

### Snapshot of WorkPac Coal Mining Agreement 2026

The below snapshot provides an overview of the beneficial changes on offer and what they mean for CMW's if the *WorkPac Coal Mining Agreement 2026* ('**2026 Agreement**') is approved. This snapshot is not an exhaustive list of the changes on offer and must be read in conjunction with the 2026 Agreement itself and any other explanatory documents provided during the access period.

Item	Proposed change from current Agreement	What does it mean for you?
<p><b>Base Rate Increases</b></p>	<p>Base Rates stipulated by the 2026 Agreement will provide the following increases:</p> <ul style="list-style-type: none"> <li>• Upon commencement – Approximately 6% increase from the Base Rates payable under the current Agreement;</li> <li>• 1 July 2027 – 4%;</li> <li>• 1 July 2028 – 4%.</li> </ul>	<p>Base hourly rates for casual and permanent CMWs will increase upon commencement of the 2026 Agreement, and also at 1 July each year until 1 July 2028.</p> <p>*Please note that CMWs who are paid a Protected Rate of Pay ('PROP') in accordance with a Regulated Labour Hire Arrangement Order (RLHAO) may not be impacted by this change to the Agreement. Those CMWs will continue to be paid in accordance with the RLHAO, for as long as the RLHAO applies to the CMW and provides for a PROP that is higher than the rate of pay to which the CMW would otherwise be entitled under the 2026 Agreement.</p>

Item	Proposed change from current Agreement	What does it mean for you?
<p><b>Flat Rate Increases Upon Approval</b></p>	<p>If, upon the commencement of the 2026 Agreement, a Flat Rate CMW has not seen an increase to their Flat Rate of Pay within the last 12 months (provided the CMW has been employed by the Company for this period), the Company will apply an increase to that CMW's Flat Rate of Pay that is equal (in gross dollar value) to the sum of:</p> <ul style="list-style-type: none"> <li>• 3.5% of the CMW's base rate of pay prior to 1 July 2025; and</li> <li>• 2% of the CMW's base rate of pay upon approval of the 2026 Agreement.</li> </ul> <p>That higher rate will apply from commencement of the 2026 Agreement.</p>	<p>Flat Rate CMWs who have been employed continuously for the 12 months prior to the commencement of the 2026 Agreement and <u>have not</u> seen an increase to their flat rate of pay (as set out in their Notice of Offer of Employment) during that time, will receive a <b>guaranteed increase</b> to their flat rate of pay.</p> <p>If a CMW receives an increase to their Flat Rate of Pay due to the commencement of the Agreement, they will not be eligible for any further increase.</p> <p>*Please note that CMWs who are paid a PROP in accordance with a RLHAO may not be impacted by this change to the Agreement – see row 1.</p>
<p><b>Guaranteed Flat Rate Increases at 1 July thereafter</b></p>	<p>Flat Rate CMWs that:</p> <ul style="list-style-type: none"> <li>• Were employed at the time of the previous wage increase under the 2026 Agreement (i.e. were employed for at least the 12 months prior); and</li> </ul>	<p>All Flat Rate CMWs that <u>have not</u> received an increase to their flat rate of pay (as set out in their Notice of Offer of Employment) during the previous 12 months of employment (i.e. 1 July – 30 June) are <b>guaranteed*</b> to see an increase to their flat</p>

Item	Proposed change from current Agreement	What does it mean for you?
	<ul style="list-style-type: none"> <li>Since the last wage increase under the 2026 Agreement, have not received an increase to their flat rate of pay of at least the value of 4% of the minimum flat rate of pay for their classification;</li> </ul> <p>will receive an increase that is equal to that gross dollar value, or the difference between that value and any other flat rate increase during that period.</p>	<p>rate of pay as at 1 July each year for the lifetime of the Agreement.</p> <p>This increase will be the gross dollar value of up to 4% of the minimum flat rate of pay for their classification as set out in the 2026 Agreement.</p> <p>*Please note that CMWs who are paid a PROP in accordance with a RLHAO may not be impacted by this change – see row 1.</p>
<p><b>Compounding Casual Loading included for calculating minimum casual rates in the 2026 Agreement.</b></p>	<p>Under the 2026 Agreement, casual loading will "compound" with overtime and penalty rates for casual employees.</p> <p>Schedule 2 sets out the casual rates that are used to apply penalty and overtime rates.</p> <p>This means that penalty rates and/or overtime rates are applied on top of rates of pay that incorporate casual loading. In other words, a 200% penalty for a Casual CMW will in effect be calculated as 2.5x</p>	<p>This means that the casual loading will be applied to the base rate of pay <u>before</u> penalties and overtime are applied, resulting in higher pay rates for casuals who are entitled to penalties or overtime under the 2026 Agreement.</p> <p>For example, a casual Level 3 Mineworker:</p> <ul style="list-style-type: none"> <li>Proposed Mineworker 3 base rate on approval = <b>\$33.05</b></li> <li>25% Casual Loading applied to this proposed base rate = <b>\$8.26</b></li> </ul>

Item	Proposed change from current Agreement	What does it mean for you?
	permanent hourly base rate (1.25 x 200% = 2.5 x permanent hourly base rate).	<ul style="list-style-type: none"> <li>• Proposed casually loaded rate = <b>\$41.31</b> (\$33.05 + \$8.26)</li> <li>• Proposed time and a half rate is = <b>\$61.97</b> (\$41.31 x 1.5)</li> <li>• Proposed double time rate is = <b>\$82.62</b> (\$41.31 x 2)</li> </ul> <p>*Please note that CMWs who are paid a PROP in accordance with a RLHAO may not be impacted by this change – see row 1.</p>
<b>Trainee Levels and Pay Rates</b>	<p>The Trainee Levels are now:</p> <ul style="list-style-type: none"> <li>• Trainee Year 1; and</li> <li>• Trainee Year 2</li> </ul> <p>Adult Trainees (21 years of age and over) will commence at a Trainee Year 1 and remain at this level for 12 months, at which point they will progress to a Trainee Year 2. Junior Trainees (under 21 years of age) will be paid 85% of the equivalent Adult Trainee rate as prescribed in the Schedules.</p>	<p>There is now a clear timeframe (i.e. 12 months) after which a CMW will progress through the Trainee levels under the 2026 Agreement.</p>

<b>Item</b>	<b>Proposed change from current Agreement</b>	<b>What does it mean for you?</b>
<p><b>Amendments to classifications</b></p>	<p>Haul Truck Operators can only remain classified as a Level 2 Mineworker for a maximum of 12 months.</p> <p>Haul Truck Operators can progress to a Level 3 Mineworker sooner than 12 months upon presentation to the Company of evidence that they have met the requirements to be classified as a Level 3 Mineworker.</p> <p>Haul Truck Operators with more than 12 months' experience will commence at Level 3 Mineworker.</p>	<p>This means that Haul Truck Operators classified as a Level 2 Mineworker will progress to a Mineworker 3 classification sooner, seeing appropriate wage increases where applicable.</p> <p>Haul Truck Operators with more than 12 months' experience also have the benefit of the rate of pay applicable to Level 3 Mineworker classification.</p> <p>*Please note that CMWs who are paid a PROP in accordance with a RLHAO may not be impacted by this change – see row 1.</p>
<p><b>Annual Leave for Flat Rate Permanent Employment CMWs</b></p>	<p>Commencing 1 July 2026, Flat Rate Permanent Employment CMWs will accrue additional leave on top of their statutory entitlement to annual leave. The additional hours will be calculated based on the CWM's worked roster pattern of hours. This leave is referred to as the '<i>Additional Roster Entitlement</i>'.</p> <p>The Additional Roster Entitlement of leave hours will be treated the same as annual leave hours. It will accrue as an additional</p>	<p>From 1 July 2026, Flat Rate Permanent Employment CMWs will accrue additional leave entitlements which will supplement their annual leave and ensure they are able to receive their full usual pay for periods of annual leave. Each roster will accrue a different value of Additional Leave Entitlement depending on the rostered overtime required by their roster.</p>

Item	Proposed change from current Agreement	What does it mean for you?
	<p>amount of time, credited to the Permanent Employment CMW's overall annual leave balance and will be included on pay advices as a running balance. This will increase the number of hours available for an eligible CMW to draw down from when taking leave.</p> <p>The Additional Roster Entitlement ensures Flat Rate Permanent Employment CMWs will accrue sufficient leave to take five weeks of annual leave (six weeks for shift workers) without loss of pay.</p>	<p>For <b>example</b>, a Flat Rate Permanent Employment CMW working a 7/7 roster of 12.5 hour long shifts:</p> <ul style="list-style-type: none"> <li>• 7 shifts x 12.5 hours – 87.5 hours per swing</li> <li>• 87.5 hours / 2 weeks = 43.75 hours (average rostered time per timesheet week)</li> <li>• 43.75 average rostered hours per timesheet week – 35 average ordinary hours per timesheet week = <u>8.75 additional rostered overtime hours</u> per timesheet week</li> <li>• 8.75 additional rostered OT per timesheet week / 35 average ordinary hours per timesheet week = 25%</li> <li>• 210 annual leave hours (6 weeks of 35 hours) x 25% = 52.5 (additional roster entitlement hours accrued per year)</li> <li>• 52.5 additional roster entitlement hours accrued per year / 52 weeks = <b>1.0096 additional roster entitlement hours accrued per week</b></li> </ul>

Item	Proposed change from current Agreement	What does it mean for you?
<b>Notice of Termination for Casual CMWs</b>	<p>The current 2019 Agreement stipulates six (6) hours' notice for Company initiated termination of casual CMWs.</p> <p>The 2026 Agreement will provide notice of one (1) shift for Company initiated termination.</p>	<p>In most circumstances, casual CMWs whose employment is being terminated by the Company will receive more notice.</p>
<b>Payment for early termination of Fixed Term Employment</b>	<p>The current 2019 Agreement does not contemplate financial compensation for Fixed Term CMWs whose employment is terminated prior to the end of the fixed term.</p> <p>The 2026 Agreement will provide:</p> <ul style="list-style-type: none"> <li>• One (1) week's notice of termination, (except in the event of summary dismissal); and</li> <li>• An early termination payment equivalent to three (3) weeks' pay (or four (4) weeks' pay inclusive of notice, where the notice period is not required to be worked),</li> </ul> <p>where the employment of a Fixed Term CMW is terminated prior to the end of the fixed term.</p>	<p>This means that Fixed Term CMWs will receive financial compensation where their employment is terminated prior to the end of the Fixed Term, except for circumstances including termination during the qualifying period, due to summary dismissal, and for abandonment of employment.</p>

Item	Proposed change from current Agreement	What does it mean for you?
	<p>There are some exceptions to the early termination payment, including terminations that occur:</p> <ul style="list-style-type: none"> <li>• Within the Fixed Term CMW's qualifying period;</li> <li>• Due to summary dismissal for serious misconduct; and</li> <li>• In the case of abandonment of employment</li> </ul>	
<p><b>PPE</b></p>	<p>The total reimbursement value for prescription glasses for eligible CMWs will increase from \$150.00 to \$250.00 upon provision of receipt.</p> <p>The total reimbursement value for safety boots will increase from \$100.00 to \$200.00 upon provision of receipt.</p> <p>Some other aspects of the clause have also been amended (for example, reimbursement of jackets is no longer provided in the 2026 Agreement).</p>	<p>CMWs that have been employed continuously for more than twelve weeks and also require prescription glasses will be able to obtain reimbursement of up to \$250.00 for safety glasses required to undertake their position upon presentation to the Company of a receipt.</p> <p>CMWs who choose not to receive the Company supplied safety boots will be reimbursed up to a maximum of \$200.00 on provision of a receipt.</p>