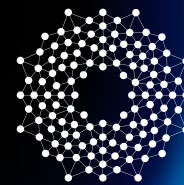


2025 SUSTAINABILITY PERFORMANCE REPORT



AlphaHPA

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What This Report Is

At Alpha HPA, we create ultra-high purity aluminium materials – built for the technologies shaping the future. From semiconductors to EV batteries, our products power the next generation of smart, clean and connected devices.

But how we do business matters just as much as what we make. This report is our first step in formally sharing the values, decisions and environmental performance that guide our work. It's about transparency, and it's about accountability. As we scale our operations, we're committed to doing so responsibly, with science, data and a long-term view leading the way.

We've built an innovative production process that dramatically reduces carbon emissions compared to traditional methods. We're proud that it's made in Australia and built for a global market. But our sustainability story is more than low-emissions technology – it's about how we treat people, how we engage with communities and how we grow with integrity.

This report shares what we've achieved so far, where we're heading and how we plan to stay aligned with evolving sustainability standards and expectations.



Reporting Boundary

Alpha HPA Limited is a parent entity with five subsidiaries:

- Solindo Pty Ltd (“Solindo”)
- Alapex Pty Ltd
- Alpha Sapphire Pty Ltd (“Alpha Sapphire”)
- Augur Investments Pty Ltd
- Bugis Pty Ltd

Solindo and Alpha Sapphire are our main operating subsidiaries. This Sustainability Report covers activities undertaken by Alpha HPA Limited and its subsidiaries. The locations of the activities include our:

- HPA First Project in Yarwun, Queensland (Stage One and Two)
- Storage Warehouse in Gladstone, Queensland
- Project Office in Brisbane, Queensland
- Corporate Office and Product Development Centre in Brisbane, Queensland

External Assurance

We have not sought external assurance for disclosures in this report. We will consider external assurance in the future as our ESG, and sustainability reporting matures.

Business Details

Contact information for any queries or feedback in relation to this report:

Business Details

Brisbane Office Address	341 Thynne Road, Morningside QLD 4170, Australia
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Email	hello@alphahpa.com.au
ABN	79 106 879 690
ACN	106 879 690
ASX Code	A4N
Share Registry	Computershare Investor Services

Overview

Why This Matters

We didn't start Alpha HPA to follow the conventional path and we don't approach sustainability that way either.

Our team of scientists, engineers and innovators is building a new supply chain for critical materials and we're building a cleaner, smarter approach to industrial production. That means designing for circularity. Enabling emissions reduction from day one. And treating ESG as a design principle.

This report marks a new chapter in how we talk about our impact. It outlines our approach to sustainability, the progress we've made, and how we're setting ourselves up to meet new climate reporting requirements in Australia and beyond.

We're not perfect and we're not here to pretend we are. But we are deeply committed to growing in a way that reflects our values: transparency, innovation, and responsibility. That's the standard we hold ourselves to, and the one you should expect from us.

This Sustainability Performance Report ("Report") covers the Environmental, Sustainability and Governance ("ESG") performance, policies and practices that are most material to Alpha HPA and our stakeholders in the financial year 1 July 2024 to 30 June 2025.



Letter from Rob Williamson



I'm proud to share Alpha HPA's first Sustainability Performance Report, a milestone that speaks to the kind of business we're building and the values we stand by.

From day one, we've built this business with a clear purpose: to deliver ultra-high purity aluminium products in a way that makes both environmental and commercial

sense. That thinking has shaped every decision – from the way we design our processes, to how we engage with partners, communities and the markets we serve.

At its core, sustainability isn't a side project for us. It's smart business.

Our proprietary extraction and refining technology dramatically reduce the

energy, emissions and waste typically associated with specialty aluminium materials production.

That efficiency isn't just good for the environment – it's our competitive advantage.

It lowers our costs, increases resilience and positions us to meet the growing global demand across semiconductors, batteries, and advanced manufacturing.

Over the past year, we've taken deliberate steps to reinforce this foundation. We've strengthened our ESG governance, launched our Indigenous Engagement Strategy and continued to invest in the Gladstone region, where we're proud to be contributing both economic and social value. We've also updated our Sustainability Roadmap to ensure we stay aligned with evolving expectations and opportunities in Australia and globally.

As new standards like the Australian Sustainability Reporting Standards (ASRS) come into effect, we're proactively building the internal capabilities such as risk management and data systems that are enabling us to stay ahead of regulatory and investor requirements.

We're not doing this because we have to. We're doing it because we believe the most valuable businesses in the future will be those that are efficient, transparent and trusted.

This report is a reflection of that intent. It's not a final destination, but rather a look at where we are today and how we're thinking about tomorrow.

Thank you for your support and for holding us to a high standard. We wouldn't want it any other way.

Rob Williamson
Managing Director

Our 2025 Sustainability Performance at a Glance

In 2025, we made strong, measurable progress in embedding sustainability into our operations and decision-making. While this is our first formal report, it reflects many years of work we've put into designing a business model and technology platform that's not just more efficient but better aligned with the future of global manufacturing.

Here are a few of the highlights from FY25:

Renewable Electricity



100 percent renewable electricity powering our Stage One Facility in Gladstone

EcoVadis Sustainability Rating



Maintained silver rating, with a score of 68/100

Diversity & Inclusion



38 percent female workforce composition

Safety Documentation



Several key HSE documents developed and implemented during FY25

Clean Tech



Innovation Award at the Gladstone Engineering Alliance Annual Awards Night

Bio Packaging



Implemented bio packaging for our products

Modern Slavery



Modern slavery supplier risk and readiness assessment completed

Review of Key Corporate Governance Policies



Review of Corporate Governance policies undertaken with refreshed policies to be published in FY26

Our Sustainability Approach

Our Business

At Alpha HPA, we're refining a material and redefining how it's made.

Stage One of our HPA First Project is already producing a full suite of ultra-high purity aluminium materials, with lower emissions, lower waste and exceptional product performance. These materials are helping make high-performance semiconductors more efficient, EV batteries safer, and lithium extraction more efficient.

We're currently constructing Stage Two of the HPA First Project, set to become the world's largest single-site manufacturing facility for high-purity aluminium materials. The design prioritises efficiency, modularity and environmental performance from raw materials through to finished product.

Beyond this, we are actively progressing two major growth areas:

- **Alpha Sapphire**
Our wholly owned subsidiary has invested in two state-of-the-art synthetic sapphire glass growth units to qualify Alpha HPA's materials for use in synthetic sapphire applications with further scale-up pending.
- **Alpha Polaris**
A next-generation project designed to expand our proprietary technology platform across new markets and applications.

To support these projects, we maintain a strong global marketing effort. Our network of international agents, along with our in-house marketing, sales and technical teams, work to secure high-value end-user commitments. Product marketing is supported by test sample delivery and small-scale commercial sales from the Product Development Centre and the Stage One HPA First Project.

We are passionate about driving the acceleration of technological advancement in our industry. We continuously endeavour to deliver a low cost, high demand, critical ingredient for revolutionary energy storage and smart technologies.

OUR MISSION

Alpha HPA is on a mission to supply decarbonisation by delivering the most sustainable, high purity aluminium products to the world. The use of our proprietary solvent extraction (SX) and refining technology, referred to as Smart SX Technology, reflects our commitment to global decarbonisation and our vision to bring the entire world forward, together.

Our Values

Performance



We are a results and performance driven company striving to generate returns for shareholders by meeting strategy and targets developed to drive continuous improvement for all stakeholders.

Safety environment & community



We prioritise safety, health, community and the environment. Operating safely with due regard to the environment and communities in which the Company operates enhances the sustainability and performance of the business.

Teamwork



We encourage our people to work together as a high performing team and value rewarding team success.

Respect



We encourage and value strong, open and inclusive communication and treat all people, within and outside the Company, ethically and with dignity and respect.

Governance



We manage business risks through sound business process and high-quality decision making. The Company is committed to following all applicable rules, regulations and standards.

Materiality Assessment

In June 2024, we completed our first double materiality assessment to identify the environmental, social and governance (ESG) issues that matter most to Alpha HPA and our stakeholders. This process ensures our sustainability strategy focuses on the areas where we can create the greatest impact while managing the most significant risks to our business.

Our approach drew on multiple data sources – internal performance data, industry standards, evolving sustainability regulations, benchmarking against industry peers and insights from both internal and external stakeholders.

We assessed each topic through two lenses:

Financial materiality – the potential effect of Alpha HPA's financial performance and resilience.

Impact materiality – the significance of Alpha HPA's impacts on people, the environment and the economy.

From this, 16 priority ESG topics emerged as our most material issues – the areas where we can drive the greatest positive impact, manage our most significant risks, and create long-term value. These priorities guide our ESG program, inform our reporting, and ensure our resources are focused where they matter most to our stakeholders and the planet.



Our Material ESG Topics

Environmental



- Climate Change Mitigation / GHG emissions
- Sustainable Energy & Energy Efficiency
- Climate Change Adaptation / Risk Management
- Sustainable Use of Water Waste Management
- Material efficiency
- Circular economy

Social

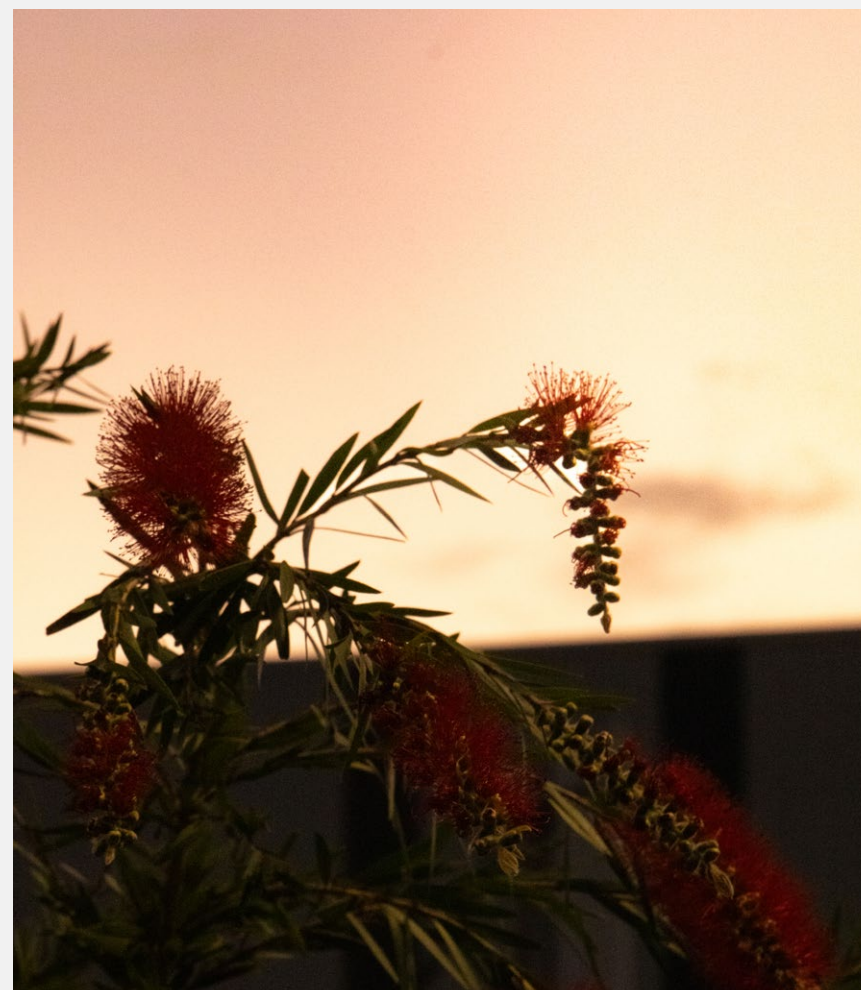


- Workplace safety
- Diversity and Inclusion
- Community Engagement and Investment
- First Nations Engagement
- Human rights, including modern slavery risk management

Governance



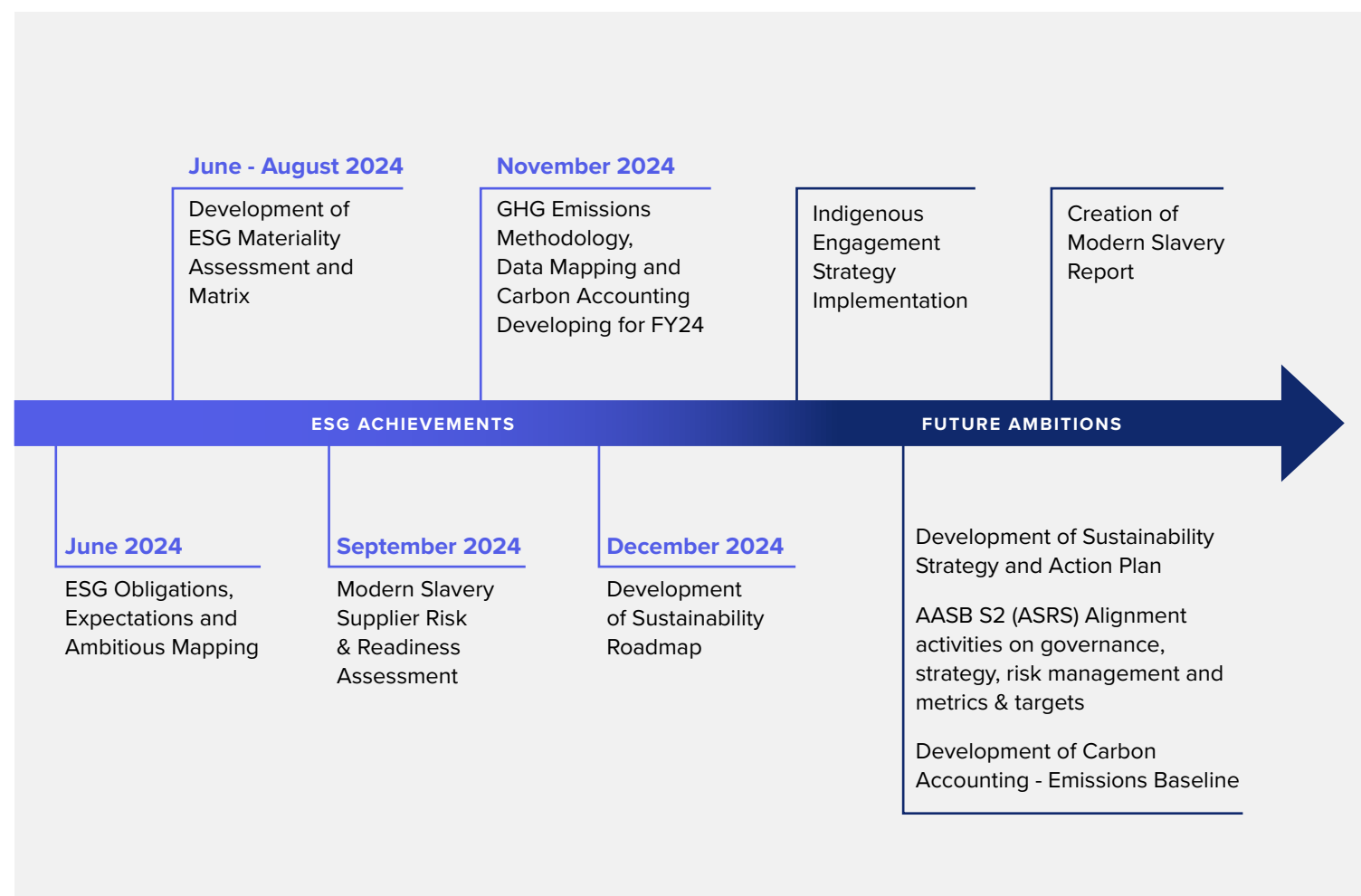
- ESG Governance
- ESG Risk Management
- Sustainable investment and Finance opportunities
- Ethical Business practices



Sustainability Journey and Timeline

This timeline captures Alpha HPA's progressive journey in ESG related principles into operations and enhancing our practices. It marks key milestones achieved throughout the year that reflect our commitment to sustainability, regulatory alignment, and innovation in ultra-high purity aluminium production.

It also illustrates our forward-looking ambitions, including targeted actions for FY26 and beyond. These future goals are shaped by stakeholder expectations, the changing regulatory and reporting landscape and a strategic roadmap designed to guide our ESG efforts.



ESG Governance

Alpha HPA's Board of Directors oversees the company's operation, sets the company's ESG strategy and policy and ensures that environmental, social and governance obligations are met.

They are also responsible for corporate responsibility and climate-related disclosures, including the Group's response to climate change. The Risk & Sustainability Committee assists the Board in overseeing risk management, sustainability initiatives, and mitigation strategies related to the company's operations, and the Chair of the Board monitors the Board's performance.

The Treasury and Corporate Services team engages with a wide range of internal and external stakeholders on environmental, social, and governance topics, consolidating their inputs as needed. Internal stakeholders come from diverse professional backgrounds, including chemistry, engineering, and human resources. When necessary, external consultants assist us to develop our sustainability practices.



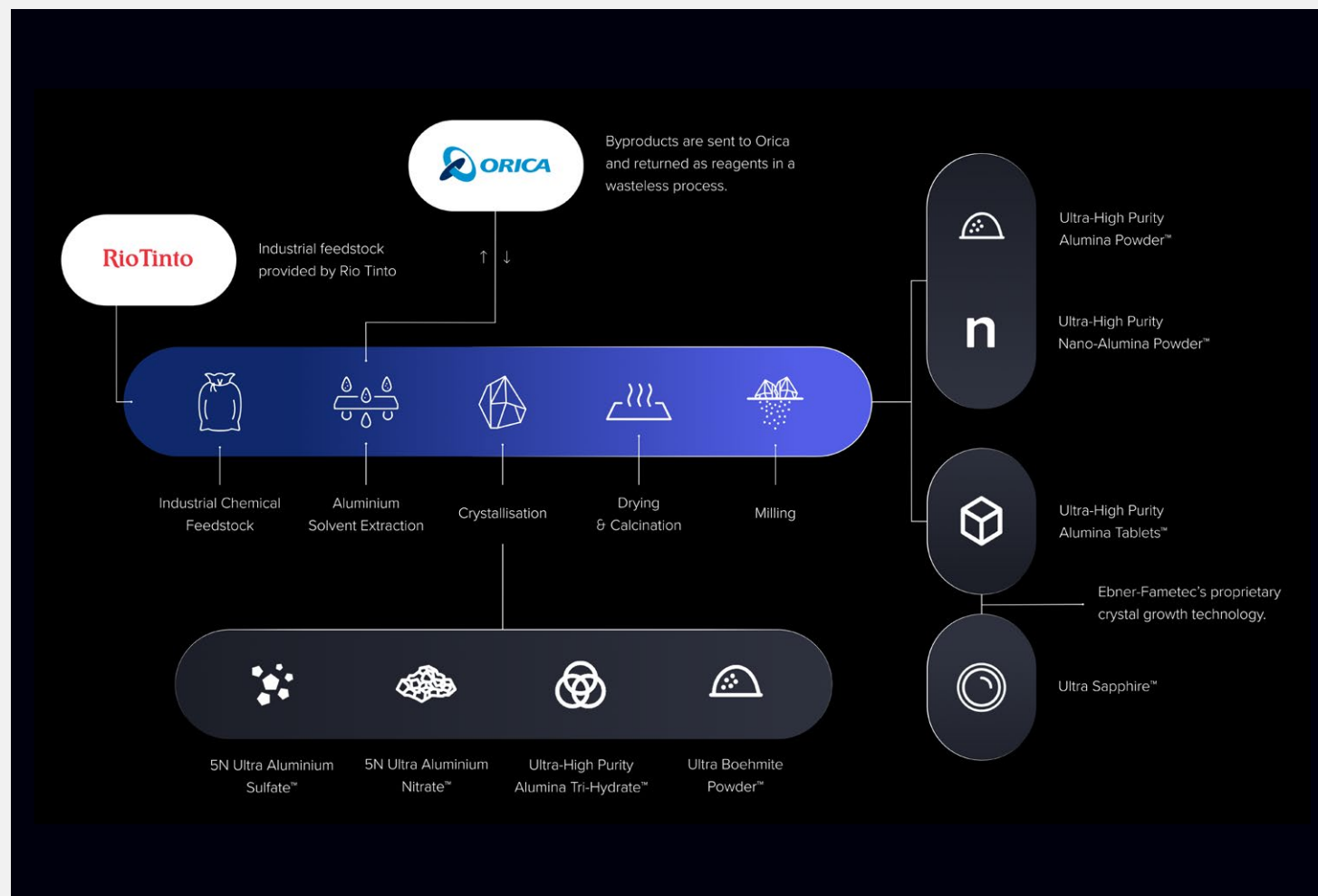
Environment

Introduction

Our business is built around an innovative clean technology, the Smart SX Process, which transforms a common industrial feedstock into a suite of ultra-pure aluminium products with exceptional efficiency and at a low cost.

This proprietary solvent extraction process is both low-energy and low-carbon, offering a significant sustainability advantage over traditional aluminium production methods. By using high-efficiency aluminium products as our feedstock, we avoid the need for energy-intensive aluminium metal.

Our process is designed for circularity. By-products are sent to Orica and returned to us as reagents, creating a closed-loop system with almost no waste when in full scale operation at Stage Two.



CASE STUDY

Direct Lithium Extraction (DLE) Technology

With the electric vehicle market expanding, there is increasing demand for lithium-ion batteries. As a result, the industry is seeking more efficient and sustainable methods of lithium extraction, as traditional methods of lithium extraction often face limitations in recovery rates, environmental impact, and energy consumption.

Alpha HPA produces amorphous ATH sorbents that:

- Enable higher lithium extraction rates.
- Offer longer lifespan than conventional sorbents.
- Support the transition to cleaner energy via lithium technologies.

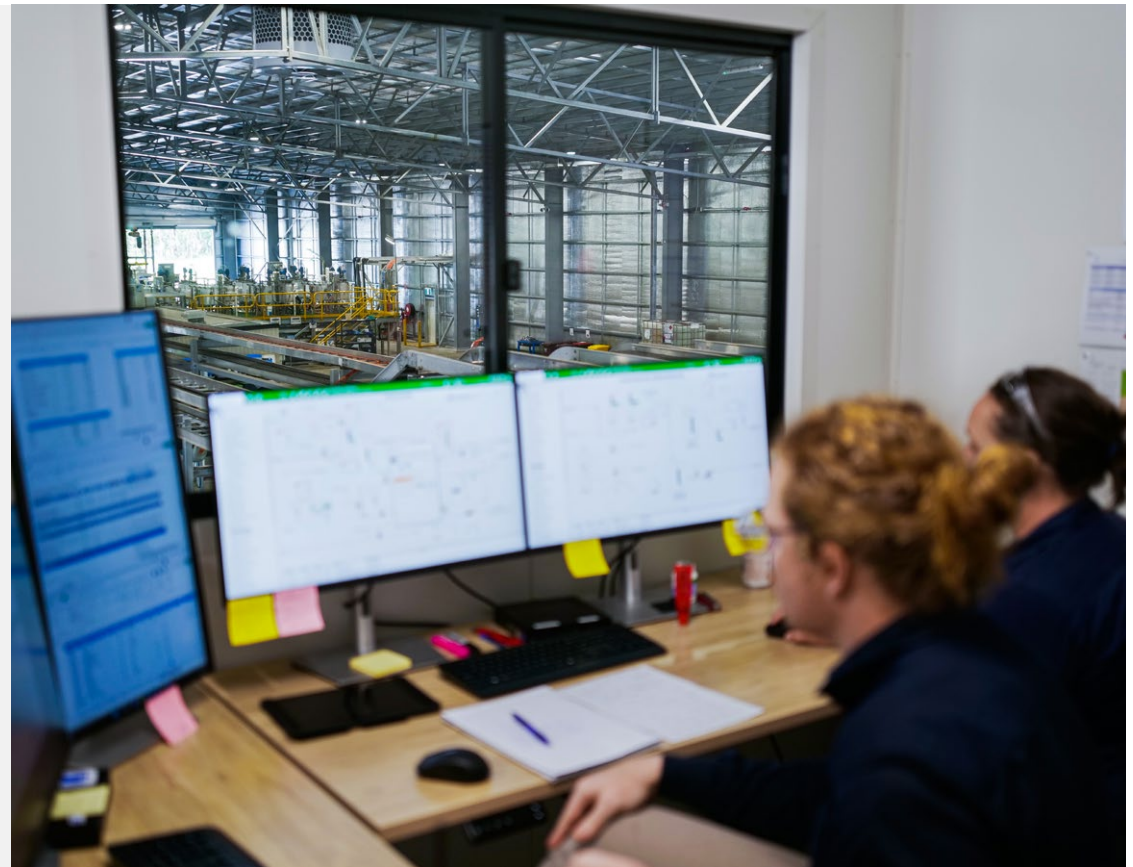


CASE STUDY

Supporting Thermal Management for AI Data Centres

Another way in which Alpha HPA's products support more energy efficient technology, is through our materials being used in thermal interface fillers that help manage heat in AI data centres.

- With cooling consuming up to 40 percent of data centre electricity, Alpha HPA's products contribute to energy efficiency in a rapidly growing sector.
- Alpha HPA's materials are increasingly replacing silica in semiconductors, contributing to energy-efficient electronics.



Recognition for our Sustainable Solutions

Alpha HPA has received approval for \$400 million debt financing support from the Australian Government reflecting our contribution to key Policy Priorities such as the Critical Mineral Strategy, contributing to Australia's clean energy transition and creating opportunities and economic growth in Australia's regional communities and meeting a variety of ESG-related criteria.

To date, all investments made into the project, including the associated technology, have been directed towards clean technology initiatives, supporting the development and construction of our production facilities.

CASE STUDY

Innovator Award at the Gladstone Engineering Alliance (GEA) Awards

In October 2024, Alpha HPA received the Innovator Award at the 2024 Gladstone Engineering Alliance Awards, recognising our Smart SX Technology and its role in reducing energy use and waste in aluminium production. The award highlights our commitment to sustainability and our leadership in Central Queensland's renewables transition.

The Innovator Award recognises our global leadership in producing ultra-high purity aluminium oxides, hydroxides, nitrates, and sulphates. Innovation drives everything we do at Alpha HPA and the award is a testament to the hard work and vision of our team who innovate and develop sustainable solutions for a cleaner world.

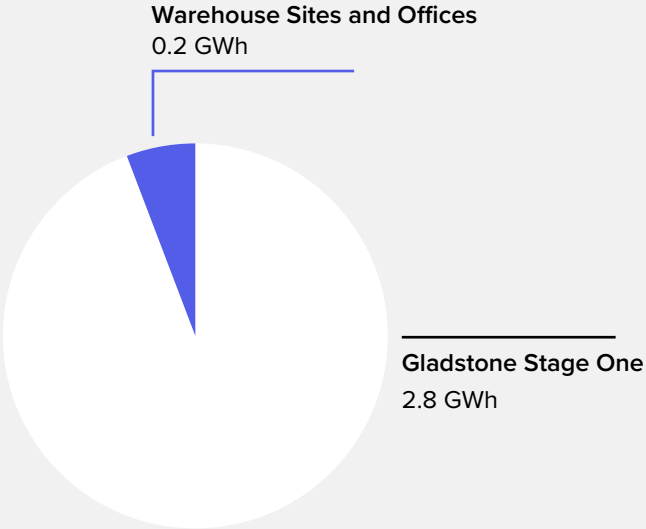


Energy Consumption

Our commitment to sustainable energy use is central to our environmental strategy. We are actively working to increase our use of renewable electricity sources and to optimise energy efficiency across our operations.

We commenced constructing our full-scale production facility in Gladstone, Queensland in September 2024 and at full scale, the site will be capable of producing ~10,000 tonnes of HPA equivalent high purity aluminium products per year. Our Gladstone facility is 100 percent powered by renewable electricity. The site will continue to run on renewable power, when Stage Two commences full-scale operations.

Electricity Consumption by Business Location



Business Location	Electricity Purchased (GWh)	Gas Purchased ¹ (kL)
Gladstone Stage One	2.8	114.9
Warehouse Sites and Offices	0.2	NA

¹ Excludes production gases.

Emissions

Maintaining the low greenhouse gas emissions in our business operations and our final products is a priority for our business, as we endeavour to create clean, innovative solutions.

As the business is currently constructing the Alpha HPA First Project Stage Two Facility, we are creating small-scale batches of product only. When our facility is fully operational we will work to calculate and report our carbon emissions for both internal monitoring and management purposes and to meet regulatory requirements under the Australian Sustainability Reporting Standards.

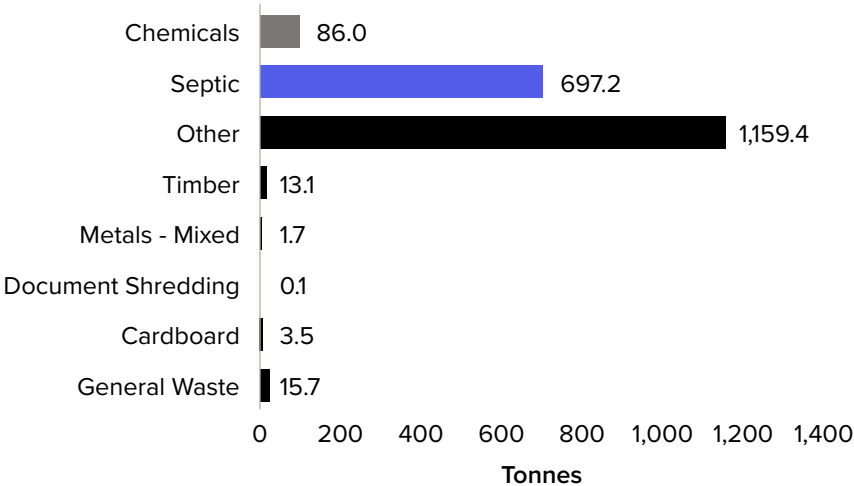
Waste

At Alpha HPA, our industrial processes actively support a more circular economy. Through a reagent supply and by-product offtake agreement with Orica, Alpha HPA provides a by-product Work In Progress (WIP) for use in Orica’s operations, creating a closed-loop exchange that benefits both companies and the environment.

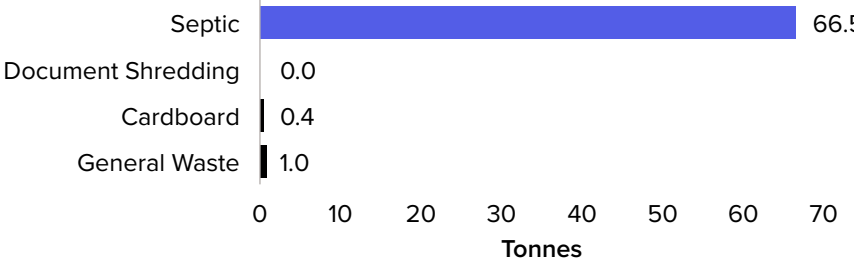
We want our processes to maximise resource efficiency and therefore, operate a near-zero waste production facility. We aim to minimise and manage all waste generated at our development and production sites, in collaboration with our contractors.

A summary of our waste data for the FY25 for our Stage One facility (in operation) and Stage Two facility (under construction) is presented in the tables.

Waste Breakdown (Stage One)



Waste Breakdown (Stage Two)



Water

We aim to minimise our use of water through sustainable water management practices. We are committed to effectively managing stormwater and wastewater on site and minimising the potential for an uncontrolled release of contaminated wastewater at our development and production sites.

Business Location	Water Consumption (ML)
Gladstone Stage One	21.5

Environmental Risk Review

We understand the importance of assessing and managing our environmental risk and therefore conducted an Environmental Risk Review, which was finalised in May 2025.

This involved the creation of an environmental aspects and impacts register. Several high-level actions were then closed out prior to initiating the third-party State Development Approval (SDA) environmental audit.

To strengthen our processes around environmental risk management, we developed and reviewed several plans and standards.

We revised our Construction Environmental Management Plan (CEMP) and developed our Noise and Vibration Management Standard, Complaints Procedure, Waste Management Standard, and Dangerous Goods and Hazardous Substances Management Standard. We also drafted a number of additional plans, to be finalised in FY26. These include a Weed and Pest Management Standard, an Erosion and Sediment Control Plan, Air Quality Management Plan, a Bushfire Management Plan and a Soil and Water Management Plan.

Social



Introduction

At Alpha HPA we're intentional about how our operations support our people and contribute to the communities where we work. Our innovative technology is matched by a purpose-driven culture, grounded in the belief that business can be a force for good. Sustainability is built into how we operate, guiding the way we create lasting social value.

Workplace Health & Safety

Alpha HPA is committed to providing a safe and healthy workplace for all employees, contractors and visitors. We believe that a safe and healthy workplace is delivered through a culture of care.

Caring for ourselves, each other and our stakeholders is at the core of our decision making. We have a dedicated Health and Safety Policy that is central to our health and safety practices and applies to employees, contractors and visitors.

As part of our commitment to Workplace Health and Safety, we introduced the following initiatives during FY25.

- We conducted additional training on Safe Operating Procedures (SOPs) and Management of Change (MOCS) at Stage One.
- The Evotix Assure EHS Management software was rolled out for incident reporting and investigations, hazard reporting, safety system inspections and safe behavioural observations. As part of the roll out we provided training to our workers.
- For our construction team, we provided Principal Contractor Obligations training.
- Stage Two Traffic Management

controls for general construction vehicular and pedestrian access were reviewed and an audit on road and traffic signage was also conducted, resulting in new signs and pedestrian walkways being established on site.

- The Project Team developed new Simultaneous Operations (SIMOPS) planning noticeboards for coordinating areas of works and contractor assigned locations during construction.

During FY25 several key HSE management documents were developed and formally implemented to strengthen site governance, risk management, and operational safety during Stage Two construction activities.

- **Site Access Guideline:** Developed to support onboarding, compliance, and verification of HSE prerequisites for all site personnel, vehicles, and equipment. The guideline standardises entry processes and includes new checklists for both personnel and mobile plant, enabling effective coordination by the Site Administrator and HSE Construction Team.
- **Traffic Management Plan:** Alpha HPA's new traffic plan governs the safe

movement of vehicles and mobile plant across construction zones. It includes vehicle movement plans (VMPs), pedestrian interface controls, designated loading/unloading zones, and road maintenance protocols. Collaborative works with East Coast Traffic Control also addressed Reid Road traffic interactions and future access gate upgrades.

- **Permit to Work Procedure:** Introduced to govern high-risk construction activities such as confined space entry, hot work, excavation, and critical lifts. The system ensures robust control and authorisation processes are in place to prevent incidents and maintain a safe working environment.

The table below features Injury/Incident information for our Stage One and Two sites:

Facility Injuries FY25	Stage One	Stage Two
NTI (No Treatment Injury)	1	1
FAI (First Aid Injury)	4	1
LTI (Lost Time Injury)	0	1

Consumer Health & Safety

As a leader in ultra-high purity aluminium production, Alpha HPA is making major inroads into improving battery safety for EV's with proprietary technology that greatly reduces fire risk.

At its core, the lithium-ion battery operates on controlled oxidation reactions, however, under certain conditions, such as where there is physical damage or lower-quality materials used, these reactions can occur rapidly and uncontrollably, leading to battery fires.

To address these risks, Alpha HPA has developed a solution that builds upon a process originally pioneered by leading battery anode manufacturer BTR New Materials. Our Ultra Coat Process™, a proprietary alumina-based coating for battery anodes and cathodes has already achieved technical qualification with a major global anode manufacturer. Testing has shown our high-purity alumina coatings can reduce thermal runaway risks by up to 100 percent when applied to graphite anodes.

Additional benefits include improved thermal resistance, enhanced battery safety, longer cycle life, and reduced lithium loss during initial charging. In

April 2025, Alpha HPA was featured in *Industry Queensland* for our leadership in developing safer, high-performance battery materials, particularly in response to new safety regulations introduced in China.

Safety & Efficiency of our Ultra Coat Process™



Alpha HPA's materials, including Aluminium Nitrate and Alumina Hydrates are used in Li-ion battery coatings that:

- Reduce thermal runaway risks.
- Improve battery safety and performance.
- Have received technical approval from a global Li-B anode OEM.



Employee Training and Benefits

The importance of investing in our people is central to our business. We want our employees to continuously grow and develop. To ensure that we are operating to our full potential, we ensure that we offer our staff benefits and that we promote their ongoing development.

Some of the benefits our employees are offered include:

- Performance rights (shares retention bonus) to all staff with amount depending on the scope of the role.
- Paid Parental Leave (12 weeks).

Workforce Data	FY25
New Hires	63
Terminations / Resignations	18

CASE STUDY

Primal Intelligence Retreats

To meet our psychological safety obligations and improve employee experience and culture we undertook a focussed staff survey. The survey was developed after a series of individual and focus group sessions and released in April 2025, with an 86 percent survey response rate achieved.

Following the survey, focussed sessions with teams have been delivered with 38 Alpha HPA employees participating. The sessions have been an opportunity for our staff to learn about neurosomatic leadership principals, a way of understanding your bodies reaction to stress as a leader and support our employees to thrive within their work. Understanding these principals help to improve relationships, understanding communication and conflict resolution.



Labour Relations & Workplace Rights

We maintain a suite of policies to support positive labour relations and workplace rights including an Employee Handbook, a Probation Guideline, a Grievance and Dispute Procedure, as well as a range of Human Resources policies and procedures which are shared with employees.

A Remuneration Committee is in place to assist the Board with the establishment of remuneration policies and practices for the Company's Independent and Executive Directors and C-Suite Executive leadership, to ensure director compensation is fair and current. The role of the Committee is described in the Remuneration Committee Charter. All employees participate in the Employee Stock Ownership Plan (ESOP), and 100 percent of non-sales staff are eligible for performance-based pay and non-pay benefits.

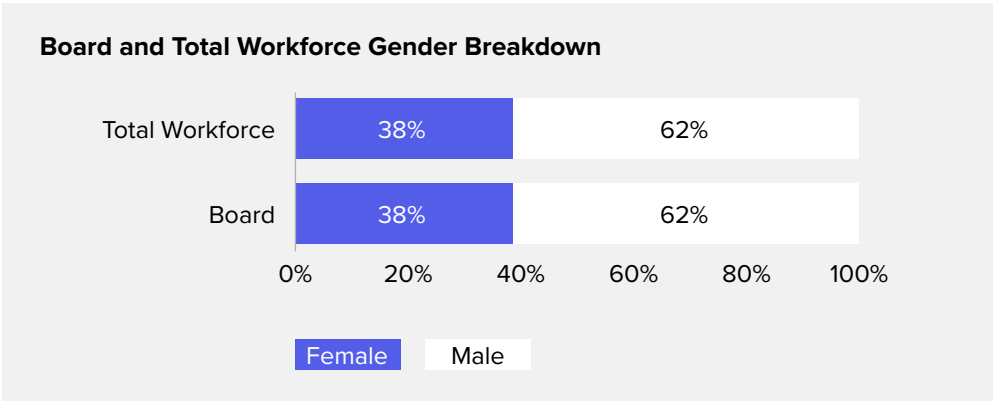
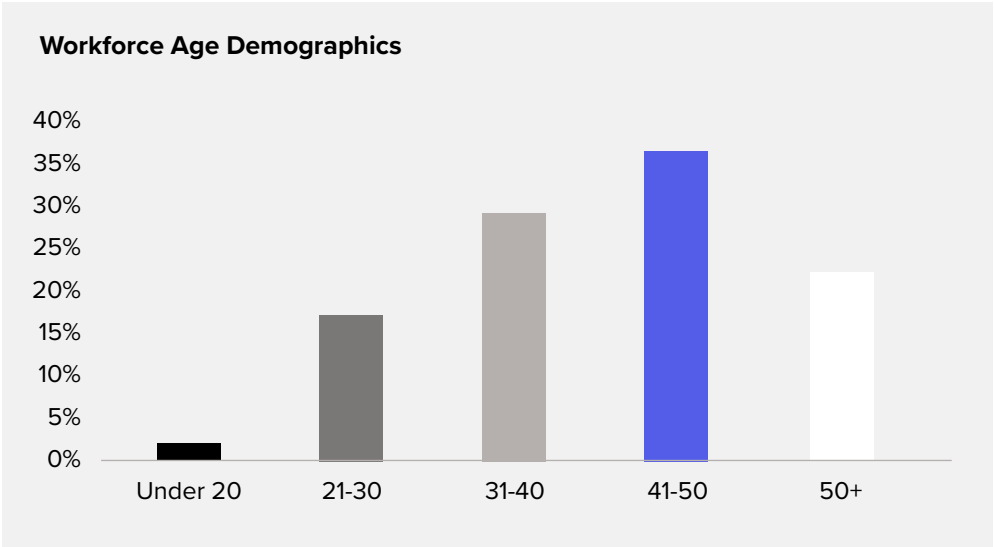
Information about remuneration processes is available to employees, with remuneration being reviewed annually through a performance management process which considers various factors. We offer Performance Rights (in the form of shares in the Company) to eligible participants in line with the Incentive Performance Rights Plan, as determined by the Board. The incentive performance rights plan outlines the minimal eligibility requirements for these benefits, with eligible employees included unless they choose not to accept the offer.



Diversity, Equity and Inclusion

Alpha HPA recognises that diversity extends beyond gender and includes, but is not limited to, differences that relate to age, physical and mental disability, marital or family status, religious or cultural background, sexual orientation and gender identity.

We are committed to maintaining a culture that embraces inclusivity, diversity and equal opportunity. As part of this commitment, the Company will not tolerate discrimination, bullying, harassment, vilification and victimisation in any form.



Community Engagement and Investment

Alpha HPA is committed to being a trusted and valued part of the communities where we operate, engaging openly and contributing to local economic and social outcomes.

Our community involvement began well before the Stage One HPA First Project, continued through operations and remains strong as we advance construction of Stage Two.

We prioritise competitive sourcing from local and ethical suppliers, investing more than \$8 million in FY25 in the Gladstone Regional Council area.

We invest in a range of community initiatives, including education programs, industry events, charitable contributions and First Nations engagement.

Charity



- GEA 2024 Charity Golf Day
- CQShine Charity Gala Ball
- Sponsored and Attended Gladstone Mayors Charity Ball
- Major Sponsor of Combined Services Gladstone Community Fundraiser 2024 which raised \$10,000 for CapRescue.
- Donation to staff member who took part in Movember
- Sponsored Walking4Warriors Event

Industry and Community



- GEA (Gladstone Engineering Alliance) Annual Membership
- GEA Supply Chain Expo
- GEA 2025 International Women's Day Lunch
- WIMARQ (Women in Mining and Resources Queensland) 2025 International Womens Day Lunch
- Sponsored Gladstone Harbour Festival

Education



- Gladstone Careers Expo – 2024
- Gladstone COGSY Careers Expo
- H2GP (Hydrogen Grand Prix) Sponsorship of Chanel College
- H2GP Mentoring Sessions at Chanel College (two staff attended school weekly during programme)
- Future of Education Summit Bundaberg - Sponsored and Attended
- Koolyangarra Kindergarten fundraiser donation

CASE STUDY

First Nations Career Pathway Programs

Alpha HPA is committed to providing meaningful employment and career development pathways for First Nations community members, including access to funded traineeships and nationally accredited training aligned with operational roles.

We have recently partnered with Deploy Workforce Solutions, a local registered training organisation, to help ensure participants are well-supported throughout their development, building long-term skills and sustainable career outcomes.



First Nations Engagement

Our Indigenous Engagement Strategy focuses on supporting Indigenous participation, procurement, and employment in the Gladstone region.

Developed with input from Traditional Owners, the strategy aims to build capacity through employment, education, and mentoring as well as to create sustainable outcomes through strategic engagement with Indigenous businesses through procurement. We have made specific community engagement, employment and procurement commitments, and are monitoring our progress towards these commitments.

As outlined in our Indigenous Engagement Strategy for the HPA First Project, we aim to engage with employment services that specialise in Indigenous recruitment, to assist in the recruitment and support for Indigenous applicants.

Throughout FY25, we also provided support through partnering with local organisations and sponsorships, such as our sponsoring of the PCCC Trust Dorrie Day events in Gladstone and Bundaberg. Dorrie Day is an annual First Nations careers and education expo hosted by the Port Curtis Coral Coast (PCCC)

Trust. The event is designed to empower First Nations job seekers to explore employment and education pathways, by connecting them with local businesses and training providers. We sponsored and attended the First Nations Chamber of Commerce and Industry Summit in Gladstone and also contributed to the Rites of Passage event, organised by the First Nations Working Group of Gladstone Region engaging in action Together (GRT). 'Rites of Passage' event marked the milestone for First Nations Youth of the Gladstone Region, celebrating the individual achievements of Year 12 students transitioning from high school to adulthood, supporting First Nations Youth participation in post-education training and employment and continued connection to culture and community.



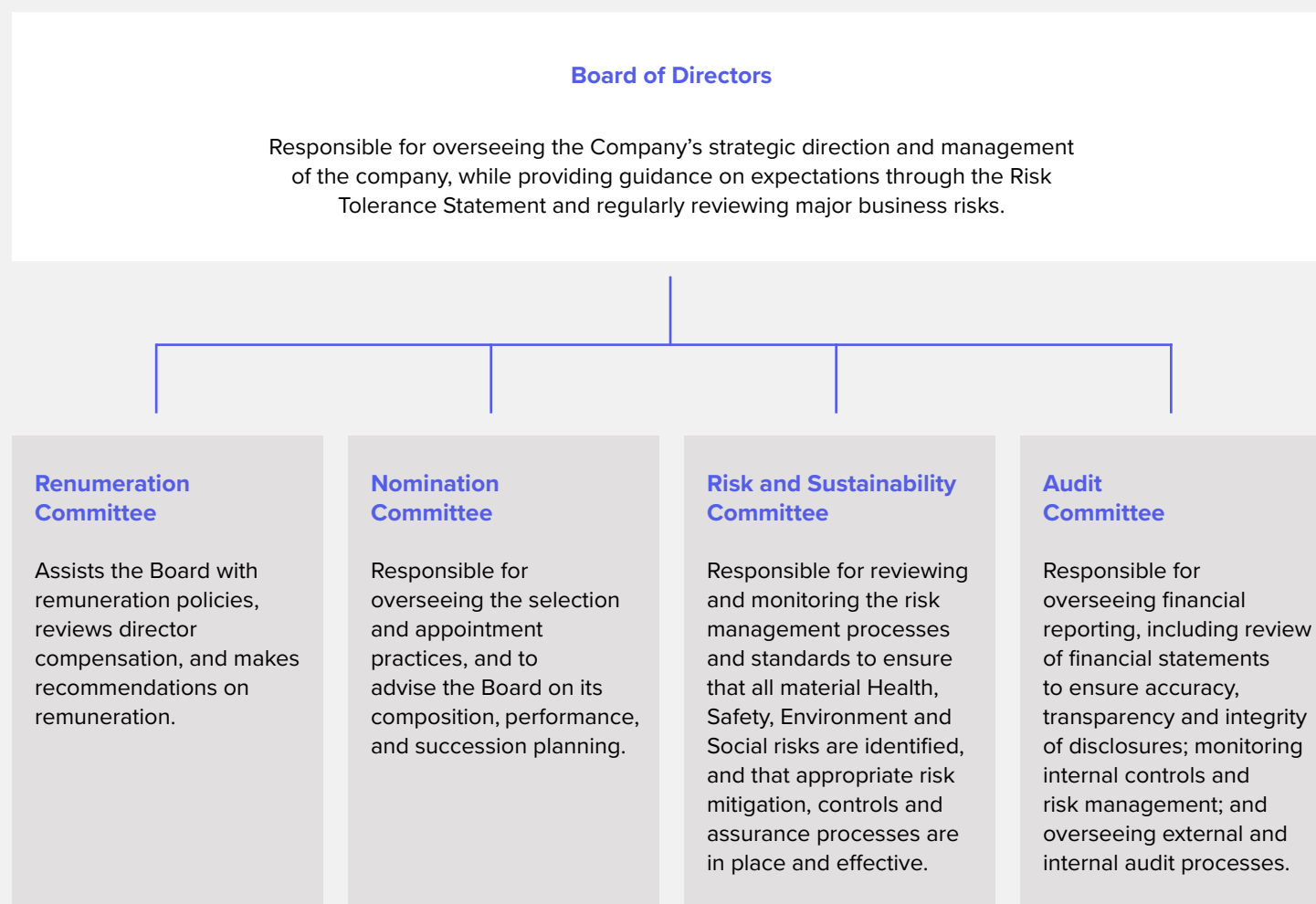
Governance

Corporate Governance & Board Details

Our established Corporate Governance processes comprise of policies, procedures, controls and tools to ensure that we operate in compliance with applicable laws and regulations.

By adhering to these key corporate policies, we ensure our business practices are conducted transparently and responsibly.

Our Board provides overarching strategic direction and exercises oversight of operations, people, and financial management to drive sustainable growth and profitability. The Board ensures that Alpha HPA complies with all applicable legal and regulatory obligations including, but not limited to, the Corporations Act and the ASX Listing Rules. Our ASX compliance information and related policies and documents support our corporate governance structure to ensure the effective running of the company in an ethical and controlled manner. Our Board Charter sets out the principles for the role of the Board of Directors and governs the ongoing operation of the Board. Several committees also support the Board with various aspects of our operations. These are detailed in the graphic.



Business Ethics

We acknowledge that our shareholders, customers, employees, and the communities in which we operate expect us to lead with corporate responsibility.

We are dedicated to conducting our business with integrity, honesty, and fairness. We maintain both a Company Code of Conduct and a Supplier Code of Conduct.

The Board is responsible for monitoring compliance of the business with the Codes of Conduct, Whistleblower Policy, Anti-bribery and Corruption Policy and the Modern Slavery Policy. We also work by a Statement of Values, which includes managing business risks through sound business process and high-quality decision making, and a commitment to following all applicable rules, regulations and standards.

[Explore the full list of compliance-related policies and documents on our website.](#)

CASE STUDY

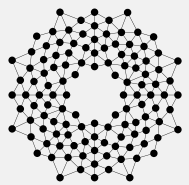
Policy Review and Updates

FY25 Achievement

By taking steps to review and update our policies and governance-related procedures we are strengthening our corporate governance processes. During FY25, we completed a review of our Code of Conduct and several policies, including our Fraud Risk, Anti-Bribery and Corruption, and Whistleblower policies. We engaged external consultants to support with this review, to ensure our policies are updated to better align with the ASX Corporate Governance Principles. Our updated policies will be published in FY26.

Future Milestones

Moving forward, in FY26 we will undertake a governance uplift implementation programme. An independent review will be undertaken to evaluate processes, supporting documentation, and internal controls related to Alpha HPA's governance framework. In addition, we will conduct a parallel fraud risk assessment. By identifying our governance risks and conducting a gap assessment of our risk management processes we will identify improvement opportunities. This will result in a strengthened governance framework and the finalisation and embedding of updated and robust governance documentation.



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