


RioTinto



Our Contribution to
Western Australia
2024



Our operations are located on land and waters that have belonged to Indigenous Australians for thousands of years. We respect their ongoing deep connection to Country and recognise the vast knowledge Indigenous Australians have of the land, water and environment.

In Western Australia, Rio Tinto operates on Banjima, Muntulgura Guruma, Gija, Kariyarra, Mardudhunera, Marlinyu Ghoorlie, Martu, Malignin, Miriwoong, Ngadju, Nharnuwangga Wajarri & Ngarlawangga, Ngarlawangga, Ngarla, Ngarluma, Nyangumarta, Nyiyaparli, Puutu Kunti Kurrama & Pinikura, Robe River Kuruma, Wadandi Bibbulmun, Whadjuk (Noongar), Wong-Goo-Tt-Oo, Wularr, Yaburara, Yawuru, Yindjibarndi and Yinhawangka Country.

We pay our respects to Elders, both past and present, and further acknowledge the important role that Indigenous Australians continue to play within our business and communities.

Our contribution to

Western

Australia

Rio Tinto has been part of Western Australia for 60 years, working with the communities around us to create jobs and opportunities.

In 2024, we underlined our commitment to WA by progressing a number of major projects as part of our plans to build 5 new mines in the Pilbara over the next 5 years.

These plans include Rhodes Ridge, which could become the biggest iron ore mine ever built in Australia.

An important milestone for the year was the shipment of our 4 billionth tonne of Pilbara iron ore to China, our largest customer. That's enough iron ore to produce the steel needed for about 45,000 Sydney Harbour Bridges.

Meanwhile, our relationships with WA businesses went from strength to strength.

As part of our commitment to support jobs and deliver value for the state, we spent a record \$10.3 billion with around 2,400 suppliers.

Spending with Indigenous-owned businesses in WA reached a record \$769 million.

The innovation and dedication shown by our suppliers is exceptional. Without them, our business could not exist.

In 2024, we also spent \$47.7 million to support WA communities.

I'm proud of the strong partnerships we've entered that are making a difference to the lives of many people across the state.

You can read about some of our key 2024 partnerships in this publication but one that stands out for me is our collaboration with Pride WA, which celebrates and supports the local LGBTQIA+ community.

We committed \$20 million towards the redevelopment of Paraburdoo Hospital in 2024, in addition to the \$20 million already committed to the new Tom Price Hospital. In Tom Price, we also dedicated \$10 million to the redevelopment of Minna Oval.

We entered into a 6-year \$9.5 million partnership to preserve and protect Yinhawangka culture and formed a 2-year partnership with Lifeline WA, which includes recruiting and training 120 new crisis supporters.

Our partnership with the Perth Wildcats and Perth Lynx strengthened further in 2024, as we held basketball clinics for local kids in Karratha and Onslow with the clubs' coaches and players.

We also entered a new 5-year, \$27.5 million partnership with Channel 7 Telethon.

It was an important year for decarbonisation partnerships – as we cannot solve the challenges of climate change alone.

Together with the Ngarluma Aboriginal Corporation, we're pursuing the development of an 80MW solar farm on Ngarluma Country near Karratha, and we're working with BHP to trial large battery electric haul truck technology in the Pilbara.

We took an important step towards reducing carbon emissions in steelmaking – announcing the development of our Biolron™ research and development facility in Kwinana.

Along with BHP and BlueScope, we selected Kwinana as the location to develop Australia's largest ironmaking electric smelting furnace pilot plant. Woodside Energy will join the consortium as an equal equity participant and energy supplier, subject to finalising commercial arrangements.

All of our work would not be possible without the support of our 18,400 people across WA.

Around 3,500 of our fly-in, fly-out (FIFO) workforce live in regional WA, including Busselton, Broome, Albany, Geraldton and Derby.

Our operations also support the Pilbara towns of Tom Price, Dampier, Paraburdoo, Pannawonica, Karratha and Wickham.

Thank you to all of our partners and people for another exciting year – one where we continued to work together for a thriving future.

I hope you enjoy reading the stories in this publication about our contribution to WA.



Simon Trott
Chief Executive Iron Ore



A look **into** our impact

Proud to be part of the WA community for 60 years.
riotinto.com/into

It's our privilege to share with you some of the stories of our people and partners from 2024, working together towards a better future for WA. At a glance...

\$47.7 million	\$3.5 billion	328 million tonnes	\$10.3 billion	\$1.37 million	~18,400	1,579	10,000+	2,700	250
to community initiatives	in royalties and other payments to State Government	of iron ore produced (100% basis)	spent with WA suppliers	in community grants	employees across WA, including 10,200 FIFO	Rio parents took paid parental leave	people in our villages each night	houses across our Pilbara towns	kids coached by Perth Wildcats and Perth Lynx at Pilbara basketball clinics



Total number of WA parents that took parental leave in 2024

1,154	421	4
Men	Women	Gender not disclosed

Helping families find balance

For over 2 years we've provided world class gender-neutral parental leave – offering all Rio Tinto parents 18 weeks of paid leave after a new child arrives.

Becoming a parent or carer is a significant milestone and can be magical and daunting, so we want our people to feel cared for and supported at every stage.

Last year we enhanced our parental leave program for Iron Ore employees. This includes events to share experiences and stay connected, return to work gifts, and toolkits and practical resources to help our parents and leaders positively navigate the journey.

Reece's story

Reece took 4 months' paid parental leave last year when his family welcomed their second child.

"I have two daughters, Lara, 3, and Hallie, now 5 months," he said.

When Lara arrived, it was before the current paid parental leave was in place.

"Adjusting to my new role and being a new parent wasn't always easy, and my partner, Eliza, often had to care for Lara with limited support," Reece said.

Taking advantage of Rio Tinto's updated parental leave this time around with Hallie was a remarkably different experience.

Eliza also took 12 months off work, so they were both home together.

They said it made having a second baby significantly easier, allowing them to truly enjoy the precious time as a family.

"The small moments together, be it cooking, or spending time at the park or the beach made it special, and it provided a better balance of the parenting workload for Eliza and I," Reece said.

"I was able to be fully present and make some lasting memories with my girls.

"It also gave me a better understanding of the workload and sacrifices of primary caregivers."

Inspiring new pathways

We're investing in education pathways to develop the critical skills WA needs to thrive into the future.

Our goal is to grow, attract and retain a highly skilled and diverse workforce. We provide multiple pathways to education, knowing that diverse experiences and perspectives are key drivers of innovation and creativity.

We aim to inspire and empower people to realise their potential through practical, real world experience. We offer apprenticeship, traineeship, graduate and intern programs, and Indigenous scholarships. Our Aboriginal Training and Liaison program prepares participants to be work-ready for Rio Tinto and non-Rio Tinto job opportunities.

Our partnerships with universities and TAFE in WA ensure curriculums keep up-to-date with industry advancements.

School-based pathways encourage students to explore opportunities through work experience, school-based traineeships and our pre-apprenticeship program.

We provide access to industry leaders, technical experts and the latest technology and innovation. This supports continuous learning and connects people to opportunities within our business.

Rio Tinto Future Skills Programs

In 2024 we supported*

222

Apprentices

123

Graduates

42

High school work experience students

114

Interns

17

Trainees

31

Aboriginal Training and Liaison participants

* figures are Rio Tinto Iron Ore, as at 31 December 2024.

Louise shares knowledge with a colleague.

Louise Kariyarra woman

2024 Graduate Safety Excellence Award recipient

A desire to work with people on Country is what led Louise to start her Rio Tinto career as an Environmental Advisor.

"I didn't expect to work at Rio Tinto. However, I love being outdoors and wanted to understand how to minimise our impact on the environment," Louise said.

"Everything is interconnected, so what we do at our operations flows to the natural environment."

Louise has worked with Rio Tinto for 3 years in environmental roles across WA and Queensland, with a focus on auditing, compliance and engaging with stakeholders.

"Auditing is part of caring for Country," she said.

"It helps us to identify environmental concerns and find solutions so that things are built the right way for Country from the start."

Louise loves working with people to find better ways of tackling tricky problems, especially those that others put in the too hard basket.

One of Louise's favourite projects has been working alongside Traditional Owners on Country at Cape Lambert.

"The people you meet, places you see and Country you get to work on during the [graduate] program are beautiful," Louise said.

In 2024, Louise received the Graduate Safety Excellence Award, recognising her outstanding contribution to our sites.

Investing in innovation

We are investing in breakthrough steelmaking technologies, backing start-ups and supporting future talent.

With steelmaking accounting for 8% of the world's carbon emissions, we're finding better ways to turn our Pilbara ores into steel and decarbonise the steel value chain.

We are investing in 2 innovative projects south of Perth, Biolron™ and NeoSmelt.

Biolron™

In 2024, we announced the development of a research and development facility in Rockingham to test our low-carbon ironmaking process, Biolron™.

This world-first technology uses raw biomass and microwave energy instead of coal to convert Pilbara iron ore to metallic iron in the steelmaking process.

This technology has the potential to reduce carbon dioxide emissions by up to 95% during steelmaking, when compared with the current blast furnace method.

NeoSmelt

We know the challenge of decarbonisation cannot be solved alone.

We're combining our expertise with BHP, BlueScope and Woodside, with support from the WA Government, to investigate the development of Australia's largest ironmaking Electric Smelting Furnace pilot plant in Kwinana.

The NeoSmelt project aims to develop the technology needed to reduce the carbon intensity of iron and steelmaking, using Pilbara iron ores.

The pilot will initially use natural gas, with plans to use hydrogen once fully operational, targeting up to 80% emissions reductions.

Founders Factory

Bright ideas can come from anywhere and that's why we're partnering with Founders Factory to invest \$14.4 million in start-up businesses over 3 years. The investment will focus on technologies supporting safe mine operations, decarbonisation, exploration processing and automation.

Each start-up receives a cash investment and participates in a 4-month accelerator program run by Founders Factory, to support product development and commercialisation.

"This exciting partnership has the potential to unlock new technologies, allowing Western Australia to develop as the Silicon Valley of the global mining industry."

Simon Trott
Chief Executive Iron Ore

Next generation talent

We continued to support great young minds in STEM, providing real-world learning experiences and industry connections through partnerships with Derby District High School, Karratha Senior High School, Tom Price Senior High School and the Chamber of Minerals and Energy WA Digital Technologies program.

And since 2017, our partnership with the WA Government and South Metropolitan TAFE has delivered nationally recognised qualifications in autonomous operations, including Australia's first Certificate IV in Autonomous Control and Remote Operations.



Automation and robotics

Our WA operations are at the forefront of automation and robotics. Gudai-Darri mine in the Pilbara houses our most technologically-advanced automated sampling laboratory.

Production samples enter the lab via a conveyor from the sample station and are transferred to the automated production cell by a robot – giving us excellent visibility of ore grades.

We are also trialling Rover the robot (pictured) to revolutionise site safety and maintenance. Rover conducts autonomous conveyor belt maintenance inspections, using GPS, sensors and a thermal camera to identify potential failures and allow for timely repairs.

A place to listen

Klara is smart, accomplished, tech-savvy and energetic. However, her confidence masks lifelong challenges, giving her unique insight into anyone feeling isolated or misunderstood.

Klara was diagnosed with severe dyslexia and giftedness (high intelligence) at the age of 6. When she joined Rio Tinto in 2019, she initially didn't want people to know about her diagnosis.

"I think most neurodiverse people are masters at masking their differences, but now I try to embrace diversity and be there to support others who are struggling to find their place," she said.

"We can't change other people's lives, but we can listen."

Drawing on her own experiences, Klara is a passionate mental health advocate, and knows first-hand the power of a conversation.

"I am always open to having a chat," she said.

"I know personally the deep dark hole we can fall into.

"So if I just need to climb down and sit with you for a bit, I will."

Klara is now an Employee Reference Group champion for the neurodiverse community across Rio Tinto.



Klara takes a seat with Gudai-Darri General Manager Heath Harnden.

Our Bench Seat Project

Klara put these values into action while working at our Gudai-Darri mine, pitching the concept of installing bench seats around the site to create a safe space to access help.

We installed 10 benches at Gudai-Darri, each inscribed with a message of support, contact details for onsite counsellors and mental health helplines.

"If my project helps someone, somewhere, maybe even saves somebody's life, then everything I've overcome to bring my idea forward is worth it," Klara said.

Local ideas spark global change

Klara's thoughtful idea earned her the Workplace Wellbeing Award at the Chamber of Commerce and Industry WA inaugural Diversity and Inclusion Awards. She also received an award in our internal global recognition awards.

Word of Klara's idea continued to spread, with the concept now incorporated into Rio Tinto's global Everyday Respect Inclusive Facilities best practice guidance.

The recommendation is to create a wellness area at each of our workplaces and villages so people can reset, have a private conversation or access support resources.

How to train a robot dog

As well as her passion for people, Klara's out-of-the-box thinking has led to innovative solutions that save money, time and improve safety, but also make work fun.

Inspired by her leader's call to action to embrace technology, and hearing colleagues talk about issues in their work areas, Klara and her colleagues helped introduce robots for essential but mundane tasks.

The team's first foray into robotics was a robotic dog named Spot, programmed to find faults in conveyor belts.

"People are very scared of technology. Spot was a way to introduce it in a friendly way," Klara said.

After a 6-month trial of field tests using Spot, the trial has been extended with a new robot, Rover. Enlisted for its onboard technology, Rover is designed to scan conveyor rollers to identify potential failures and allow for timely repairs.

"Robotics is not just for technical teams, we have operators on site learning new skills to use Rover to collect data," Klara said.

"New technologies are the answer to so many of the mechanical and technical issues in mining, and I am so excited that I got to help introduce innovation and collaborate with people to bring these projects to life."



Adult apprentice Sam at the WestTrac Geraldton workshop.

Partnering for better business outcomes

Every year, we partner with thousands of businesses across WA, to support our operations.

Together with our suppliers we provide opportunities across the state, creating jobs and helping build strong local economies.

We boosted spending by \$1.5 billion to a record \$10.3 billion in 2024, working with around 2,400 suppliers.

And our economic impact is being felt locally, with more than \$1 billion spent last year supporting local businesses near our operations.

Rio Tinto Senior Manager Local and Sustainable Procurement, Matt said suppliers are critical to our business and the communities where we operate and live.

“The really exciting part is that our partnerships with local suppliers create flow-on benefits well beyond our initial spend,” he said.

“We estimate that for every dollar spent with suppliers in WA, about double that amount flows back to the community through additional jobs, wages and spending.”

We continue to increase our contribution to Indigenous businesses, spending \$769 million with WA Indigenous businesses in 2024, of which \$569 million was spent with Traditional Owner businesses.

“We are working hard to maximise the amount of our spend that remains in the communities where we operate,” Matt said.

“Over the long term, this will lift local economic activity and incentivise more local investment, which will benefit everyone.”

But according to Matt, it is more than just the numbers - our contribution to WA businesses comes from learning about and supporting the community’s goals and aspirations and understanding how their goals align with ours.

“That alignment is the foundation from which we can build strong, enduring partnerships,” he said.

Matt said he is most proud when he thinks about the impact on local economies, both in the Pilbara near our operations and our regional FIFO towns.

“When businesses and economies thrive, communities thrive - from young people aspiring to stay regional to small businesses like cafés seeing sustainable, consistent year-round trade,” he said.

“By partnering with local businesses, the benefits flow to everyone.”

WesTrac Geraldton

For nearly 4 years, in collaboration with the Mid West Chamber of Commerce and Industry, we’ve partnered with a Geraldton-based business to repair and rebuild our dozers, graders, loaders and support trucks, helping to create jobs and opportunities in the Mid West.

Our partnership with WesTrac Geraldton helps create jobs and opportunities in the Mid West - supporting 2 new apprenticeships each year, and local employment and pathways into the mining industry.

WesTrac Branch Manager Geraldton, Adrian Rumble, said the ongoing pipeline of work from Rio Tinto helped the branch employ more people and boost the local economy.

“There is a flow-on to many other local businesses we engage to complete the work we don’t do in-house - like local engineering firms and crane companies - so the economic impact is felt more broadly than just WesTrac Geraldton,” Adrian said.

“Importantly, our partnership gets heavy machinery and trucks off the road between Geraldton and Perth.

“By working on Rio Tinto machinery, the WesTrac team can build their skills and help technicians get exposure to the mining industry.”

Celebrating our suppliers

Our Rio Tinto Supplier Recognition Program recognises the enormous contribution suppliers make to our business and to the local communities where we operate. Each year we take time to celebrate the outstanding performance of our suppliers at the Supplier Recognition Awards.

2024 winners were: SimCon Occupational Medicine, MundaMurra, Bunbury Drilling Company, Camco Engineering, Hitachi Rail, Wallbridge Gilbert Aztec, Monadelphous and Wesfarmers.



Stewart from MundaMurra accepting the 2024 Rio Tinto Supplier Recognition Program Local Engagement Award.

Western Australian business - businesses that are headquartered in WA or ownership of 50% or more by a person who resides in WA.

Local business - a business where at least 50% of the business is owned by a person residing near our operations.

Indigenous business - a business is 50% or more Indigenous owned. Of our total spend with Indigenous businesses of \$769m in 2024, more than 75% goes to the Indigenous owners of those businesses.

Traditional Owner business - defined as an agreement participant or includes agreement participants in their ownership.



“It opens up new opportunities for Ngarluma People through agreements like this one. It’s important to us because it gives us recognition of Country. It finally gives us a chance to work with a rather large company, which is Rio Tinto, in coexistence, so we protect the Burrup and the sites out there.

It’s like what the old fellow said to us when we went for Native Title, you know, speak for your Country, look after your Country, and the Country will look after you. And that’s what we’re hoping to do.”

Les Hicks
Ngarluma Elder

Richard Cohen and Ngarluma Elder Les Hicks on Country.

Renewable energy on Country

By partnering with Traditional Owners, we aim to preserve Country, reduce emissions and foster economic opportunities in the Pilbara.

We are working with Indigenous communities to contribute to a more sustainable future, developing partnerships that support our emissions reductions goals and align to the ambitions of Traditional Owners to protect their Country.

In 2024, the Ngarluma Aboriginal Corporation and Rio Tinto agreed to pursue the development of an 80MW solar farm on Ngarluma Country, near Karratha, to supply renewable energy to our Pilbara operations.

A feasibility study is expected to be completed in 2025, with commissioning in 2027, subject to relevant approvals and final investment decision.

The project has the potential to displace up to 11% of natural gas currently used for generation across our integrated mining operations in the Pilbara, significantly reducing our overall emissions. The solar farm is the first proposed project we will pursue with the Ngarluma People, after signing a memorandum of understanding to explore opportunities for renewable energy projects on Ngarluma Country.

Rio Tinto Managing Director Rail, Port and Core Services, Richard Cohen, acknowledged the importance of these partnerships in the region.

“We’re incredibly proud to progress this project along with the Ngarluma People and are grateful for their effort and support to reach this important milestone,” he said. “This project underscores the significance of our long-term relationship with the Ngarluma People and demonstrates our commitment to working together to contribute to a more sustainable future.”



Richard Cohen joined Ngarluma Elders Les Hicks and Josie Samson, and Ngarluma Aboriginal Corporation CEO Ljuba Mojovic on Ngarluma Country.

Connecting through culture

We are finding better ways to work with Pilbara Traditional Owners to celebrate and protect cultural heritage and provide lasting benefits for the communities that host us.



Michael Woodley, Yindjibarndi Aboriginal Corporation CEO.

Across the Pilbara, we work closely with Indigenous communities to protect and manage their cultural heritage throughout the life of our operations, support their work to preserve stories, knowledge and practices, and together enhance economic opportunities through our agreements.

Our commitment to being a good partner is particularly important when you consider our operations and rail network occur on the lands of Traditional Owner groups.

Former Rail Maintenance General Manager, Matt Baartz, said the role of a good partner is to listen to each other and solve challenges together.

“The most important voice for us is the voice of Traditional Owners,” Matt said.

“It’s a privilege for us to listen, learn, and grow together and one of Rio Tinto’s greatest opportunities is how we connect and partner with the local communities we operate in.”

A strong partnership with Yindjibarndi Traditional Owners led to a renewed agreement in 2022, which was framed around working together to deliver better social and economic outcomes for the local community.

Michael Woodley, Yindjibarndi Aboriginal Corporation CEO, said the agreement represents a true partnership built on mutual trust and commitment.

“Our partnership helps build resilient and prosperous communities in the Pilbara,” Michael said.

“Through strategic business partnerships, we are creating an economic model for self-determination for the Yindjibarndi Nation that will endure for generations to come.”

We continue to work together to support the aspirations of Yindjibarndi People, including on-Country ranger programs. We also partner with Yindjibarndi business, Yurra, that provides civil maintenance across our rail network and supports local apprenticeships.

Matt said one of the privileges he has experienced was being welcomed onto Country to camp with Yindjibarndi Elders, who generously shared their knowledge, spiritual and cultural practices and connection to the land.

These overnight cultural camps are part of our commitment to increasing cultural competency across our business.

“When I reflect on my journey, what stands out to me is that Traditional Owners have the answers,” Matt said. “They’ve been on Country for thousands of years, solved many problems and created many opportunities over that time.”

Finding lower carbon pathways together

Decarbonisation is another incredible opportunity to collaborate with Pilbara Traditional Owners.

We are currently exploring an opportunity with Yindjibarndi Energy Corporation (YEC) in relation to their renewable energy project called Project Jinbi.

Currently in development by YEC, Jinbi includes 75MW of solar on a greenfield site located 55km south of Karratha on Yindjibarndi Country.

This is the first project under consideration since we signed a memorandum of understanding to explore opportunities to collaborate on renewable energy projects on Country, including wind, solar power and battery energy storage systems.



Jenny, Leanne and Nicole on Yindjibarndi Country to attend a cultural camp.

Staying ahead of the game

Basketball is the fastest growing sport for juniors in WA, and in 2024 the Perth Wildcats, Perth Lynx and Rio Tinto took it to the next level.

Through our partnerships in 2024, we brought basketball to the Pilbara, elevated women in professional sport and offered elite player pathways.

Bringing professional athletes to local communities

Our partnerships give us a wonderful opportunity to connect elite athletes with communities across WA.

In 2024, we partnered with Wildcats and Lynx coaches and players to run community and school basketball clinics in Karratha and Onslow for 250 kids.

Rio Tinto Managing Director Rail, Port and Core Services, Richard Cohen, joined Wildcat Keanu Pinder and Lynx Chloe Forster at both clinics and said it was an incredible experience.

"It was amazing for the Pilbara," he said.

"Through our partnerships with the Wildcats and Lynx, school kids, members of basketball associations and some of our employees and families got to have a unique experience - to practice and play alongside some of the best players in the state."

We're now planning to take the Wildcats and Lynx to Tom Price, Karratha, Pannawonica and Paraburdoo in 2025.



Members of the Derby Youth Service team with Perth Wildcats player and former Derby local Keanu Pinder.



250 children hit the court with their heroes in our Karratha and Onslow basketball clinics.

Talent pathways

Through our support, emerging athletes aged 14 to 19 continued to get the opportunity to join the Rio Tinto Wildcats Academy in 2024 and develop under coaches and staff. Thomas Gerovich recently got his start with the Wildcats after being part of the Academy. Development pathways for emerging young women continued to be supported in 2024 through the Lynx Academy program.

She's got game

We're helping the Perth Lynx operate at their maximum Women's National Basketball League sanctioned salary cap, so that players like Mackenzie Clinch-Hoycard get paid to focus on their work as professional athletes.

For women's sport to thrive, support beyond talent and hard work is essential. Partnerships like ours play a crucial role in providing opportunities for athletes like Mackenzie who is also the Lynx's Vice-Captain.

Mackenzie's basketball journey has seen her make the leap from country sports to national teams, before rising to the elite level of women's basketball.

"The partnership with Rio Tinto gives the Lynx the opportunity to have a more professional sporting environment," she said.

"It provides support to the club, which gives us more opportunity to showcase what really goes on in a professional women's basketball team.

"It is important barriers are removed for women - no matter what industry - so we can level the playing field and ensure everyone has an equal chance to succeed based on their capabilities and potential."

We're excited to continue partnering with the Perth Wildcats and Perth Lynx to help grow basketball and connect elite athletes to our communities in the Pilbara and across WA - where basketball is loved and followed by many.



Perth Lynx Vice-Captain Mackenzie Clinch-Hoycard.

Creating brighter futures

We're helping to create healthier, happier communities across WA, by supporting programs that make a difference in people's lives.

\$47.7 million

social investment

\$20 million

committed to the Paraburdoo Hospital

\$20 million

committed to the new Tom Price Hospital

\$10 million

committed to the Minna Oval in Tom Price

Healthy, active communities

Our partnership with the Stephen Michael Foundation delivered the Jambinu Football Carnival in Geraldton in 2024, giving 160 Mid West kids the chance to build confidence.

In Tom Price, we've committed \$10 million to redevelop Minna Oval, adding a new clubhouse, changerooms, shaded playground, and undercover sports viewing areas.

And in Paraburdoo, we helped build a new bike pump track in partnership with the Shire of Ashburton, giving kids and families a fun place to stay active in 2024.

Keeping services local

We know that having to travel to access healthcare is a key concern in regional communities. So we're investing in infrastructure and services to help locals access medical care close to home.

We contributed \$20 million towards the Paraburdoo Hospital, through our \$250 million commitment to the WA Government's Resources Community Investment Initiative.

This is in addition to the \$20 million already committed to the new Tom Price Hospital.

In Wickham, we're also working with the City of Karratha to pilot a 12-month Mobile GP Clinic.

And our partnership with Earbus Foundation is changing lives, by providing mobile hearing health services to children across the state.

Since it started, our partnership has helped more than 700 kids with over 4,000 ear screenings.

"Healthy ears mean better hearing, better communication, and ultimately, better learning," said Earbus Co-founder and CEO Dr Lara Shur.

Mental health and belonging

To reduce the stigma around mental health and encourage positive mental health practices, our partnership with Lifeline WA delivered workshops in Tom Price, Paraburdoo and Albany in 2024.

Across regional WA, we're backing local projects that create opportunities for young people.

In 2024, we continued to partner with the PCYC safeSPACE™ program in Roebourne, giving kids a safe place to hang out 5 nights a week.

Simon Cooper, who manages the program, said it's about giving the kids a sense of belonging.

"We sit together like a family, sharing meals and conversations," he said.

In Derby, late-night youth programs have helped reduce crime and built better relationships between young people and the community.



The Jambinu Football Carnival brought together 160 young people from Geraldton and nearby towns like Mullewa, Northampton and Meekeatharra.

Transforming lives with Telethon

In 2024 we continued our partnership with Telethon, announcing a \$27.5 million commitment over 5 years.



Rio Tinto Chief Executive Iron Ore Simon Trott and the little Telethon stars (L-R) Charlee, Florence, Nazeem and Nate.

Telethon partnership helping kids

Telethon has been a part of WA since the annual televised fundraising event started in 1968.

Each year, Fat Cat is joined by Channel 7 personalities to raise critical funds for medical research, programs, and equipment that support the health and mental wellbeing of sick, vulnerable and disadvantaged children and young people across WA.

Coaching resources

For over 1,200 children in WA living with Type 1 Diabetes (T1D), staying active and healthy can be challenging at times.

To help, we've joined forces with Telethon, Breakthrough T1D and The Kids Research

Institute Australia — through the Rio Tinto Children's Diabetes Centre — to develop a toolkit for their coaches and players.

It includes a pocket guide for coaches, a personalised My Diabetes document for players, and fact sheets and posters for clubrooms.

Local soccer coach Cuong Ly welcomed the initiative, saying the resources have made a real difference.

"It's a relief to have clear, practical information about managing T1D during games," he said.

Now, we can focus on helping kids enjoy the game, no matter their health challenges."

The toolkit is available at the Perth Children's Hospital diabetes clinic and online. These resources are another way we're supporting healthy, thriving communities across WA.

\$27.5 million
commitment to Telethon over 5 years



\$1.37 million

to local community initiatives

307
grants

Dancers Robert, Radley, Harry and Kelvin pose in front of a mural 'Boodja Koondarminy' (Country Dreaming) painted by local artists to help bring colour and culture to the heart of Busselton.

Building thriving communities

Our Rio Tinto Community Giving program supports grassroots initiatives and projects that make a tangible difference in WA communities.

In 2024 we supported 307 local groups with over \$1.37 million in funding, providing individual grants of up to \$5,000 to support local projects as far north as Derby and as far south as Albany.

“Local organisations are the backbone of regional communities where we live and work – making towns safer, healthier and more vibrant,” Rio Tinto Vice President Health, Safety, and Communities Caitlin Westgarth said.

Caitlin said that by listening to grassroots organisations, we are able to give back in ways that matter most.

“From building nature playgrounds in schools to creating yarning circles for cultural connection and upgrading facilities for families at risk, these grants foster vibrant, supportive communities,” she said.

Health and education

In Tom Price and Paraburdoo, AWARE Group, a parent-led support group, used our grant to purchase an Omni Vista Interactive Projector to help neurodivergent children.

Kaili Rowe, AWARE Group President, said the project has been a game changer.

“It’s helping kids engage and learn in their own unique way,” she said.

In Karratha, we teamed up with Pilbara for Purpose to deliver ADHD training sessions for parents, carers, teachers and education assistants.

And funding for Dementia Australia’s Talk with Ted program is improving care for people living with dementia in regional areas.

Emergency response

This year, volunteer fire and emergency services also benefitted, with grants supporting the Broome Regional Volunteer Bushfire Brigade, Chittering Bushfire Service, Busselton Volunteer Fire and Rescue Service, Dardanup Central Fire Brigade, Roelands-Olive Hill Volunteer Bushfire Service and Pemberton Youth Emergency Service Cadets.

The funding helped purchase critical tools like hand-held radios, hose cleaning equipment, training aids and fitness gear.

“Having this new equipment makes a real difference to our readiness for the bushfire season,” Busselton Volunteer Fire and Rescue Service Captain, Warren Day said.

“We’re better equipped to protect our community, and that’s thanks to this support.”

Sports and recreation

In Albany, our grant helped launch a women’s T20 cricket competition during the Southern Smash T20.

Meanwhile, the Plantagenet Scout Group used their grant to purchase hiking gear, helping local youth to explore the beautiful Bibbulmun Track.

Skills for life

When emergencies happen, it's comforting to know help is close by. More than just responders, our team members are the fabric of the community.



Rio Tinto has around 200 full-time emergency responders and over 700 volunteers in WA, making us the largest privately-run emergency response team in Australia.

We help safeguard communities and operations, bringing world-class training and expertise to the frontline, to help during emergencies like fires, floods, accidents and medical incidents.

With rigorous training in first aid, trauma care, and specialised emergency techniques, our people play a vital role in the state's emergency response network.

Working hand-in-hand with the Department of Fire and Emergency Services (DFES), St John Ambulance, and other government agencies, our team provides critical boots on the ground in communities during emergencies.

Help where it matters

The Pilbara is bushfire-prone. Our emergency services teams respond to an average of 50 bushfires every year on site and in support of DFES in the community.

When bushfires were raging in the Pilbara and some of our sites and local communities were under threat in 2024, our Emergency Response Team and volunteer fire brigades pitched in to help.

Through the 2023/24 season, close to 100 firefighters from the Hamersley Volunteer Fire Division worked tirelessly, contributing over 1,300 volunteer hours to protect lives and property.

These efforts earned them a Certificate of Appreciation, presented by the Assistant Commissioner of DFES.



Artist Tuesday Lockyer's 'Nawungarra Juluwah Ngurra - Looking after People and Country' is proudly displayed on 4 trucks and 3 ambulances deployed across the Pilbara.

~200

Rio emergency services team members who also volunteer with first-responder organisations

~700

volunteer ERT members

4

years partnering with DFES



Life-saving response

When Gavin Mippy suffered a sudden cardiac arrest at a Karratha football match, 3 of our off-duty ERT members were there to help. In those critical first moments when every second counts, they jumped into action, performing CPR and using a defibrillator to revive Gavin.

"Our teams make a genuine difference in the community with their ERT skills."

Paul De Ponte
Rio Tinto General Manager
Cape Lambert Ports

Partnering to protect

Marine turtles have swum the world's oceans for more than 100 million years.



Flatback Turtle, Delambre Island,
Dampier Archipelago WA, 2022.
© Tristan Simpson DBCA

Over the last few decades marine turtle numbers have declined significantly, largely due to the impact of humans.

Our Cape Lambert Port in WA is next to Bells Beach – an important mainland rookery for the flatback turtle, the only marine turtle species that nests solely in Australia.

We recognise our responsibility to mitigate our operations' impact. And although human intervention is the main reason their numbers are dwindling, we're working proactively to protect local turtle populations.

For the last 20 years, we've partnered with the WA Department of Biodiversity, Conservation and Attractions as part of the West Pilbara Turtle Program, a volunteer-driven initiative that monitors turtle activity and raises awareness.

Rio Tinto Senior Ecologist, Jason, said it was essential that we worked together with government, Traditional Owners and community groups in a combined effort to conserve species like the flatback turtle.

Further collaborations with the Australian Institute of Marine Science, Biomaths Consulting, the University of Western Australia, Murdoch University, and other leading organisations have resulted in groundbreaking research.

Together, we've developed one of the world's largest satellite tracking datasets for flatback turtles, improved tagging methods, and assessed threats to marine species. Findings published in science community journals have improved understanding of the species and guided conservation decisions locally and globally.

"Environmental initiatives like this one ensure the next generation understands and is engaged in protecting the environment, now and into the future."

Jason
Rio Tinto Senior Ecologist

20 years

of the West Pilbara
Turtle Program

400 nests

hatchling survival rate of
88% at Bells Beach in the
2023/24 monitoring season

20

Traditional Owner participation
days that foster two-way
information and skills-sharing

**46 local
volunteers**

directly involved in monitoring
4 local beaches in the
2023/24 monitoring season



“The Pannawonica community is really excited for the opening of the new centre in 2025. Not only will it bring more options for town residents with children to explore work opportunities, it’s also going to be a beautiful brand new centre for our kids.

“The new centre will have an amazing nature-based playground going in and will be decorated with Indigenous Robe River Kuruma artwork. It’s a great way for our Pilbara kids to connect with Country as they play, learn and grow.”

Bianca
Rio Tinto employee and Pannawonica resident

Joshua, Lucas and Macey explore the new childcare centre playground in Pannawonica.

Enhancing life for mining families

Where we live, our health and knowing our children are cared for – these are some of the things that matter most to residential communities.

We’re investing in upgrades to housing, town services and community infrastructure to help improve everyday life in the Pilbara.

Housing

Across 6 Pilbara towns, we manage more than 2,700 residential properties. Over 300 are offered at subsidised rent for external tenants. This includes contractors, teachers, childcare workers, medical professionals and more. We also partner with the City of Karratha to provide subsidised housing through its Service Worker Accommodation initiative.

Refurbished homes

Since 2019, we’ve refurbished more than 350 houses to create modern, open-plan living spaces for our residential workforce.

In 2024, 75 homes in Wickham, Tom Price and Paraburdoo received upgrades including new kitchens, bathrooms and windows.

Reliable utilities

In Tom Price, Paraburdoo and Dampier, we’re upgrading essential town infrastructure to improve the reliability of power, water and sewerage services. Several important upgrades were completed in 2024, including:

- In **Paraburdoo**, we replaced the town kiosk substation and upgraded key wooden power poles to improve safety and reliability.
- In **Tom Price**, we delivered a new town interconnector to boost power security and installed new underground low-voltage cables along Coolibah and Lilac Streets.

- In **Wickham**, we replaced underground low-voltage cables along McCourt Way, McRae Street and Pringle Way, helping modernise the town’s power infrastructure.
- In **Dampier**, we completed major works to strengthen the power supply to both the town and the port.

Weather-ready homes

In Wickham, we installed modern slimline cyclone screens on our older-style company houses. These screens enhance both the look of the homes and their protection against harsh weather conditions.

Community spaces

We funded the upgrade of the playing surface at the Dampier Bowls Club, giving members an improved facility that supports community connection through sport and recreation.

Pannawonica upgrades

We fully funded the construction of a new childcare centre in Pannawonica, designed to offer 45 childcare placements and 20 outside school hours care spots.

We’ve also upgraded the Pannawonica Medical Centre with electrical improvements and new parking, making it easier and safer for residents to access healthcare.

Upgraded sports courts at Pannawonica Primary School are giving students a fresh, vibrant space to play and stay active.

Working together with local government

Creating vibrant, resilient communities and attracting families to live, work and play in the Pilbara has been a shared vision between Rio Tinto, the City of Karratha and the Shire of Ashburton for many years.

Our 10-year commitment to the City and Shire will deliver \$75 million of infrastructure, cultural events and services that will leave a legacy across the region.

It’s all part of our aim to shape a more vibrant, liveable future for the people of WA – ensuring our presence in the region continues to benefit generations to come.



Bianca and her daughter Macey in the new Pannawonica childcare centre.

Safety, comfort and connection

Improving our FIFO villages is a continuing priority, with several projects delivered in 2024.



Shannon and Novita enjoying the annual R U OK? Day food trucks on the Gudai-Darri Village oval.

Two new social hub openings

In 2024, we celebrated the opening of 2 social hubs at Gudai-Darri village and Tom Price's Jundunmunnah village. These fresh and engaging spaces encourage residents to socialise, with both indoor and outdoor seating areas.

Room refurbishments

We continued room refurbishments at several villages, including West Angelas, Brockman 4 and Yandicoogina, with around 1,700 rooms completed in 2024.

Laundry upgrades

We also upgraded laundries at the same villages, to make our people's lives easier.

Dining hall refurbishments

To uplift the dining environment for residents, we completed the internal refurbishment of the dining rooms at Mesa A village and Rocklea Palms village. These new spaces give residents a restaurant feel.

Gym refurbishments

For residents who like to work out, we completed a major equipment replacement at our resident gyms, with 19 gyms across the Pilbara receiving new equipment and better layouts.



FIFO workers at the village at Gudai-Darri.

Keyless entry

To improve resident safety and ease of access to rooms, we began installing smart card systems across several villages, including Peninsula Palms (Dampier), and 3 villages based in Wickham. The card system gives residents secure access to their room and provides a fast and easy way to access rooms without the need to go to reception to obtain a room key.

CCTV upgrades

We also continued our program of rolling out CCTV in common areas and paths at villages across the Pilbara to give residents an extra sense of security.

Our culture shift

In 2024, we made progress towards building a workplace culture where everyone, everywhere feels safe, respected and empowered to have a good day, every day.

The 26 recommendations outlined in the 2022 Everyday Respect Report have largely been implemented, with longer-term actions to drive culture change ongoing.

One of these actions is our continued investment in facilities. FIFO village improvements continue, with a focus on encouraging social connection, wellbeing, safety and security.

Our 'Building Everyday Respect' long-term culture change program was recognised at the Chamber of Commerce and Industry WA Diversity and Inclusion Awards as Best D&I Initiative Corporate Enterprise.

We launched our Global Employee Resource Groups, providing a voice for underrepresented groups and allies, and addressing barriers to diversity. The groups launched in 2024 were LGBTQ+ Voices, Gender Equal Voices and Neurodiverse Voices.

Our focus on upskilling and educating our people continues through programs focused on respect and inclusion in the workplace. From September 2024, all Iron Ore new starters completed the Building Safe and Respectful Workplaces program, developed in partnership with BHP and Fortescue. For Perth-based employees, we introduced Noongar cultural connection training to build greater awareness and understanding of Noongar culture.

Time to reflect

In November we published an independent Progress Review of our work to deliver sustained culture change across our operations.

We are deeply committed to a safer, more respectful and inclusive workplace and the review found promising signs.

However sexual harassment, bullying and racism persist, requiring our sustained attention.

Our focus is on accelerating diversity and inclusion initiatives and building a workplace where every voice matters and our people contribute to their fullest potential.

We know that business-wide initiatives and great leaders are making a difference, but individuals can make a difference too.

"I believe the next brave step in our culture journey is a really personal one. It's looking deep inside yourself and understanding where you can do better. Where we've still got prejudices, where we still say things that are inappropriate. It requires deep personal reflection, and a commitment to action."

Chris Osborn
Former General Manager,
Greater Tom Price & Marandoo

"Change takes time and I am determined to help create a workplace that is safe, respectful and inclusive. We will stay the course."

Simon Trott
Chief Executive Iron Ore

Upskilling frontline leaders

Building the capability of our frontline leaders is a vital part of our culture journey. Our leaders are responsible for guiding and shaping frontline teams, and they have a measurable impact on safety and productivity.

That's why we launched an industry-first partnership with Curtin University to build the capability of superintendents in our workforce.

On completion of the Superintendent Excellence program, leaders receive credits towards a Graduate Certificate or Master of Business Administration at Curtin University, providing further opportunity to build skills and experience through learning and expert coaching.



"I've found the program valuable so far. Not only am I learning about myself and how I can lead people to my best ability, but also how to navigate conversations with team members so they always feel safe and heard. Being with other leaders in a classroom environment provided an opportunity to share our experiences and connect and learn from each other."

Jordan
Superintendent at Pannawonica

Taking pride in diversity

It's important we have partnerships that signal Rio Tinto is a workplace where everyone feels safe and included, and can bring their true selves to work.



Ambassadors Joe and Veronica getting ready for the PrideFEST parade.

Across our business, there are many partnerships and initiatives that celebrate individuality and champion diversity.

One of these is Pride WA. In 2024 we began a 3-year partnership with PrideFEST and the vital charities, service providers and community groups connected to Pride WA.

We joined forces to help celebrate and advocate for the LGBTQIA+ community and allies in WA and promote safe and inclusive workplaces in the mining industry. We also want to foster a sense of pride among our people who want to champion and amplify the LGBTQIA+ community.

In November last year, 50 of our people joined over 5,500 participants in the PrideFEST parade, embracing the theme 'Together, Go West!'.

Veronica, LGBTQ+ Voices Employee Resource Group (ERG) Ambassador, said walking in the parade made her feel so proud to work for Rio Tinto.

"The energy was electric - the streets were lined with people cheering, waving flags and celebrating," she said.

"It was impossible not to smile and feel proud."

Joe, another of our Ambassadors, said the PrideFEST parade was more than a celebration.

"It is a powerful reminder of the importance of staying visible, promoting allyship and community," Joe said.

"The joy, energy and sense of belonging was incredible.

"It reinforced how meaningful it is to create environments where everyone feels empowered to be their full authentic selves."

LGBTQ+ Voices ERG Committee Member, Jo, added that the Pride WA partnership means a lot to our LGBTQIA+ community within Rio Tinto.

"It is a beacon - it's where people can be visible and celebrate being their true selves," Jo said.

LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual. The + includes other sexual identities, such as pansexual and Two-Spirit. LGBTQ+ is an abbreviated version used by Rio Tinto's LGBTQ+ Voices Employee Resource Group that stands for Lesbian, Gay, Bisexual, Transgender and Queer or Questioning, with the + representing the inclusion of additional identities.



636

LGBTQ+ Voices Employee Resource Group members

3

year agreement with Pride WA

50

Rio Tinto participants in PrideFEST 2024

50+ years

in the Carnarvon community

\$14 million

spent with local suppliers in 2024

99%

residential workforce

\$145,000

to Shire of Carnarvon community initiatives in 2024



Seasoned with success

Our Dampier Salt Limited business operated the Lake MacLeod site in Carnarvon for over 50 years – mining and exporting salt and gypsum to our customers in Australia and Southeast Asia. In partnership with the community, we’ve left a legacy of skills.

In late 2024, the sale of our Lake MacLeod operations was officially completed, with ownership transferring to Leichhardt Industrials Group.

Former Dampier Salt General Manager, Laura Thomas – who led the team through the transition – said the decision to sell was not taken lightly.

“We are very proud of the Lake MacLeod site, our long history in the Carnarvon community and our Dampier Salt people who were involved in the business for over 50 years,” she said.

“Lake MacLeod is a unique site, full of history, biodiversity and strong connections to community.”

Through a careful negotiation, the entire 127-person Lake MacLeod workforce was retained by Leichhardt Industrials Group, ensuring stability for employees and the ongoing operations of both companies.

Dampier Salt’s 2 solar operations in Dampier and Port Hedland continue to be operated by Rio Tinto with a 99% residential workforce, exporting millions of tonnes of seaborne salt each year.

Between the 2 operations there are 53 ponds across 21,000 hectares (equivalent to 100,000 soccer pitches) and both are designated Key Biodiversity Areas by BirdLife Australia.

1960s

Texada Mines (Texada) begins exploration and enters into an agreement with the WA Government.



1970s

Lake MacLeod Field is acquired by Dampier Salt.

1980s

The Lake MacLeod workforce becomes a majority residential workforce, based in Carnarvon.

1990s

The Gypsum project is launched by the WA Government at Lake MacLeod.



2020s

Lake MacLeod is acquired by the Leichhardt Industrial Group and the entire 127-strong workforce is retained.



This publication was produced on the lands of the Whadjuk People of the Noongar Nation, with stories from all over WA.

In Indigenous culture, storytelling has profound importance in preserving cultural heritage, connecting people to the land and environment and fostering understanding and respect.

Our impact across WA goes beyond the money we invest – it's in the healthy, resilient communities, strong local economies and the challenges faced together.

We would like to recognise and thank all who partnered with us in 2024, and our employees who so generously shared their stories.

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