



ENVIRONMENTAL SOCIAL GOVERNANCE

Disclosure Report QEM Limited - 1 Oct 2023 to 31 Dec 2023

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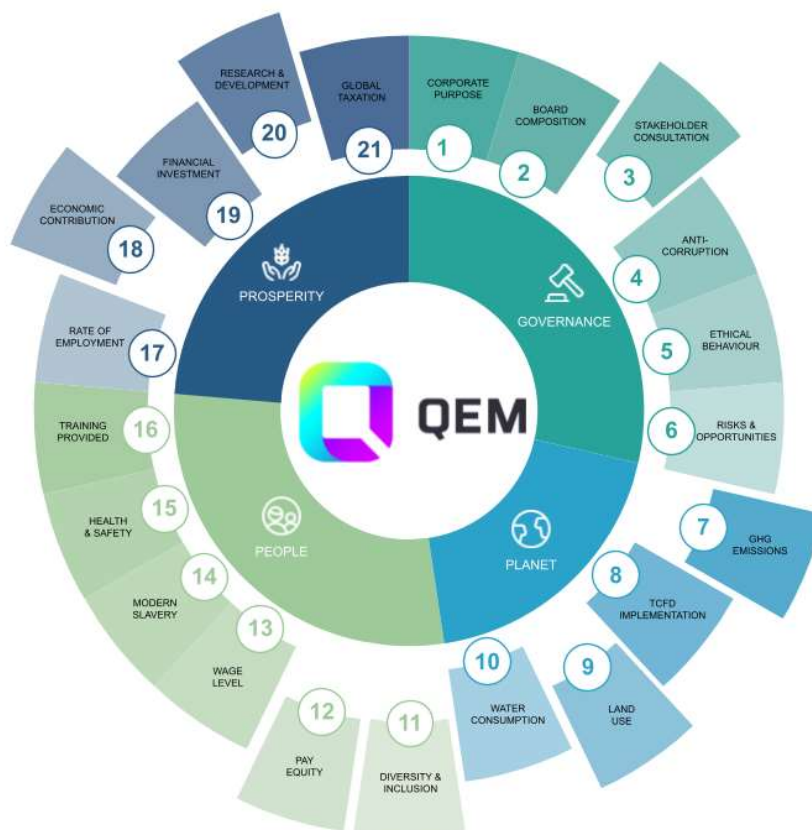
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ASX:QEM



ESG and Community Relations

This quarter marks the eighth consecutive quarter that QEM is monitoring and disclosing the Company's ESG progress and initiatives via Socialsuite's ESG Go platform.

QEM's ESG reporting is based on the 21-core metrics set by the World Economic Forum (WEF), as part of WEF's standardised and globally recognised Stakeholder Capitalism Metrics ESG framework. ESG highlights for this quarter follow, including the graphic summary overpage of the Company's ESG current focus. These core areas will be continually updated with the input of stakeholder feedback.



PLANET - GHG Emissions

QEM is committed to combining our activities in emission reduction with the use of certified offsets. Our total emissions for FY23 of 116.15t are being offset monthly (invoiced since Sept 2023) and will be reassessed at the end of FY24 through Carbonhalo which provides verified carbon credits that focus on emissions reductions projects across the globe. These offsets are distributed between Australian ACCU's and International VERRA / UNFCC Offsets, with projects including renewable energy, technology-based emissions reduction, regeneration of natural habitat and capturing of waste.

QEM is also committed to educating and engaging our employees, clients and stakeholders about the importance of sustainability and carbon reduction and encouraging them to support and participate in our efforts.



PROSPERITY – Economic Contribution and Community Investment & Relations

Investment in our community will always be a high priority for QEM. Recent sponsored events during the quarter in Julia Creek were:

- 'The Big Weekend' at Julia Creek September 30 to October 2, cost \$2,500
- Beach Races November 18, cost \$5,000

A member of the QEM team is in Julia Creek approximately one week per month for the water monitoring program and various operational matters. A weekly email is distributed to landholders and community to update them on company progress, and a new community newsletter was distributed via the McKinlay Shire email Newsletter in early November.



Image: Town v Country football at The Big Weekend, Julia Creek



Images: The last horse racing meet of the 2023 season, known as the 'Beach Races', was a huge success with over 400 attendees dressed in QEM Hawaiian shirts.