodity price risk throughout FY23 through forward contracts and quotation period hedging. It is intended that hedging will continue to be used to manage price risk in future.

On 1 June 2023, a 2-month foreign currency option was purchased relating to the foreign exchange exposure from the US\$24 million Loan Note. Upon expiry in July 2023 a further option was purchased to hedge the facility amount past financial close of the Trafigura facilities.

5.4 CORPORATE COSTS

The corporate costs for the year were \$14.8 million (FY22: \$14.6 million). Corporate costs include head office employee related costs, Group professional services costs and other operating costs.

5.5 DIVIDENDS

The Board of Directors did not declare a final dividend for the year ended 30 June 2023 (30 June 2022: Nil).

6. SAFETY, RISK AND SUSTAINABILITY

Building and maintaining a trusted, sustainable, and beneficial presence in the areas in which we operate is essential. Our approach to sustainability is aligned with our vision and our values of care, curiosity, nimble and one team.

We are embedding sustainability within our business and building resilience founded upon ethical and transparent business and governance practices. We recognise the need to continuously improve, understand, benchmark and address emerging issues which are of importance to ourselves and our stakeholders.

Our core activities continue to be directed towards providing certainty of no fatalities and no major environmental or community incidents (incidents having a detrimental impact on the environment that would impact Aurelia's reputation and license to operate).

The foundational governance structures and programs which support Aurelia's safety, risk and sustainability approach and strategy include:

Rules to Live By – A defined set of rules by which all people working at Aurelia sites are required to comply. The rules are based on industry research where breaches of such rules may result in fatalities. Mandatory training on the Rules to Live By is completed for all personnel.

Green Rules – A defined set of rules that apply to work and activities that have a greater risk of causing environmental harm or impacting Aurelia's reputation.

Fatal and Catastrophic Hazard Standards – A set of Group standards that have been developed which define the requirements for appropriately engineered work environments, fit for purpose equipment, and a trained workforce. These standards also address catastrophic environmental hazards.

Critical Control Verification – A periodic and planned program of critical control verifications including improvement action identification, tracking and closeout.

Group Risk Register – A register of group risks which are assessed for likelihood and consequence in line with Aurelia's Enterprise Risk Management Framework which is aligned with the International Standard for managing risk ISO31000:2018.

High Potential Risk Incidents (HPRI's) – A Senior Management Taskforce for Significant Incidents assesses HPRI investigations and verifies action close-out to prevent recurrence.

Safety Leadership Programs – A multifaceted preemptive program focusing on visible leadership and the proactive verification of safety and environmental compliance to defined standards. The program includes a defined activity matrix which includes Safe Act Observations (SAO), Workplace Inspections, and Planned Task Observations (PTO).

Competency Framework – A competency matrix developed to map employee training and development plans and to identify and address any gaps in expected competencies.

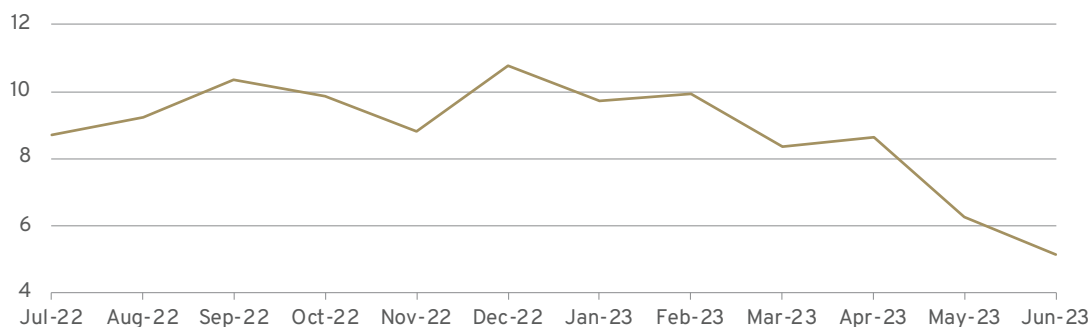
Close out of Actions – A groupwide approach for the tracking and reporting of actions, and the close out of actions to an appropriate standard.

The above control frameworks are also supported by external audits and verification processes to ensure that Aurelia are attuned to evolving risks and opportunities.

6. SAFETY, RISK AND SUSTAINABILITY (CONTINUED)

Our safety and environmental incident reduction journey over the last two years is evidence that good governance, systems and a sustained focus on safety and environment outcomes combine to support reduced incident frequency rates.

Group 12-month average Total Recordable Injury Frequency Rate (TRIFR) per million hours worked:



Since the implementation of the Green Rules, the frequency of reportable environmental incidents has improved. Aurelia's environmental compliance performance is measured by the Recordable Environmental Incident Frequency Rate (REIFR) per million hours worked. For the first half of the financial year the Company experienced reportable injuries, however, the frequency rate has progressively improved through the second half of the financial year through reinforced governance.

In August 2023 the Company was recognised for its REIFR reporting by being awarded the Environmental Excellence award at the NSW Minerals Council HSEC Awards.

7. MATERIAL BUSINESS RISKS

Aurelia prepares its business plan using estimates of production and financial performance based on a range of assumptions and forecasts. There is uncertainty in these assumptions and forecasts, and risk that variation from them could result in actual performance being different to expected outcomes. The uncertainties arise from a range of factors, including the nature of the mining industry, and general economic factors. The material business risks faced by the Group that may have an impact on the operating and financial prospects of the Group at the period end are outlined below.

7.1 FLUCTUATIONS IN THE COMMODITY PRICE AND FOREIGN EXCHANGE RATES

The Group's revenues are exposed to fluctuations in the US\$ price of gold, silver, lead, zinc and copper. Volatility in metal prices creates revenue uncertainty and requires careful management of business performance to ensure that operating cash margins are maintained despite metal price volatility. Gold doré sales are denominated in Australian dollars, whilst concentrate sales are denominated in US dollars. The Company has a foreign exchange price risk when the US dollar price of a commodity is translated back to Australian dollars.

During the financial year, gold and gold in concentrate unhedged sales were 29,812 ounces (FY22: 9,249 ounces). The effect on the income statement with an A\$50/oz increase/decrease in gold price would have resulted in an increase/decrease in profit/loss and equity of \$2.2 million (FY22: \$0.5 million).

During the financial year the Company made unhedged sales of concentrate containing payable lead of 6,276 tonnes (FY22: 4,831 tonnes), payable zinc 3,618 tonnes (FY22: 12,394 tonnes) and payable copper of 285 tonnes (FY22: 1,176 tonnes). An increase/decrease of US\$50/t in the price of lead, zinc and copper would have resulted in an increase/decrease profit/loss and equity by \$0.8 million (FY22: \$1.3 million).

A movement in the US/AUD foreign exchange rate by 1% would result in an increase/decrease in revenue of \$0.5 million.

7. MATERIAL BUSINESS RISKS (CONTINUED)

7.1 FLUCTUATIONS IN THE COMMODITY PRICE AND FOREIGN EXCHANGE RATES (CONTINUED)

Declining metal prices can also impact operations by requiring a reassessment of the feasibility of an exploration target and/or evaluation project. Even if a project is ultimately determined to be economically viable, the need to conduct such a reassessment could cause substantial delays and/or may interrupt operations, which may have a material adverse effect on our results of operations and financial position.

7.2 MINERAL RESOURCES AND ORE RESERVES

Group Mineral Resources and Ore Reserves are estimates, and no assurance can be given that the estimated reserves and resources are accurate or that the indicated level of metal or other mineral will be produced. Such estimates are based on interpretations of geological data obtained from drill holes and other sampling techniques. Actual mineralisation or geological conditions may be different from those predicted. No assurance can be given that any part of the Company's mineral resources constitutes or will be converted into reserves.

Market price fluctuations, as well as increased production and capital costs, may render some of the Company's ore reserves unprofitable to develop for periods of time or may render some low margin ore reserves uneconomic. Mineral Resources and Ore Reserves may have to be re-estimated based on new data, production performance, cost experience and metal price outlook. Any of these factors may require the Company to modify its ore reserves, which could have either a positive or negative impact on the Company's financial results.

7.3 REPLACEMENT OF DEPLETED RESERVES

The Company must continually replace reserves depleted by production to maintain production levels over the long-term. Reserves can be replaced by expanding known ore bodies, locating new deposits, acquiring new assets or achieving higher levels of conversion from resource to reserve with improvements in production costs and/or operational performance and metal price outlook.

Exploration is highly speculative in nature and as such, the Company's exploration projects involve many risks and can often be unsuccessful. Once a prospect with mineralisation is discovered, it may take several years from the initial discovery phase until production is possible.

As a result, there is no assurance that current or future exploration programs will be successful. There is a risk that depletion of reserves will not be offset by discoveries or acquisitions, or that divestment of assets will lead to a lower reserve base. The Company's mineral base may decline if reserves are mined without adequate replacement and the Company may not be able to sustain production beyond the current mine life, based on current production rates.

7.4 PRODUCTION AND COST ESTIMATES

The Company routinely prepares internal estimates of future production, operating costs and capital costs for its operating assets and development projects. The Company has developed business plans which forecast metal recoveries, ore volumes and operating costs for each business unit. While these assumptions are considered reasonable, there can be no guarantee that forecast rates will be achieved. Failure to achieve production or cost estimates could have an adverse impact on the Company's operating margins, future cash flow, profitability and financial solvency.

7. MATERIAL BUSINESS RISKS (CONTINUED)

7.4 PRODUCTION AND COST ESTIMATES (CONTINUED)

The Company's actual production and costs may vary from estimates for a variety of reasons, including:

- ♦ actual ore mined varying from estimates of grade, tonnage, dilution and metallurgical and other characteristics
- ♦ short-term operating factors relating to the ore reserves, such as the need for sequential development of ore bodies and the processing of new or different ore grades
- ♦ revisions to mine plans
- ♦ risks and hazards associated with mining
- ♦ natural phenomena, such as inclement weather conditions, water availability, floods, and
- ♦ unexpected labour shortages or strikes.

Costs of production may also be affected by a variety of factors, including ore grade, geotechnical conditions, metallurgical performance, labour costs, consumable costs, energy costs, commodity costs, general inflationary pressures and currency exchange rates.

7.5 MINING RISKS AND INSURANCE RISKS

The mining industry is subject to significant risks and hazards, including environmental hazards, industrial accidents, unusual or unexpected geological conditions, unavailability of materials and equipment, rock failures, cave-ins, and weather conditions (including flooding and bushfires) – most of which are beyond the Company's control.

These risks and hazards could result in significant costs or delays that could have a material adverse effect on the Company's financial performance, liquidity and operations results.

The Company maintains insurance to cover some of these risks and hazards. Insurance is maintained in amounts that are believed to be reasonable depending on the circumstances surrounding each identified insurable risk and are benchmarked against peer insurance programs. However, property, liability and other insurance may not provide sufficient coverage for losses related to these or other risks or hazards.

7.6 ATTRACTION AND RETENTION OF SKILLED AND EXPERIENCED PERSONNEL

The mining industry in general may be subject to a shortage of suitably experienced and qualified personnel in key technical roles. Attracting and retaining key persons with specific knowledge and skills are critical to the viability and growth of the Company.

The Company maintains a suitably structured remuneration strategy to assist with the attraction and retention of key employees. However, the risk of loss of key employees is always present. This risk is managed through having active and broad recruitment channels and the ability to rely upon other suitable personnel and qualified external contractors and consultants when required.

7.7 ENVIRONMENT AND SUSTAINABILITY

Environmental, health and safety regulations, permits

The Company's mining and processing operations and exploration activities are subject to extensive laws and regulations governing the protection of the environment. This includes the regulation and management of water, waste disposal, worker health and safety, mine development, mine rehabilitation and closure, air quality and biodiversity.

Real or perceived events associated with the Company's activities (or those of other mining companies) that detrimentally impact the environment, human health and safety, or the surrounding communities may result in penalties, including delays in obtaining or failure to obtain government permits and approvals. This may adversely affect the Company's operations, including its ability to continue operations.

7. MATERIAL BUSINESS RISKS (CONTINUED)

7.7 ENVIRONMENT AND SUSTAINABILITY (CONTINUED)

The Company has implemented a range of health, safety, environment and community related initiatives at its operations to manage and support the health and safety of its employees, contractors and members of the community affected by its operations. Despite this, there is no guarantee that such measures will eliminate the occurrence of accidents or other incidents which may result in personal injuries, damage to property, and in certain instances such occurrences could give rise to regulatory fines and/or civil liability.

Water

Water can be a scarce commodity in regional NSW, Australia. Water is a significant input into processing activities and access to sufficient water to support current and future activities is critical. The impact of drought conditions serves to increase this risk. The Company has established reliable sources of water which are an alternative to high security water sources. In addition, in some other parts of NSW high rainfall related risks (including flooding), could lead to water storages on site overflowing and discharging into the environment. High rainfall events may also disrupt access to site and operations on site.

Each of Aurelia's mining operations prioritise the use of recycled water for its processing activities to preserve water reserves and to limit the use of external water sources.

The Peak Mine obtains high security water from the Burrendong Dam to supplement other water sources, including water from the historic Great Cobar underground workings.

The Dargues Mine has experienced significant rainfall over the last few years. As a result, water is stored within the tailings storage facility which is utilised for activities onsite. If supplementary water is required, Dargues has regulatory approval to truck water to site.

Community relations

The Company has operations near established communities. Active community engagement and a proactive outlook and approach to local community stakeholder concerns and expectations is a key priority.

The mining industry in general is subject to potential community relations related risks which may result in a disruption to production and exploration activities and delay the approval timelines for key development activities. The Company recognises that by building respectful relationships with the communities in where it operates, it creates a shared value that is mutually beneficial. Community relations initiatives such as community forums, community development programs, donations, and sponsorships are coordinated to ensure active community engagement.

The Company's operating philosophy is to ensure that the Company's activities are carried out legally, ethically, and with integrity and respect. Being a significant employer and consumer within the communities in which we operate, the Company acknowledges the immeasurable responsibility bestowed on it. The Company's active community engagement program provides a platform for the Company to understand stakeholder needs and to work towards proactively addressing concerns and mitigating any risk.

7. MATERIAL BUSINESS RISKS (CONTINUED)

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

Apart from the items as noted elsewhere in this report, there were no significant changes in the state of affairs of the Company during the financial year.

SIGNIFICANT EVENTS AFTER THE BALANCE DATE

The matters or events that have occurred after 30 June 2023 that have significantly affected or may significantly either the Group's operations or results of those operations of the Group's state of affairs are listed below:

- A new Director appointed – Mr Lyn Brazil (and his alternate, Mr Bradley Newcombe) was appointed on 17 July 2023.
- The retail entitlement offer component of the equity raise completed in July 2023 with ~168 million new shares issued.
- The Trafigura debt facilities financial close occurred in August 2023 and the 120 million warrants were issued to Trafigura (with an exercise price of A\$0.25/share and a four year term).

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LETTER FROM THE CHAIR OF THE REMUNERATION AND NOMINATION COMMITTEE

Dear Shareholder,

On behalf of the Board of Directors of Aurelia Metals Limited, I am pleased to present our FY23 Remuneration Report.

The size and scope of the organisational change agenda set out by the Board at the Annual General Meeting could have intimidated the most well-seasoned leaders and employees alike, but I look back with pride at all that has been achieved.

The turnaround in operational performance and cash management has involved every Aurelia employee who embraced the challenge to return operational certainty and begin the journey to restore shareholder value. Organisation-wide initiatives, such as Working Smarter captured \$25 million in savings across the business, while teams on site adjusted to new mine plans and operational targets to increase cash flows.

FY23 was a year of rebalance. Despite strong commodity prices, a combination of complex external factors provided a challenging landscape for companies like ours. Against this backdrop, we adapted our plans through a significant Company refinancing whilst attracting a new Executive team being the Managing Director, CFO and recently a Federation Project Director. These changes aim to ensure operational excellence whilst accelerating towards our premiere Federation Project – which we see as a significant value catalyst for our Company.

Along the way, we have been cognisant of the impacts of fatigue, uncertainty and distraction that a sustained period of transition can have on employees. For this reason, in FY23 we set in motion a range of programs to ensure positive workforce outcomes designed to support and care for our people. At the heart of this effort, was our remuneration framework – a critical tool required to attract, retain and reward employees who go above and beyond.

Remuneration governance

At Aurelia, we have developed a robust remuneration framework that links outcomes with business performance. It is built on strong governance and transparent reporting. To ensure our approach is in line with current trends, market expectations and peer insights, each year we engage with our stakeholders (including proxy advisors) to hear their views on our strategic approach to sustainability and employee-related matters, including our remuneration framework.

The low vesting outcomes for the Company's FY21 long-term incentives reflected the Company's poor shareholder return over the three year period (to 30 June 2023). The absolute and relative total shareholder return measures, and growth measures all vested at 0%, reflecting the alignment of 'at risk' remuneration for relevant employees with shareholder expectations.

As Aurelia continues to grow, the Board recognises that the overarching remuneration framework and related governance controls need to be reviewed on an ongoing basis. This includes the Company's incentive plans for 'at-risk' remuneration, which are reviewed to ensure the plans remain relevant and meet the underlying objective of creating alignment with Aurelia's short- and long-term business objectives.

Remuneration changes in FY23

Aurelia takes a whole of business approach to developing strategy and plans, reviewing performance and linking outcomes to variable remuneration.

In FY23, our Short-Term Incentive (STI) Plan was simplified, moving to three pillars: safety, production, and cost outcomes. These three measures were chosen as we believe that by achieving our goals under these pillars, it unlocks the key to our business success. Simplifying the measures allows the Company to clearly align executive and employee variable remuneration (short-term and long-term incentives) to Company performance and key stakeholder expectations. The simplification allowed employees and stakeholders to make a clear link between Company performance and the payment of variable remuneration.

As shareholders would be aware, substantial pressure on wages is being experienced across all sectors of the economy, flowing from high levels of inflations and record low unemployment. The Board is acutely aware of the need to balance cost control against the disruption to operations that are caused by a reduction in the workforce. The Remuneration and Nomination Committee are aware that the Company is experiencing high turnover due to competitive salaries within the industry. The Committee recognises the needs to remain competitive to continue to attract high calibre talent.

The Company's remuneration framework is founded on governance aligned with stakeholder expectations. While there have been no material changes to remuneration

in FY23, the Company has continued to refine and embed governance processes and strategies which support its remuneration objectives. Some of the activities completed to this end in FY23 include:

- ♦ Increases to the KMP's Total Fixed Remuneration (TFR) is equal to the average increases awarded across the entire Aurelia workforce.
- ♦ Commitment to meeting the 0.5% increase in legislated Superannuation Guarantee (SG) effective from 1 July 2023 on top of the annual salary review increases which will also be effective from 1 July 2023.
- ♦ No change to the Non-Executive Director fee structure was implemented during FY23.
- ♦ Changes to the Short-Term Incentive Plan to simplify the Company KPIs and provide a clear link between business performance and payment of variable remuneration.
- ♦ Invitation to Senior Professionals and Superintendents to participate in the FY23 LTI Scheme for the first time. This encourages ownership of the long-term Company performance at all leadership levels of the Company. Employees at the Manager level and above continue to be eligible to participate in the LTI Scheme.

Diversity and Inclusion

With mining operations at the Hera Mine ceasing and the surface facilities transitioned into care and maintenance, and recruitment ramping up for Federation development in June, ensuring our approach to remuneration safeguards our commitment to diversity and inclusion has been a keen focus. In FY23, this included:

- ♦ Conducting an extensive gender pay gap analysis, before and after any award of salary increases. This is provided to the Remuneration and Nomination Committee and the Board for review and approval.
- ♦ Continuing well established remuneration bands and position grading to ensure there is no room for unconscious bias when appointing candidates, that is, the remuneration for candidates is not dependent on their individual powers of negotiation.
- ♦ Increasing female representation across the workforce for the fourth year in a row, female participation in the workforce at 30 June 2023 is 22.65% (FY22: 21.5%).
- ♦ Board commitment to ensuring 25% of its members are women (as a minimum). At 30 June 2023, female representation of the Board sat at 29% and currently female representation is at 25% (given the appointment of an additional Non-Executive Director).

- ♦ Implementing a detailed three-year Diversity & Inclusion Strategy (FY22-FY25) and a dedicated Diversity Working Group in charge of actioning key targets against this strategy and promoting D&I throughout the Company. Such as:
 - Delivering an extensive face-to-face Workplace Behaviour Training that educated employees on the Company's expected behaviours when it comes to Bullying, Harassment (including Sexual Harassment), Discrimination and Victimisation.
 - Introduced a Flexible Working Standard and the Group Parental Leave Standard. These standards provide greater clarity around the support mechanisms for carers. These standards emphasise flexibility and are aimed at supporting parents to return to our workforce whilst balancing additional responsibilities at home.
 - Continuing to collect information from our workforce relating to gender equality through targeted questions in Exit Interviews, surveys on psychological hazards and sustainability surveys.

Looking ahead

The next two years will be transformational for Aurelia. Funding for Federation, new leadership and a re-energised focus on our mines have set the foundation for our future success.

Given the KMP have been newly appointed in FY23, we do not anticipate there to be any substantial changes to the Total Fixed Remuneration (TFR) or changes to variable remuneration such as short-term and/or long-term incentive opportunities.

The Remuneration and Nomination Committee will continue to monitor and review remuneration for the executive team and all employees consistent with the annual review cycle.

We are confident our remuneration strategy will enable us to attract and retain the high calibre team we need to take us forward while strongly aligning employee interest with shareholder value.

Thank you for your continued interest and support of our Company.



Paul Harris
Chair – Remuneration and Nomination Committee

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This Remuneration Report forms part of the Directors' Report for the year ended 30 June 2023. This report outlines the details of the remuneration arrangements for the Directors and Key Management Personnel (KMP). It also outlines the overall remuneration strategy, framework and practices adopted by the Company in accordance with the requirements of the Corporations Act 2001 and its Regulations.

For the purposes of this report, KMP are defined as those persons having authority and responsibility for planning, directing and controlling the activities of the Company and the Group, directly or indirectly, including any Director of the Company (whether executive or otherwise).

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REMUNERATION REPORT (AUDITED)

1. KEY MANAGEMENT PERSONNEL (KMP)

The KMP of the Company, and the positions held are summarised below:

NON-EXECUTIVE DIRECTORS	POSITION	TERM
Peter Botten	Independent Non-Executive Chair	Full Year
Susie Corlett	Independent Non-Executive Director	Full Year
Lawrence Conway	Independent Non-Executive Director	Resigned 31 August 2022
Bruce Cox	Independent Non-Executive Director	Appointed 1 September 2022
Paul Harris	Independent Non-Executive Director	Full Year
Helen Gillies	Independent Non-Executive Director	Full Year
Bob Vassie	Independent Non-Executive Director	Full Year
Lyn Brazil (i)	Non-Executive Director	Appointed 17 July 2023
Bradley Newcombe (ii)	Alternate Director for Lyn Brazil	From 17 July 2023
EXECUTIVE DIRECTORS		
Daniel Clifford	Managing Director and CEO	Resigned 18 November 2022
Bryan Quinn	Managing Director and CEO	Appointed 6 June 2023
OTHER KMP		
Peter Trout (iii)	Chief Operating Officer	Full Year
Martin Cummings	Chief Financial Officer	Appointed 1 December 2022
Ian Poole	Chief Financial Officer and Company Secretary	Retired 31 December 2022
INTERIM CEO		
Andrew Graham	Interim CEO	Interim appointment 19 November 2022 - 5 June 2023

(i) Mr Franklyn Brazil was appointed as a Non-Executive Director on 17 July 2023. Mr Brazil is appointed as a nominee of Brazil Farming Pty Ltd.

(ii) Mr Bradley Newcombe is Mr Brazil's alternate director on the Board.

(iii) Peter Trout ceased employment with the Company on 7 August 2023.

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2. REMUNERATION GOVERNANCE

BOARD

- ♦ As part of its Corporate Governance framework, the Board of Directors (the Board) has an established Remuneration and Nomination Committee (referred to hereafter as the 'Remuneration Committee' for the purposes of this Remuneration Report)
- ♦ The Board delegates responsibilities in relation to remuneration to the Remuneration Committee which functions in accordance with the Committee Charter and the requirements of the Corporations Act 2001 and its regulations
- ♦ A copy of the Charter is published on Aurelia's website (<https://aureliametals.com/about/corporate-governance/>)

REMUNERATION COMMITTEE

- ♦ The Remuneration Committee consists solely of independent Non-Executive Directors to assist the Board in discharging its responsibilities in relation to the Company's remuneration policies and practices
- ♦ The Remuneration Committee is chaired by an independent Non-Executive Director who is not the Chair of the Board
- ♦ Membership is detailed on page 79, under Section 3 of the Director's Report
- ♦ The Remuneration Committee is responsible for reviewing and making recommendations to the Board in relation to remuneration matters, including the:
 - remuneration arrangements and contract terms for the Managing Director and CEO and other KMP
 - terms and conditions of short-term and long-term incentives for all employees, particularly the Managing Director and CEO and other KMP, including the targets, performance measures and vesting conditions
 - remuneration paid to Non-Executive Directors, and
 - the budget for any annual salary increases for the Group.

REMUNERATION CONSULTANTS

- ♦ The Remuneration Committee considers whether to appoint a remuneration consultant and, if so, their scope of work. Such engagements are completed in accordance with:
 - the requirements of the Corporations Act 2001 for remuneration consultants and related recommendations, and
 - established governance procedures including direct reporting to the Board to ensure that any remuneration recommendation is free from undue influence.
- ♦ During FY23, the Remuneration Committee engaged independent consulting firm Juno Partners for the purpose of providing advice and analysis with respect to remuneration (FY22: Juno Partners)
- ♦ No remuneration recommendations, as defined in section 9B of the Corporations Act 2001, were made by the remuneration consultants during FY23 (FY22: Nil)

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3. REMUNERATION OVERVIEW

AURELIA'S REMUNERATION PHILOSOPHY

- ♦ Aurelia's remuneration philosophy is supported by a framework for organisational structure and remuneration, to enable Aurelia to:
 - attract, engage and retain high-calibre employees to achieve the Company's current and future business needs, and
 - encourage a performance-based culture whereby competitive remuneration and rewards are aligned to business and shareholder objectives

AURELIA'S APPROACH TO REMUNERATION

- ♦ The Company's approach to remuneration considers:
 - detailed remuneration benchmarking, with reference to the Company's peers (industry and market capitalisation)
 - the Company's performance over the relevant performance period
 - internal relativity and differentiation of remuneration based on performance
 - pay equity at each level to ensure no gender or diversity bias within the organisation, and any differences are determined based on performance and skills
 - market developments affecting remuneration practices
 - the remuneration and expectations of a high performing executive the Company wants to employ
 - addressing emerging needs or concerns with tailored remuneration solutions (eg. retention schemes)
 - the link between remuneration and the successful implementation of the Company's strategy, and achievements of objectives and targets, and
 - future outlook.

THE LINK TO STRATEGIC BUSINESS OUTCOMES

- ♦ The Company's remuneration framework is founded upon aligning each individual's remuneration outcomes with the Company's strategic business objectives. This alignment is created through linking 'at-risk' remuneration with Aurelia's strategic business objectives:
 - 'at-risk' STIs are linked to individual and Company annual objectives and individual performance outcomes
 - 'at-risk' LTIs are linked to the achievement of long-term strategic objectives in Section 6.2, and
 - the typical key performance measures applied have been detailed in Sections 6.1 and 6.2.
- ♦ Aurelia's objective is to build a performance-based culture whereby competitive remuneration and rewards are aligned with the Company's objectives and shareholders' expectations. A significant proportion of total remuneration is 'at-risk'
- ♦ Through this framework, Aurelia seeks to attract, engage and retain high-calibre employees to meet the Company's current and future business needs

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4. MANAGING DIRECTOR AND CEO AND OTHER KMP REMUNERATION

Total Remuneration (TR) for all executive KMP consists of the following key elements:

<p>TOTAL FIXED REMUNERATION (TFR)</p>	<p>Remuneration objective is to attract, engage and retain high-calibre personnel.</p> <p>Considerations include benchmarking data, internal relativities and executive performance.</p>	<p>The purpose of TFR is to provide a base level of remuneration which is market competitive and appropriate.</p>
<p>SHORT-TERM INCENTIVE (STI)</p>	<p>The STI is an 'at-risk' component of TR with a one-year horizon.</p> <p>The performance measures consider the individual's performance based on the individual performance KPI's as well as Group performance under the pillars of Safety, Production and Financial Outcomes.</p> <p>The key focus of the performance measures is to build and deliver superior shareholder returns.</p>	<p>The key performance measures are set at the beginning of each year with a one-year performance period.</p> <p>A number of critical tasks and measures linked to each of the Company's key pillars are identified (refer to section 6.1 of this report).</p> <p>The relative weighting is determined based on the role being performed and level within the Company and is applied as a percentage of the employee's TFR.</p>
<p>LONG-TERM INCENTIVE (LTI)</p>	<p>The LTI is an 'at-risk' component of TR with a three-year horizon.</p> <p>The performance measures are designed to support superior shareholder return.</p> <p>The objective of the LTI is to:</p> <ol style="list-style-type: none"> 1. provide an incentive to the executive KMP which focuses on the long-term performance and growth of the Company 2. align the reward of the executive KMP with returns to shareholders; and 3. promote the retention of the Company's executive KMP and eligible employees. 	<p>The performance measures are set at the beginning of each year, with a three-year performance period as is applied as a percentage of the employee's TFR.</p> <p>The key focus of the performance measures is to build and deliver superior shareholder return through total shareholder return (TSR) measures and targeted long-term growth criteria (refer to section 6.2 of this report).</p>

In addition to the above, eligible employees of the Company (including certain executive KMP) are entitled to participate in the Company's Employee Share Plan. This plan was implemented in April 2021. Eligible employees are invited to participate in the plan to receive fully paid ordinary shares in the Company (subject to a 36-month holding lock) with a nominal value of \$1,000 which, depending on the individual's taxable income in the relevant year, may be tax exempt. The Managing Director and CEO did not participate in this plan in FY23 due to commencing employment after the grant date.

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4. MANAGING DIRECTOR AND CEO AND OTHER KMP REMUNERATION

(CONTINUED)

The amount and relative proportion of TFR, STI and LTI is established for each executive following consideration by the Remuneration Committee. This includes consideration of external market references, including benchmarking of remuneration for comparable roles and the internal relativities between executive roles. The Company also regularly participates in and subscribes to the AON Hewitt Gold & General Mining Industry Remuneration Survey.

The principles underlying the Company's executive remuneration strategy are below:

- a) Total Remuneration (TR) is to be appropriate, market competitive and structured to attract and retain talented and experienced employees.
- b) TR is to comprise an appropriate mix of fixed and performance-based at-risk variable remuneration.
- c) TFR (base salary + superannuation) is targeted at the median (P50) range compared to the industry benchmark and internal relativities. Exceptions may exist depending on the supply and demand of particular roles or skills or for individuals who are recognised as high performers within the Company and thereby will be highly sought after by competitor companies.
- d) variable remuneration is to consist of STIs and LTIs to align executive performance with the interests of shareholders. Performance targets under the variable incentive plans reflect the Company's short-term and long-term strategy and objectives.
- e) in keeping with the Company policy of paying for performance, target TR (TFR + target STI + target LTI) is targeted at up to the 75th percentile of the relevant peer group (exceptions may exist depending on the supply and demand of particular roles or skills or for individuals who are recognised as high performers within the Company). As variable remuneration is performance based it is not guaranteed, with any award dependent on the business and individual meeting pre-determined performance targets.
- f) performance-based 'at-risk' remuneration is to encourage, and reward high performance aligned with business objectives that create strategic, economic and sustainable shareholder value.
- g) an annual review of remuneration is conducted for all supervisory roles and above (including the KMP) based on an appraisal against their individual achievement and development plan and is designed to deliver fair and equitable results.

Total Remuneration at maximum (Total Fixed Remuneration, Short-Term incentives at maximum and LTI opportunity) would see the mix of remuneration for KMP as detailed below:

FY23	TFR	% OF TOTAL REMUNERATION AT MAXIMUM		
Bryan Quinn, Managing Director and CEO	\$827,500	TFR - 31%	STI - 38%	LTI - 31%
Peter Trout, Chief Operating Officer	\$532,911	TFR - 39%	STI - 31%	LTI - 29%
Martin Cummings, Chief Financial Officer	\$442,000	TFR - 39%	STI - 31%	LTI - 29%
Andrew Graham, Interim CEO*	\$585,000	TFR - 36%	STI - 36%	LTI - 27%
Daniel Clifford, Previous Managing Director and CEO	\$756,428	TFR - 36%	STI - 27%	LTI - 36%
Ian Poole, Previous Chief Financial Officer	\$442,000	TFR - 44%	STI - 27%	LTI - 29%

FY22	TFR	% OF TOTAL REMUNERATION AT MAXIMUM		
Daniel Clifford, Managing Director and CEO	\$753,005	TFR - 38%	STI - 24%	LTI - 38%
Peter Trout, Chief Operating Officer	\$530,500	TFR - 49%	STI - 19%	LTI - 32%
Ian Poole, Chief Financial Officer	\$440,000	TFR - 49%	STI - 19%	LTI - 32%

*Total Remuneration for Andrew Graham is for the period between 19 November 2022 and 5 June 2023 as Interim CEO. Mr. Graham was also entitled to a completion bonus of \$125,000 paid on completion of his tenure as Interim CEO as reflected in Section 9 Remuneration of Directors and other KMP.

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5. SERVICE AGREEMENT KEY TERMS

Executives are employed under executive employment agreements with the Company

NAME AND POSITION	DATE OF SERVICE AGREEMENT	TERM OF SERVICE AGREEMENT	NOTICE PERIOD BY EXECUTIVE	NOTICE PERIOD BY AURELIA	TERMINATION PAYMENTS
Current Executive Directors and KMP					
Bryan Quinn Managing Director & CEO	31 May 23	Open	6 months*	6 months	Up to a max of 6 months fixed remuneration (TFR)
Martin Cummings Chief Financial Officer	02 Nov 22	Open	3 months	On or before 30 June 2024: 7 months After 30 June 2024: 3 months + 1 month per year of service up to a maximum of 6 months	Up to a max of 7 months TFR
Previous Executive Directors and KMP					
Peter Trout Chief Operating Officer	25 Nov 19	Open	6 months	6 months	Up to a max of 12 months base salary**
Andrew Graham Interim Chief Executive Officer***	18 Nov 22	Until the appointment of a permanent CEO, or as otherwise terminated by the Board	6 months	6 months	Up to a max of 6 months fixed remuneration (TFR)
Daniel Clifford Managing Director & CEO	25 Nov 19	Open	6 months	6 months	Up to a max of 6 months fixed remuneration (TFR)
Ian Poole Chief Financial Officer	12 May 20	Open	3 months	3 months + 1 month per year of service up to a maximum of an additional 3 months	Up to a max of 3 months fixed remuneration (TFR)

*If there is a Fundamental Change, the Managing Director & CEO may terminate the employment by giving one months' notice in which case Aurelia shall pay twelve months of total fixed remuneration. A 'Fundamental Change' includes ceasing to hold the position of Managing Director and CEO or report to the Board or where the scope of the responsibilities or authority is materially diminished (other than on a temporary basis).

**The Service Agreement related to the Chief Operating Officer was negotiated to secure his services and is limited to those that can be lawfully paid under the *Corporations Act 2001*. The Company has subsequently limited termination payments for future executive KMP service agreements to a maximum of six months.

*** Mr Graham's appointment as Interim CEO was under the terms of his existing employment agreement (as amended).

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP

The objective of variable remuneration is to align KMP remuneration outcomes to the short-term and long-term incentives strategy and objectives of the Company. This alignment is achieved through the Company's variable 'at-risk' incentives, which comprise the Short-Term Incentive Plan (STIP) and the Long-Term Incentive Plan (LTIP).

The Board measures and considers the achievement of targets together with overall business performance and individual performance (as relevant) when deciding on the actual payment or allocation of variable remuneration. The Board retains absolute discretion in relation to participation and award under the STIP and LTIP.

6.1 SHORT TERM INCENTIVE PLAN (STIP)

The award of an STI payment is assessed at the end of the financial year and, if applicable, is paid only after the Remuneration Committee has reviewed and made recommendations to the Board for approval. This includes the assessment of achievement against applicable businesses performance and individual performance targets. Key elements of the Company's FY23 Incentive Plan are:

Purpose	Focus participants on delivery of business objectives over a 12-month period .
Participation	All employees including executive KMP.
STI opportunity	<p>The STI opportunity for the Interim CEO was targeted at 50% of TFR for the period of appointment with an award for outperformance against a "stretch target" of 200% of this amount, i.e., a potential maximum award of 100% of TFR.</p> <p>The STI opportunity for the other KMP is at 40% of the TFR at target with an award for outperformance against "stretch target" of 200% of this amount, i.e. a potential maximum award of 80% of TFR.</p> <p>The Managing Director and CEO does not have an STI opportunity for FY23 as he commenced in June 2023. His STI opportunity for FY24 will be 100% of the TFR at target with an award for outperformance against "stretch target" of 125% of this amount.</p> <p>The previous Managing Director and CEO is entitled to a pro rata STI award for FY23 (up to his resignation date), to be assessed against the FY23 performance criteria.</p>
Period	Performance is measured per financial year (1 July to 30 June).
Performance criteria	<p>The performance criteria and weighting of individual components are reviewed and determined annually at the discretion of the Board.</p> <p>The weighting given to each metric may differ by role. For FY23, the weighting for KMP was 80% Company Performance/20% Individual Performance, with each metric then evenly weighted within these categories with the exception of the Interim CEO and the CFO who were weighted 50% Company Performance/50% Individual Performance in recognition of the role each played in refinancing and resetting the Group's operations.</p>

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.1 SHORT TERM INCENTIVE PLAN (STIP) (CONTINUED)

Performance gates	<p>There were two performance gates for the FY23 STIP. A performance gate is an indicator of unsatisfactory business, work or personal performance that voids the STIP award for a specific KPI and/or Participant.</p> <table border="1"> <thead> <tr> <th>Performance Gate</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Safety: Zero fatalities within the Group</td> <td>Forfeit of the Safety KPI</td> </tr> <tr> <td>Individual Behaviour: any formal disciplinary action or material breach of the Company Values.</td> <td>Forfeit any STI award against Individual KPIs</td> </tr> </tbody> </table>	Performance Gate	Impact	Safety: Zero fatalities within the Group	Forfeit of the Safety KPI	Individual Behaviour: any formal disciplinary action or material breach of the Company Values.	Forfeit any STI award against Individual KPIs
Performance Gate	Impact						
Safety: Zero fatalities within the Group	Forfeit of the Safety KPI						
Individual Behaviour: any formal disciplinary action or material breach of the Company Values.	Forfeit any STI award against Individual KPIs						
Exercise of discretion	The Board has discretion, considering recommendations from the Remuneration Committee, to adjust overall STI payments or an individual's final STI payment.						
Payment	<p>STI payments are paid in cash and are subject to a service condition.</p> <p>This condition is met if the KMP's employment is continuous during performance period and was employed at the STI payment date.</p> <p>The KMP's entitlement will be calculated on a pro-rata basis if they joined during the performance period, with a minimum tenure of four months prior to the end of the performance period (otherwise there will be no entitlement).</p>						
Rights on termination	KMP whose employment is terminated before the date of payment (for whatever reason) are not eligible for any STI payment but may be entitled to a pro-rata award as a good leaver.						
Malus Policy	At its discretion, the Board may cancel or withhold payment of any award made under the STIP for the period if it determines that had the STI payment been made the KMP would have received an 'inappropriate benefit.'						

6.1.1 FY23 STIP outcomes for eligible KMP

The Board determined that the following measures would be applicable to participants in the FY23 STIP with variations for the individual KPIs as these are dependent on the individual's role. The same Business Performance categories were applied to all STI participants, with metrics differing between Corporate and Site employees, to ensure that all employees were aligned to the Company's strategy, objectives and performance targets whilst being assessed against metrics that were within their control and influence.

The STI performance measurements include (where appropriate) the application of threshold, target and stretch elements. This complements the Company's philosophy of performance-based remuneration, where a sliding scale for achievement may be awarded based on the actual outcome.

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.1 SHORT TERM INCENTIVE PLAN (STIP) (CONTINUED)

6.1.1 FY23 STIP outcomes for eligible KMP (Continued)

These elements are defined below:

THRESHOLD	TARGET	STRETCH
Nil award for outcome below 30% of Target	100%	Award for outperformance against Target
Pro-rata between Target and Threshold		Pro-rata up to maximum of 200%

'Target' is based on challenging but achievable targets for both the Company and the individual components. The stretch target reflects outstanding individual and business performance. The threshold target represents the minimal level of acceptable performance, recognising that target is set at a challenging level. At threshold, a partial award is made if the Company and/or the individual has still performed well, and the Company has successfully progressed.

The Board considered the Individual Performance for each eligible KMP based on the below KPIs.

INTERIM CEO – INDIVIDUAL PERFORMANCE KPIs	
KPI 1	Development of Federation
KPI 2	Develop and Deliver Funding
KPI 3	Revise Business Strategy & Develop Growth Options

CFO – INDIVIDUAL PERFORMANCE KPIs	
KPI 1	Refinance the Business
KPI 2	Develop a Capital Management Plan
KPI 3	Drive Business Improvement

The Board Considered the Business Performance for employees based on the below KPIs:

	KPI 1 – SAFETY (GROUP TRIFR 12MMA)	KPI 2 – PRODUCTION (GOLD EQUIVALENT OUNCES)	KPI 3 – AISC (A\$/OUNCE)
Threshold (0.3)	≤ 8.75	146,000	2,300
Target (1.0)	≤ 6.60	175,200	1,748
Stretch (2.0)	≤ 4.50	192,720	1,573

The FY23 STIP outcomes as applicable eligible KMP is detailed below.

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.1 SHORT TERM INCENTIVE PLAN (STIP) (CONTINUED)

6.1.1 FY23 STIP outcomes for eligible KMP(Continued)

	KPI 1	KPI 2	KPI 3	KPI 4 – SAFETY	KPI 5 – PRODUCTION	KPI 6 – FINANCIAL	WEIGHTED SCORE
Description	Individual KPI 1	Individual KPI 2	Individual KPI 3	Group TRIFR 12MMA	Gold Equivalent Ounces	AISC (A\$/ounce)	
Threshold	Not disclosed due to commercial in-confidence			≤ 8.75	146,000	2,300	
Target	Not disclosed due to commercial in-confidence			≤ 6.60	175,200	1,748	
Stretch	Not disclosed due to commercial in-confidence			≤ 4.50	192,720	1,573	
Outcomes							
Interim CEO	Between Target & Stretch			Between Target & Stretch	Between Threshold & Target	Below Threshold	129%
CFO	Between Target & Stretch			Between Target & Stretch	Between Threshold & Target	Below Threshold	129%
Previous MD & CEO	N/A	N/A	N/A	Between Target & Stretch	Between Threshold & Target	Below Threshold	62%

Upon the completion of the assessment related to the above quantitative and qualitative hurdles, the Board has determined and approved the award of a FY23 STI for the Company's KMP, as outlined below:

FY23	TOTAL STIP AWARDED \$	% OF MAXIMUM (STRETCH) STIP AWARDED	% OF MAXIMUM STIP FORFEITED
Interim CEO			
Andrew Graham (i)	205,720	64.5%	35.5%
Other KMP			
Martin Cummings (ii)	132,469	64.5%	35.5%
Daniel Clifford (iii)	91,169	41.6%	58.4%

The above FY23 STIP awards are payable in FY24. Mr Bryan Quinn joined the Company on 6 June 2023 and did not qualify for a FY23 STI.

- (i) Mr Andrew Graham was appointed as the Interim CEO from 19 November 2022 – 5 June 2023. The table above outlines the STI received related to the period he was the Interim CEO.
- (ii) Mr Martin Cummings commenced 1 December 2022, STI prorated from 1 December 2022 – 30 June 2023.
- (iii) Mr Daniel Clifford resigned 19 November 2022, prorated from 1 July 2022 – 19 November 2022.

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.1 SHORT TERM INCENTIVE PLAN (STIP) (CONTINUED)

6.1.2 FY22 STIP outcomes

FY22	TOTAL STIP AWARDED \$	% OF MAXIMUM (STRETCH) STIP AWARDED	% OF MAXIMUM STIP FORFEITED
Executive Director			
Daniel Clifford	171,596	36%	64%
Other KMP			
Peter Trout	96,173	36%	64%
Ian Poole	80,214	36%	64%

The FY22 STIP performance measures and the award outcomes are detailed in the FY22 Annual Report.

The FY22 STIP awards were paid in FY23.

6.2 LONG TERM INCENTIVE PLAN (LTIP)

An outline of the key elements of the Company's LTIP as it relates to executive KMP is provided below:

Format of LTIP	Performance Rights are granted to the relevant individual, which, upon satisfaction and testing of the vesting criteria (over a 3-year period), will allow one ordinary share in the Company to be issued for each Performance Right vested.						
LTIP opportunity	<p>The LTIP opportunity is determined by the individual's role and level within the business.</p> <p>The LTIP for the Interim CEO was 75% of TFR for the period of the Interim CEO's appointment. For other KMP LTIP is 75% of TFR.</p> <p>The actual number of performance rights issued to KMP was determined by dividing their respective LTIP opportunity by the 30-day VWAP of the Company's share price as at 30 June 2022, being a VWAP of an Aurelia ordinary share of \$0.30451 per share.</p> <p>The Managing Director and CEO does not have an LTI opportunity for FY23 as he commenced in June 2023. His LTI opportunity for FY24 is a maximum of 100% of TFR.</p>						
Performance Period	The performance period is three years from 1 July 2022 to 30 June 2025.						
Service condition	Vesting of Performance Rights is subject to a service condition. This condition is met if the KMP's employment is continuous during the Performance Period. If a KMP ceases employment during the Performance Period, then the treatment of Performance Rights will depend on the circumstances of the employment ending, as outlined below under "Rights on Termination".						
Performance Measures and Weighting	<p>The performance measures and their respective weighting in the LTIP are established at the beginning of the financial year and are determined at the discretion of the Board.</p> <p>The LTIP performance measures are detailed below:</p> <table border="1"> <thead> <tr> <th>Criteria</th> <th>Weighting</th> </tr> </thead> <tbody> <tr> <td>Relative TSR Rank</td> <td>60%</td> </tr> <tr> <td>Growth (Ore Reserves per Share)</td> <td>40%</td> </tr> </tbody> </table>	Criteria	Weighting	Relative TSR Rank	60%	Growth (Ore Reserves per Share)	40%
Criteria	Weighting						
Relative TSR Rank	60%						
Growth (Ore Reserves per Share)	40%						

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.2 LONG TERM INCENTIVE PLAN (LTIP) (CONTINUED)

Targets and Vesting Schedule	Further detail on the LTIP targets and vesting at various levels of performance is included in Section 6.2.
Exercise of Discretion	The Board has discretion, considering recommendations from the Remuneration Committee, to adjust the LTI vesting awards or an individual's final LTI vesting.
Entitlement on Vesting	To the extent the performance criteria is satisfied (subject to the Service Condition and discretion of the Board), the Performance Rights will vest and be exercised at nil exercise price and the number of ordinary shares equal to the number of vested Performance Rights will be issued.
Disposal Restrictions	Shares granted to participants under the LTIP as a result of the vesting of Performance Rights are not subject to disposal restrictions outside of the Company's Securities Trading Policy.
Dividends	No dividends are paid on unvested Performance Rights.
Rights on Termination	<p>Subject to the discretion of the Board, if a participant:</p> <ul style="list-style-type: none"> is determined by the Board to be a Good Leaver, a pro-rata number of unvested Performance Rights will remain on foot and vest subject to the satisfaction of the applicable performance conditions. ceases employment for any other reason, any unvested Performance Rights will lapse on cessation of employment. <p>A Good Leaver is defined as termination in the event of death, permanent disability, redundancy, retirement or as the Board otherwise determines.</p>
Change of Control	If the Board considers that the transaction has occurred or is likely to occur which involves a change in control (or other circumstances such as they recommend acceptance of a takeover bid), the Board may in its absolute discretion determine that any or all unvested Performance Rights vest.
Participation in New Issues	Any Performance Rights issued under the Company's LTIP are not entitled to participate in any new equity raising activity.
Malus Policy	At its discretion, the Board may cancel or require KMP to forfeit any unvested LTI award made under the LTIP if it determines that, had the LTI vesting been made, the KMP would have received an 'inappropriate benefit'.

6.2.1 LTIP performance rights issued FY23

Performance Rights issued to KMP

The table below sets out the Performance Rights (Class FY23) that were granted to the Interim CEO and other KMP under the Company's LTIP during FY23. The performance rights will be tested at the end of the three-year performance period, which ends on 30 June 2025.

FY23 PERFORMANCE RIGHTS GRANTED	FY23 PERFORMANCE RIGHTS LAPSED	FY23 PERFORMANCE RIGHTS ON FOOT
3,834,212	1,769,204	2,065,008

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.2 LONG TERM INCENTIVE PLAN (LTIP) (CONTINUED)

6.2.1 LTIP performance rights issued FY23 (Continued)

Performance hurdles for Class FY23

The performance hurdles related to Class FY23, including relevant threshold and target measures, are detailed below.

LTIP SCORECARD	THRESHOLD	PRO-RATA	TARGET	PERFORMANCE HURDLES ALIGNMENT TO LTIP OBJECTIVES
Vesting % guide	Nil	50% to 100%	100%	
Relative TSR*	<50th percentile	50th - 75th percentile	75th percentile and above	The Relative TSR measure aligns the reward of the executive KMP with returns to shareholders. If total shareholder return for the Company over the measurement period exceeds its comparator peer group, then shareholders will benefit and the LTIP measure allows executive KMP to be rewarded.
Growth - Ore Reserve per share	<100% of Baseline	≥ 100% to 115% of Baseline	≥ 115% of Baseline	The Growth measure aligns the reward of the executive KMP with targeted long-term growth for the Company. It rewards executive KMP to replace and grow reserves over time to ensure the Company's long-term success, taking into consideration the impact of any issue of additional equities.

* The measurement of the performance will be 30-day VWAP of shares up to and including 30 June 2025.

6.2.2 Relative FY23 TSR comparator group

The comparator group at the start of the performance period includes: 29Metals (ASX: 29M), Aeris Resources (ASX: AIS); Alkane Resources Limited (ASX: ALK), Genesis Minerals Limited (ASX: GMD), Gold Road Resources Limited (ASX: GOR), Pantoro Limited (ASX: PNR), Ramelius Resources Limited (ASX: RMS), Red 5 Limited (ASX: RED), Regis Resources (ASX: RRL), Sandfire Resources Limited (ASX: SFR), Silver Lake Resources Limited (ASX: SLR), St Barbara Limited (ASX: SBM) and Westgold Resources Limited (ASX: WGX).

6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.2 LONG TERM INCENTIVE PLAN (LTIP) (CONTINUED)

6.2.3 LTIP Performance Rights Issued FY22

The performance measures related to the FY22 performance rights (Class FY22) are detailed below.

LTIP SCORECARD	THRESHOLD	PRO-RATA	TARGET
Vesting % guide	Nil	50% to 100%	100%
Relative TSR*	<50 percentile	50th - 75th percentile	75th percentile and above
	Relative TSR measures the change in the share price and dividends paid over the performance period in comparison to a comparator group of companies. The comparator group of companies is comprised of ASX listed organisations which the Board considers by the nature of their business are influenced by commodity prices and other external factors similar to those that impact the Company.		
Growth - Ore Reserve per share	<100% of Baseline	≥ 100% to 115% of Baseline	≥ 115% of Baseline
	Measurement will be against the Company's growth in Ore Reserves per share over the Performance Period. This will be done by comparing the baseline measure of the Ore Reserves as at 1 July 2021 (kilograms of ore as specified in the Group Mineral Resource and Ore Reserve Statement) on a per share basis to the Ore Reserves (kilograms of ore as specified in the Group Mineral Resource and Ore Reserve Statement) as at 30 June 2024 on a per share basis, based on the number of shares on issue at each respective date.		
	The baseline Ore Reserves per share as at 1 July 2021 was 3.56kg/share. An outcome less than the baseline provides an outcome of nil vesting at the end of the Performance Period.		

* The measurement of the performance will be 30-day VWAP of shares up to and including 30 June 2024.

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.2 LONG TERM INCENTIVE PLAN (LTIP) (CONTINUED)

6.2.4 Performance Rights - Vested during FY23

The performance period for the Class FY21 Performance Rights ended on 30 June 2023. A total of 457,875 Performance Rights were able to vest, and of these a total of 274,460 Performance Rights were granted to former KMP.

2020 (FY21) PERFORMANCE RIGHTS	NUMBER	% GRANTED	% AVAILABLE TO VEST
Granted	6,318,537	100%	
Lapsed	(3,182,409)	50%	
Unvested performance rights on hand	3,136,128	50%	100.0%
Forfeited	2,678,253	42%	85.4%
Total Vested	457,875	7%	14.6%
Number Vested for KMP	274,460	4%	8.8%

The Performance Rights were tested against the four measurement criteria (each of equal weighting):

- a) Absolute TSR hurdle – 25% weighting
- b) Relative TSR hurdle – 25% weighting
- c) Production Target hurdle – 25% weighting
- d) Growth hurdle – 25% weighting

The outcome of the testing was that 0% vested against each of the Absolute TSR, Relative TSR and Growth hurdles. The Production Target hurdle achieved between 4 and 5 years and vested pro rata at 58.5%. The overall outcome was that 14.6% of the FY21 Performance Rights on foot vested.

6.2.5 LTIP Performance Rights which remain untested

The total number of performance rights granted to the Interim CEO and other KMP (including former KMP) that are yet to vest are detailed below:

PERFORMANCE RIGHTS TRANCHES	TOTAL NUMBER ON ISSUE	RELEVANT DATE OR TESTING DATE
Class FY22	1,216,654	30-Jun-24
Class FY23	2,065,008	30-Jun-25
Total KMP Performance Rights	3,281,662	

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.2 LONG TERM INCENTIVE PLAN (LTIP) (CONTINUED)

6.2.6 Summary of movements in Performance Rights during the year

A summary of movements of Performance Rights within the various plans are tabulated below:

GRANT	GRANT DATE	EXPIRY OR TEST DATE	EXERCISE PRICE	BALANCE AT START OF YEAR	GRANTED DURING THE YEAR	VESTED DURING THE YEAR	EXPIRED DURING THE YEAR	BALANCE AS AT 30 AUGUST
Class 19A	29-11-19	30-06-22	Nil	2,284,641	-	(380,759)	(1,903,882)	-
Class FY21	19-11-20	30-06-23	Nil	1,696,714	-	(197,045)	(1,499,669)	-
Class FY21	26-12-20	30-06-23	Nil	3,755,760	-	(260,830)	(3,494,930)	-
Class FY22	04-11-21	30-06-24	Nil	1,866,231	-	-	(1,004,632)	861,599
Class FY22	09-11-21	30-06-24	Nil	6,401,029	31,198	-	(3,905,046)	2,527,181
Class FY23	08-12-22	30-06-25	Nil	-	11,544,184	-	(3,275,884)	8,268,300
Total				16,004,375	11,575,382	(838,634)	(15,084,043)	11,657,080
Total KMP Performance Rights				8,508,951	3,384,212	(602,893)	(8,458,608)	3,281,662
Total Non-KMP Performance Rights				7,495,424	7,741,170	(235,741)	(6,625,435)	8,375,418
Total				16,004,375	11,575,382	(838,634)	(15,084,043)	11,657,080

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6. HOW PERFORMANCE IS LINKED TO THE VARIABLE 'AT-RISK' REMUNERATION FOR THE MANAGING DIRECTOR AND CEO AND OTHER KMP (CONTINUED)

6.3 DETAILS OF SHARE-BASED COMPENSATION TO THE MANAGING DIRECTOR AND CEO AND OTHER KMP

Details on rights over ordinary shares in the Company that were granted as compensation KMP and details of rights that vested during the reporting period are as follows:

CLASS*	TEST DATE	NUMBER OF RIGHTS GRANTED	GRANT DATE	FAIR VALUE AT GRANT \$/RIGHT	FAIR VALUE AT VESTING \$/RIGHT	NUMBER OF RIGHTS VESTED	NUMBER OF RIGHTS LAPSED	BALANCE AS AT 30 AUGUST
Other KMP								
Peter Trout								
Class 19A	30-06-22	618,812	29-11-19	0.290	n/a	(103,131)	(515,681)	-
Class FY21	30-06-23	776,665	26-12-20	0.285	n/a	-	(776,665)	-
Class FY22	30-06-24	854,606	09-11-21	0.300	n/a	-	(854,606)	-
Class FY23	30-06-25	1,312,546	08-12-22	0.081	n/a	-	(1,312,546)	-
		3,562,629				(103,131)	(3,459,498)	-
Martin Cummings								
Class FY23	30-06-25	1,088,634	8-12-22	0.081	n/a	-	-	1,088,634
		1,088,634				-	-	1,088,634
Interim CEO								
Andrew Graham**								
Class FY23	30-06-25	884,241	08-12-22	0.081	n/a	-	-	884,241
		884,241				-	-	884,241
Former Director and KMP ***								
Daniel Clifford								
Class 19A	30-06-22	1,351,866	29-11-19	0.310	n/a	(225,302)	(1,126,564)	-
Class FY21	30-06-23	1,696,714	19-12-20	0.303	n/a	(197,045)	(1,499,669)	-
Class FY22	30-06-24	1,866,231	04-11-21	0.286	n/a	-	(1,004,632)	861,599
		4,914,811				(422,347)	(3,630,865)	861,599
Ian Poole								
Class FY21	30-06-23	635,241	26-12-20	0.285	n/a	(77,415)	(557,826)	-
Class FY22	30-06-24	708,816	09-11-21	0.300	n/a	-	(353,761)	355,055
Class FY23	30-06-25	548,791	08-12-22	0.081	n/a	-	(456,658)	92,133
		1,892,848				(77,415)	(1,368,245)	447,188

* All classes of Performance Rights that vest into fully paid ordinary shares, vest at a nil exercise price.

** The number of rights granted to Mr Graham in the table relate to the period he was the Interim CEO.

*** Mr Clifford and Mr Poole were deemed "good leavers" and therefore, on a pro-rata basis, retained some of their invested performance rights.

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7. MALUS POLICY

The underlying principle of the policy is that an Executive of the Company should not receive performance-based 'at-risk' remuneration (including any STI reward prior to payment, unvested LTI award and any other performance-based component of remuneration prior to payment or vesting) if the Board determines that such remuneration would be an "inappropriate benefit".

The Board may, in its absolute discretion, exercised in good faith, elect to apply the policy so that an Executive does not receive an "inappropriate benefit" where:

- a) the Executive has been terminated for cause (including for fraud, dishonesty or gross misconduct);
- b) the Executive intentionally or recklessly caused or contributed to a material misstatement or omission in any release made by the Company to the Australian Securities Exchange (ASX); or
- c) the Executive is engaging in, or has engaged in, behaviour or conduct that may negatively impact on the Group's standing, long-term financial strength, reputation, or relationship with its key regulators, or otherwise brings the Company or any member of the Group into disrepute.
- d) In such instances, the Board reserves the right to adjust or cancel some or all the Executive's performance-based 'at-risk' remuneration.

8. NON-EXECUTIVE DIRECTOR REMUNERATION

The Company's remuneration strategy and objective for Non-Executive Directors is to remunerate at a level which attracts and retains Non-Executive Directors of the requisite expertise and experience at a market rate which is comparable to other similar size companies and considers the time, commitment and responsibilities involved in being a Non-Executive Director of Aurelia.

The Remuneration Committee is responsible for reviewing and advising the Board on Non-Executive Director remuneration. Guidance is obtained as required from independent industry surveys and other sources to ensure that the Director's fees are appropriate and in line with the market.

Following shareholder approval on 19 November 2020, the aggregate fee pool available for Non-Executive Director remuneration was increased from \$750,000 to \$1,000,000 per annum. Non-Executive Director fees have remained unchanged since 2021.

The fee structure also provides for fees relating to Board committee responsibilities.

Structure

The aggregate fee pool available for Non-Executive Director remuneration is \$1,000,000 per annum. The Board fees and the fees related to Board committee responsibilities, are summarised below:

ROLE	EFFECTIVE 1 APRIL 2021 FEE PER ANNUM \$*
Chair of the Board of Directors	200,000
Non-Executive Director	100,000
Chair of a Board Committee	15,000
Member of a Board Committee	10,000

*Inclusive of superannuation

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9. REMUNERATION OF DIRECTORS AND OTHER KMP

The following table details the remuneration received and entitlements by Directors and KMP of the Company during FY23.

FY23	SHORT TERM					POST-EMPLOYMENT	SHARE-BASED PAYMENT	TOTAL \$	'AT-RISK' %
	BASE SALARY / DIRECTORS FEES \$	ALLOWANCES/AD-HOC BONUS \$	NON-MONETARY BENEFITS \$	TERMINATION AND ANNUAL LEAVE ACCRUED \$	STIP PAYMENT * \$	SUPERANNUATION \$	AMORTISED VALUE \$		
Non-Executive Directors									
Peter Botten	180,995	-	-	-	-	19,005	-	200,000	0%
Susie Corlett	113,122	-	-	-	-	11,878	-	125,000	0%
Bruce Cox (i)	86,727	-	-	-	-	8,314	-	95,041	0%
Paul Harris	125,000	-	-	-	-	-	-	125,000	0%
Bob Vassie	114,299	-	-	-	-	5,701	-	120,000	0%
Helen Gillies	120,000	-	-	-	-	-	-	120,000	0%
Former Non-Executive Director									
Lawrence Conway (ii)	19,167	-	-	-	-	-	-	19,167	0%
Sub-total	759,310	-	-	-	-	44,898	-	804,208	0%
Managing Director & CEO									
Bryan Quinn (iii)	57,574	3,754	732	5,312	-	2,292	-	69,664	0%
Other KMP									
Peter Trout	505,411	-	8,781	19,467	-	27,500	190,494	751,653	25%
Martin Cummings (vi)	223,091	-	4,000	22,055	132,469	13,750	19,813	415,178	37%
Interim CEO									
Andrew Graham (iv)	298,991	125,000	4,391	12,846	205,720	15,748	16,093	678,789	33%
Former Director & KMP									
Daniel Clifford (v)	280,798	10,417	3,659	364,387	91,169	11,572	(11,035)	750,967	11%
Ian Poole (vii)	207,250	-	4,391	(230)	-	16,042	16,818	244,271	7%
Sub-total	1,573,115	139,171	25,954	423,837	429,358	86,904	232,183	2,910,522	11%
Total	2,332,425	139,171	25,954	423,837	429,358	131,802	232,183	3,714,730	8%

(i) Mr Bruce Cox was appointed as an Independent Non-Executive Director on 1 September 2022.

(ii) Mr Lawrence Conway resigned as an Independent Non-Executive Director on 31 August 2022.

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REMUNERATION REPORT (AUDITED) (CONTINUED)

9. REMUNERATION OF DIRECTORS AND OTHER KMP (CONTINUED)

- (iii) Mr Bryan Quinn was appointed as the Managing Director and CEO on 6 June 2023, as part of Mr Bryan Quinn's package he is entitled to sign on shares which will be put to shareholders for approval at the AGM in November 2023. The value of the shares for his employment during FY23 is \$8,545. As part of Mr Bryan Quinn's package, he is entitled to a travel allowance, relocation assistance, a motor vehicle, and an allowance for Executive Coaching. The allowance listed in the table represents the travel allowance received by Mr Quinn in FY23. No other costs were incurred in FY23.
- (iv) Mr Andrew Graham was appointed as the Interim Managing Director and CEO from 19 November 2022 – 5 June 2023. The table above outlines the remuneration received for the period he was the Interim CEO.
- (v) Mr Daniel Clifford resigned as Managing Director and CEO on 18 November 2022.
- (vi) Mr Martin Cummings was appointed as the Chief Financial Officer on 1 December 2022.
- (vii) Mr Ian Poole retired as the Chief Financial Officer on 31 December 2022 and was paid his accrued annual leave balance.

*Payments related to the 2023 STI Plan will be paid in FY24. Payments related to the 2022 STI Plan were paid in FY23.

** The leave entitlements movement includes long service leave and annual leave movements during FY23.

The following table details the remuneration received by Directors and KMP of the Company during FY22 (\$).

FY22	SHORT TERM					POST-EMPLOYMENT	SHARE-BASED PAYMENT	TOTAL	'AT-RISK'
	BASE SALARY / DIRECTORS FEES	ALLOWANCES	NON-MONETARY BENEFITS	LEAVE ENTITLEMENT MOVEMENTS**	STIP PAYMENT *	SUPERANNUATION	AMORTISED VALUE		
Non-Executive Directors									
Peter Botten (i)	132,230	-	-	-	-	13,223	-	145,453	0%
Lawrence Conway	115,000	-	-	-	-	-	-	115,000	0%
Susie Corlett (ii)	145,317	-	-	-	-	14,713	-	160,030	0%
Paul Harris	125,000	-	-	-	-	-	-	125,000	0%
Bob Vassie	109,091	-	-	-	-	10,909	-	120,000	0%
Helen Gillies	111,818	-	-	-	-	8,182	-	120,000	0%
Sub-total	738,456	-	-	-	-	47,027	-	785,483	0%
Managing Director & CEO									
Daniel Clifford	725,505	25,000	7,200	37,944	171,596	27,500	423,598	1,418,343	42%
Other KMP									
Peter Trout	503,000	-	7,200	11,852	96,713	27,500	135,747	782,012	30%
Ian Poole	412,500	-	7,200	8,011	80,214	27,500	123,181	658,606	31%
Sub-total	1,641,005	25,000	21,600	57,807	348,523	82,500	682,526	2,858,961	38%
Total	2,379,461	25,000	21,600	57,807	348,523	129,527	682,526	3,644,444	30%

(i) Mr Peter Botten was appointed as Independent Non-Executive Director on 13 September 2021 and was appointed as Chair on 4 November 2021.

(ii) Ms Susie Corlett served as the Interim Chair during the period 2 March 2021 to 4 November 2021.

* Payments related to the 2022 STI Plan were paid in FY23. Payments related to the 2021 STI Plan were paid in FY22.

** The leave entitlements movement includes long service leave and annual leave movements during FY22.

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10. SHAREHOLDINGS OF DIRECTORS AND OTHER KMP

All equity transactions with KMP, other than those arising from the exercise of remuneration related to Performance Rights, or the Employee Share Scheme have been entered into under terms and agreements no more favourable than those the Company would have adopted if dealing at arm's length.

The Company does not have a policy or a requirement for Non-Executive Directors to hold shares in the Company.

The shareholdings of Directors and other KMP for FY23 is presented below and includes shares held directly, indirectly, and beneficially by the Directors and other KMP.

FY23	BALANCE START OF YEAR	PERFORMANCE RIGHTS VESTED	OTHER CHANGES DURING YEAR	BALANCE END OF YEAR
Directors				
Peter Botten	-	-	-	-
Susie Corlett	33,731	-	-	33,731
Paul Harris	-	-	-	-
Bob Vassie	250,000	-	-	250,000
Helen Gillies	250,000	-	-	250,000
Bruce Cox (i)	-	-	-	-
Bryan Quinn (ii)	-	-	50,000	50,000
Other KMP				
Peter Trout *	4,936	103,131	9,331	117,398
Martin Cummings (iii)*	-	-	409,331	409,331
Former Directors				
Daniel Clifford**	3,130,402	225,302	(3,355,704)	-
Lawrence Conway**	225,850	-	(225,850)	-
Former KMP				
Ian Poole**	4,936	-	(4,936)	-
Total	3,899,855	328,433	(3,117,828)	1,110,460

(i) Mr Bruce Cox was appointed as an Independent Non-Executive Director on 1 September 2022.

(ii) Mr Bryan Quinn was appointed as Managing Director and CEO on 6 June 2023. Mr Bryan Quinn held shares in the Company prior to his commencement. as part of Mr Bryan Quinn's package he is entitled to sign on shares which will be put to shareholders for approval at the AGM in November 2023.

(iii) Mr Martin Cummings was appointed as CFO on 1 December 2022. Mr Cummings held shares in the Company prior to his commencement. Further shares were acquired by Mr Cummings on market during the period.

*Mr Trout and Mr Cummings participated in the FY23 Employee Share Plan. Mr Trout ceased to be a KMP subsequent to the end of the reporting period.

** Mr Clifford, Mr Conway and Mr Poole ceased office with the Company prior to the end of the reporting period.

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10. SHAREHOLDINGS OF DIRECTORS AND OTHER KMP (CONTINUED)

Note: On 5 July 2023, the shares under the Company's Retail Entitlement Offer were issued. As existing shareholders, Mr Vassie, Ms Gillies, Mr Quinn, Mr Trout and Mr Cummings participated in the Retail Entitlement Offer.

Refer to Section 2 of Director's Report for current shareholdings of directors at the date of this report.

The shareholdings of Directors and other KMP for FY22 are presented below and includes shares held directly, indirectly, and beneficially by the Directors and other KMP.

FY22	BALANCE START OF YEAR	PERFORMANCE RIGHTS VESTED	OTHER CHANGES DURING YEAR	BALANCE END OF YEAR
Directors				
Peter Botten (i)	-	-	-	-
Daniel Clifford	1,565,201	1,565,201	-	3,130,402
Lawrence Conway	225,850	-	-	225,850
Susie Corlett	33,731	-	-	33,731
Paul Harris	-	-	-	-
Bob Vassie (i)	250,000	-	-	250,000
Helen Gillies (ii)	250,000	-	-	250,000
Other KMP				
Peter Trout	2,362	-	2,574	4,936
Ian Poole	2,362	-	2,574	4,936
Total	2,329,506	1,565,201	5,148	3,899,855

(i) appointed 13 September 2021

10.1 MANAGING DIRECTOR & CEO SIGN ON SHARES

The new Managing Director and CEO was appointed on 6 June 2023. As part of the employment arrangements for the new Managing Director and CEO, he is to be issued 4,524,197 ordinary shares in the Company (equivalent to \$500,000 divided by the VWAP during the 5 Business Days prior to 31 May 2023), with the issue of the shares being subject to shareholder approval. If shareholder approval is obtained, these shares will be subject to a holding lock, with a third of the shares released on each of the first, second and third anniversary of approval. Any shares still the subject of a holding lock will also be released upon the event of a change in control of the Company or if there is a Fundamental Change in the Managing Director and CEO's employment (as described in Section 5 Service agreement key terms).

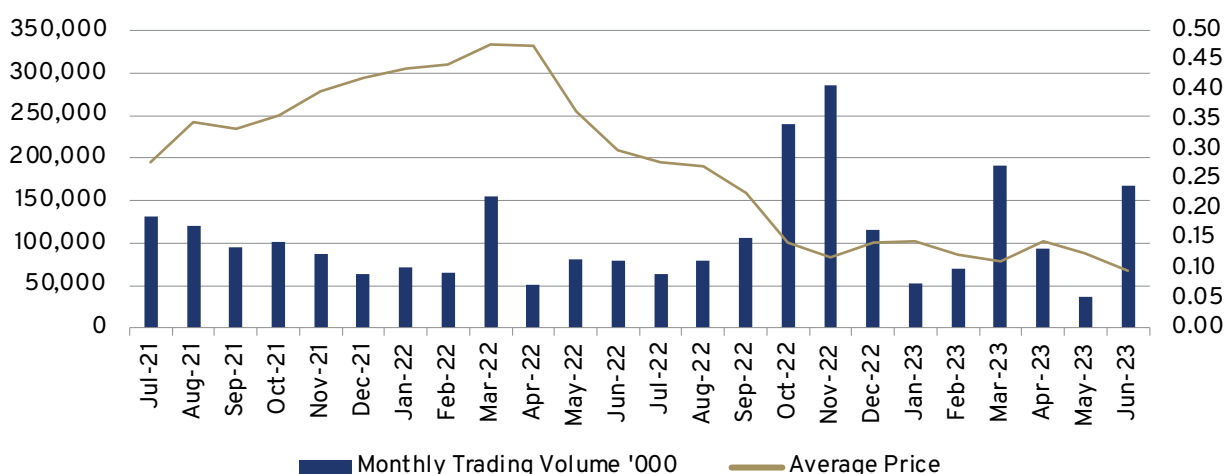
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11. COMPANY PERFORMANCE AND REMUNERATION OUTCOMES

Aurelia remuneration framework aims to create a link between Company performance and executive reward. The following table and graph represent a summary of business performance.

YEAR ENDED 30 JUNE	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000	2019 \$'000
Sales Revenue	369,202	438,815	416,477	331,819	295,002
EBITDA	55,803	166,472	154,069	103,447	103,063
Profit/(loss) after income tax	(52,221)	(81,688)	42,917	29,442	36,017
Cash from operating activities	45,864	154,093	136,643	110,531	106,783
Closing Share Price (cents)	9	26	41	50	49

Monthly Average Share Price and Trading Volumes



12. OTHER MATTERS

12.1 LOANS GIVEN TO KMP

No loans have been provided by the Company to KMP.

12.2 OTHER TRANSACTIONS BETWEEN THE COMPANY AND KMP OR THEIR RELATED PARTIES

No other transactions have been entered into between the Company and KMP and/or their related parties.

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AUDITOR'S INDEPENDENCE DECLARATION



Building a better
working world

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Auditor's Independence Declaration to the Directors of Aurelia Metals Limited

As lead auditor for the audit of the financial report of Aurelia Metals Limited for the financial year ended 30 June 2023, I declare to the best of my knowledge and belief, there have been:

- no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- no contraventions of any applicable code of professional conduct in relation to the audit; and
- no non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Aurelia Metals Limited and the entities it controlled during the financial year.

Ernst & Young

Kellie McKenzie
Partner
30 August 2023

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2023	NOTE	2023 \$'000	2022 \$'000
Sales Revenue	3	369,202	438,815
Cost of sales	4	(403,000)	(416,366)
Gross (Loss)/Profit		(33,798)	22,449
Corporate administration expenses	4	(14,848)	(14,561)
Rehabilitation (expense)/reversal of expense	13	3,274	(3,531)
Share based payment expense	21	(797)	(1,780)
Impairment loss	4	(20,846)	(135,687)
Other expenses	4	(2,369)	(1,286)
Other income	3	211	27,365
(Loss) before income tax and net finance costs		(69,173)	(107,031)
Finance income	3	2,161	227
Finance costs	4	(6,861)	(7,234)
(Loss) before income tax expense		(73,873)	(114,038)
Income tax benefit	5	21,652	32,350
(Loss) after income tax expense		(52,221)	(81,688)
Other Comprehensive Income			
Items that may be reclassified subsequently to profit or loss:			
Cash flow hedges, net of tax		1,964	(4,456)
Total comprehensive income for the year		(50,257)	(86,144)
Earnings per share for Profit attributable to the ordinary equity holders of the parent			
Basic earnings per share (cents per share)	20	(4.16)	(6.61)
Diluted earnings per share (cents per share)	20	(4.16)	(6.61)

The above Statement should be read in conjunction with the accompanying notes.

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CONSOLIDATED STATEMENT OF FINANCIAL POSITION

	NOTE	2023 \$'000	2022 \$'000
Assets			
Current Assets			
Cash and cash equivalents	6	38,946	76,694
Trade and other receivables	7	7,677	18,100
Inventories	8	29,230	43,908
Prepayments		5,221	3,103
Derivative financial instruments	22	69	-
Income tax receivable		21,177	9,648
Total current assets		102,320	151,453
Non-current assets			
Property, plant and equipment	9	118,287	156,027
Mine properties	10	143,074	123,533
Exploration and evaluation assets	11	9,667	71,728
Right of use assets	14	4,943	19,414
Restricted cash	6	56,833	30,746
Financial assets		718	1,105
Deferred tax assets	5	8,558	8,244
Total non-current assets		342,080	410,797
Total assets		444,400	562,250
Liabilities			
Current Liabilities			
Trade and other payables	12	28,479	65,770
Interest bearing loans and borrowings	15	3,635	17,410
Provisions	13	7,724	11,930
Lease liabilities	14	3,041	11,065
Other financial liabilities	16	6,803	6,947
Derivative financial instruments	22	-	3,103
Total current liabilities		49,682	116,225

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STATEMENT OF FINANCIAL POSITION (CONTINUED)

	NOTE	2023 \$'000	2022 \$'000
Non-current liabilities			
Provisions	13	78,164	87,956
Interest bearing loans and borrowings	15	4,047	8,591
Lease liabilities	14	1,969	8,424
Other financial liabilities	16	713	4,128
Total non-current liabilities		84,893	109,099
Total liabilities		134,575	225,324
Net assets		309,825	336,926
Equity			
Contributed equity	17	357,018	334,659
Share based payments reserve	18	13,919	13,122
Hedge reserve	18	-	(1,964)
Retained earnings	19	(61,112)	(8,891)
Total equity		309,825	336,926

The above Statement should be read in conjunction with the accompanying notes.

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CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

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FOR THE YEAR ENDED 30 JUNE 2023	NOTE	ISSUED SHARE CAPITAL \$'000	SHARE BASED PAYMENTS RESERVE \$'000	HEDGE RESERVE \$'000	RETAINED EARNINGS/ ACCUMULATED LOSSES \$'000	TOTAL \$'000
Balance at 1 July 2021		334,659	11,342	2,492	72,797	421,290
Total (Loss) for the period		-	-	-	(81,688)	(81,688)
Other comprehensive income	18	-	-	(4,456)	-	(4,456)
Total Comprehensive Income		-	-	(4,456)	(81,688)	(86,144)
Transactions with owners in their capacity as owners						
Shares issued, net of costs		-	-	-	-	-
Share-based payments	21	-	1,780	-	-	1,780
Dividend payments	17	-	-	-	-	-
Balance at 30 June 2022		334,659	13,122	(1,964)	(8,891)	336,926
Balance at 1 July 2022		334,659	13,122	(1,964)	(8,891)	336,926
Total (Loss) for the period		-	-	-	(52,221)	(52,221)
Other comprehensive income	18	-	-	1,964	-	1,964
Total Comprehensive Income		-	-	1,964	(52,221)	(50,257)
Transactions with owners in their capacity as owners						
Shares issued, net of costs		22,359	-	-	-	22,359
Share-based payments	21	-	797	-	-	797
Dividend payments	17	-	-	-	-	-
Balance at 30 June 2023		357,018	13,919	-	(61,112)	309,825

The above Statement should be read in conjunction with the accompanying notes

CONSOLIDATED STATEMENT OF CASH FLOWS

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FOR THE YEAR ENDED 30 JUNE 2023	NOTE	2023 \$'000	2022 \$'000
Cash flows from operating activities			
Receipts from customers		362,461	453,469
Payments to suppliers and employees		(325,502)	(300,379)
Receipts/(payments) for hedge settlements and foreign exchange		2,023	(7,423)
Interest received		2,161	226
Interest and finance charges paid		(5,711)	(4,480)
Income tax refund		10,432	12,680
Net cash flows from operating activities	23	45,864	154,093
Cash flows from investing activities			
Payments for the purchase of property, plant and equipment		(7,123)	(17,359)
Payments for mine capital expenditure		(28,359)	(57,786)
Payments for exploration and evaluation		(10,972)	(30,107)
Payments for facility cash cover and security deposits		(26,087)	(22,142)
Payments for deferred consideration and royalty costs		(4,832)	(4,069)
Net cash flows used in investing activities		(77,373)	(131,463)
Cash flows from financing activities			
Principal element of lease payments		(9,376)	(10,732)
Repayment of loan and borrowings		(20,700)	(16,762)
Proceeds from the issue of shares		23,564	-
Payments for transaction costs related to issuance of securities		(1,205)	-
Repayments of equipment loans		(3,105)	-
Proceeds from borrowings		4,056	7,327
Dividend payment to shareholders	17	-	-
Net cash flows (used in) /from financing activities		(6,766)	(20,167)
Net increase / (decrease) in cash and cash equivalents		(38,275)	2,463
Net foreign exchange difference		527	(301)
Cash and cash equivalents at beginning of the year		76,694	74,532
Cash and cash equivalents at end of the year	6	38,946	76,694

The above Statement should be read in conjunction with the accompanying notes.

NOTES TO FINANCIAL STATEMENTS

1. CORPORATE INFORMATION

Aurelia Metals Limited is a company limited by shares, incorporated, and domiciled in Australia, whose shares are publicly traded on the Australian Securities Exchange (ASX).

Aurelia has the following wholly owned subsidiaries incorporated in Australia:

ENTITY NAME	INCORPORATION DATE
Big Island Mining Pty Ltd	3 February 2005
Dargues Gold Mines Pty Ltd	12 January 2006
Defiance Resources Pty Ltd	15 May 2006
Hera Resources Pty Ltd	20 August 2009
Nymagee Resources Pty Ltd	7 November 2011
Peak Gold Asia Pacific Ltd	26 February 2003
Peak Gold Mines Pty Ltd	31 October 1977

The nature of the operations and principal activities of the consolidated group are gold, copper, lead, zinc and silver production and mineral exploration.

The financial report of Aurelia Limited and its subsidiaries for the year ended 30 June 2023 was authorised for issue in accordance with a resolution of the Directors on 29 August 2023.

1.1 Basis of preparation

The financial report is a general-purpose financial report, which has been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards, and other authoritative pronouncements of the Australian Accounting Standards Board.

The financial report also complies with the International Reporting Standards (IFRS) as issued by the International Accounting Standards Board.

The financial report has been prepared on a historical cost basis, except for investments, derivative instruments, contingent consideration, and deferred consideration costs which are measured at fair value. The financial report has been presented in Australian dollars, which is the functional currency of the Company. All values are rounded to the nearest thousand (\$'000), except when otherwise indicated under the option available to the Company under ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191. The Company is an entity to which this legislative instrument applies.

1.2 Going concern

The financial report has been prepared on a going concern basis which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business. To ensure the Group can meet its working capital and sustaining and expansionary capital expenditure requirements in the ordinary course of business, the Group routinely monitors its available cash and liquidity. During FY23 the Company announced it had refinanced the existing debt facilities through a new ~A\$100 million financing package from Trafigura Pte Ltd. Accompanying this was a A\$40 million equity raise which was completed in early July 2023. Financial close on the Trafigura facilities was achieved in August 2023. To the extent necessary, the Group considers financing and other capital management strategies, to ensure appropriate funding for its current operations and future growth ambitions.

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1. CORPORATE INFORMATION (CONTINUED)

1.3 Basis of consolidation

The consolidated financial statements comprise the financial statements of Aurelia and its subsidiaries.

The financial statements of subsidiaries are prepared for the same reporting period as the Company, using consistent accounting policies. Adjustments are made to bring into line any dissimilar accounting policies that may exist. In preparing the consolidated financial statements, all intercompany balances and transactions, income and expenses and profit and losses resulting from intra-group transactions, have been eliminated in full.

1.4 Foreign currency and translation

1.4.1 Functional and Presentation Currency

Both the functional and presentation currency of Aurelia and its controlled entities is Australian Dollars (\$) or A\$). The Group does not have any foreign operations.

1.4.2 Transactions and Balances

Transactions in foreign currency are initially recorded in the foreign currency at the exchange rates ruling at the date of transaction. The subsequent payment or receipt of funds related to a transaction is translated at the rate applicable on the date of payment or receipt. Monetary assets and liabilities denominated in foreign currencies are re-translated at the rate of exchange ruling at the reporting date. All exchange differences in the consolidated financial statements are taken to the Statement of profit or loss as gain or loss on exchange.

1.5 Other accounting policies

Significant and other accounting policies that summarise the measurement basis used and are relevant to an understanding of the financial statements are provided throughout the notes to the financial statements.

2. OPERATING SEGMENTS AND PERFORMANCE

2.1 IDENTIFICATION AND DESCRIPTION OF SEGMENTS

The consolidated entity applies AASB 8 Operating Segments which requires a management approach under which segment information is presented on the same basis as that used for internal reporting purposes.

An operating segment is a component of an entity that engages in business activities from which it may earn income and incur expenses (including income and expenses relating to transactions with other components of the same entity), whose operating results are regularly reviewed by the entity's Chief Operating Decision Makers (CODM), to determine how resources are to be allocated to the segment and assess its performance. Management will also consider other factors in determining operating segments such as the existence of a line manager and the level of segment information presented to the Board of Directors.

The Consolidated Entity has identified its operating segments based on the internal reports that are reviewed and used by the Managing Director & CEO and the Board of Directors (the Chief Operating Decision Makers) in assessing performance and in determining the allocation of resources.

The Consolidated Entity operates entirely in the industry of exploration, development, and mining of minerals in Australia. The reportable segments are split between the operating mine sites (Hera, Peak and Dargues mines), and corporate and administrative activities. Financial information about each of these segments is reported to the Managing Director and Board of Directors monthly.

Corporate and administrative activities are not allocated to operating segments and form part of the reconciliation to net profit after tax and includes share-based expenses and other administrative expenditures incurred to support the business during the period.

Segment performance is evaluated based on earnings before interest, tax, depreciation and amortisation (EBITDA).

2.2 ACCOUNTING POLICIES ADOPTED

Unless otherwise stated, all amounts reported to the CODM with respect to operating segments are determined in accordance with accounting policies that are consistent with those adopted in the annual financial statements of the consolidated entity.

2.3 SEGMENT REVENUE

The revenue from external parties reported to the CODM is measured in a manner consistent with that of the statement of profit and loss and other comprehensive income.

Revenues from external customers are derived from the sale of metal in concentrate and gold and silver doré. The revenue from gold and silver doré sales is attributable to various counterparties with the largest customer accounting for 10% of the total sales revenue (FY22: 37%). The concentrate revenue arises from sales to various customers with the largest customer accounting for 40% of total sales revenue (FY22: 52%).

2.4 SEGMENT ASSETS AND LIABILITIES

Where an asset is used across multiple segments the asset is allocated to the segment that receives most of the economic value from the asset. In most instances, segment assets are clearly identifiable based on their nature and physical location.

Liabilities are allocated to segments where there is a direct nexus between the liability and the operations of the segment. Borrowings and tax liabilities are generally considered to relate to the whole consolidated entity and are not allocated. Segment liabilities include trade and other payables and other certain direct borrowings.

2. OPERATING SEGMENTS AND PERFORMANCE (CONTINUED)

2.5 SEGMENT INFORMATION

Unallocated items

The following items are not allocated to operating segments, as they are not considered part of the core operations of any segment:

- interest and other income;
- share based payment expense;
- acquisition and integration costs and stamp duty expense;
- fair value adjustments/remeasurements at balance date related to financial assets and liabilities; and
- foreign exchange, commodity derivative transactions, investment revaluations, fair value adjustments, debt restructuring and gain/loss on the sale of financial assets.

The segment information for the reportable segments is as follows:

YEAR ENDED 30 JUNE 2023	NOTE	PEAK MINE \$'000	HERA MINE \$'000	DARGUES MINE \$'000	CORPORATE & ELIMINATION \$'000	TOTAL \$'000
Sales revenue	3	200,801	69,086	99,315	-	369,202
Site EBITDA		37,996	(4,029)	35,633	-	69,600
Reconciliation of profit before tax expense:						
Impairment loss	4					(20,846)
Depreciation and amortisation expense						(103,398)
Corporate costs						(14,848)
Interest income and expense, net						(4,700)
Rehabilitation expenses						3,274
Share based payment expenses	21					(797)
Other operating income						211
Other expenses						(2,369)
Income tax expense	5					21,652
Profit after income tax						(52,221)

	PEAK MINE \$'000	HERA MINE \$'000	DARGUES MINE \$'000	CORPORATE & ELIMINATION \$'000	TOTAL \$'000
Segment assets and liabilities					
Total assets	188,307	80,617	46,334	129,142	444,400
Total liabilities	(77,208)	(19,533)	(28,690)	(9,144)	(134,575)

- (i) Hera Mine was transitioned into care and maintenance in April 2023, the segment reporting for Hera mine also includes any costs that have been incurred for the Federation project. The total assets and total liabilities balances also includes Federation balances.

2. OPERATING SEGMENTS AND PERFORMANCE (CONTINUED)

2.5 SEGMENT INFORMATION (CONTINUED)

YEAR ENDED 30 JUNE 2022	NOTE	PEAK MINE \$'000	HERA MINE \$'000	DARGUES MINE \$'000	CORPORATE & ELIMINATION \$'000	TOTAL \$'000
Sales revenue	3	219,908	126,658	92,249	-	438,815
Site EBITDA		74,683	40,772	44,215	-	159,670
Reconciliation of profit before tax expense:						
Impairment loss	4					(135,687)
Depreciation and amortisation expense						(137,221)
Corporate costs						(14,561)
Interest income and expense, net						(7,007)
Rehabilitation expenses						(3,531)
Share based payment expenses	21					(1,780)
Other operating income						27,365
Other expenses	5					(1,286)
Income tax expense						32,350
Profit after income tax						(81,688)

	PEAK MINE \$'000	HERA MINE \$'000	DARGUES MINE \$'000	CORPORATE & ELIMINATION \$'000	TOTAL \$'000
Segment assets and liabilities					
Total assets	232,039	115,900	88,417	125,894	562,250
Total liabilities	(97,063)	(54,192)	(40,470)	(33,599)	(225,324)

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3. SALES REVENUE AND OTHER INCOME

Profit before income tax includes the following revenues and other income whose disclosure is relevant in explaining the performance of the Group.

	NOTE	2023 \$'000	2022 \$'000
Sales revenue			
Gold		223,721	228,378
Copper		30,505	32,547
Lead		55,841	63,140
Zinc		50,160	97,308
Silver		8,975	17,442
Total sales revenue from contracts with customers		369,202	438,815
Other income			
Sundry income		211	234
Fair value adjustments/remeasurement of financial assets and liabilities		-	-
Fair value adjustment of financial assets		-	-
Remeasurement of financial liabilities	16	-	27,131
Total other income		211	27,365
Total finance income		2,161	227

Recognition and measurement

Sales revenue

Gold and silver doré sales

Revenue from gold and silver doré sales is recognised when control has been transferred to the counterparty (which is at the point where the doré leaves the gold room at the mine site, or when the gold metal credits are transferred to the customer's account) and once the quantity of the gold and silver and the selling prices are known or have been reasonably determined.

Gold, lead, zinc, copper and silver in concentrate sales

Recognition of revenue from metal in concentrate sales contracts with customers is dependent upon the individual contract with each customer, for each mine site. Depending on the contract, the Incoterms may be Cost, Insurance and Freight (CIF), Carriage and Insurance Paid (CIP), or Free On Board (FOB).

The Group generates concentrate sales revenue primarily from the obligation to transfer concentrate to the customer. As the Group sells some of the concentrate on CIF and CIP Incoterms, the freight/shipping services provided (as principal) under these contracts with customers to facilitate the sale of concentrate represent a secondary performance obligation.

Revenue is allocated between the performance obligations and is recognised as each performance obligation is met, which for the primary obligation occurs when the concentrate is delivered to a vessel or location, and for the secondary obligation, if applicable, is when the concentrate is delivered to the location specified by the customer. Revenue arising from the secondary obligation, if assessed as immaterial to the Group, is aggregated with the primary performance obligation for disclosure purposes.

3. SALES REVENUE AND OTHER INCOME (CONTINUED)

Quotation period

As is industry practice, the terms of metal in concentrate sales contracts with third parties contain provisional pricing arrangements whereby the selling price for metal in concentrate is determined based on the market price prevailing at a future date (quotation period). Revenue for the primary performance obligation is measured based on the fair value of the consideration specified in a contract with the customer at the time of settling the performance obligation and is determined by reference to forward market prices. Provisional pricing adjustments, which occur between the fair value at the time of settling the primary performance obligation and the final price, have been assessed and are recorded within revenue from concentrate sales.

Freight services performance obligation

The freight service on export concentrate shipments represents a separate performance obligation as defined under AASB 15 Revenue from Contracts with Customers. This means a portion of the revenue earned under these contracts proportionate to the cost of freight services has been deferred and will be recognised at the time the obligation is fulfilled, that is, when the concentrate reaches its final destination. For the year ended 30 June 2023, the amount of deferred revenue is \$0.1 million (FY22: \$3.6 million).

Other income

Fair value adjustment/remasurement of financial assets and liabilities

The financial assets and liabilities comprise:

- a financial asset measured at fair value through profit and loss related to an investment in the ordinary capital of Sky Metals Limited, an entity listed on the Australian Securities Exchange (ASX). The fair value adjustment was determined based on the quoted market price of Sky Metals Limited as at 30 June 2023; and
- a financial liability measured at amortised cost related to a third-party royalty payable on the gross revenue from the sale of gold concentrate from the Dargues Gold Mine. The remeasurement of the liability is based on changes to the applied gold price and foreign exchange rate, estimated future sales volumes and the discount rate.

4. COST OF SALES AND OTHER EXPENSES

	NOTE	2023 \$'000	2022 \$'000
Cost of sales			
Site production costs		248,514	251,961
Transport and refining		26,987	27,207
Royalty		9,377	12,056
Inventory movement		14,724	(12,079)
		299,602	279,145
Depreciation and amortisation		103,398	137,221
Total cost of sales		403,000	416,366
Corporate administration expenses			
Corporate administration expenses		14,116	13,966
Corporate depreciation		732	595
Total corporate administration expenses		14,848	14,561
Other expenses			
(Gain)/Loss on disposal of fixed assets		31	(43)
Unrealised foreign exchange loss/(gain)		(637)	915
Realised foreign exchange (gain)/loss		600	(723)
Project development costs		717	-
Exploration and evaluation expenditure written off	11	-	33
Fair value adjustment of financial assets		387	-
Remeasurement of financial liabilities		1,271	1,104
Total other expenses		2,369	1,286
Finance costs			
Interest expense		3,489	3,803
Interest on lease liabilities	14	556	677
Unwinding of discount on rehabilitation liabilities	13	2,816	2,754
Total finance costs		6,861	7,234
Impairment loss			
Impairment loss recognised in property, plant & equipment	9	1,637	10,104
Impairment loss recognised in mine properties	10	3,796	125,583
Impairment loss recognised in exploration	11	15,413	-
Total impairment loss		20,846	135,687

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5. INCOME TAX

The Group is a tax consolidated group at balance date. The major components of income tax expense for the years ended 30 June 2023 and 2022 are:

5.1 INCOME TAX EXPENSE

	2023 \$'000	2022 \$'000
Current income tax		
Current tax on profits/(losses) for the year	(20,822)	(8,960)
Adjustments in respect of current income tax of previous year	333	1,305
Deferred tax:		
Deferred tax movements for the year	(1,163)	(24,695)
Income tax expense / (benefit) reported in the statement of profit or loss and other comprehensive income	(21,652)	(32,350)

5.2 NUMERICAL RECONCILIATION OF INCOME TAX EXPENSE TO PRIMA FACIE TAX PAYABLE

	2023 \$'000	2022 \$'000
Accounting (loss)/profit before income tax	(73,873)	(114,038)
Prima facie income tax expense/(benefit) @ 30%	(22,162)	(34,211)
Tax effect of amounts which are not deductible/(taxable) in calculating taxable income		
Non-assessable items	177	556
Prior year under provisions	(118)	1,305
Previously unrecognised temporary differences	451	-
Income tax expense / (benefit)	(21,652)	(32,350)

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5. INCOME TAX (CONTINUED)

5.3 DEFERRED TAX BALANCES

The net deferred tax asset of \$8.5 million (FY22: liability \$8.2 million), relates to the following:

	2023 \$'000	2022 \$'000
Recognised deferred tax balances		
Provisions	19,323	20,244
Mine properties	6,687	1,437
Inventories	(2,231)	(1,852)
Exploration and evaluation expenditure	(15,092)	(20,478)
Other	3,922	8,142
Property, plant and equipment	(4,051)	751
Net deferred tax asset / (liability)	8,558	8,244
Opening deferred tax asset/ (liability)	8,244	(13,129)
Recognised in profit or loss	1,163	24,695
Recognised in equity	(480)	1,666
Prior year under provisions	(305)	(4,262)
Other	(63)	(726)
Closing deferred tax asset/ (liability)	8,558	8,244

5.4. RECOGNITION AND MEASUREMENT

Current income tax

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be paid to or recovered from the taxation authorities based on the current period's taxable income. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the balance sheet date. Under the current tax laws, in particular the loss carry back provisions, we can claim the current tax in full from the ATO. The loss carry back rules provide that entities can choose to carry back tax losses incurred in the FY20 to FY23 years to offset taxable income in FY19 to FY22 income years, resulting in cash refund of taxes paid in those earlier years upon filing the income tax return, provided certain eligibility criteria are met. We consider Aurelia meets the eligibility criteria and is entitled to loss carry back offset of the entire income tax receivable of \$21.2m.

Deferred tax

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and any unused tax losses. Deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised, except:

- when the deferred tax liability arises from the initial recognition of goodwill or an asset or liability
- in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss, and
- in respect of taxable temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, when the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

5. INCOME TAX (CONTINUED)

5.4. RECOGNITION AND MEASUREMENT (CONTINUED)

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered. Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date.

Income taxes relating to items recognised directly in equity are recognised in equity and not in the income statement. Deferred tax assets and deferred tax liabilities are offset only if a legally enforceable right exists to set off current tax assets against current tax liabilities and the deferred tax assets and liabilities relate to the same taxable entity and the same taxation authority.

6. CASH AND CASH EQUIVALENTS

	2023 \$'000	2022 \$'000
Cash at banks	38,575	76,323
Short term deposits	371	371
Cash and cash equivalents	38,946	76,694

Recognition and measurement

Cash and short-term deposits in the balance sheet comprise cash at bank and on hand and short-term deposits classified as financial assets held at amortised cost.

Cash at bank earns interest at floating rates based on daily bank deposit rates. Short-term deposits are made for varying periods of generally between one day and three months depending on the immediate cash requirements of the Group and earn interest at the respective short-term deposit rates.

Restricted cash

Restricted cash is shown as a non-current asset as it is not available for day-to-day operations and is therefore excluded from cash and cash equivalents. The Group has \$56.8 million (FY22: \$30.7 million) held as restricted cash by the existing banking syndicate providing the Guarantee Facility as part of the secured Syndicated Facilities Agreement (refer to Note 15 for further information). This cash is in the process of being returned.

7. TRADE AND OTHER RECEIVABLES

	2023 \$'000	2022 \$'000
Trade receivables*	5,446	10,220
GST receivable	1,948	3,143
Other receivables	283	4,737
	7,677	18,100

Recognition and measurement

All of the above are non-interest bearing and generally receivable on 30-to-90-day terms. At balance date, no material amount of trade receivables was past due or impaired.

Trade receivables

Trade receivables (subject to provisional pricing), comprising base metal and gold concentrates, are initially recorded at the fair value of contracted sale proceeds expected to be received only when there has been a passing of control to the customer. Approximately 90-95% of the provisional invoice for concentrate sales (based on the provisional price) is received in cash when the goods are loaded onto the ship.

The collectability of debtors is reviewed in line with a forward-looking expected credit loss (ECL) approach. The Group has adopted AASB 9's simplified approach and calculates ECL's based on lifetime expected credit losses, and takes into consideration any historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. The Group's financial assets at amortised cost include trade receivables (not subject to provisional pricing) and other receivables.

Trade receivables (subject to provisional pricing) are exposed to future commodity price movements over the quotational period (QP) and are measured at fair value up until the date of settlement. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. These trade receivables are initially measured at the amount which the Group expects to be entitled, being the estimate of the price expected to be received at the end of the QP. The QP is typically for between one- and four-months post-shipment, and final payment is due within 90 days from the end of the QP.

* The Group has \$3.3m (FY22: \$6.3m) in receivables in the Statement of Financial Position that are valued at fair value and represent provisional and advance sales invoices. These are disclosed in note 22.5.6 under the Fair value hierarchy.

Other receivables

Other receivables have arisen due to security deposits and employee receivables, and interest accrued on term deposits.

8. INVENTORIES

	2023 \$'000	2022 \$'000
Finished concentrate	14,476	26,266
Finished gold doré	-	658
Metal in circuit	2,201	1,741
Ore stockpiles	1,950	4,686
Materials and supplies	10,603	10,557
Total current inventory	29,230	43,908

Recognition and measurement

Materials and supplies are valued at the lower of cost and net realisable value. Net realisable value is the estimate selling price in the ordinary course of business, less the estimated costs of completion and selling expenses. An allowance for obsolescence is determined with reference to the stores inventory items identified. A regular review is undertaken to determine the extent of any provision for obsolescence.

Ore stockpiles, gold in circuit, doré and concentrate are physically measured (or estimated) and valued at the lower of cost and net realisable value. Cost represents the weighted average cost and includes direct costs and an appropriate portion of fixed and variable production overhead expenditure, including depreciation and amortisation, incurred in converting materials into finished goods.

Net realisable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and estimated costs necessary to make the sale.

As at 30 June 2023, of the total current inventory value \$29.2m this includes stock valued at NRV of \$10.6m (FY22 \$18.7m).

Key judgements - net realisable value

The computation of net realisable value for ore stockpiles, gold in circuit, doré and concentrate involves significant judgements and estimates in relation to timing and cost of processing, commodity prices, foreign exchange rates, recoveries and the timing of sale of the doré and concentrate produced. A change in any of these assumptions will alter the estimated net realisable value and may therefore impact the carrying value of ore stockpiles. Separately identifiable costs of conversion of each metal are specifically allocated.

Stockpiles are measured by estimating the number of tonnes added and removed from the stockpile, the number of contained gold ounces is based on assay data, and the estimated recovery percentage is based on the expected processing method.

9. PROPERTY, PLANT AND EQUIPMENT

	NOTE	2023 \$'000	2022 \$'000
Plant and equipment at cost		278,735	281,681
Property and Land at cost		7,224	5,417
Accumulated depreciation		(155,931)	(120,967)
Impairment provision		(11,741)	(10,104)
		118,287	156,027
Movement in property, plant and equipment			
Carrying value at the beginning of the year		156,027	170,458
Acquisition of Dargues Gold Mine		-	(4,593)
Additions/expenditure during the year		10,958	31,149
Depreciation for the year		(35,190)	(30,564)
Impairment loss recognised during the year	4	(1,637)	(10,104)
Transfer to mine properties	10	(11,150)	(262)
Assets written off		(46)	(55)
Assets disposed or derecognised		(675)	(2)
Closing balance		118,287	156,027

Recognition and measurement

Property, plant and equipment are carried at cost, less accumulated depreciation, amortisation and accumulated impairment losses. The initial cost of an asset comprises its purchase price or construction cost, any costs directly attributable to bringing the asset into operation, and, for qualifying assets (where relevant), borrowing costs. The purchase price or construction cost is the aggregate amount paid and the fair value of any other consideration given to acquire the asset.

Derecognition

Items of property, plant and equipment are derecognised upon disposal or when no further future economic benefits are expected from their use or disposal. Any gain or loss from derecognising the asset is included in the statement of profit or loss in the period the item is derecognised.

When an asset is surplus to requirements the carrying amount of the asset is reviewed and is written down to its recoverable amount or derecognised.

Depreciation and amortisation

Items of plant and equipment and mine development are depreciated over their estimated useful lives.

The Group uses the units of production basis when depreciating mine specific assets which results in a depreciation charge proportional to the depletion of the anticipated remaining life of mine production. Each item's economic life has due regard to both its physical life limitations and to present assessments of economically recoverable reserves of the mine property at which it is located.

For the remainder of assets, the straight-line method is used. The rates for the straight-line method vary between 10% and 33% per annum.

Property, plant and equipment are also subject to impairment indicators. Refer to note 10 for further information.

9. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Key judgements - useful lives, residual values and depreciation methods

The process of estimating the remaining useful lives, residual values and depreciation methods involve significant judgement. These estimates are reviewed annually for all major items of plant and equipment. Any changes are accounted for prospectively from the date of reassessment to the end of the revised useful life. The Company uses the unit-of-production basis where depreciating/amortising specific assets which results in a depreciation/amortisation charge proportional to the depletion of the anticipated remaining life of mine production.

Each item's economic life has due regard to both its physical life limitations and to present assessments of economically recoverable reserves of the mine property at which it is located. These calculations require the use of estimates and assumptions.

10. MINE PROPERTIES

	NOTE	2023 \$'000	2022 \$'000
Mine properties at cost		694,532	610,640
Accumulated depreciation and impairment		(551,458)	(487,107)
		143,074	123,533
Movement in mine properties			
Carrying value at the beginning of the year		123,533	287,035
Acquisition of Dargues Gold Mine		-	4,680
Impairment loss recognised during the year	4	(3,796)	(125,583)
Development expenditure during the year		15,122	53,752
Transfer from exploration and evaluation	11	57,620	139
Depreciation for the year		(60,555)	(96,752)
Transfer from property, plant and equipment	9	11,150	262
Closing balance		143,074	123,533

Recognition and measurement

The initial cost of an asset comprises its purchase price or construction cost, any costs directly attributable to bringing the asset into operation, the initial estimate of the rehabilitation obligation, and, for qualifying assets (where relevant), borrowing costs. The purchase price or construction cost is the aggregate amount paid and the fair value of any other consideration given to acquire the asset.

Mine properties also consist of the fair value attributable to mineral reserves and the portion of mineral resources considered to be probable of economic extraction at the time of an acquisition.

When a mine construction project moves into the production phase, the capitalisation of certain mine construction costs ceases, and costs are either regarded as part of the cost of inventory or expensed, except for costs which qualify for capitalisation relating to mining asset additions, improvements or new developments, underground mine development or mineable reserve development.

10. MINE PROPERTIES (CONTINUED)

Depreciation and amortisation

Accumulated mine development costs are depreciated/amortised on a unit-of-production basis over the economically recoverable reserves and the portion of mineral resources considered to be probable of economic extraction, except in the case of assets whose useful life is shorter than the life of the mine, in which case the straight-line method is applied.

The unit of account for run of mine (ROM) costs is Gold Metal Equivalent units mined (measured in ounces), whereas the unit of account for post-ROM costs is Gold Metal Equivalent units processed (measured in ounces).

Rights are depleted on the unit-of-production (UOP) basis over the economically recoverable reserves of the relevant area. The unit-of-production rate calculation for the depreciation/amortisation of mine development costs considers expenditures incurred to date, together with planned future mine development expenditure.

The estimated fair value attributable to the mineral reserves and the portion of mineral resources considered to be probable of economic extraction at the time of the acquisition is amortised on a UOP basis whereby the denominator is the proven and probable reserves and the portion of resources expected to be extracted economically. The estimated fair value of the mineral resources that are not considered to be probable of economic extraction at the time of the acquisition is not subject to amortisation, until the resource becomes probable of economic extraction in the future and is recognised in exploration and evaluation assets.

Assessment of impairment

At each balance date, the Group conducts an assessment for any indicators of impairment on each asset or Cash Generating Unit (CGU). The Group considers each of its mines to be a separate CGU.

Assuming indicators of impairment are identified, the carrying value of the asset or CGU is compared with its recoverable amount. The recoverable amount is the higher of the CGU's Fair Value Less Cost of Disposal (FVLCD) and Value In Use (VIU). The FVLCD for each CGU was determined based on the net present value of the future estimated cash flows (expressed in real terms) expected to be generated from the continued use of the CGUs (based on the most recent life of mine plans), including any expansion projects, and its eventual disposal, using assumptions a market participant may take into account. These cash flows are discounted using a real post-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the CGU.

If the carrying amount of an asset or CGU exceeds its recoverable amounts, the carrying amount is reduced to the recoverable amount and an impairment loss is recognised in the Statement of Profit or Loss.

The determination of FVLCD for each CGU are fair value measurements, as they are derived from valuation techniques that include inputs that are not based on observable market data. The Group considers the inputs and the valuation approach to be consistent with the approach taken by market participants.

At 30 June 2023, an impairment assessment was conducted, and it was noted that no indicators of impairment existed for any of the mine CGUs (30 June 22: impairment loss on Dargues CGU of \$135.7 million). An Impairment expense of \$5.4M was recognised at 31 December 2022 relating to the Hera mine as a result of the optimization of the life of mine with \$3.8M allocated to mine properties and the remaining balance to property, plant and equipment. As impairment tests were performed for all mine CGUs at 30 June 2022 and 31 December 2022, although the carrying amount of the Group's net assets was greater than the market capitalization at 30 June 2023, sufficient headroom was observed in these previous impairment calculations that would not have been eroded by any subsequent changes in commodity prices, interest rates or life of mine changes.

10. MINE PROPERTIES (CONTINUED)

Key judgements - depreciation and impairment assessment of mine properties

Units of production method of depreciation and amortisation

The Company uses the unit-of-production basis where depreciating/amortising specific assets which results in a depreciation/amortisation charge proportional to the depletion of the anticipated remaining life of mine production.

Each item's economic life, which is assessed annually, has due regard to both its physical life limitations and to present assessments of economically recoverable reserves of the mine property at which it is located. These calculations require the use of estimates and assumptions.

Impairment

The Company assesses each CGU, at each reporting period to determine whether there is any indication of impairment or reversal. Where an indicator of impairment or reversal exists, a formal estimate of the recoverable amount is made, which is deemed as being the higher of the fair value costs of disposal and VIU.

These assessments require the use of estimates and assumptions which could change over time and are impacted by various economic factors such as discount rates, exchange rates, commodity prices, gold multiple values, future operating development and sustaining capital requirements and operating performance. A change in one or more of these assumptions used to determine the value in use or fair value less costs of disposal could result in a material adjustment in a CGU's recoverable amount.

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11. EXPLORATION AND EVALUATION ASSETS

	NOTE	2023 \$'000	2022 \$'000
Exploration and evaluation assets		9,667	71,728
Movement in exploration and evaluation assets			
Balance at the beginning of the year		71,728	39,318
Expenditure during the year		10,972	32,582
Transfer to mine properties		(57,620)	(139)
Impairment / Expenditure written off during the year	10	(15,413)	(33)
Closing balance		9,667	71,728

Recognition and measurement

Expenditure on acquisition, exploration and evaluation relating to an area of interest is carried forward where rights to tenure of the area of interest are current and:

- it is expected that expenditure will be recouped through successful development and exploitation of the area of interest or alternatively by its sale; and/or
- exploration and evaluation activities are continuing in an area of interest but at balance date have not yet reached a stage which permits a reasonable assessment of the existence or otherwise of economically recoverable reserves.

Such expenditure consists of an accumulation of acquisition costs, direct exploration and evaluation costs incurred, together with an appropriate portion of directly related overhead expenditure.

In the current year \$5.3 million of the total expenditure related to the Federation project (FY22: \$23.8 million).

Impairment

A regular review is undertaken on each area of interest to determine the appropriateness of continuing to carry forward costs in relation to an area of interest. The carrying value of capitalised exploration and evaluation assets are assessed for impairment when facts and circumstances suggest that the carrying value may exceed its recoverable amount.

During the year, \$15.4 million of impairment expense was recognised relating primarily to Dargues both near mine and surface drilling exploration (\$13.5m) and Hera's Athena tenement (\$1m) for which there is not further prospects of an economically recoverable resource (FY22: \$0 million).

Key judgements - impairment

The consolidated entity performs impairment testing on specific exploration assets when required in AASB 6 para 20. Significant judgement is applied during the review and assessment of the carried forward costs and the extent to which the costs are expected to be recouped through the successful future development of the area of interest.

12. TRADE AND OTHER PAYABLES

	2023 \$'000	2022 \$'000
Trade payables and accruals	21,516	59,423
Other payables	6,963	6,347
	28,479	65,770

Recognition and measurement

Trade and other payables represent liabilities for goods and services provided to the Group prior to the end of the financial year that are unpaid.

Trade payables are unsecured, non-interest bearing and generally payable on 7 to 30-day terms. The carrying amounts of trade and other payables are considered to be the same as their fair values, due to their short-term nature.

At 30 June 2023 the asset relating to mark to market adjustments for concentrate sales invoices not yet finalised is \$nil.

At 30 June 2022 the liability outstanding was \$12 million.

No assets of the Group have been pledged as security for the trade and other payables.

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13. PROVISIONS

	2023 \$'000	2022 \$'000
Current		
Employee	6,486	7,566
Mine rehabilitation	501	1,813
Deferred consideration	-	1,532
Other	737	1,019
Total current provisions	7,724	11,930
Non-Current		
Employee	423	407
Mine rehabilitation	77,741	87,163
Deferred consideration	-	386
Total non-current provisions	78,164	87,956
Total provisions	85,888	99,886

AT 30 JUNE 2023	EMPLOYEE \$'000	MINE REHABILITATION \$'000	DEFERRED CONSIDERATION \$'000	OTHER \$'000	TOTAL \$'000
Opening balance	7,973	88,976	1,918	1,019	99,886
Re-measurement of provision	4,167	(9,148)	(559)	2,242	(3,298)
Rehabilitation expense/(reversal)	-	(3,274)	-	-	(3,274)
Unwinding of discount	-	2,106	33	-	2,139
Amounts paid/utilised during the year	(5,231)	(418)	(1,392)	(2,524)	(9,565)
Closing balance	6,909	78,242	-	737	85,888

AT 30 JUNE 2022	EMPLOYEE \$'000	MINE REHABILITATION \$'000	DEFERRED CONSIDERATION \$'000	OTHER \$'000	TOTAL \$'000
Opening balance	7,315	74,412	2,018	121	83,866
Re-measurement of provision	3,620	8,452	715	2,536	15,323
Rehabilitation expense/(reversal)	-	3,531	-	-	3,531
Unwinding of discount	-	2,731	23	-	2,754
Amounts paid/utilised during the year	(2,962)	(150)	(838)	(1,638)	(5,588)
Closing balance	7,973	88,976	1,918	1,019	99,886

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13. PROVISIONS (CONTINUED)

Employee benefits

The provision for employee benefits represents annual leave and long service leave entitlements for current employees.

Mine rehabilitation

The nature of mine rehabilitation and site restoration costs includes the dismantling and removal of mining plant, equipment and building structures, waste removal and restoration, reclamation, and re-vegetation of affected areas of the site in accordance with the requirements of the mining permits.

At 30 June 2023, Letters of Credit totaling \$56.8 million have been lodged (30 June 2022: \$56.8 million).

The Company periodically engages environmental consultants to benchmark the rates used in estimating the mine rehabilitation provision. The change in the mine rehabilitation provision is due to the application of updated estimates, amounts recognised for future rehabilitation to our operating mine sites and land holdings, as well as amounts paid or utilised for rehabilitation activities undertaken during the reporting period.

Deferred consideration

This relates to deferred consideration on the purchase of Hera Mine. The Group records deferred consideration at fair value using the discounted cash flow methodology based on the two-year Australian government bond rate of 3.4% (FY22: 2.4%). This is now fully settled as of the date of this report.

Recognition and measurement

General

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where the Company expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of profit or loss net of any reimbursement.

Employee benefits

Annual leave liabilities are measured at the amounts expected to be paid when the liabilities are settled. Long service leave liabilities are measured at the present value of the estimated future cash outflows, discounted using a current pre-tax rate that reflects, where appropriate, the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognised as part of finance costs in the statement of profit or loss.

13. PROVISIONS (CONTINUED)

Mine rehabilitation

The rehabilitation provision represents the present value of the estimated future rehabilitation costs relating to mine sites. The discount rate used to determine the present value is a pre-tax rate reflecting the current market assessment. The unwinding of the discounting of the provision is included in finance costs in the statement of profit or loss.

When the liability is initially recorded, the present value of the estimated cost is capitalised as part of the carrying value of mine properties, which is amortised on a units of production basis. Additional disturbances or changes in rehabilitation costs will be recognised as additions or changes to the corresponding asset and rehabilitation liability when incurred. In instances where there is no asset the changes are expensed in the profit or loss.

Deferred acquisition costs in relation to Hera

The Company measures the deferred consideration by reference to the fair value of net present value of future cash outflows. The following assumptions have been taken into account: risk free bond rate, gold price, timing and possibility of payment.

Key judgements – mine rehabilitation

Mine rehabilitation

Significant estimates and assumptions are required in determining the provision for mine rehabilitation as there are many transactions and other factors that will affect the ultimate liability payable to rehabilitate the mine sites. Changes in technology, regulations, price increases, changes in timing of cash flows which are based on life of mine plan and changes in discount rates affect recognised value of the liability. These factors will impact the mine rehabilitation provision in the period in which they change or become known.

14. LEASES

The Company has lease contracts for mining, property, plant, machinery, and other equipment used in its operations. The leases generally have lease terms between 2 and 5 years.

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

	2023 \$'000	2022 \$'000
Right of use assets		
Carrying value at the beginning of the year	19,414	12,674
Additions	3,695	17,244
Re-measurement / Modifications	(5,762)	-
Terminations	(4,528)	-
Depreciation expense	(7,876)	(10,504)
Carrying value at the end of the year	4,943	19,414

Set out below are the carrying amounts of lease liabilities and the movements during the period:

	2023 \$'000	2022 \$'000
Lease liabilities		
Current	3,041	11,065
Non-current	1,969	8,424
Closing balance	5,010	19,489
Movement in lease liabilities		
Carrying value at the beginning of the year	19,489	12,967
Additions	3,695	17,248
Re-measurement	(5,762)	-
Terminations	(3,037)	-
Interest expense	557	677
Payments	(9,932)	(11,403)
Carrying value at the end of the year	5,010	19,489

The additions for the year include lease renewals amounting to \$3.7 million made in June 2023 (FY22: \$7.2million).

14. LEASES (CONTINUED)

	2023 \$'000	2022 \$'000
The following are the amounts recognised in profit or loss		
Depreciation expense for right-of-use assets	7,876	10,504
Interest expense on lease liabilities	557	677
Expense relating to short term leases and low value assets (included in cost of sales)	-	-
	8,433	11,181

Recognition and measurement**Right of use assets**

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term. The depreciation for the mine site is disclosed under cost of sales whereas depreciation for the Corporate site is included in corporate administration expenses. Right-of-use assets are subject to impairment.

Lease Liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees.

The variable lease payments that do not depend on an index or a rate are recognised as expense in the period on which the event or condition that triggers the payment occurs. The lease interest expense is disclosed as finance costs in the statement of profit or loss and is included as part of interest paid under cash flows from operating activities in the Cash Flow Statement.

In calculating the present value of lease payments, the Group uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made.

In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset.

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14. LEASES (CONTINUED)

Short-term leases and leases of low-value assets

The Group applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered of low value (i.e., below \$5,000).

Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

Key judgements – Estimating incremental borrowing rate, identification of non-lease components and in substance fixed rates

The Group cannot readily determine the interest rate implicit in its leases. Therefore, it uses the relevant incremental borrowing rate (IBR) to measure lease liabilities. The IBR is the rate of interest that the Group would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The Group estimates the IBR using observable inputs (such as market interest rates) when available and entity-specific judgements estimates (such as the lease term and certain contract provisions).

In addition to containing a lease, some of the Group's arrangement involves the provision of additional services. These are non-lease components, and the Group has elected to separate these from the lease components. Judgement is required to identify each of the lease and non-lease components. The consideration in the contract is then allocated between the lease and non-lease components on a relative stand-alone price basis. The Group also applies judgement to determine in-substance fixed payments included in the lease payments such as unavoidable fixed minimum amounts.

15. INTEREST BEARING LOANS AND BORROWINGS

	EFFECTIVE INTEREST RATE %	MATURITY	2023 \$'000	2022 \$'000
Current				
Term loan facility	BBSY +4	30-Sept-2023	-	16,200
Less: Borrowing costs paid			-	(1,142)
			-	15,058
Other loans	3-7%	31-May-2026	3,635	2,352
Total current loans and borrowings			3,635	17,410
Non-current				
Term loan facility	BBSY +4	30-Sept-2023	-	4,500
Less: Borrowing costs paid			-	(288)
			-	4,212
Other loans	3-7%	31-May-2026	4,047	4,379
Total non-current loans and borrowings			4,047	8,591
Total interest-bearing liabilities			7,682	26,001

15. INTEREST BEARING LOANS AND BORROWINGS (CONTINUED)

Syndicated Facilities

At 30 June 2023 the Group had a secured Syndicated Facilities Agreement with a syndicate of banks comprising ANZ, NAB and BNP Paribas. During the Financial Year the term loan was fully repaid and security held over the Groups assets was released. A Guarantee Facility remains in place with \$56.8 million drawn for environmental rehabilitation bonds, which is fully backed by \$56.8 million in cash held by the banks (FY22: \$30.7 million). Restricted cash is shown as a non-current asset as it is not available for day-to-day operations.

Trafigura Pte Ltd

On 31 May 2023 a new financing facility was announced with Trafigura Pte Ltd. The new Trafigura facilities (the "Facilities") comprise:

- US\$24 million (A\$36.4 million) Loan Note Advance ("Loan Note") facility to contribute funding to construction of Federation, and
- A\$65 million Environmental Bond Facility ("Bond Facility") to provide rehabilitation bonding.

The Facilities have a term of 4 years from the date of financial close. No debt has been recognised at 30 June. The Loan Note has an interest rate of SOFR (Secured Overnight Financing Rate) + 6.0% and the Bond Facility has an interest rate of 6.0%. The Facilities have no financial covenants, no hedging requirements and have early repayment flexibility.

In June 2023 the existing secured Syndicated Facilities Agreement was repaid in full and the existing performance bond facility was fully cash backed. Total cash backing at 30 June 2023 was \$56.8 million, with the full amount in the process of being returned.

Other loans

The Group has entered into loan agreements to fund the acquisition of mobile plant and equipment. The loans are repayable by May 2026 with applicable interest rates ranging from 3% to 7%. The financed equipment is security for the loans.

Recognition and measurement

At initial recognition, interest bearing loans and borrowings are classified as financial liabilities measured at fair value net of directly attributable transaction costs. Subsequent measurement is at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in profit or loss over the period of the borrowings using the effective interest method.

Establishment fees related to the facilities are capitalised as a prepayment and amortised over the term of the facility to which it relates.

16. OTHER FINANCIAL LIABILITIES

	NOTE	2023 \$'000	2022 \$'000
Current			
Third party royalty liability		6,803	6,947
		6,803	6,947
Non-Current			
Third party royalty liability		713	4,128
		713	4,128
Total other financial liability		7,516	11,075

Movement in carrying value of other financial liabilities

	NOTE	2023 \$'000	2022 \$'000
Third Party Royalty Liability			
Carrying value at the beginning of the year		11,075	39,165
Payments during the year		(4,830)	(5,209)
Remeasurement	3, 4	1,271	(22,881)
Closing balance		7,516	11,075
Contingent consideration liability			
Carrying value at the beginning of the year		-	4,250
FV adjustment through profit & loss	3	-	(4,250)
Closing balance		-	-

16.1 THIRD PARTY ROYALTY LIABILITY

On 21 December 2018, a funding agreement with Triple Flag (TFM) was executed, where TFM agreed to fund the Dargues Gold Project in consideration for the grant of a royalty. Following the acquisition of Dargues Gold Mine on 17th December 2020, as a going concern, Aurelia assumed the obligations related to the royalty due to the continuing obligation provisions of the royalty deed. The royalty is calculated on the gross revenue generated from the sale of gold concentrate from the Dargues Gold Mine and is payable in United States Dollars (USD).

The liability is measured at amortised cost. The value is determined by discounting the future royalty payments using a discount rate of 3.33% and the impact of the periodic remeasurement of the following assumptions:

- ♦ gold price;
- ♦ life of mine extension and related change in sales volumes; and
- ♦ foreign exchange rate.

The estimated sales volume for the remaining life of the mine has reduced due to the reassessed shorter mine life of the mine site during the current financial year which has resulted in a lower royalty liability as at 30 June 2023.

16. OTHER FINANCIAL LIABILITIES (CONTINUED)

16.1 THIRD PARTY ROYALTY LIABILITY (CONTINUED)

Recognition and measurement

At initial recognition the third-party royalty liabilities are classified as financial liabilities measured at fair value net of directly attributable transaction costs. Subsequent measurement is at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in profit or loss over the period of the liability using the effective interest method.

17. CONTRIBUTED EQUITY

17.1 MOVEMENTS IN ORDINARY SHARES ON ISSUE

30 JUNE 2023	NOTES	DATE	NUMBER	\$'000
Opening balance			1,237,056,457	334,659
Shares issued on vesting of performance rights	(iv)	31-Aug-22	380,759	-
Institutional Component of Equity Raising	(v)	9-June-23	261,818,451	23,564
Share Issue Costs	(v)	9-June-23	-	(1,205)
Employee Share Scheme	(vi)	13-June-23	2,687,328	-
Closing balance			1,501,942,995	357,018

30 JUNE 2022	NOTES	DATE	NUMBER	\$'000
Opening balance			1,234,739,875	334,659
Shares issued on vesting of performance rights	(i)	7-Sept-21	76,993	-
Employee Share Scheme	(ii)	4-Nov-21	674,388	-
Shares issued on vesting of performance rights	(iii)	30-Nov-21	1,565,201	-
Closing balance			1,237,056,457	334,659

- (i) On 7 September 2021, the Company issued 76,993 shares on the vesting of Performance Rights.
- (ii) On 4 November 2021, a total of 674,388 shares were issued under the Employee Share Scheme for no consideration, (refer to note 21.2 for further detail).
- (iii) Shares issued upon the vesting of 1,565,201 Performance Rights for no consideration.
- (iv) On 31 August 2022, the Company issued 380,759 shares on the vesting of Performance Rights.
- (v) On 9 June 2023, the Company completed the institutional placement and entitlement offer component of the A\$40 million equity raising announced on 31 May 2023. The shares were issued at \$0.09 per share.
- (vi) On 13 June 2023, a total of 2,687,328 shares were issued under the Employee Share Scheme for no consideration, (refer to note 21.2 for further detail).

17. CONTRIBUTED EQUITY (CONTINUED)**17.1 MOVEMENTS IN ORDINARY SHARES ON ISSUE** (CONTINUED)**Recognition and measurement**

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown directly in equity as a deduction, net of tax, from proceeds.

Ordinary shares which have no par value have the right to receive dividends as declared and, in the event of a winding up of the Parent, to participate in the proceeds from sale of all surplus assets in proportion to the number of and amounts paid up on shares held. Ordinary shares entitle their holder to one vote, either in person or proxy, at a meeting of the Company.

17.2 DIVIDENDS MADE AND PROPOSED

	2023 \$'000	2022 \$'000
Dividend paid	-	-
Total	-	-

The Directors did not recommend the payment of a dividend for the financial year ended 30 June 2022 and 30 June 2023.

The franking account balance at the end of the financial year is \$32.2 million (FY22: \$41.9 million).

The Company currently does not have a share buy-back plan or a dividend reinvestment plan.

18. RESERVES

	2023 \$'000	2022 \$'000
Share based payment reserve	13,919	13,122
	13,919	13,122

Movements in reserves

	2023 \$'000	2022 \$'000
Movement in share base payments reserve		
Opening balance	13,122	11,342
Share based payment expense	797	1,780
Closing balance	13,919	13,122

18. RESERVES (CONTINUED)

OCI items net of tax:

Cash flow hedge reserve

	2023 \$'000	2022 \$'000
Opening balance	(1,964)	2,492
Commodity forwards closed through P&L	1,964	(4,456)
Closing balance	-	(1,964)

Recognition and measurement**Derivatives designated as hedging instruments**

Derivatives are initially recognised at fair value on the date a derivative contract is entered, and they are subsequently remeasured to their fair value at the end of each reporting period.

The group designates derivatives as either:

- ♦ hedges of the fair value of recognised assets or liabilities or a firm commitment (fair value hedges); or
- ♦ hedges of a particular risk associated with the cash flows of recognised assets and liabilities and highly probable forecast transactions (cash flow hedges).

Hedge accounting

At inception of the hedge relationship, the group documents the economic relationship between hedging instruments and hedged items including whether changes in the cash flows of the hedging instruments are expected to offset changes in the cash flows of hedged items. The group documents its risk management objective and strategy for undertaking its hedge transactions (refer to note 22.1 and 22.5.2 for further detail).

Hedge effectiveness

The effective portion of the gain or loss on the hedging instrument is recognised in OCI in the cash flow hedge reserve, whilst any ineffective portion is recognised immediately in profit and loss. The cash flow hedge reserve is adjusted to the lower of the cumulative gain or loss on the hedging instrument and the cumulative change in fair value of the hedged item. The accumulated gains and losses recorded in the hedge reserve are reclassified to the profit and loss in the same period during which the hedged expected future cash flows from the underlying revenue transaction are recognized in the profit and loss. Amounts included in the hedge reserve are released to profit and loss when the hedge contracts are closed, and revenue has been recognised in the profit and loss.

Movement in reserves

The Company provides benefits to employees in the form of share-based payment transactions, whereby employees render services in exchange for shares or rights over shares ("equity-settled transactions"), as issued under the Company's employee Performance Rights Plan. The plan forms part of the Company's remuneration framework, as detailed and explained in the Remuneration Report to these Financial Statements.

The Company also has an Employee Share Scheme, where eligible employees are invited to participate in the plan to receive fully paid ordinary shares in the Company (subject to dealing restrictions ending on the earlier of 3 years after grant or when the employee ceases employment) with a nominal value of \$1,000.

19. RETAINED EARNINGS

	2023 \$'000	2022 \$'000
Movements in retained earnings were as follows:		
Opening balance	(8,891)	72,797
Profit/(loss) after tax for the year	(52,221)	(81,688)
Dividend paid	-	-
Closing balance	(61,112)	(8,891)

20. EARNINGS PER SHARE (EPS)

	2023 \$'000	2022 \$'000
(Loss)/Profit attributable to owners of Aurelia Limited used to calculate basic and diluted earnings	(52,221)	(81,688)
Weighted average number of ordinary shares used as the denominator in calculating basic earnings per share	1,254,006	1,236,163
Weighted average number of ordinary shares and potential ordinary shares used as the denominator in calculating diluted earnings per share	1,270,513	1,250,600
Basic earnings per share (cents per share)	(4.16)	(6.61)
Diluted earnings per share (cents per share)	(4.16)	(6.61)

Basic earnings per share

Basic earnings per share is calculated by dividing the net profit for the year attributable to equity holders of the Parent Company, by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share

Earnings used to calculate diluted earnings per share are calculated by adjusting the amount used in determining basic earnings per share by the after-tax effect of dividends and interest associated with dilutive potential ordinary shares. The weighted average number of shares used is adjusted for the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

The effect of dilution has not been incorporated in calculating the diluted earnings per share as the effect is non anti-dilutive.

21. SHARE BASED PAYMENT ARRANGEMENTS

	2023 \$'000	2022 \$'000
Share based payments expense		
Expense from employee performance rights plan	509	1,518
Expense from employee share plan	288	262
Total	797	1,780

21.1 EMPLOYEE PERFORMANCE RIGHTS PLAN

The Company has an employee Performance Rights Plan. The objective of the plan is to assist in the recruitment, reward, retention, and motivation of employees of Aurelia. The plan is open to eligible executives and employees.

The plan is provided by way of allocation of Performance Rights which carry an entitlement to a share subject to satisfaction of performance criteria and/or vesting conditions (as applicable). To the extent performance criteria and/or vesting conditions are satisfied, the Performance Rights are taken to have vested and been exercised for no consideration. The number of ordinary shares issued is equal to the number of vested Performance Rights issued.

Performance Rights are generally granted each year. The performance hurdles are agreed prior to the commencement of a new financial year. The hurdles are determined at the discretion of the Board. The test date for each issue of Performance Rights is typically three years from the Grant Date.

21.2 EMPLOYEE SHARE PLAN

The Company has an Employee Share Plan, which provides eligible employees with an opportunity to acquire ordinary shares in the Company, with a grant value of \$1,000. In FY23, the plan provided each eligible employee with 9,331 fully paid ordinary shares. (FY22: 2,574 shares).

21.3 SUMMARY OF MOVEMENTS OF PERFORMANCE RIGHTS ON ISSUE

The following table illustrates the number of, and movements in Performance Rights during the year. All Performance Rights have a zero weighted average exercise price.

Refer to the Remuneration Report (section 7.2) for the vesting conditions of the performance rights issued during the year.

	2023 NUMBER	2023 WAEP	2022 NUMBER	2022 WAEP
Performance rights on issue				
Opening balance issued	16,004,375	-	10,523,362	-
Granted during the year	11,575,382	-	8,607,704	-
Vested during the year	(838,634)	-	(1,642,193)	-
Lapsed during the year	(11,311,535)	-	(1,484,498)	-
Closing balance issued	15,429,588	-	16,004,375	-

21. SHARE BASED PAYMENT ARRANGEMENTS (CONTINUED)**21.3 SUMMARY OF MOVEMENTS OF PERFORMANCE RIGHTS ON ISSUE** (CONTINUED)

	2023 NUMBER	2022 NUMBER	
Performance Rights			
Class 19A	-	2,284,641	Vested
Class 19C	-	-	Vested
Class FY21	-	5,452,474	Unvested
Class FY22	4,859,852	8,267,260	Unvested
Class FY23	10,569,736	-	Unvested
Total	15,429,588	16,004,375	

Subsequent to the balance sheet date, the LTIP outcomes for Performance Rights under Class FY21 were determined. There were also changes to Class FY22 and FY23 Performance Rights following staff movement.

21.4 FAIR VALUE DETERMINATION

During the year, the Company issued a total of 11,575,382 performance rights (FY22: 8,607,704 rights) under its employee Performance Rights plan.

Each grant under the employee Performance Rights plan will have a fair value calculated under the accounting standards, which is calculated as at the date of grant. An independent expert provider is engaged to calculate the estimated fair value of each grant using the Monte Carlo simulation method, which is applied in conjunction with assumed probabilities for the achievement of specific performance hurdles as define for each grant.

21.5 RECOGNITION AND MEASUREMENT

The Company provides benefits to employees in the form of share-based payment transactions, whereby employees render services in exchange for shares or rights over shares ('equity-settled transactions').

The cost of these equity-settled transactions with employees is measured by reference to the fair value at the date at which they are granted. The fair value is determined by an external independent valuation using the Monte Carlo simulation.

The cost of equity-settled transactions is recognised, together with a corresponding increase in equity, over the period in which the performance conditions are fulfilled, ending on the date on which the relevant employees become fully entitled to the award ('vesting date').

The cumulative expense recognised for equity-settled transactions at each reporting date until vesting date reflects:

- the extent to which the vesting period has expired; and
- the number of awards that will ultimately vest.

This opinion is formed based on the best available information at balance date. No expense is recognised for awards that do not ultimately vest, except for awards where vesting is conditional upon a market condition.

In limited circumstances where the terms of an equity-settled award are modified (such as a change of control event, or as part of an agreed termination benefit), a minimum expense is recognised as if the terms had not been modified. The expense recognised reflects any increase in the value of the transaction as a result of the modification, as measured at the date of modification.

21. SHARE BASED PAYMENT ARRANGEMENTS (CONTINUED)

21.5 RECOGNITION AND MEASUREMENT (CONTINUED)

Where an equity-settled award is cancelled, it is treated as if it had vested on the date of cancellation, and any expense not yet recognised for the award is recognised immediately. However, if a new award is substituted for the cancelled award and designated as a replacement award on the date that it is granted, the cancelled and new award are treated as if they were a modification of the original award, as described in the previous paragraph.

The dilutive effect, if any, of the outstanding Performance Rights is reflected as additional share dilution in the computation of earnings per share unless when the effect is anti-dilutive.

22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

In common with all other businesses, the Company is exposed to risks that arise during the course of business and its use of financial instruments. This note describes the consolidated entity's objectives, policies, and processes for managing those risks and the methods used to measure them. Further quantitative information in respect of these risks is presented throughout these financial statements.

The Company's financial instruments consists of: deposits with banks, trade and other receivables, listed equity investments, derivatives, loans and borrowings, trade and other payables, royalty liabilities, lease liabilities and the deferred consideration related to the acquisition of the Hera Mine and the Dargues Gold Mine.

The Board has overall responsibility for the determination of the Company's risk management objectives and policies, and whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure the effective implementation of the objectives and policies to the Company's managerial team.

The Company's risk management policies and practices are designed to minimise and reduce risk as far as possible and to ensure cash flows are sufficient to:

- ♦ withstand significant changes in cash flow at risk scenarios and still meet all financial commitments as and when they fall due; and
- ♦ maintain the capacity to fund project development, exploration, and acquisition strategies.

22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

The Group holds the following financial instruments:

	NOTES	2023 \$'000	2022 \$'000
Financial assets			
Cash at bank	6	38,946	76,694
Trade and other receivables	7	7,677	18,100
Restricted cash	6	56,833	30,746
Listed equity investments		718	1,105
Derivative financial instruments	22	69	-
Balance at year end		104,243	126,645
Financial liabilities			
Interest bearing loans and borrowings	15	7,682	26,001
Trade and other payables	12	28,479	65,770
Third party royalty liability	16	7,516	11,075
Lease liabilities	14	5,010	19,489
Deferred consideration	13	-	1,918
Derivative financial instruments	22	-	3,103
Balance at year end		48,687	127,356

Financial assets and liabilities

The Group enters derivative financial instruments (commodity contracts) with financial institutions with investment-grade credit ratings. It measures financial instruments, such as derivatives and provisionally priced trade receivables, at fair value at each reporting date.

The Group's principal financial assets, other than derivatives and provisionally priced trade receivables, comprise other receivables, cash and short-term deposits that arise directly from its operations, as well as investments. The Group's principal financial liabilities other than derivatives comprise interest bearing loans and borrowings, trade and other payables, lease liabilities, third party royalty and deferred consideration royalty.

Accounting policies in respect of these financial assets and liabilities are documented within the relevant notes to the consolidated financial statements.

Offsetting of financial instruments

Financial assets and financial liabilities are offset, and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Derivatives designated as hedging instruments

The Group is exposed to certain risks relating to its ongoing business operations. The primary risks managed using derivative instruments are foreign currency risk and commodity price risk.

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22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.1 CASH FLOW HEDGES – COMMODITY PRICE RISK

The Group sells gold doré and gold and base metal concentrate to customers. Due to volatility in commodity markets, hedging has been used to manage price risks. In addition to this, the existing syndicated loan facility included mandatory gold hedging of a minimum of 20% of the Group's gold production in each 12-month period. At 30 June 2023, the Company had no existing hedge commitment (FY22: 21,023 oz of gold).

There is an economic relationship between the hedged items and the hedging instruments. The Group tests hedge effectiveness periodically.

The hedge ineffectiveness can arise from:

- differences in the timing of the cash flows of the hedged items and the hedging instrument; and
- Changes to the forecasted amount of cash flows of hedged items and hedging instrument.

The Group had no gold forward contract commitments at 30 June 2023:

30 JUNE 2023	TOTAL	LESS THAN 1 MONTH	1 TO 3 MONTHS	3 TO 6 MONTHS	6 TO 9 MONTHS	9 TO 12 MONTHS
Average Contract price (AUD/oz)	-	-	-	-	-	-
Ounces	-	-	-	-	-	-

30 JUNE 2022	TOTAL	LESS THAN 1 MONTH	1 TO 3 MONTHS	3 TO 6 MONTHS	6 TO 9 MONTHS	9 TO 12 MONTHS
Average Contract price (AUD/oz)		2,371	2,359	2,435	2,596	2,685
Ounces	21,023	1,600	3,850	6,148	5,366	4,059

22.2 LIQUIDITY RISK

Liquidity risk arises from the possibility that the group might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities.

At 30 June 2023, the Company had fully repaid the term loan under the existing Syndicated Facility (FY22: \$20.7 million) and holds \$38.9 million (FY22: \$76.7 million) of available cash.

22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.3 MATURITY OF FINANCIAL LIABILITIES

The tables below analyses the Group's financial liabilities into relevant maturity groupings based on their contractual maturities.

The amounts disclosed in the table are the contractual undiscounted cash flows. Balances which are due within 12 months equal their carrying balances as the impact of discounting is not significant.

2023	<1 YR \$'000	1-2 YRS \$'000	2-3 YRS \$'000	3-4 YRS \$'000	>4 YRS \$'000	CONTRACTED CASH FLOW OF LIABILITY \$'000	CARRYING VALUE OF LIABILITY \$'000
Loans and borrowings	-	-	-	-	-	-	-
Equipment loans	3,635	3,173	874	-	-	8,244	7,682
Lease liabilities	3,040	1,883	86	1	-	5,539	5,010
Deferred consideration	-	-	-	-	-	-	-
Trade and other payables	28,479	-	-	-	-	28,479	28,479
Third party royalty liability	6,803	713	-	-	-	7,675	7,516
Derivative financial instruments	(69)	-	-	-	-	(69)	(69)
Total	41,888	5,769	960	1		49,868	48,618

There are no contracted cash flow liabilities relating to leases payable in period greater 5 years.

2022	<1 YR \$'000	1-2 YRS \$'000	2-3 YRS \$'000	3-4 YRS \$'000	>4 YRS \$'000	CONTRACTED CASH FLOW OF LIABILITY \$'000	CARRYING VALUE OF LIABILITY \$'000
Loans and borrowings	16,200	4,500	-	-	-	20,700	19,270
Equipment loans	2,352	2,465	1,951	-	-	6,768	6,731
Lease liabilities	11,070	7,995	427	4	-	19,496	19,489
Deferred consideration	1,225	614	108	-	-	1,947	1,918
Trade and other payables	65,770	-	-	-	-	65,770	65,770
Third party royalty liability	1,492	5,573	4,307	-	-	11,372	11,075
Derivative financial instruments	3,103	-	-	-	-	3,103	3,103
Total	101,212	21,146	6,793	4	-	129,156	127,356

22.4 Credit risk exposures

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations and arises principally from the Group's receivables from customers and investment securities. Although the Group has a concentrated customer base, they have continuously met their contractual obligations. On this basis, at balance date, there were no significant concentrations of credit risk. The Group also limits its counterparty credit risk on investments by using banks with investment grade credit ratings.

The total trade and other receivables outstanding as at 30 June 2023 was \$7.6 million (FY22: \$18.1 million).

No receivables are considered past due or impaired. Cash and cash equivalents at 30 June 2023 was \$38.9 million (FY22: \$76.7 million).

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22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.5 MARKET RISK EXPOSURES

22.5.1 Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign exchange rates. The Group's exposure to the risk of changes in foreign exchange rates relates primarily to the Group's operating activities, including revenue and expenses denominated in a foreign currency.

The group considers the effects of foreign currency risk on its financial position and financial performance and assesses its option to hedge based on current economic conditions and available market data.

The Group manages its foreign currency risk by converting foreign currency receipts to AUD upon receipt and only maintaining a minimal USD balance for foreign currency denominated commitments.

The table below demonstrates the sensitivity of revenue not converted at the time of sale to a change in the US\$ exchange rate with all other variables held constant:

EFFECT ON PROFIT BEFORE TAX	2023 \$'000	2022 \$'000
Increase/(decrease) in foreign exchange rate		
+5%	(2,449)	(3,756)
-5%	2,423	3,717

The cash balance at year end includes US\$1.0 million (FY22: US\$3.9 million) held in US\$ bank accounts.

The table below demonstrates the sensitivity of the US\$ denominated bank account balances to a change in the US\$ exchange rate with all other variables held constant:

EFFECT ON THE BANK BALANCES	2023 \$'000	2022 \$'000
Increase/(decrease) in AUD: USD foreign exchange rate		
+5%	(70)	(269)
-5%	77	297

22.5.2 Commodity price risk

The Group is affected by the price volatility of certain commodities. Price risk relates to the risk that the fair value of future cash flows of commodity sales will fluctuate because of changes in market prices largely due to supply and demand factors for commodities. The Group is exposed to commodity price risk related to the sale of gold, lead, zinc, and copper on physical prices determined by the market at the time of sale.

Commodity price risk may be managed, from time to time and as required and deemed appropriate by the Board, with the use of hedging strategies through the purchase of commodity hedge contracts. These contracts can establish a minimum commodity price denominated in either US dollars or Australian dollars over part of the group's future metal production. With trade receivables measured at fair value, the risk is that the final QP price achieved would be lower than the carrying value of the receivables which was based at the forward QP price at the reporting date.

The Group's management has developed and enacted a hedging policy focused on the management of commodity risk. The management of this risk includes an element of mandatory hedging previously required under the secured Syndicated Facilities Agreement, as well as Quotation Period hedging for metal in concentrates sold.

The Group had no commodity price hedging in place at 30 June 2023 (30 June 2022: 21,023 ounces with an average price of \$2,505/oz).

22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.5 MARKET RISK EXPOSURES (CONTINUED)

22.5.2 Commodity price risk (continued)

The Quotation Period hedging in place for concentrates sold at the end of the reporting period is summarised below:

COMMODITY	UNIT	30 JUNE 2023		30 JUNE 2022	
		QUANTITY	CONTRACT PRICE	QUANTITY	CONTRACT PRICE
Gold	oz	-	-	3,274	US\$1,841
Copper	t	-	-	570	US\$9,860
Lead	t	-	-	1,585	US\$2,225
Zinc	t	-	-	400	US\$4,018

During the financial year, gold and gold in concentrate unhedged sales were 29,812 ounces (FY22: 9,249 ounces). The effect on the income statement with an A\$50/oz increase/decrease in gold price would have resulted in an increase/decrease in profit/loss and equity of \$1.5 million (FY22: \$0.5 million).

During the financial year, the Company made unhedged sales of concentrate containing payable lead of 6,276 tonnes (FY22: 4,831 tonnes), payable zinc 3,618 tonnes (FY22: 12,394 tonnes) and payable copper of 285 tonnes (FY22: 1,176 tonnes). An increase/decrease of US\$50/t in the price of lead, zinc and copper would have resulted in an increase/decrease profit/loss and equity by \$0.8 million (FY22: \$1.3 million).

22.5.3 Interest rate risk

Exposure to interest rate risk arises on financial assets and liabilities recognised at reporting date where a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Group's exposure to the risk of changes in market interest rates primarily relates to the Group's cash and the Term Loan that have floating interest rates.

An increase/(decrease) in interest rates on the average debt borrowing balance by 50 basis points will result in a \$0.1 million (FY22: \$0.1 million) (decrease)/ increase in the profit or loss and equity.

The Group continually analyses its exposure to interest rate risk. Consideration is given to alternative financing options, potential renewal of existing positions, alternative investments, and the mix of fixed and variable interest rates.

22.5.4 Equity price risk

The Group's listed equity investment in Sky Metals Limited is susceptible to market price risk arising from uncertainties about future value of the investment security. An increase /(decrease) of 5% in the share price would result in a \$0.04 million (FY22: \$0.1 million) change in the investment.

22.5.5 Capital risk management

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern, to maintain a strong capital base to support the Company's growth objectives and to maximise shareholder value. The Company aims to ensure that it meets financial covenants attached to its interest-bearing loans and borrowings that form part of its capital structure requirements. Breaches in the financial covenants would permit the bank to immediately call interest-bearing loans and borrowings. In December 2022 the Company received a waiver of covenant testing from the Bank Syndicate whilst the debt facility refinance was completed. Further waivers were received in March and June 2023. The new Trafigura Facilities do not contain any financial covenants.

The Group monitors capital using a gearing ratio, which is net debt divided by the aggregate of equity and net debt. The Group's net debt is calculated as trade and other payables, interest-bearing loans and borrowings (excluding lease liabilities) less cash and short-term deposits.

The Company continuously monitors the capital risks of the business by assessing the financial risks and adjusting the capital structure in response to changes in those risks. The Company is continually evaluating its sources and uses of capital.

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22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.5 MARKET RISK EXPOSURES (CONTINUED)

22.5.5 Capital risk management (continued)

	NOTE	2023 \$'000	2022 \$'000
Interest bearing loans and borrowings	15	7,682	26,001
Trade and other payables	12	28,479	65,770
Less: cash at bank	6	(38,946)	(76,694)
Net debt		(2,785)	15,077
Equity		309,825	336,926
Capital and net debt		307,040	352,003
Gearing ratio		(1%)	4%

Syndicated Facilities Agreement covenants

The existing Syndicated Facility agreement contained financial covenants including a Cash Cover Ratio, a Forward Cover Ratio, and a minimum cash balance. In December 2022 the Company received a waiver of covenant testing from the Bank Syndicate whilst the debt facility refinance was completed. Further waivers were received in March and June 2023. The new Trafigura Facilities do not contain any financial covenants.

The Group continues to monitor capital by assessing the financial risks and adjusting the capital structure in response to changes in those risks. The Group is continually evaluating its sources and uses of capital. The Group is not subject to any externally imposed capital requirements.

The Directors consider the carrying values of financial assets and financial liabilities recorded in the consolidated financial statements approximate their fair values.

22.5.6 Fair value hierarchy

The following table provides the fair value measurement hierarchy of the Group's financial assets and liabilities. The following financial instruments are carried at fair value in the statement of financial position and measured at fair value through profit or loss or Other Comprehensive Income.

22. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

(CONTINUED)

22.5 MARKET RISK EXPOSURES (CONTINUED)**22.5.6 Fair value hierarchy** (continued)

2023	QUOTED PRICES IN ACTIVE MARKETS LEVEL 1 \$'000	SIGNIFICANT OBSERVABLE INPUTS LEVEL 2 \$'000	SIGNIFICANT UNOBSERVABLE INPUTS LEVEL 3 \$'000
Assets			
Trade receivables at fair value	3,335	-	-
Listed equity investments	718	-	-
Derivative financial instruments	-	69	-
Liabilities			
Derivative financial instruments	-	-	-
Deferred consideration	-	-	-

2022	QUOTED PRICES IN ACTIVE MARKETS LEVEL 1 \$'000	SIGNIFICANT OBSERVABLE INPUTS LEVEL 2 \$'000	SIGNIFICANT UNOBSERVABLE INPUTS LEVEL 3 \$'000
Assets			
Trade receivables at fair value	6,259	-	-
Listed equity investments	1,105	-	-
Derivative financial instruments	-	-	-
Liabilities			
Derivative financial instruments	-	3,103	-
Deferred consideration	-	-	1,918

The techniques and inputs used to value the financial assets and liabilities are as follows:

- ♦ Listed equity investments: Fair value based on quoted market price at 30 June 2023.
- ♦ Derivative financial instruments (gold and base metal forward contracts): are marked-to-market value based on spot prices at balance date and future delivery prices and volumes, as provided by trade counterparty.
- ♦ Trade receivables at fair value: refer to note 7.

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23. RECONCILIATION OF PROFIT AFTER TAX TO NET CASH FLOWS

	2023 \$'000	2022 \$'000
Reconciliation of profit after tax to net cash flows used in operating activities:		
Net profit after tax	(52,221)	(81,688)
Adjustments for:		
Impairment loss on mine properties / exploration	20,846	135,687
Depreciation and amortisation	104,130	137,816
Rehabilitation expense/(reversal of expense)	(3,274)	3,531
Fair value adjustment/remeasurement of financial assets and liabilities	1,657	(26,028)
Income tax expense net of tax payments	(11,220)	(19,670)
Exploration and evaluation assets written off	24	33
Share based payments	797	1,780
(Gain) / Loss on revaluation of commodity derivatives and foreign exchange differences	(113)	178
(Gain) / Loss on disposal of plant and equipment	(31)	43
Interest expense (unwinding of discount)	2,816	2,754
Changes in assets and liabilities		
Increase / (Decrease) in trade and other payables	(37,291)	18,465
Increase / (Decrease) in other liabilities	1,435	(1,182)
Increase / (Decrease) in prepaid borrowing costs	(1,053)	1,053
Increase / (Decrease) in provisions	(3,620)	(4,752)
Increase / (Decrease) in trade and other receivables	10,422	861
Increase / (Decrease) in inventories	14,678	(14,476)
Increase / (Decrease) in prepayments	(2,118)	(312)
Net cash flows from operating activities	45,864	154,093

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24. AUDITORS' REMUNERATION

The auditor of Aurelia Metals Limited is Ernst & Young.

	2023 \$'000	2022 \$'000
Fees to Ernst & Young (Australia)		
Fees for auditing the statutory financial report of the parent covering the Group	783	681
Fees for other services		
Business combinations tax advisory and other tax advisory services performed for the consolidated entity	-	226
Business combinations financial advisory services performed for the consolidated entity	26	143
Tax compliance services performed for the consolidated entity	79	79
Total fees to Ernst & Young (Australia)	888	1,129

There were no other services provided by Ernst & Young other than as disclosed above.

25. PARENT COMPANY INFORMATION

The financial information for the parent entity, Aurelia Metals Limited has been prepared on the same basis as the consolidated financial statements except for investment in subsidiaries.

	2023 \$'000	2022 \$'000
Current assets	61,473	81,836
Non-current assets	302,744	224,717
Total assets	364,217	306,553
Current liabilities	134,231	169,296
Non-current liabilities	478	13,992
Total liabilities	134,709	183,288
Net assets	229,508	123,265
Issued capital	357,017	334,659
Reserves	13,919	11,159
Accumulated losses	(141,428)	(210,355)
Total shareholders' equity	229,508	135,463
Profit/(loss) for the year	5,177	16,465
Total comprehensive income/(loss) for the year	1,964	12,009

25. PARENT COMPANY INFORMATION (CONTINUED)**25.1 COMMITMENTS**

Commitments contracted for at reporting date but not recognised as liabilities are as follows:

	2023 \$'000	2022 \$'000
Payable not later than 12 months	2,715	4,425

26. COMMITMENTS AND CONTINGENCIES**26.1 CAPITAL COMMITMENTS**

The commitments to be undertaken are as follows:

	2023 \$'000	2022 \$'000
Payable not later than 12 months	34,505	26,131

27.2 EXPLORATION AND MINING

The commitments to be undertaken are as follows:

	2023 \$'000	2022 \$'000
Payable not later than 12 months	6,669	6,310

The commitments relate to exploration/mining lease minimum annual expenditures.

26.3 GUARANTEES

The Group has a \$56.8 million Guarantee Facility as part of the existing Syndicated Facilities Agreement. Under the facility, Letters of Credit with an aggregate value of \$56.8 million (30 June 2022: \$56.8 million) have been drawn consisting of environmental guarantees for the Company's three operating mine sites and its exploration tenements as well as rental bonds. As at 30 June 2023 \$56.8 million (2022: \$30.7 million) is held by the banking syndicate to cash back these guarantees.

26. COMMITMENTS AND CONTINGENCIES (CONTINUED)

26.4 CONTINGENT LIABILITIES

At 30 June 2022, a contingent liability amounting to \$4.25 million related to the acquisition of Dargues Gold Mine was released because the conditions for settlement were not met. There are no contingent liabilities as at 30 June 2023.

27. RELATED PARTY TRANSACTIONS

Transactions between related parties are on normal commercial terms and conditions no more favorable than those available to other parties unless otherwise stated.

27.1 TRANSACTIONS WITH OTHER RELATED PARTIES

During the period, the following transactions with related parties occurred:

	2023 \$'000	2022 \$'000
Hollach Services Pty Ltd (i)	125	125
Total payments to related parties	125	125

(i) Directors' fees were paid to Hollach Services Pty Ltd; a company of which Paul Harris is a Director.

27.2 TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL

Compensation of key management personnel:

	2023 \$'000	2022 \$'000
Short - term employee benefits	2,591	2,093
Post - employment benefits	87	82
Share based payments transactions	256	788
Total compensation paid to key management personnel	2,934	3,421

The amounts disclosed in the table are the amounts recognised as an expense during the reporting period related to key management personnel. Detailed information about the remuneration received by each KMP is disclosed in the Remuneration Report.

27. RELATED PARTY TRANSACTIONS (CONTINUED)**27.2 TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL** (CONTINUED)

Key management personnel interests in the Employee Performance Rights Plan

Performance Rights held by Key Management Personnel under the Employee Performance Rights Plan have the following expiry dates:

PERFORMANCE RIGHTS TRANCHES	EXPIRY DATE	2023 NUMBER OUTSTANDING	2022 NUMBER OUTSTANDING
Class 19A	30-Jun-22	-	1,970,678
Class 19C	30-Nov-21	-	-
Class FY21	30-Jun-23	-	3,108,620
Class FY22	30-Jun-24	2,071,260	3,429,653
Class FY23	30-Jun-25	3,377,554	-
Total KMP Performance Rights		5,448,814	8,508,951

27.3 OTHER RELATED PARTY TRANSACTIONS

There were no other related party transactions during the year (FY22: nil).

28. NEW ACCOUNTING POLICIES AND INTERPRETATIONS**Accounting standards and interpretations issued but not yet effective**

Certain new Australian Accounting Standards and Interpretations have been published that are not mandatory for reporting periods commencing 1 July 2022 and have not been early adopted by the Company for the reporting period ending 30 June 2023.

The potential effect of the revised Standards/Interpretations on the Group's consolidated financial statements has not yet been determined.

29. DEED OF CROSS GUARANTEE

Pursuant to ASIC Corporations (Wholly owned Companies) Instrument 2016/785, Aurelia and its wholly owned subsidiaries entered into a deed of cross guarantee in 2018 and are relieved from the requirement to prepare and lodge an audited financial report.

The effect of the Guarantee is that Aurelia has guaranteed to pay any deficiency in the event of winding up of any controlled entity which is a party to the Guarantee or if they do not meet their obligations under the terms of any debt subject to the Guarantee. The controlled entities which are parties to the Guarantee have given a similar guarantee in the event that Aurelia is wound up or if it does not meet its obligations under the terms of any debt subject to the Guarantee.

The Consolidated Statement of Financial Position and Consolidated Statement of Profit or Loss & Other Comprehensive Income for the closed group is not different to the Group's Statement of Financial Position and Statement of Profit or Loss & Other Comprehensive Income.

30. EVENTS AFTER THE REPORTING PERIOD

Since 30 June 2023 and until the date of signing of this report (all mentioned previously in the above report), the following has occurred:

- ♦ A new Director appointed - Mr Lyn Brazil (and his alternate, Mr Bradley Newcombe) was appointed 17 July 2023
- ♦ The retail equity raise completed in July 2023 with ~168 million new shares issued
- ♦ The Trafigura debt facilities financial close occurred in August 2023 and the 120 million warrants were issued to Trafigura (with an exercise price of A\$0.25/share and a four year term).

DIRECTORS' DECLARATION

In accordance with a resolution of the Directors of Aurelia Metals Limited, I state that:

1. In the opinion of the Directors:
 - a) The financial statements and notes of the consolidated entity are in accordance with the Corporations Act 2001, including:
 - i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2023 and of its performance for the year ended on that date; and
 - ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and
 - b) the financial statements and notes also comply with International Financial Reporting Standards as disclosed in the notes; and
 - c) there are reasonable grounds to believe that the Company will be able to pay its debts as when they become due and payable.
2. This declaration has been made after receiving the declarations required to be made to the Directors in accordance with section 295A of the Corporations Act 2001 for the financial year ending 30 June 2023.

On behalf of the Board,



Peter Botten
Chair



Bryan Quinn
Managing Director and Chief Executive Officer

30 August 2023



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Independent Auditor's Report to the Members of Aurelia Metals Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Aurelia Metals Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2023, the consolidated statement of profit and loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the consolidated financial position of the Group as at 30 June 2023 and of its consolidated financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.

Carrying value of Mine Properties and Property, Plant and Equipment

Why significant

At 30 June 2023, the Group's consolidated statement of financial position included \$261.4m of Mine Properties and Property, Plant and Equipment.

At the end of each reporting period, the Group exercises judgement in determining whether there is any indication of impairment of its cash-generating units (CGUs) as disclosed in Note 10 to the financial statements. If any such indicators exist, the Group estimates the recoverable amount of the non-current assets in the relevant CGU.

At 31 December 2022, the Group determined its decision to optimize the life-of-mine for the Hera CGU represented an impairment indicator and perform impairment testing of the CGU. This resulted in an impairment charge of \$5.4m being recorded at that time.

At 30 June 2023, the Group assessed other than the Group's net assets exceeding its market capitalisation, there were no indicators of impairment for its CGUs. The Group's market capitalisation deficiency existed at 30 June 2022, being the time of the last detailed impairment test for Peak and Dargues CGUs.

At 30 June 2023, the Group evaluated whether there was evidence to suggest a decline in recoverable amount of the most recent impairment test. This analysis concluded the most recent impairment tests provided sufficient evidence of no additional impairment being required as at 30 June 2023.

How our audit addressed the key audit matter

Our audit procedures included the following:

- ▶ Assessed whether the Group's determination of CGUs was in accordance with Australian Accounting Standards.
- ▶ Assessed the Group's process for identifying and considering external and internal information which may be an indicator of impairment and evaluated the completeness of the factors identified.
- ▶ Compared the Group's market capitalisation relative to its net assets.
- ▶ For the Hera CGU:
 - ▶ Assessed whether the valuation methodology applied by the Group to measure the recoverable amount of the CGU met the requirements of Australian Accounting Standards.
 - ▶ Tested the mathematical accuracy of managements impairment model.
 - ▶ Involved our valuation specialists to assess the key cashflow forecast assumptions such as commodity price, discount rates and foreign exchange rates with reference to external observable market data.
 - ▶ Compared future production forecasts in the impairment model to updated reserves and resources estimates, and understood the Group's reserve estimation processes, including assessing the qualifications, competence and objectivity of the Group's internal experts and the scope and appropriateness of their work.
 - ▶ Assessed the operating and capital expenditure included in the impairment models with reference to updated plans for the mine.
 - ▶ Performed sensitivity analysis to evaluate the effect on the CGUs recoverable amount



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Why significant

Key cashflow forecast assumptions used in the Group's measurement of recoverable amount of its CGUs, such as forecast commodity prices, foreign exchange rates and discount rates require significant estimation and judgement. Identifying and evaluating changes in these key assumptions effects the completeness of the Group's impairment indicator assessment and its recoverable amount calculations, should impairment testing be required.

We considered the Group's impairment indicator assessment, impairment testing and the related disclosures in the financial report to be a key audit matter.

How our audit addressed the key audit matter

of reasonably possible changes in key forecast assumptions.

- ▶ Recalculated the carrying amount of the Hera CGU and compared the carrying amount to the recoverable amount to determine the estimated impairment charge.
- ▶ Assessed the adequacy of the disclosures in Notes 9 and 10 of the financial report.



Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2023 Annual Report other than the financial report and our auditor's report thereon. We obtained the Directors' Report that is to be included in the Annual Report, prior to the date of this auditor's report, and we expect to obtain the remaining sections of the Annual Report after the date of this auditor's report.

Our opinion on the financial report does not cover the other information and we do not and will not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not



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detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- ▶ Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- ▶ Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



Report on the Audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in the directors' report for the year ended 30 June 2023.

In our opinion, the Remuneration Report of Aurelia Metals Limited for the year ended 30 June 2023, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Kellie McKenzie
Partner
Brisbane
30 August 2023

UNAUDITED PERIODIC CORPORATE REPORT VERIFICATION PROCEDURE

1. PURPOSE

We are committed to providing clear, concise, timely and effective disclosures in our corporate reports. This Procedure sets out the process undertaken by Aurelia Metals Limited to verify the integrity of any Periodic Corporate Report we release to the market that is not audited or reviewed by an external auditor.

2. SCOPE

This Procedure applies to Aurelia Metals Limited and all its subsidiaries (Aurelia Metals).

This Procedure applies to any Aurelia Metals periodic corporate report, including:

- annual directors' report;
- annual half yearly financial statements;
- quarterly activity report;
- quarterly cash flow report;
- integrated report;
- sustainability report; and
- any similar periodic report prepared for the benefit of investors, provided that the respective report has not been subject to audit or review by an external auditor (each a Periodic Corporate Report).

This Procedure should be read in conjunction with Aurelia Metals' Continuous Disclosure Policy and Shareholder Communication Standard.

3. RESPONSIBILITIES

Aurelia Metals' management has developed practices and guidance material so that the Company can satisfy itself that our Periodic Corporate Reports are accurate, balanced and provide investors with appropriate information to make informed investment decisions.

This Procedure is intended to ensure that all applicable laws, regulations and company policies have been complied with, and that appropriate approvals are obtained before a Periodic Corporate Report is released to the market.

4. REQUIREMENTS

Aurelia Metals' process for verifying unaudited Periodic Corporate Reports is as follows:

- each Periodic Corporate Report is prepared by, or under the supervision of, subject-matter experts;
- material statements in each Periodic Corporate Report are reviewed by the relevant functional heads so that the functional head is satisfied that they are accurate, not misleading, and meet regulatory requirements, and that the Periodic Corporate Report contains no material omissions;
- information about Aurelia Metals' mineral resources and ore reserves are only included in a report if the information complies with the ASX Listing Rules;
- information in a Periodic Corporate Report that relates to financial projections, statements as to future financial performance or changes to the strategy of Aurelia Metals (taken as a whole) must be approved by the Board; and
- each draft Periodic Corporate Report is reviewed by the Corporate Affairs Manager, the Chief Financial Officer, the General Counsel and Company Secretary and the Managing Director and Chief Executive Officer before its release.

5. PROCEDURE STATUS AND REVIEW

This procedure was approved by the Aurelia Metal's Audit Committee on 21 June 2021.

The Audit Committee will review this Procedure as required having regard to the changing circumstances of the Company.

REVISION	DATE	CHANGE DESCRIPTION
1	21 June 2021	New procedure - endorsed by the Audit Committee

SHAREHOLDER INFORMATION

Capital (as at 27 September 2023)

SHARE CAPITAL	1,685,243,207
ORDINARY SHAREHOLDERS	8,387
SHAREHOLDINGS WITH LESS THAN A MARKETABLE PARCEL OF \$500 WORTH OF ORDINARY SHARES	2,529
MARKET PRICE (CLOSING PRICE ON THE ASX AS AT 27 SEPTEMBER 2023)	\$0.087

Distribution of fully paid shares (as at 27 September 2023)

RANGE	SECURITIES	%	NO. OF HOLDERS	%
100,001 and over	1,528,438,499	90.70	1,264	15.07
10,001 to 100,000	140,606,135	8.34	3,590	42.80
5,001 to 10,000	11,010,905	0.65	1,331	15.87
1,001 to 5,000	5,033,226	0.30	1,714	20.44
1 to 1,000	154,442	0.01	488	5.82
Total	1,685,243,207	100.00	8,387	100.00
Unmarketable parcels	6,350,315	0.38	2,529	30.15

Substantial shareholders (as at 27 September 2023)

HOLDER NAME	Fully paid ordinary shares	
	NUMBER	%
BRAZIL FARMING PTY LTD	319,357,179	18.96
RENAISSANCE SMALLER COMPANIES PTY LTD	65,358,189	5.28
Total	384,715,368	24.24

Unquoted Equity Securities

Unquoted equity securities the Company has on issue are Performance Rights and unlisted warrants issued to Trafigura Pte Ltd.

Performance rights

Performance Rights on issue have been issued under the Company's Long-Term Incentive Plan.

CLASS	NUMBER OF HOLDERS	NUMBER OF PERFORMANCE RIGHTS	TESTING DATES
FY22	15	3,388,780	30 JUNE 2024
FY23	55	8,268,300	30 JUNE 2025
Total	70	11,657,080	

Trafigura warrants

Trafigura Pte Ltd has been issued 120,000,000 warrants as part of the financing facility announced by the Company on 31 May 2023.

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Twenty largest shareholders (as at 27 September 2023)

HOLDER NAME	Fully paid ordinary shares	
	CURRENT BALANCE	ISSUED CAPITAL (%)
BRAZIL FARMING PTY LTD	319,357,179	18.96
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	139,310,113	8.27
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	105,826,972	6.28
CITICORP NOMINEES PTY LIMITED	102,842,292	6.10
NATIONAL NOMINEES LIMITED	71,935,734	4.27
BNP PARIBAS NOMS PTY LID <DRP>	47,761,375	2.83
BERNE NO 132 NOMINEES PTY LTD <656165 A/C>	38,953,954	2.31
FIRST SAMUEL LTD ACN 086243567 <ANF ITS MDA CLIENTS A/C>	30,938,184	1.84
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED<NT-COMNWLTH SUPER CORP A/C>	30,322,855	1.80
UBS NOMINEES PTY LTD	22,884,599	1.36
FEDERATION MINING PTY LTD	14,766,625	0.88
BNP PARIBAS NOMINEES PTY LTD<IB AU NOMS RETAILCLIENT DRP>	11,726,038	0.70
RAC & JD BRICE SUPERANNUATION P/L<BRICE SUPER FUND A/C>	8,801,281	0.52
CAMITOSA PTY LTD<CAMITOSA SUPER FUND A/C>	8,665,107	0.51
MR BRADLEY JOHN NEWCOMBE	8,535,000	0.51
MR STILIANOS PANTELIDIS	7,664,777	0.45
WARBONT NOMINEES PTY LTD<UNPAID ENTREPOT A/C>	7,447,575	0.44
RYDER INVESTMENT MANAGEMENT PTY LTD	7,139,479	0.42
BAOHUA PTY LTD<ZHENG FAMILY A/C>	6,570,000	0.39
NEWECONOMY COM AU NOMINEES PTY LIMITED<900 ACCOUNT>	5,998,216	0.36
Total	997,447,355	59.20
Balance of registry	687,795,852	40.80
Grand total	1,685,243,207	100.00

Voting rights

Ordinary shares on issue carry voting rights on a one for one basis. Unquoted Equity Securities on issue do not carry voting rights.

Share Buy-Backs

There is no current on-market buy-back scheme.

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SCHEDULE OF TENEMENT INTERESTS

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TENEMENT	NAME	LOCATION	HOLDER	EXPIRY DATE	SIZE (KM ²)
EL7447	Box Creek	Nymagee, 90km south of Cobar, western NSW	Defiance Resources Pty Ltd	2/02/2026	145.0
EL7524	Barrow	25km WNW of Nymagee	Defiance Resources Pty Ltd	3/05/2026	60.9
EL7529	Lyell	20km west of Nymagee	Defiance Resources Pty Ltd	3/05/2026	8.7
EL4232	Nymagee	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty (Ausminindex Pty Ltd 5%)	17/03/2025	14.5
EL4458	Nymagee	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	26/11/2028	11.6
ML53	Nymagee Mine	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	31/12/2026	0.1
ML90	Nymagee Mine	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	31/12/2026	0.3
ML5295	Nymagee Mine	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	31/12/2026	3.3
ML5828	Nymagee Mine	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	31/12/2026	0.02
PLL847	Nymagee Mine	Nymagee, 90km south of Cobar, western NSW	Nymagee Resources Pty Ltd (Ausminindex Pty Limited 5%)	31/12/2026	0.1
EL6162	Hera	Nymagee, 90km south of Cobar, western NSW	Hera Resources Pty Ltd	26/11/2024	130.0
ML1686	Hera Mine	Nymagee, 90km south of Cobar, western NSW	Hera Resources Pty Ltd	16/05/2034	13.1
ML1746	Hera Mine	Nymagee, 90km south of Cobar, western NSW	Hera Resources Pty Ltd	7/12/2037	0.6
MLA620	Federation	10km south of Nymagee, NSW	Hera Resources Pty Ltd	NA	37.47
EL8060	Nymagee North	15km N of Nymagee, western NSW	Peak Gold Mines Pty Ltd	20/02/2024	37.9
EL8523	Margaret Vale	7km NE of Cobar, western NSW	Peak Gold Mines Pty Ltd	1/03/2026	46.9
EL8548	Narri	25km SE of Cobar, western NSW	Peak Gold Mines Pty Ltd	3/04/2026	125.7
EL6401	Rookery East	50km SE of Cobar western NSW	Peak Gold Mines Pty Ltd	5/04/2024	17.5
EL5933	Peak	Cobar, western NSW	Peak Gold Mines Pty Ltd	16/04/2026	277.5
EL8567	Kurrajong	15km N of Nymagee, western NSW	Peak Gold Mines Pty Ltd	22/05/2029	61.2
EL7355	Nymagee East	15km E of Nymagee, western NSW	Placeholder Peak Gold Mines Pty Ltd	24/06/2027	72.8
EL6149	Mafeesh	55km S of Cobar, western NSW	Peak Gold Mines Pty Ltd	17/11/2026	14.6

TENEMENT	NAME	LOCATION	HOLDER	EXPIRY DATE	SIZE (KM ²)
EL5982	Normavale	35km SW of Nymagee, western NSW	Peak Gold Mines Pty Ltd (75%) and Zintoba Pty Ltd (25%)	29/08/2026	26.2
EL6127	Rookery South	Cobar-Nymagee, western NSW	Peak Gold Mines Pty Ltd	24/09/2023 Full renewal submitted	286.0
CML6	Central Area	Cobar, western NSW	Peak Gold Mines Pty Ltd	27/02/2034	1.3
CML7	Coronation-Beechworth	Cobar, western NSW	Peak Gold Mines Pty Ltd	28/06/2025	11.9
CML8	Peak- Occidental	Cobar, western NSW	Peak Gold Mines Pty Ltd	16/09/2033	12.5
CML9	Queen Bee	Cobar, western NSW	Peak Gold Mines Pty Ltd	26/09/2027	5.3
MPL854	The Dam	Cobar, western NSW	Peak Gold Mines Pty Ltd	29/09/2045	0.04
ML1483	-	Cobar, western NSW	Peak Gold Mines Pty Ltd	27/01/2029	0.5
ML1805	Spains Tank	Cobar, western NSW	Peak Gold Mines Pty Ltd	14/05/2041	0.9
EL6012	Booths Reward	20km north of Gundagai, NSW	Big Island Mining Pty Ltd	22/10/2023 Full renewal to be submitted	11.3
EL6548	Eurodux	5km north of Braidwood, NSW	Big Island Mining Pty Ltd	5/04/2026	58.8
EL8373	Booths Reward Sth	18km north of Gundagai, NSW	Big Island Mining Pty Ltd	20/05/2028	11.3
EL8243	Gundagai	7km NNW of Gundagai, NSW	Big Island Mining Pty Ltd	7/03/2025	22.5
EL8244	Tumut	12km east of Tumut, NSW	Big Island Mining Pty Ltd	7/03/2025	11.2
EL8372	Majors Creek	5km south of Braidwood, NSW	Big Island Mining Pty Ltd	20/05/2027	227.9
EL9402	Bombay	Braidwood, NSW	Big Island Mining Pty Ltd	10/05/2028	201.6
ML1675	Dargues Reef	10km south of Braidwood, NSW	Big Island Mining Pty Ltd	12/04/2045	3.11
EL8999	Kadungle	10km south east of Tullamore, NSW	Defiance Resources (10.4%), Emmerson Resources (89.6%)	30/09/2026	43.34

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COMPANY INFORMATION

AURELIA METALS LIMITED

ABN 37 108 476 384

DIRECTORS

Peter Botten	Independent Non-Executive Chair
Bryan Quinn	Managing Director and Chief Executive Officer
Lyn Brazil	Non-Executive Director
Susie Corlett	Independent Non-Executive Director
Bruce Cox	Independent Non-Executive Director
Helen Gillies	Independent Non-Executive Director
Paul Harris	Independent Non-Executive Director
Bob Vassie	Independent Non-Executive Director

COMPANY SECRETARY

Rochelle Carey

REGISTERED OFFICE AND PRINCIPAL PLACE OF BUSINESS

Aurelia Metals Limited
Level 17, 144 Edward Street, Brisbane QLD 4000
GPO Box 7, Brisbane QLD 4001
Telephone: (07) 3180 5000
Email: office@aureliametals.com.au

STOCK EXCHANGE LISTING

Aurelia Metals Limited shares are listed on the Australian Securities Exchange (ASX Code: AMI)

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Email: hello@automic.com.au
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