

A news



A clearer path forward

Setting direction for 2026

Safety transformation in action: Closing the gaps together



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Message from Jerome

Jerome Dozol
CEO and General Manager



Colleagues, welcome to this edition of TAC News.

As we reflect on last year and look ahead to what is shaping up to be another significant period for TAC, I want to begin by thanking each of you for your patience, resilience and constructive engagement throughout 2025. It was a year marked by both progress and prolonged uncertainty, and the way our people responded speaks volumes about the strength of this business and its culture.

Despite the challenges, the business continued to move forward. Safety remains our highest priority, and our Safety Transformation Plan continues to guide how we operate each day. I am encouraged by the steady progress being made across site. Safety is not the responsibility of a single team or initiative. It relies on consistent behaviours, open dialogue and a shared commitment from every member of our workforce. The improvements we are seeing are the result of this collective effort.

There is also growing confidence as we look to the future. The Prime Minister's announcement in December marked an important milestone for TAC and our long term operational and green future.

Work on energy and future operations continues, and we remain focused on securing the long term success of the business. We are committed to open engagement and will continue to keep you informed through regular monthly updates throughout 2026.

I am also genuinely excited about the steps we are taking in the diversity, equity and inclusion space. The momentum building across the business reflects a broader shift in our culture, one that values respect, inclusion and the strength that comes from different perspectives. This work is not about quick wins, but about creating an environment where everyone feels they belong and can contribute at their best. The engagement I have seen gives me confidence we are on the right path.

As we move through 2026, we are already seeing the impact of the many milestones achieved together. From operational performance to people initiatives and long-term investments, these outcomes are underpinned by teamwork, commitment and a strong focus on continuous improvement. They position TAC well for the future.

While there is still work ahead and challenges to navigate, I remain optimistic about the years to come.

Our focus remains clear, centred on three strategic priorities:

1. Deliver on the safety transformation plan
2. Achieve operational stability
3. Invest in our people and shape the culture.

Finally, I hope to see many of you and your families at our Family Picnic Day on September 20th. It is a great opportunity to connect outside of work, to thank our families for their support, and to celebrate what we achieve together as a TAC community.

Thank you again for everything you contribute. I look forward to the year ahead and to continuing this journey together.

Jerome



“
 We are grateful to both the Federal and New South Wales Governments for their commitment and partnership in working to address our energy challenges.
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A clearer path forward for TAC

IN DECEMBER, TOMAGO ALUMINIUM (TAC) WELCOMED THE PRIME MINISTER, THE HON ANTHONY ALBANESE MP, TO SITE FOR AN ANNOUNCEMENT THAT MARKED AN IMPORTANT AND ENCOURAGING MOMENT FOR THE SMELTER.

After a prolonged period of uncertainty for the business, our people and the wider Hunter community, the visit brought sharper focus and renewed momentum to discussions about what long-term operations beyond December 2028 could look like.

Over the past year, TAC has been clear about the challenge created by the end of our current electricity supply contract in December 2028. Energy is fundamental to aluminium smelting, and without a reliable, competitive, long-term energy solution, maintaining commercial viability becomes increasingly difficult. When a clear pathway had not emerged by the end of last year, the business commenced a formal consultation process with employees, reflecting our commitment to open communication during a critical period.

The Prime Minister's visit represented a constructive step forward. During the visit, the Federal and New South Wales Governments announced they are exploring a potential pathway that could support reliable, long-term and competitively priced energy for TAC beyond 2028. This signals active engagement between TAC and both levels of government, and recognition that our energy needs are unique, particularly as Australia's energy market continues to transition.

TAC Chief Executive Officer Jerome Dozol welcomed the announcement and the collaborative approach being taken.

“We are grateful to both the Federal and New South Wales Governments for their commitment and partnership

in working to address our energy challenges,” Mr Dozol said. “This development represents an important milestone in our engagement with stakeholders and reflects the shared recognition of the importance of maintaining local manufacturing capability in Australia. We look forward to continuing this work together.”

For TAC, the announcement provides a clearer line of sight to what the future could look like. While discussions remain commercially sensitive and details cannot yet be shared, collaboration has continued since the announcement and progress has been positive. The business expects to be in a position to confirm outcomes and finalise arrangements in the first half of this year.



The potential implications are significant. Securing a pathway to affordable and reliable energy would provide long-term certainty for TAC's operations, support thousands of direct and indirect jobs, and strengthen our position in Australia's renewable energy transition. It would also reinforce TAC's role as a cornerstone of Australian manufacturing and a vital contributor to the regional and national economy.

Throughout the consultation process, TAC has remained focused on clear, two-way communication with employees. Over the four-week consultation period, the business held nine employee information sessions and 16 consultation workgroup

meetings, and received nearly 700 questions from employees. Every question was addressed through weekly Q&A updates, reinforcing our commitment to transparency and consistency during a period of uncertainty.

Importantly, we acknowledge that this period has been challenging for everyone across the site. We thank our workforce for the professionalism, resilience and continued focus on safe and stable operations during a time of uncertainty. We also extend our sincere appreciation to our Senior Union Leaders for their support, constructive engagement and collaboration throughout the

consultation process. Their leadership and commitment to working together in the interests of our people and the long-term future of TAC has been both valued and instrumental.

As discussions with government continue, TAC remains committed to keeping our workforce, their families and the broader community informed. While there is still work to do, the Prime Minister's visit and announcement represent a positive step forward and we look forward to sharing further updates as details are confirmed.



Setting direction for 2026

TAC'S 2026 STRATEGIC PRIORITIES PROVIDE A CLEAR AND CONFIDENT ROADMAP FOR THE YEARS AHEAD. AS THE LARGEST ALUMINIUM SMELTER IN AUSTRALASIA, TAC PLAYS A CRITICAL ROLE IN SUPPLYING MATERIALS ESSENTIAL TO THE GLOBAL ENERGY TRANSITION WHILE CONTINUING TO KEEP THE LIGHTS ON ACROSS NSW. THIS STRATEGY REINFORCES OUR SHARED COMMITMENT TO SECURING THE HUNTER SITE WELL BEYOND 2040 AND DOING SO SAFELY, RESPONSIBLY AND COMPETITIVELY.

Our Purpose and Vision

At the heart of the strategy is a strong sense of purpose. TAC exists to supply critical materials the world needs, produced locally with care for our people, our community and our environment. Our vision is clear: a manufacturing site in the Hunter that is secured beyond 2040, supported by disciplined operations, engaged people and a realistic, forward-looking approach.

Safety at the Core

Safety underpins every priority. The principle that all injuries can be prevented guides our actions, with management responsible for creating safe systems and all employees part of the solution. Working safely is a condition of employment, and verifying critical controls is essential to keeping one another safe every day.

Creating a Great Place to Work

Creating a great place to work remains fundamental. A respectful culture and diverse workforce help attract and retain people over time. Visible leadership and consistent behaviours matter, and every employee has a role to play in shaping a workplace where people feel valued, listened to and supported to do their best work.

Operational Excellence

Operational excellence is about doing the basics well, every day. Standardised work, clear customer needs and strong team problem solving are foundations of consistent, safe and high-quality outcomes. Improving stability through basic discipline strengthens performance today while preparing TAC for the future.

Green Future

Preparing for a green future means balancing realism with ambition. With open minds and a focus on continuous improvement, TAC is positioning itself to remain competitive and relevant as expectations around sustainability and decarbonisation continue to evolve.

Together, TAC's 2026 Strategic Priorities (displayed on page 7) set a clear direction for the year ahead, supporting our people and strengthening our operations. While this reflects our focus for 2026, work is also underway in the background to develop TAC's longer-term strategy. We look forward to sharing more about this in the next edition of TAC News.





Recognising and rewarding our workforce

AT TAC, SUCCESS IS BUILT EVERY DAY BY THE PEOPLE WHO TURN COMMITMENT, CARE AND CAPABILITY INTO SAFE AND RELIABLE OPERATIONS. WHETHER IT'S IMPROVING THE WAY WE WORK, SUPPORTING A COLLEAGUE, OR QUIETLY GOING ABOVE AND BEYOND, IT'S THESE ACTIONS THAT KEEP US MOVING FORWARD.

This year, TAC has strengthened how those contributions are acknowledged, launching a refreshed Reward and Recognition Framework that places people, values and safety at its centre.

The framework brings together daily peer recognition with more visible weekly, monthly and annual celebrations of excellence. Its purpose is simple: to ensure great work is recognised when it happens and celebrated in a way that is fair, consistent and transparent.

Employees are encouraged to recognise each other via e-cards in T-Rewards (our Reward and Recognition platform), for work that reflects TAC's values, supports safety

and wellbeing, and contributes to continuous improvement. This peer-to-peer approach helps recognition feel timely and genuine, reinforcing the behaviours that matter most across the site.

Building on this foundation, the framework introduces regular site-wide recognition through Employee of the Week and Employee of the Month. These awards highlight individuals and teams whose efforts have made a positive difference, whether through leadership in safety, operational excellence, teamwork or living TAC's values. Sharing these stories helps build connection and pride across the business.

Monthly recognition flows from T-Rewards into our annual TAC Excellence Awards, a key moment in the year when achievements from across the site are celebrated.

Beyond awards, the framework supports a broader cultural goal. By embedding recognition into everyday work, TAC is reinforcing a workplace where people feel valued, respected and motivated to do their best. Encouraging employees to recognise one another strengthens teamwork, accountability and trust, and supports a positive and inclusive environment.



Celebrating success in 2025 at the TAC Excellence Awards

In October, the TAC team came together to celebrate the achievements of our workforce at the 2025 Excellence Awards. With more than 200 employees in attendance, the evening was a proud reflection of the teamwork, achievement and care that drive our success.

The awards recognised the innovation and commitment demonstrated across the business over the past year. From safety leadership and operational excellence to sustainability and emerging talent, the stories shared on the night highlighted the depth of capability and pride across the business.

This year's event featured a refreshed format, shaped by feedback from our workforce. With a new name and 13 award categories, the awards better reflect who we are today and where we are heading, recognising individuals and teams who live our values of Teamwork, Achieve and Care.

Engagement across the site was strong, with more than 260 nominations received, each highlighting people going above and beyond to support one another and contribute to a safer, stronger and more sustainable operation.

TAC CEO Jerome Dozol thanked everyone for their efforts throughout 2025, acknowledging the remarkable contributions made by individuals and teams across the business.

Held at NEX, the evening featured canapés and live music from Planet Groove, creating a relaxed atmosphere of celebration.

Congratulations to all our 2025 winners and finalists.

2025 TAC Excellence Award WINNERS

Quality Safety Interaction – HSE:
Todd Anthony

Safe Start Excellence – HSE:
Plant Services (Shift 3) Team

Business Improvement – Safety:
VIP CPO Phase 1 Team

Business Improvement – Cost, Waste, Process & Stability:
Ingot Chain Water Logic Team

Operator of the Year:
Paul Lincoln

Tradesperson of the Year:
Anthony Conserdyne

Emerging Leader:
Sam Lloyd

Sustainability Award:
Bek Reid

Rising Star:
Hayley Summers

SHIFT to Blue Champion:
Scott Fauchon

Unsung Hero:
Michelle Arnouth

Apprentice of the Year:
Riley Forbes

Open 'Fun' Category:
Shauna Straney



New leadership strengthens TAC's future

EARLIER LAST YEAR, TAC WELCOMED TWO EXPERIENCED LEADERS TO THE BUSINESS, WITH FREYA FRANKLIN JOINING AS MANAGER TECHNICAL AND BUSINESS IMPROVEMENT AND MATTHEW GRAINGER APPOINTED DEPARTMENT MANAGER PLANT SERVICES. BOTH SETTLED QUICKLY INTO THEIR ROLES, BRINGING FRESH PERSPECTIVES, STRONG PEOPLE FOCUS AND DEEP OPERATIONAL EXPERIENCE TO SUPPORT SAFETY, STABILITY AND CONTINUOUS IMPROVEMENT ACROSS THE SITE.



Freya Franklin – Driving Business Improvement

Freya joined TAC in 2025 to lead the Technical and Business Improvement function, attracted by the opportunity to contribute to meaningful change in a high performing and safety focused environment. She is passionate about helping teams challenge how things are done and identifying opportunities to work smarter and more effectively.

Freya describes her leadership style as open, honest and inclusive. She values being challenged and believes strong outcomes are achieved when people feel empowered to push boundaries and lead by example. For those new to TAC, her advice is simple and practical: embrace change, question the status quo and look for opportunity in every situation.

Outside of work, Freya enjoys spending time with her family, being creative, running, participating in surf club activities and getting outdoors with her German Shepherd.



Matthew Grainger – Strengthening Plant Services

Matthew also joined TAC in 2025, drawn by the organisation's strong focus on people and its diverse workforce. Since arriving, he has prioritised building relationships across site, understanding the contribution of teams and supporting them to perform at their best and is the sponsor of TAC's Diversity, Equity and Inclusion (DEI) Committee.

Matthew takes a collaborative approach to leadership, with a strong focus on coaching, asking questions and working alongside teams to deliver cultural and operational improvements. His advice to new employees is to take the time to meet people, ask questions and share ideas openly with leaders.

Outside of work, Matthew enjoys fishing, hunting, camping and spending time with his family in the Hunter Region.

Together, Freya and Matthew bring complementary skills and leadership styles that are already making a positive contribution to TAC. Their commitment to people, safety and continuous improvement will play an important role in strengthening the business now and into the future.



Safety transformation: Closing the gaps together

WHEN TAC LAUNCHED THE SAFETY TRANSFORMATION PLAN (STP) LAST YEAR, IT MARKED A TURNING POINT FOR OUR BUSINESS.

The commitment was clear: take an honest look at how we work, identify the gaps that expose us to risk, and take deliberate action to close them. This work is now well underway, and 2026 is shaping up to be a defining year in embedding the changes across our site.

The 2025 STP was structured around five workstreams and seventeen high priority projects, targeting both critical risk areas and the cultural drivers that influence how we perform every day.

Progress from 2025

There has been significant momentum across all workstreams. More than 97 per cent of leaders have now been trained in Tomago Safety Interactions, with over 60 per cent achieving full certification.

This is helping to lift the quality and consistency of safety conversations across site.

The Safety Leadership Competencies Framework has also been introduced, clearly defining what strong safety leadership looks like at every level, with a comprehensive training plan set for 2026.

Alongside this, Life Saving Controls have been refined in high-risk areas such as the potlines to ensure critical controls are clearly defined and consistently applied.

Practical improvements are also visible on the ground. The Clean Facilities initiative has established minimum standards and a new contract scope to lift workplace organisation and housekeeping.

Vehicle and Pedestrian Safety improvements, including targeted Kaizens and longer-term interface planning, are reducing interaction risks in key operational areas.

In Asset Integrity, criticality reviews, preventive maintenance improvements and new reporting dashboards are shifting us towards more proactive, risk-based management.

The Potline Electrical Safety team completed a comprehensive current-state assessment and developed an action plan to close compliance gaps, securing several quick wins while planning long-term actions for high-risk areas.

Alongside this in the second half of the year we kicked off incident and investigations, PPE standards, machine guarding, contractor management, asset management, area transformation and psychological safety which all continue into 2026.

Listening to Our People

The Psychosocial Hazards Survey reinforced that safety is not just about physical controls. It is also about how people feel at work, whether they feel respected, supported and able to speak up. The insights gained are shaping actions that strengthen wellbeing and psychological safety across the site. This is a crucial part of our transformation and will continue to guide our focus in 2026.

What 2026 Looks Like

The year ahead is about embedding and scaling what has begun. Key priorities include rolling out Life Saving Controls across site, implementing the new TAC PPE Standard, strengthening vehicle and pedestrian controls, improving incident and investigation processes, and removing frontline deficiencies.

Training aligned to the Safety Leadership Competencies Framework will continue, ensuring leaders are equipped to drive consistent safety performance.

Most importantly, the success of the Safety Transformation Plan depends on all of us. Systems and standards matter, but they only work when people engage with them, challenge unsafe conditions, and look out for one another. Every interaction, every report, every improvement idea contributes to closing the gaps.

The STP is not a short-term initiative. It is a shift in how we think and act on safety, every day. With continued focus on our top priorities and active participation from everyone across TAC, 2026 will see us take another significant step towards a safer, stronger workplace for all.



Employee Profile

Our people, our future

AT TAC, DIVERSITY OF THOUGHT, BACKGROUND AND EXPERIENCE STRENGTHENS HOW WE WORK AND HOW WE CARE FOR ONE ANOTHER. *OUR PEOPLE, OUR FUTURE* SERIES REFLECTS OUR COMMITMENT TO INCLUSION BY SHARING THE STORIES OF PEOPLE WHO ARE SUPPORTED TO GROW, CONTRIBUTE AND SUCCEED, BRINGING THEIR BEST SELVES TO WORK WHILE HELPING BUILD A STRONGER FUTURE FOR THEMSELVES AND OUR SITE.

Aman Kaur: Building Capability Through Inclusion

This profile features Aman Kaur, Occupational Hygienist, whose journey highlights the importance of equitable access to development opportunities and supportive workplace practices. Aman has balanced full-time work at TAC with postgraduate study at the University of Wollongong, demonstrating what is possible when flexibility and inclusion are embedded in the way we operate.

Aman joined TAC in 2023, the same year she commenced her Masters in Occupational Hygiene. Recognising the challenge of managing work and study commitments, TAC supported Aman through flexible arrangements and encouragement from leaders and colleagues across the site. "Having that support made a real difference," Aman said. "It allowed me to continue my studies while still contributing at work and applying what I was learning in real time."

Earlier last year, Aman was announced as the sole recipient of a highly competitive University of Wollongong scholarship, selected from hundreds of applicants. The scholarship supports travel and accommodation costs and recognises both academic achievement and professional potential. At the awards night in Perth, Aman acknowledged the mentors and TAC team who supported her development and believed in her capability.

Aman's work is already delivering positive outcomes for TAC. She has led the site's first baseline occupational hygiene survey, coordinating more than 560 samples and identifying opportunities to improve consistency and efficiency. By partnering with the university to bring students onsite, she also created opportunities for future hygienists to gain industry experience while delivering value for the business.

Aman successfully completed her Masters in 2025. TAC is proud to support pathways that enable our people to develop, thrive and contribute, and we look forward to the expertise Aman will continue to bring to our site.



Strengthening our culture by SHIFTING to Blue

OVER THE PAST YEAR, TAC HAS TAKEN AN IMPORTANT STEP FORWARD IN STRENGTHENING OUR CULTURE THROUGH THE LAUNCH OF SHIFT TO BLUE. THE PROGRAM REFLECTS A SHARED COMMITMENT TO HOW WE WORK TOGETHER AND HOW WE CARE FOR ONE ANOTHER, RECOGNISING THAT CULTURE PLAYS A CRITICAL ROLE IN SAFETY, PERFORMANCE AND LONG-TERM SUCCESS.

SHIFT to Blue is a culture and mindset program designed to support the way we communicate, collaborate and show care across our site. It encourages positive behaviours and growth mindsets, reinforcing the link between everyday actions and a safe, respectful and high-performing workplace.

The program sits within TAC's Safety Transformation Plan under the Mindset and Behaviours pillar. While safety remains a core focus, SHIFT to Blue recognises that a safe workplace starts with daily interactions, including how we influence decisions, support our colleagues and respond to challenges.

A strong site-wide response

Participation in SHIFT to Blue has been strong since launch. In total, 1,050 employees and contractors completed Phase 1 across 60 sessions, representing 96 per cent of the workforce. This level of engagement reflects a genuine willingness across the site to reflect, learn and contribute to positive change.

TAC partnered with Blue Bus Revolution to deliver the program, with their experienced facilitators leading each session. Their approach created an open and engaging environment that encouraged participation, discussion and practical reflection.

Feedback from participants highlighted the value of open discussion and shared perspectives. Many noted the energy of the sessions and the opportunity to better understand how individual behaviours can influence others. One participant shared, "I enjoyed everything. It was a really uplifting class, I took many positives from it." Another reflected, "It was great to hear the variety of ideas, thinking and involvement of everybody."

Others described the program as engaging and practical. "It was interactive, fun and great content," one participant said, while another noted, "I learnt more than I thought I would." Several people also highlighted the potential for lasting impact, with feedback including, "There were some great ideas and mindset that has the potential for major change," and "I learnt how my behaviours and actions can have an influence."

Delivering a program of this scale required a strong collective effort. Thank you to the Blue Bus facilitators, the Organisational Development and Learning teams, site leaders and support staff who helped plan and deliver the sessions. Most importantly, thank you to everyone who took part and committed to building a stronger and safer culture at TAC.

What's next

SHIFT to Blue is not a one-off initiative. The next phase focuses on consistently living our TAC Values and making them visible in how we work, communicate and make decisions each day. Employees can continue to recognise positive Blue behaviours through e-Cards on T-Rewards, and a dedicated SHIFT to Blue category has been introduced to the TAC Excellence Awards to recognise individuals and teams who demonstrate these behaviours in action.

In January 2026, we launched SHIFT to Leadership – a learning journey for supervisors and team leaders to develop the skills, knowledge and behaviours to lead positive culture of Safety and Continuous Improvement. The program includes monthly topics, workshop and challenges to apply learning in daily work. This investment will reach approximately 100 leaders across the business, and impact all team members though visible, felt leadership.

SHIFT to Blue reflects what we can achieve when we work with shared intent. By continuing to live our values, we are strengthening our culture and supporting a safe, connected and high-performing TAC.



Call 1300 687 327 anytime, anywhere (use code TOMAAAYI) or email eap@convergeintl.com.au.



Call the MATES 24/7 helpline on 1300 642 111

Psychological safety at TAC

AT TAC, SAFETY EXTENDS BEYOND THE PHYSICAL ENVIRONMENT. SUPPORTING MENTAL HEALTH AND WELLBEING IS A CRITICAL PART OF CREATING A WORKPLACE WHERE PEOPLE FEEL RESPECTED, SUPPORTED, AND CONFIDENT TO SPEAK UP. OVER THE PAST YEAR, IMPORTANT STEPS HAVE BEEN TAKEN TO IDENTIFY OPPORTUNITIES TO IMPROVE AND STRENGTHEN PSYCHOLOGICAL SAFETY ACROSS OUR SITE.

In June last year, TAC partnered with Mental Health Movement to undertake a comprehensive psychosocial hazards risk assessment. The site-wide survey was followed by focus groups in July, ensuring employees had the opportunity to share their experiences and insights. A detailed report was received in August, providing a clear picture of where we are doing well and where further action is needed. This work informed a practical action plan that is already helping to close identified gaps.

A structured approach to psychological safety

The Psychological Safety Project was established in response to the assessment and sits within TAC's broader Safety Transformation Plan. As part of this commitment, TAC has engaged with MATES in Manufacturing, a nationally recognised program supporting mental health and suicide prevention in industrial workplaces. TAC is working toward MATES' three-year accreditation program, and once achieved, TAC will be the largest accredited MATES site in New South Wales and the largest accredited manufacturing site in Australia. This reflects the scale of our commitment and the leadership role we are taking in this space.

From this February, all employees will be able to participate in General Awareness Training (GAT) focused on suicide prevention, helping build shared understanding, confidence, and awareness. Employees who are interested in taking a more active support role will also have the option to complete Connector training. In addition, Applied Suicide Intervention Skills Training (ASIST) will be delivered to selected groups to strengthen early intervention and support pathways.

Visible support through Blue Hatters

Last year also saw the introduction of our Blue Hatters. This group of trained volunteers wear blue hats as a visible sign that they are available for a conversation or informal support. Blue Hatters have completed Mental Health First Aid training and will undertake ASIST training this year, further strengthening their ability to help colleagues who may need support.

Supporting leaders and access to help

TAC has also expanded its Leadership Competency Framework, with formal training to be delivered to all leaders. This training focuses on role modelling safe behaviours, effective communication, emotional

intelligence, managing conflict, leading psychological safety and positive duty obligations.

Additional initiatives include the development of a mental health and wellbeing wall and clearer signage to ensure support options are easy to find.

Our Employee Assistance Program (EAP) is available 24/7 to employees and their immediate families and includes access to financial coaching. MATES in Manufacturing also offers 24/7 confidential support and will have an increased onsite presence. Services are free, confidential, and available for personal or work-related challenges.

We're seeking your feedback on Converge, our Employee Assistance Program (EAP). This short survey will help us understand what's working well and where improvements may be needed. All responses are anonymous.



Turning waste into value

TAC MARKED AN IMPORTANT MILESTONE LAST YEAR WITH THE OPENING OF ITS NEW ONSITE DROSS PROCESSING FACILITY, A \$36 MILLION INVESTMENT THAT STRENGTHENS OPERATIONAL EFFICIENCY, SUSTAINABILITY AND LONG-TERM VALUE FOR THE BUSINESS.

The new plant is designed to recover aluminium from casthouse dross, a by-product of the smelting process. Each year, Tomago generates around 6,500 tonnes of dross. By processing this material onsite, the facility significantly reduces waste while reclaiming valuable aluminium in sow form that can be returned to production.

For more than two decades, dross was processed offsite. Following a fire at the external facility in 2021, TAC made the decision to bring this capability in house. Construction began in 2022, with commissioning activities commencing in January 2025.

A key milestone was reached in March 2025 with the issue of an Occupation Certificate, allowing the plant to move into full operations. Port Stephens Council, as the Certifying Authority, undertook a detailed assessment against the Building Code of Australia and Fire and Rescue NSW requirements. This approval marked the successful completion of hot commissioning and enabled the facility to operate on a 24-hour, seven-day basis.

Dross processing is a highly specialised operation, requiring precise furnace treatment to safely recover aluminium while managing residual materials responsibly. Achieving certification and operational readiness involved close collaboration between Tomago, principal contractor Kempe and operations contractor Inalco, along with a strong focus on safety, quality and compliance throughout the project.

The successful commissioning of the dross processing facility represents more than a new piece of infrastructure. It provides greater control over a critical process, supports more efficient resource recovery and reinforces TAC's commitment to sustainable practices and industry best practice.

Thank you to everyone involved across design, construction, commissioning and operations for their dedication and teamwork. This facility is an investment in the future of TAC and our ongoing focus on responsible and sustainable aluminium production.



Successful BO2 headwall replacement sets a new benchmark



LAST YEAR, THE BAKE OVENS TEAM IDENTIFIED A GROWING CONCERN WITH THE CONDITION OF THE BO2 HEADWALL. DETERIORATION WAS PROGRESSING FASTER THAN EXPECTED, POSING A RISK TO THE INTEGRITY OF THE FLUE WALLS AND THE SAFETY OF ROUTINE OPERATIONS. IF LEFT UNRESOLVED, THE ISSUE WOULD HAVE CONSTRAINED PRODUCTION CAPACITY AND REQUIRED A MAJOR CAPITAL REBUILD.

Rather than accept this outcome, the team took a proactive and innovative approach.

In April 2025, a new BO2 headwall solution was trialled with a focus on improving safety, productivity and long-term asset stability. The proof of concept delivered strong results, providing the confidence to progress to the next phase. This involved the in-house removal and installation of half a headwall, five piers and eight flue walls.

Beginning in late October 2025, the project moved into execution. The team worked continuously for five days, supported by eight operators on 12-hour day shifts and six operators on 12-hour night shifts. This approach ensured consistent momentum and a strong focus on safe execution around the clock.

A World First Achievement

This project marked a significant milestone, not only for TAC but for the global aluminium industry. No other site has undertaken a headwall replacement of this scale using an entirely in-house team. The outcome was exceptional. The work was delivered on time, within scope, and most importantly, without a single incident or injury.

The refractory team safely removed and installed more than 500 tonnes of refractory material, demonstrating outstanding planning, teamwork and discipline. Their performance highlights what can be achieved when technical expertise is matched with a strong safety culture.

This successful BO2 headwall replacement has extended the life of a critical asset and set a new benchmark for safe and effective bake oven maintenance.



Use the QR code to watch a time-lapse video capturing the replacement in action.



Northgate Weighbridge upgrade supporting smarter transport

TAC OFFICIALLY OPENED THE UPGRADED NORTHGATE WEIGHBRIDGE LAST YEAR, MARKING AN IMPORTANT MILESTONE IN A PROJECT MORE THAN TWO YEARS IN THE MAKING. THE UPGRADE SUPPORTS A MORE EFFICIENT AND SUSTAINABLE APPROACH TO TRANSPORTING RAW MATERIALS TO SITE AND REFLECTS TAC'S CONTINUED FOCUS ON OPERATIONAL EXCELLENCE.

Improving How We Move Materials

Each year, more than 1.4 million tonnes of coke and alumina are transported from the Kooragang Bulk Facility to TAC. Following a detailed review of transport arrangements, TAC transitioned from B-double trucks to A-double trucks. This change delivers clear benefits across efficiency, safety, and environmental performance.

With greater payload capacity per vehicle, A-double trucks significantly reduce the number of trips required. Around 6,500 fewer truck movements are expected each year, easing congestion on public roads and lowering greenhouse gas emissions. The change also improves turnaround times and provides greater flexibility, helping maintain reliable material supply to site.

Investment Delivering Long Term Value

To accommodate the new trucks, a substantial upgrade of the Northgate Weighbridge was required, along with supporting infrastructure improvements at the Kooragang Bulk Facility. Backed by a \$2.5 million investment approved by the Board in 2023, the project was completed on time and on budget in June 2025.

The official opening was marked by the first A-double truck passing through the upgraded weighbridge, signalling the start of estimated annual cost savings of around \$800,000 driven by reduced truck movements and improved transport efficiency.

A Strong Team Effort

This achievement reflects the dedication and collaboration of many teams across TAC. Sincere thanks go to Engineering, Procurement, Site Services, Environment, Security, and Casthouse, as well as our partners at the Kooragang Bulk Facility. Their coordinated efforts were critical to delivering a complex project safely and successfully.



Updated PPE Standards to support safer work practices

KEEPING OUR PEOPLE SAFE REMAINS A CORE PRIORITY AT TAC. AS PART OF OUR SAFETY TRANSFORMATION PROGRAM, WE ARE UPDATING PERSONAL PROTECTIVE EQUIPMENT (PPE) STANDARDS ACROSS SITE TO FURTHER REDUCE PREVENTABLE INJURIES AND ENSURE ALIGNMENT WITH RECENT LEGISLATIVE CHANGES AND INDUSTRY BEST PRACTICE.



Todd Griffin – Project lead & Operations Superintendent (Electrolysis).

Why the change?

Where hazards cannot be eliminated, PPE plays a critical role in protecting our workforce. The purpose of this project is to establish a clear, consistent site-wide PPE standard that reduces risk and supports safer everyday work. Strong standards demonstrate respect for our people and reinforce our shared commitment to safety.

Consultation and collaboration

Over several months, the project team conducted focus groups across site, reviewed current practices, and benchmarked our standards against industry peers. A dedicated PPE Committee was formed to review the findings and support the proposed changes through to implementation.

This collaborative approach has ensured the changes are informed, practical, and shaped by input from those who work with PPE every day.

What's changing

We are raising the bar on minimum PPE requirements. In green zones, the minimum standard will now include long-sleeved shirts, high visibility clothing, safety glasses, gloves, and hearing protection when undertaking tasks. Orange zone requirements remain unchanged. Red zone standards will continue, with trials underway for alternative hot metal garments and improved reflective tape to align with Australian Standards.

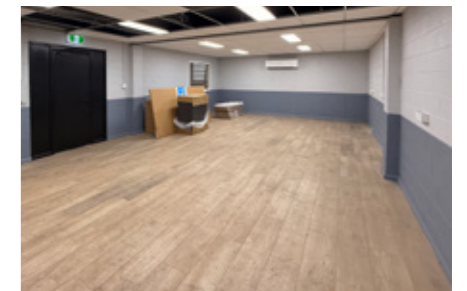
Safety glasses will be required at all times across site, except in offices, crib rooms, and the canteen. Respiratory

protection standards will be updated in the Electrolysis and Carbon departments. A single, consistent PPE standard will also apply when working with induction furnaces.

Colour-coded zones will be refined, including improvements to red zone requirements and updates to green zone boundaries. Policies and signage will be updated to reflect these changes.

Looking ahead

These standards will be implemented site-wide by the end of May. PPE is the last line of defence, not the first. When expectations are clear and consistent, culture follows. Consistency builds fairness, and fairness builds compliance.



Casthouse receives a makeover

AS PART OF TAC'S SAFETY TRANSFORMATION PLAN, THE CASTHOUSE HAS UNDERGONE A SERIES OF PRACTICAL UPGRADES DESIGNED TO FURTHER REDUCE RISK AND IMPROVE EVERYDAY WORKING CONDITIONS FOR THE DEPARTMENT.

One significant change has been the relocation of the kitchen, schedulers and supervisors' office, and crib room facilities. These spaces have been moved away from the hot metal aisle, removing the need for operators to cross active vehicle areas during their shift. This change directly reduces the potential for vehicle and pedestrian interactions and supports a safer, more controlled working environment.

Improved Facilities for Our People

The new kitchen represents a major step forward. Purpose built and well equipped, it includes a commercial size refrigerator and modern appliances that better meet the needs of a busy operational area. The upgrade provides a more comfortable and functional space for employees to take breaks and reset during the day.

The former boilermaker facility has now been fully renovated and repurposed. Designed with flexibility in mind, the space can function as a Safe Start area or a training room as needed. The upgrade provides a practical, fit for purpose environment.

Safety in Action

These improvements reflect TAC's ongoing commitment to making safety tangible through thoughtful design and investment. By removing unnecessary exposure to high-risk areas and improving shared facilities, the Casthouse upgrades demonstrate how safety, productivity, and employee experience can be strengthened together.



A historic achievement for TAC

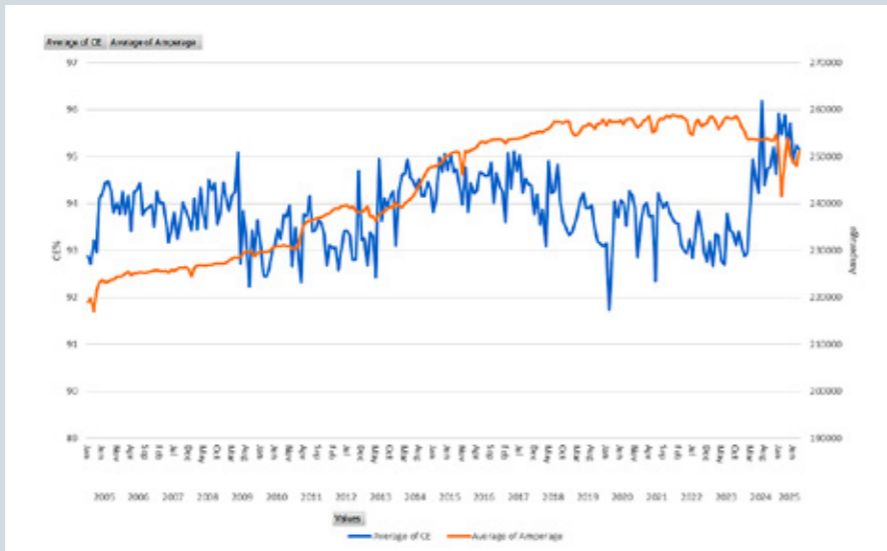
TAC HAS REACHED A SIGNIFICANT MILESTONE, RECORDING THE HIGHEST CURRENT EFFICIENCY PERFORMANCE IN THE SITE'S HISTORY AND ESTABLISHING A NEW GLOBAL BENCHMARK FOR AP18 TECHNOLOGY. THIS RESULT REPRESENTS THE STRONGEST CE OUTCOME IN MORE THAN 15 YEARS AND SETS A CLEAR REFERENCE POINT ACROSS RIO TINTO MANAGED AND JOINT VENTURE SITES.

CE% climbed to sustained levels above 95 percent, demonstrating what is possible through disciplined process control, technical focus, and strong teamwork. This achievement reflects years of continuous improvement and a shared commitment to stability and performance across the site. It is a clear Blue Story in action, showing how SHIFTING to Blue delivers measurable outcomes.

Importantly, this record CE performance has been achieved while operating at the highest amperage and metal production levels on site. In parallel, TAC has continued to strengthen its energy efficiency performance. The site has delivered year on year improvements in energy consumption since 2011 and, in the first half of 2025, achieved benchmark energy results across all technologies within Rio Tinto's portfolio.

TAC recorded the second-best energy consumption result for AP18 technology, while maintaining the highest amperage and metal output.

These combined outcomes highlight not only operational excellence but also resilience in the face of ongoing challenges during 2025. Delivering record CE, strong production, and leading energy performance concurrently underscores the capability and maturity of TAC's systems and people.



Tomago Aluminium CE% and Amperage Performance (2005-2025)

Key Drivers Behind the Record Performance

Improved Anode Quality

Enhanced manufacturing standards and tighter quality control have reduced variability and strengthened cell stability, directly lifting CE performance.

Stronger Work Quality Standards

Consistent training, procedural discipline, and clear ownership of cell performance across shifts have ensured reliable and repeatable results.

LMO Process Team Continuous Improvement

Ongoing focus on bath chemistry, anode effect reduction, feeding control, and pot stability has been central to achieving and sustaining these outcomes.

These milestones reflect TAC's values of Teamwork, Achieve and Care. It is a credit to every team contributing to operational excellence. As TAC continues to refine the balance between performance, efficiency, and resilience, the foundation is firmly in place for even greater results ahead.



L-R: Dan Lines, Gary Fleming, Scott Asquith, Haley Roberts, James Masters, Magali Gendre, Lily Wallis, Hayley-lee Summers, Mariano Fanlo, Nina Stewart, Matthew Grainger, Bianca Walls, Katie Burns, Aman Kaur, Tom Lescoffit and Shauna Straney.
Missing: Marcus Faulkner, Mel Green, Rene Hart, Mikaela Dawso

Embedding diversity, equity and inclusion at TAC

DIVERSITY, EQUITY, AND INCLUSION (DEI) AT TAC MEANS CREATING A SAFE, FAIR, INCLUSIVE, AND RESPECTFUL WORKPLACE WHERE EVERYONE CAN PARTICIPATE FULLY, PERFORM AT THEIR BEST, AND GO HOME SAFE EVERY DAY.

Building a Fairer Future – Together

Guided by our core values, we are committed to celebrating differences, treating people with dignity and respect, promoting fairness, and ensuring equitable access to the tools, facilities and support needed to thrive. We believe in the benefits DEI has in driving creativity, innovation, strong decision making, and sustainable performance. When people feel safe, respected and included, they communicate openly, raise issues early, collaborate more effectively and contribute ideas that improve safety and outcomes across our site.

As Senior Site Delegate Marcus Faulkner explains, the focus is on ensuring decisions and improvements genuinely work for the workforce.

“What matters to me is that decisions work for the people doing the job,” Marcus says. “DEI is about listening to the workforce, fixing things that create unnecessary barriers for people, and making sure improvements actually make a difference onsite. When people feel heard and supported, they’re more engaged, safer at work, and more willing to speak up.”

We are committed to maintaining a fair and inclusive culture and driving diversity within our workplace. We want all our people to feel valued and respected, and to have equal access to opportunities. We want to empower them to contribute their diverse skills and perspectives, and we value the benefit this brings to our culture and business performance. TAC's newly established DEI Committee plays a key role in turning this commitment into practical action.

The DEI Committee

Established in May 2025, the Committee brings together employees from across the site and reflects a broad range of roles, experiences and perspectives.

Its focus is on identifying and removing barriers and improving the working environment for everyone. Where something is unfair, ineffective or does not work for all employees, the Committee helps address these issues on behalf of the workforce. This includes providing input into facilities, PPE, tools and equipment, DEI days of significance, and ensuring DEI considerations are embedded into everyday decision-making. The Committee also suggests and tests ideas, recommends improvements, escalates matters through the appropriate channels, and follows up to ensure outcomes are delivered and communicated back to employees.

Progress and Impact

Since launching the DEI Committee, TAC has continued to make progress across all areas of diversity, equity, and inclusion. Recent improvements include upgraded site facilities, a stronger focus on ensuring PPE fits and supports people across all life stages, and more consistent access to essential tools and resources.

Expectations around respectful interactions and safe behaviours have also been reinforced, contributing to a workplace where people feel confident raising issues or suggestions early.

Current initiatives underway include, but are not limited to:

- Reviewing which days of significance, we recognise on site to ensure they reflect our workforce, with Anzac Day now included following feedback from our people about the importance of this recognition.
- Piloting a wellbeing room concept to better support people's cultural, personal, and life-stage needs.
- Developing a parental leave pack to help create a smoother, more positive experience for those entering these exciting days of their lives.

Looking Ahead to 2026

In 2026, the DEI Committee will continue to build on this foundation. Key priorities include further identifying and removing barriers to participation, continuing improvements to facilities and equipment, strengthening awareness and capability, recognising days of significance, and sharing more employee stories that reflect the diversity of our people and career pathways.

Get Involved

DEI is a shared responsibility, and the Committee is always keen to hear from employees who would like to be involved. Or, if you simply have an idea that you would like to raise, a committee member can do this on your behalf to ensure your idea is put forward for consideration.

More information about the Committee, its charter and members, and how to submit an EOI is available on T-Net.



Vehicle and pedestrian safety

IMPROVING VEHICLE AND PEDESTRIAN SAFETY REMAINS A KEY FOCUS OF TAC'S SAFETY TRANSFORMATION PLAN. AS A BUSY INDUSTRIAL SITE WITH HIGH LEVELS OF MOBILE EQUIPMENT AND FOOT TRAFFIC, CREATING CLEAR SEPARATION AND SAFER INTERACTIONS IS ESSENTIAL TO PROTECTING OUR PEOPLE EVERY DAY.



Over the past year, important improvements have been delivered across site. Boom gates have been introduced in the CASHOUSE to better manage vehicle movements, while upgraded signage and reinforced speed controls are helping to create more predictable and controlled traffic environments. These changes are practical, visible and designed to reduce risk in high-activity areas.

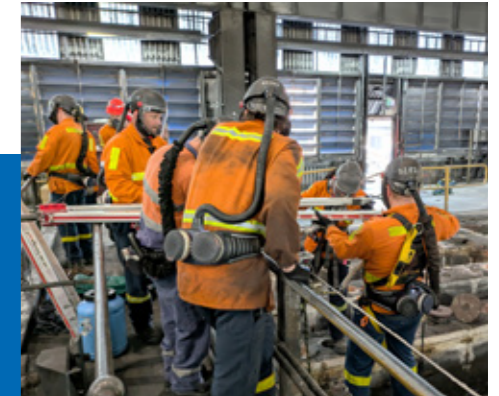
Building on this work, the team has also implemented several additional initiatives to strengthen safety outcomes. Pedestrian gates have been installed in the hot metal aisle to improve segregation and guide safer access. New lunchroom and office facilities have been relocated and are now in use, supporting safer movement patterns and improved amenities.

Technology is also playing an increasing role. AI applications have been introduced on forklifts to enhance awareness and support safer operation in shared spaces. In parallel, consultation groups for Quarter Points and the Re-org process continue to provide valuable opportunities for employees to contribute insights, raise concerns and help shape practical solutions that work on the ground.

In 2026, we will implement additional vehicle and pedestrian safety improvements across our site, including updates to loading and unloading requirements, site walkways, exclusion zone standards, parking standards, enhanced technology for high-risk vehicles, as well as a review of Trikes and the introduction of a no-scratch policy for vehicles.

While infrastructure, technology and systems are critical, individual awareness remains just as important. Every person on site has a role to play in maintaining a safe environment.

Stay alert at all times, use designated walkways, follow signage and speed limits, and never assume a driver can see you. By combining strong systems with everyday safe behaviours, we continue to build a workplace where everyone looks out for one another and goes home safe every day.



L-R: The Emergency Response Team – Darren Buehler (Captain), Jo Bogie, Jack Turner, Mitchell Harding, Brody Musgrove (Captain), Andrew Shadwell, David Rowbottom, Stewart Smith, Alex Shanley and Michael Daddo.

Always ready to respond

ACROSS TAC, SAFETY IS BUILT ON PREPARATION, CAPABILITY AND PEOPLE WHO ARE READY TO ACT WHEN IT MATTERS MOST. AT THE CENTRE OF THIS IS OUR EMERGENCY RESPONSE TEAM (ERT), A HIGHLY TRAINED GROUP OF EMPLOYEES WHO PROVIDE IMMEDIATE, ONSITE RESPONSE TO CRITICAL INCIDENTS.

A Critical First Response

TAC's ERT members are the designated first responders for incidents such as fires, medical emergencies and hazardous material releases. Their role is to mitigate risk, protect lives and safeguard site assets during the crucial early moments of an incident. With detailed knowledge of our operations and environment, the ERT is able to respond quickly and effectively, supporting site safety while external emergency services are mobilised where required.

Training That Reflects Real Risk

ERT members undertake practical, nationally recognised training tailored to the hazards present across the site. This includes qualifications in confined space and heights rescue, firefighting and first aid, supported by regular monthly drills and refresher training. Scenario-based exercises

are designed to reflect the real risks managed at TAC, allowing teams to build skills, test procedures and identify improvement opportunities in a controlled environment.

Readiness Through Leadership and Teamwork

Being ready means more than technical skill. ERT readiness is maintained through clear communication, established procedures and access to the right equipment, including two-way radios, firefighting appliances and dedicated response vehicles. During an emergency, effective leadership is critical. Calm, decisive direction, clear communication and the ability to adapt as situations change help ensure a coordinated response. The ERT works closely with security, department leaders, operational teams and external services to manage incidents safely and efficiently.

Strengthening Our Safety Culture

The presence of a capable, professional Emergency Response Team reinforces a strong safety culture across the business. Their visible commitment to putting people first builds confidence and reassurance across the site. For those considering joining, the ERT offers a unique opportunity to develop valuable skills, gain nationally recognised qualifications and make a direct contribution to the safety and wellbeing of colleagues.

Building Capability for the Future

Looking ahead, the ERT continues to strengthen its capability through ongoing training, incident debriefs and department walk-arounds to deepen understanding of area-specific risks and procedures. It is this commitment to continuous improvement that ensures TAC's Emergency Response Team remains ready, responsive and focused on keeping everyone safe.



Introducing our 2026 apprentices

L-R: Darcy Mercieca, Harry McGrath, Austin White, Shelby Meehan, Amalie Harris and Lauren Matt.

TAC IS PLEASED TO WELCOME SIX NEW APPRENTICES TO THE BUSINESS AS THEY OFFICIALLY BEGIN THEIR APPRENTICESHIP JOURNEY WITH US IN 2026. JOINING TAC MARKS AN IMPORTANT MILESTONE FOR THESE EMERGING TRADESPEOPLE, AND WE ARE PROUD TO SUPPORT THEM AS THEY START THEIR CAREERS WITHIN A SAFE, HIGH PERFORMING AND TEAM FOCUSED ENVIRONMENT.

This year's apprenticeship intake attracted exceptional interest, with more than 700 applications received for just six positions. The strong response reflects the reputation of TAC's apprenticeship program and the quality of training, mentoring and career pathways it offers. Selecting the final group was highly competitive, with each apprentice demonstrating strong capability, commitment and potential.

Our apprentices will spend the next four years building technical skills, gaining hands on experience and learning from experienced tradespeople across site. Along the way, they will be supported by dedicated leaders, supervisors and mentors who are committed to helping them grow, learn and succeed at TAC.

Please join us in welcoming our newest team members.

Electrical Apprentices

- Austin White
- Lauren Matt
- Shelby Meehan

Mechanical Fitter Apprentices

- Amalie Harris
- Darcy Mercieca
- Harry McGrath

We look forward to supporting our 2026 apprentices as they begin this exciting chapter of their careers.

Welcome and Farewell

THIS PAGE RECOGNISES THE PEOPLE WHO HAVE JOINED TAC OVER THE PAST 12 MONTHS, AS WELL AS THOSE WHO HAVE RECENTLY RETIRED. WE WARMLY WELCOME OUR NEW STARTERS AND THANK THEM FOR CHOOSING TO BE PART OF OUR TEAM. WE ALSO EXTEND OUR SINCERE THANKS TO OUR RETIRING COLLEAGUES FOR THEIR YEARS OF SERVICE AND CONTRIBUTION TO TAC, AND WISH THEM ALL THE VERY BEST FOR THE FUTURE.

Welcome

Aaron Marsh	Darcy Mercieca	Jeremy Soley	Mitchell Bryant
Amalie Harris	David Buscombe	Jesse Peterson	Ngaruhe Jones
Andrew Greig	Dylan Gough	Joel Irving	Paris Borg
Angus Simpson	Dylan Wrench	Jonah Manivilovski	Peter Delanty
Anthony Simon	Gianni Rufo	Jordan Murphy	Peter Haddow
Austin White	Grahame Johansen	Joshua Mucaji	Samuel Paterson
Barton Smith	Hamish Allan	Joshua Wivell	Sean Bell
Berias Masseque	Harrison Dearing	Krystal Kaupke	Sean Blundell
Bradley Callan	Harry McGrath	Kyle Bennett	Shawn Hughson
Bradley Lauder	Hayden Lloyd	Lauren Matt	Shelby Meehan
Bradley Neale	Indyanna Vouden	Lee Ward	Sheree Dederer
Brodan Martin	Jack Price	Leigh Wyatt	Stephen Nightingale
Caleb Snowdon	Jacob Graham	Luke Bramble	Stephen Richards
Cameron Cookson	Jacob Wilson	Luke Medwell	Teneah Carey
Cameron Terras	Jake Barrack	Marc Murphy	Thomas Everson
Cayley Burton	Jake Blazejko	Mark Doyle	Todd Gray
Christopher Shaw	Jake Dunn	Martin Weir	Travis Egan
Cody Gibbons	Jakeb Lawrence	Mason Webb	Victoria Unicomb
Cody Hardy	James Godwin	Matthew Matthews	Wendy Harris
Corey Allen	James Masters	Matthew Woodger	Xuxa Alexander
Cosmo O'Donohue	Jarrad Stow	Maurice Martin	Zayne Gray
Courtney Delaney	Jason Vassallo	Max Wylde	Zlatko Stojankovski
Daine Walker	Jaymie-Marie Dorsett	Melissa Santleben	

Farewell

John Zaino Cast Products	41 years
Adam Blenkinsop Maintenance	41 years
Ian Bradbury Carbon Plant	36 years
Danny Penfold Rod Shop	37 years
Don Caruso Cast Products	28 years
Terrence Harges Cast Products	22 years
Dallas Mearns Liquid Metal	17 years
Rohss Wilson Carbon Plant	20 years
David Berry Cast Products	20 years
Phil Anthony Cast Products	19 years
James Evans Rod Shop	12 years
Ian Wright Liquid Metal	16 years
Lou Prete Cast Products	15 years
Allan Delanty Liquid Metal	13 years
Warwick Hawthorne Rod Shop	12 years
Craig Wells Cast Products	11 years
Trevor Beverley Liquid Metal	10 years
Neil Day Procurement	8 years



100 trees planted at TAC for National Tree Day

TO MARK NATIONAL TREE DAY, 19 VOLUNTEERS FROM ACROSS SITE CAME TOGETHER LAST YEAR TO PLANT 100 NATIVE TREES AT TAC. IT WAS A PRACTICAL AND POSITIVE WAY TO CONTRIBUTE TO THE LOCAL ENVIRONMENT WHILE STRENGTHENING CONNECTIONS ACROSS THE WORKFORCE.

With clear skies and great energy on the day, the planting effort was completed just ahead of incoming rain, setting the saplings up for a strong start. The initiative was led by the TAC Environmental Committee, with valued support from the Hunter Region Botanic Gardens, who supplied a carefully selected range of native species.

The trees planted included Angophora costata, Eucalyptus robusta and Casuarina glauca. Over time, these species will help enhance the natural landscape surrounding our site and support local biodiversity.

Celebrating Our Green Wins

The tree planting is one of many positive environmental outcomes achieved at TAC over the past year. Thanks to the commitment of our Environment team and Environmental

Committee, tangible progress has been made in reducing waste and improving resource recovery.

In the past 12 months, 25 tonnes of paper and cardboard have been recycled, 184 tonnes of timber reclaimed and diverted from landfill, 5,500 tonnes of refractory bricks crushed and re-used as road base, and 4,300 tonnes of steel returned to circulation. These efforts reduce our environmental footprint while supporting a more circular economy.

Small Actions, Meaningful Impact

While progress continues, there is still more to do. Single use plastics remain a challenge, with only around one third of plastic bottles recycled nationally. At TAC, we are focused on practical solutions that make it easier to reduce waste.

Reusable TAC water bottles and coffee cups are now available to support everyday choices that limit disposable plastics. Small changes in daily habits can collectively deliver environmental benefits.

Got an Idea?

Environmental improvement is a shared responsibility. If you have an idea, large or small, the Environmental Committee would welcome hearing from you. Every contribution helps shape a more sustainable future for TAC.

You can email the committee at HSECommittee@Tomago.com.au



Celebrating years of service

40 years

Kole Talevski
Paul Malone

35 years

Craig Jones
David Prior
Gavin Courtney
Glen Sceresini
Peter Sharkey

30 years

Brett Pollard
Daniel O'Hare
Doug Searl
Garry Lloyd
Guy Hodgkinson
Ian Huhta
John Miller
Karl Ivancevic
Michael Carmody
Neil Harrington
Scott Archibald
Shane Filip
Shannon Ridley

25 years

Mark Snell
Scott Hatton

20 years

Barry Gardiner
David Berry
David Rowbottom
Glenn Single
Grahame Price
Ian Hicks
Jonathan Blewett
Mark Carey
Paul Robson
Rohss Wilson
Sash Casitovski
Scott Bubb
Sean Gibbons
Shane Pritchard
Shannon Smith
Stephen Jenkins
Steven Midwood
Stewart White
Trevor Collins

10 years

Alexander Sharp
Anthony Cook
Adam Wilton
Aydan Carter
Cameron Iliffe
Daniel Smoothy
Darren Robertson
Geoffrey Lang
Gregory Jones
Heath Such
James Gordon
James Welldon
Jason Monkley
Joshua Houston
Keran Walker
Liam Drew
Luke Higgins
Luke Vanderdrift
Mark Loveridge
Nathan Bevear
Paul Waqakalou
Peter Daly
Phillip Dunlop
Samuel Lloyd
Sarah Cook
Trevor Beverley
Ty McGregor
Vincent Sultana



Aluminium Fact

Aluminium reflects most visible light and infrared radiation. Because of this, it is used in thermal insulation, mirrors, and spacecraft heat shields.

Supporting local charities and community events...

Every year TAC supports a number of local charities and community groups and events through sponsorships and donations.

In the past 12 months we have supported...

- Australian Cancer Research Foundation (ACRF)
- Cooks Hill Surf Club
- Hunter Breast Cancer Foundation
- Hunter Manufacturing Awards
- Hunter Wildlife Foundation
- HunterWise
- Jenny's Place
- Jupiter (Mental Health support for youths)
- Make a Wish Australia
- Mark Hughes Foundation
- Men's Shed
- NUCES (Newcastle University of Chemical Engineering Society)
- Oz Harvest
- Port Stephens Mayoral Academic Scholarship Program
- Soul Hub
- Survivors'R Us
- Talk2Me Bro (Mental Health Awareness)
- Tarro Fire and Rescue
- Trades Women Australia
- Westpac Rescue Helicopter

Lock it in. The TAC Family Picnic Day is coming.

Join us on Sunday 20 September, from 10.00 am to 3.00 pm, at the Hunter Region Botanic Gardens for a relaxed and fun-filled day for the whole family.

Enjoy live music, garden tours, and tours of our aluminium smelter. There will also be rides, games, prizes, giveaways, raffles, food trucks, snow cones and plenty more to keep all ages entertained.

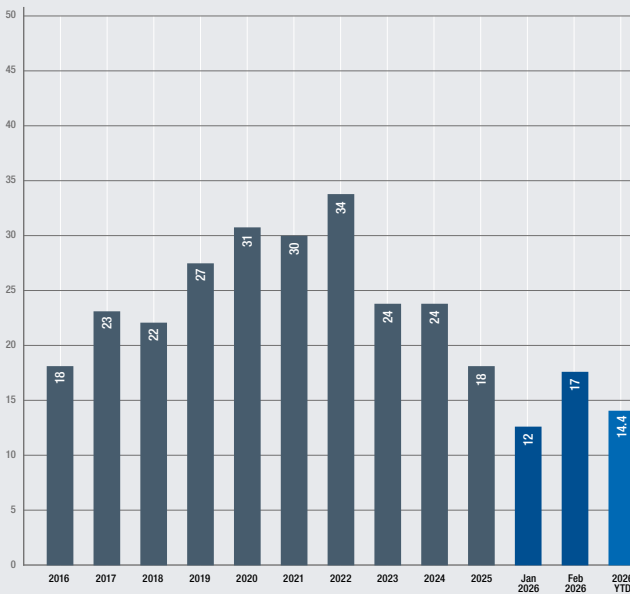
It is a great opportunity to spend time together, connect with colleagues and families, and enjoy the beautiful gardens.

More details will be shared closer to the day, but make sure you mark your calendar now. This is one event you will not want to miss!

Key performance indicators

HAZARD EVENT RATIO

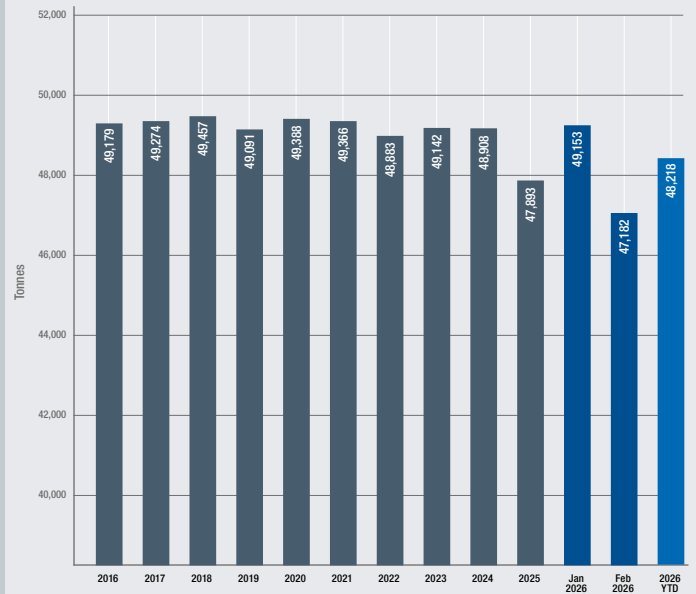
Yearly Actual Monthly Actual YTD



The Hazard Event Ratio measures the number of injuries in proportion to the number of safety related events.

EFFECTIVE METAL PRODUCTION (Tonnes/Mth)

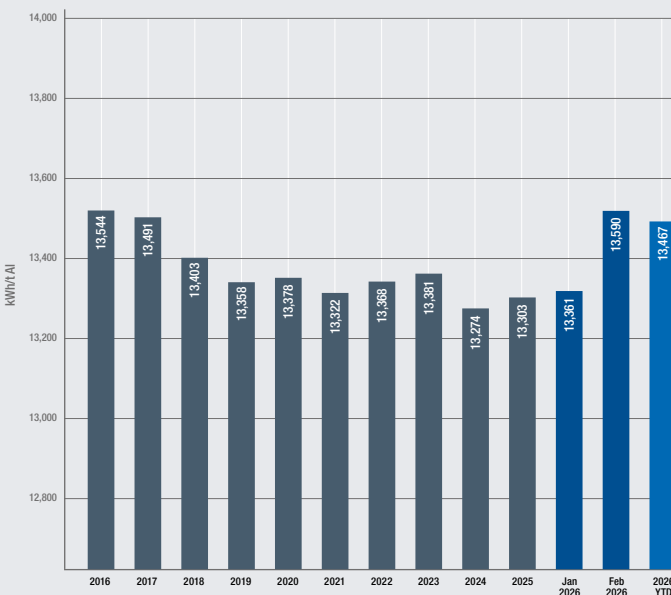
Yearly Actual Monthly Actual YTD



The Effective Metal Production is the total amount of hot metal tapped from the pots. It includes both hot metal tonnes delivered to Cast Products plus any reclaimed cold metal.

DC ENERGY CONSUMPTION (kWh/t Al)

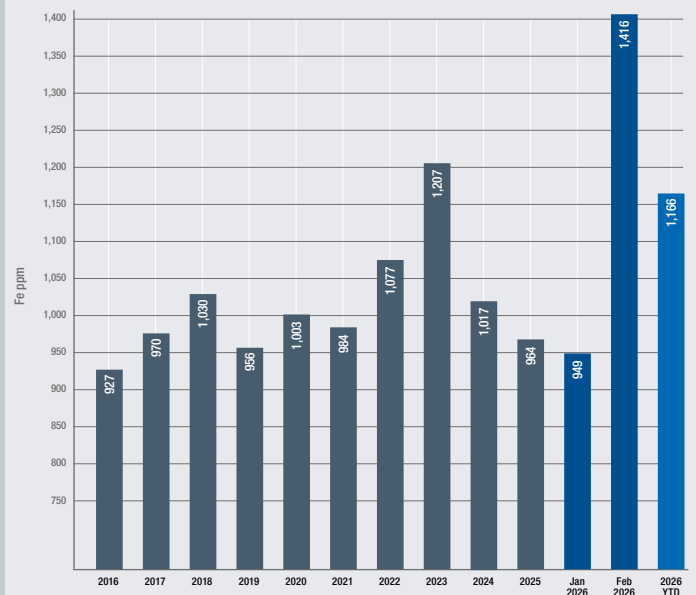
Yearly Actual Monthly Actual YTD



Energy Consumption measures how much power we use to make one tonne of aluminium. The lower this number the better!

IRON IN METAL (Fe ppm)

Yearly Actual Monthly Actual YTD



Iron in metal is our main measure of quality and purity. The lower the iron content is, the better.