

## **Appendix A: AusIMM’s 2025 AGM President’s Address – Chris Carr FAusIMM(CP)**

I’d like to begin our organisational update and overview of activities with some reflections from my time so far as President.

Amid uncertain times globally, strength and stability are more important than ever.

We are pleased to share with our members that AusIMM is in a strong, stable and sustainable position as the peak body for resources professionals.

We are financially healthy and have strong processes in place to manage risk and ensure prudent financial decision making.

We have a clear and effective strategy, and the Board and Management Team are united in our approach to fulfil AusIMM’s purpose:

*To advance the sciences applying to the resources industry for the benefit of the community, and to represent resources professionals and promote their work across the sector.*

This purpose is set out in our Royal Charter, our foundational document that ensures that our professionals and industry deliver value to the communities we live in and care deeply about. We achieve this purpose in several key ways:

- By advancing careers through our membership program and professional development such as courses, conferences and technical talks.
- By connecting communities and facilitating the exchange of ideas and information, particularly through the dedicated work of our Communities of Interest.
- By promoting and upholding industry standards through our Code of Ethics, Chartered Professional Program, and through our leading role as custodian of the JORC and VALMIN Codes.
- and by inspiring leadership and advocating on behalf of our members, for example through our partnerships with government and industry, and to strengthen understanding among the community of our leading role.

I’d like to take a moment to reflect on this leadership role that AusIMM plays. It is well understood among our members that our world would look very different today if it wasn’t for the significant contribution of our industry and its professionals.

The resources sector has provided a bedrock of economic growth and has delivered community value through jobs, infrastructure and investment into local regions.

Indeed if not for the resources sector we wouldn’t be able to build the homes we live in, or our schools and hospitals; our farms wouldn’t be sufficiently productive to grow our food; we wouldn’t have running water or electricity. And of course we wouldn’t have mobile phones or computer networks.

Our industry is operating in very uncertain times with a volatile geopolitical and economic environment.

On top of this, the resources sector is only getting more complex, with rapid advances in new technologies and techniques. Our stakeholders also expect the highest standards when it comes to protecting our workers, communities, and the environment.

For these reasons, it is more important than ever that AusIMM continues to be a trusted voice that promotes a strong, safe, ethical and sustainable resources sector.

A sector that is underpinned by highly skilled professionals, whose knowledge and expertise is key to unlocking value and driving the global energy transition.

It is our members who continue to provide the technical knowledge and thought leadership needed to take our industry forward, helping to create a more prosperous future for everyone.

I am delighted there are many committed AusIMM members joining us today.

Thank you for taking the time out of your busy professional lives to attend the AGM, and thank you for your ongoing contributions to the AusIMM and our sector.

Our members are the heart of our organisation, and we deeply appreciate your ongoing support.

One of the things I have learned first-hand during my time with AusIMM, and have also heard from many others that I have spoken to, is that you get more out of this organisation than you put in.

I've had the opportunity to put in quite a bit over the last couple of decades, having served on AusIMM committees and communities, with the idea to 'give something back' to the Institute, our industry and our professional community.

I've gained so much out of those experiences and made many friends and connections. My involvement with AusIMM has enriched my career significantly and I can't imagine what my career would have been like if not for this organisation.

I've also been lucky enough to see this spirit of 'giving back' throughout AusIMM in my first six months as President. This has been especially evident through some of the major events and initiatives we have collectively delivered so far in 2025, including several that I have had the privilege of attending.

Some of my highlights so far this year include our International Women's Day lunches; Underground Operators Conference; UWA Student Meets Industry Night; Committee meetings with our Sydney and Illawarra Branches; and just recently the Resourceful Far North Queensland event in Cairns.

I have seen the contribution of many members who have helped make these events a success, whether through serving on a conference advisory committee, contributing as a speaker or author, or championing the important work the AusIMM is doing to drive our sector forward.

I continue to see first-hand how our volunteers do an outstanding job supporting our members and making a concerted effort to bring our professional community together to connect, learn and share.

I would like to take this opportunity to formally acknowledge the amazing efforts of all our Communities of Interest office bearers.

I would also like to thank my fellow Board members for their commitment and leadership; and of course AusIMM's Management Team, led by Stephen, for their hard work and professionalism.

I'll now hand over to Stephen who will provide an overview of some key achievements for 2024 and how AusIMM continues to engage our members, build our influence and strengthen our leading role as the peak body for resources professionals.

Thank you.



Appendix B

## Agenda Item 3

Organisational update and overview of activities  
Stephen Durkin FAusIMM, AusIMM CEO



## Our Purpose

AusIMM exists under Royal Charter 'to advance the sciences applying to the minerals industry for the benefit of the community', and to represent resources professionals and promote their work across the sector.



## Our Mission

We are committed to upholding ethics, codes and standards and delivering the highest quality professional development to the resources sector.



## Our Strategic Imperatives

- Engagement
- Professional standards
- Advocacy
- Governance



## Our Values

- Respect
- Integrity
- Unity
- Innovation

## Our Defining Strategy

To provide world-class professional development and connection for our members and global community of resources professionals, supported by our enhanced digital environment.

## Strategic Imperatives



## Engagement



## Professional Standards



## Advocacy



## Governance

# 2025 AusIMM Leadership Team



**Stephen Durkin**  
FAusIMM  
Chief Executive  
Officer



**Melissa Holdsworth**  
Chief Operating Officer



**Susan Greenbank**  
General Manager,  
Member Engagement



**Jo Taylor**  
General Manager, Marketing,  
Communications and Digital



**Narelle Wolfe**  
General Manager,  
Professional Standards



**Julie Allen**  
Head of Events



**Lou Beilken**  
Head of Strategic  
Projects and Change  
Management



**Adrienne George**  
Head of People, Culture  
and Capability



**Alana Horden**  
Head of Online Education



**Mark James**  
Senior Manager, Member  
Engagement



**Ian Lewis**  
Finance Manager



**Dominic Stevenson**  
Communications Manager



**Rohit Tangri**  
Senior Manager,  
Technical Programs



**Miriam Way**  
Executive Manager,  
Communities of Interest



**Nathan Wayne**  
Head of Industry Relationships and  
Stakeholder Engagement

# 2024: A year of shared success



Growing membership: strong acquisition and retention rates.



Highly engaged Communities of Interest delivered 323 events to 20,000 attendees.



3,500 delegates attended 7 leading technical conferences.



23 online courses to 1,700 attendees from 70 countries.



# 2024: A year of shared success



Supported our future workforce with a clear membership pathway and dedicated events.



Built industry influence through our International Women's Day Event Series to 3,000 people.



Collaborated with 45 partners to upskill professionals and strengthen understanding of AusIMM's leading role.



2024 Association of the Year.



# Embracing future opportunities



Strengthening professional standards.



Enhancing AusIMM's international reach and profile.



Elevating our voice through policy and advocacy.



Building GRX as the global showcase of mining innovation.



# Ensuring financial sustainability

- AusIMM is financially healthy, with overall revenue growth.
- Revenue diversification strategy providing financial sustainability and organisational stability.
- Balanced budget surplus result with positive cash flow.
- Net assets are stable.
- Ongoing investment in key strategic areas.
- Enhanced management controls including strong operational risk management framework.

## **Appendix C: AusIMM’s 2025 AGM: Additional information for members**

We are pleased to share this document that includes answers and additional information relating to questions asked during AusIMM’s AGM on 18 June 2025. 205 members registered for the AGM, with a total of 100 attendees joining the meeting (consistent with recent AGMs). We appreciate that not all members who registered could join on the day, and so for the benefit of those who were unable to attend we have set out questions that were asked during the meeting, noting that some questions have been paraphrased where appropriate.

### **1. As we look ahead to the future, what role will emerging technologies play in shaping sustainable practices across the resources sector? How might AusIMM advance new leadership models so that professionals can adopt these technologies?**

Some of the key technologies that are shaping sustainable practices across the sector include remote operations, robotics, electrification and artificial intelligence (AI). Many of these technologies are being applied to enhance sustainable outcomes or improve safety – for example, using AI to drive process efficiencies or remote technology to access dangerous areas without putting people at risk.

AusIMM’s role as the peak body is to support and upskill resources professionals so that they can effectively use the latest technology to drive efficiency and sustainability across the mining value chain. We continue to look at more ways we can build out our suite of professional development to cover the latest advancements and the leadership required to navigate significant and rapid technological change.

### **2. Can you please provide more information on ‘GRX’?**

The Global Resources Innovation Expo (GRX) is a new industry-led conference and exhibition developed and delivered in partnership by peak bodies AusIMM and Austmine. GRX is a showcase of Australia’s leadership in the resources sector on a global stage, and marks a new era of collaboration between the METS sector, mining companies and industry professionals.

The inaugural GRX25 was hosted from 20-22 May at the Brisbane Convention and Exhibition Centre, bringing together 1,300 delegates for a leading conference program with thought leaders and industry experts, a technology-focused exhibition, action-orientated workshops, gala Awards dinner and networking events.

GRX26 will be hosted in Perth from 5-7 May 2026 and attract national and international participation through an expanded program and exhibition. For more information, please visit [www.grx.au](http://www.grx.au)

### **3. Is there a way members can subscribe to online-only content (e.g. webinars or livestreams), as some members are not able to attend COI events in person?**

AusIMM currently offers a range of online content to members including our Thought Leadership Series panel videos, recorded webinars, and access to thousands of publications through our Digital Library. Through ongoing investment in our digital platforms, AusIMM continues to develop a more personalised online experience for our members. We appreciate the suggestion and will explore ways for members to opt-in to only receive information about online events and technical content if they prefer.

### **4. How does AusIMM provide support for our Community of Interest (COI) activities, especially for those COIs who may not have regular sponsors? What can AusIMM's volunteer-led COIs do to grow in line with AusIMM's purpose?**

AusIMM's dedicated Member Engagement Team works closely with our volunteer-led COIs to plan, coordinate and support their events and activities. While some of these activities are often supplemented by in-kind support from third-party organisations or local sponsorship, AusIMM also provides co-funding for strategic and growth-related projects and works closely with our COI leaders to ensure the ongoing sustainability of our groups and their activities. This allows our COI committees to focus on delivering high quality, highly relevant events and initiatives for members. We have been delighted to see significant growth in our COI event and attendee numbers, and will continue to support and enhance these COI activities for the benefit of members.

Our COIs are encouraged to focus on the following areas of our strategic framework to grow in line with our purpose:

- **Engagement** – Through connecting with members and other mining professionals to make them feel part of our community and well-supported in their careers at a local level.
- **Professional standards** – Through providing high quality technical content to upskill members and share the latest knowledge.
- **Advocacy** – Building understanding of local or discipline-specific issues to help AusIMM advance policy for the benefit of our members, the sector and the community.

### **5. Several questions were asked regarding how AusIMM can support students (including high school students) and new professionals to help them pursue careers in the resources sector.**

AusIMM is deeply committed to engaging and supporting students and new professionals who will be the future of our sector. In 2024 we introduced new Graduate and Associate (New Professional) member grades to provide a clear membership pathway for this next generation. We also engaged with the Minerals Council of Australia, BHP, Rio Tinto and Peabody to develop and deliver the inaugural Minerals Industry Experience (MiEX) Program in January, which provided exposure to the resources sector and paid internships to 100 first-year university students. We are planning to continue our involvement and further build out this program. This will enable us to inform and educate significantly more young people about the benefits of a career in the resources sector and build a robust future talent pipeline.

One of the main challenges any professional association faces is where to invest its resources to have the most impact. Strategically, AusIMM is currently focusing its future talent efforts on tertiary students to engage them at a critical time when they are thinking about what jobs they might pursue once they graduate. Through successful initiatives like MiEX, our expanded Student Chapter and New Professional Network program of events, and relationships with university faculty, we are

seeing positive outcomes as evidenced by strong event attendance and student membership numbers.

While high school student programs are not currently our core focus, there are several programs from fellow organisations who are focused in this area. We remain open to exploring how we might expand our efforts in the future.

#### **6. How does the Board ensure ethical decision-making and the best possible returns from its investment strategy?**

AusIMM maintains high-quality governance of its investment portfolio through its Investment Committee, which reports to the Board. The Committee is made up of representatives from AusIMM's Board, Management Team, our financial advisors LGT Crestone Wealth Management Ltd, and independent subject matter experts. Our governance includes a robust Investment Policy ensuring that all assets in the AusIMM portfolio are invested ethically and comply with all applicable laws and consider Environmental, Social and Governance (ESG) factors.

The Committee meets three times a year to ensure we are achieving a balanced return with a modest growth target: an earning rate of Consumer Price Index (CPI) inflation plus 4% over a rolling three-year time horizon. The net return in 2024 was 11.2% (up from 9.4% in 2023).

#### **7. Can you please provide more detail around AusIMM's process for determining membership fees, especially when cost of living pressure is being felt?**

The AusIMM Board carefully considers the operating environment, market conditions, CPI inflation rates and the costs of providing services to members when making decisions on any membership fee increase. These decisions are made to ensure we can maintain our broad array of membership services and professional development while balancing the sustainability of our long-standing organisation.

AusIMM is committed to supporting members experiencing financial hardship through our Member Assistance Program, so that they can stay connected to their professional community and access professional development opportunities.

#### **8. How can we ensure the correct application of the JORC Code outside Australia, where there is no oversight or monitoring by ASX?**

When reporting under the JORC Code, all requirements of the JORC Code should be met regardless of the exchange the company is listed on. The JORC Committee is in the process of reviewing the JORC Code to improve standards for all JORC reporting, both on the ASX and on other exchanges around the world.

The proposed changes are designed to provide more transparency regarding the qualifications of Competent Persons. They are also intended to bring some current ASX Listing Rule disclosure elements into the future version of the JORC Code, limiting any discrepancy between ASX and non-ASX JORC reports. If any AusIMM member has specific concerns about JORC non-compliance, please refer to the JORC website here <https://www.jorc.org/noncompliance/> for more information on the complaints process.

It is also worth noting that all AusIMM members are required to uphold the AusIMM Code of Ethics whether they are based in Australia or overseas. The Code of Ethics outlines the professional and ethical standards expected of members with regard to the well-being of the community, the natural

environment and the reputation of the international minerals industry.

**9. We also note that 23 questions were received in advance of the meeting from one member.**

Through our Senior Operations Manager; General Manager, Member Engagement; and Finance Manager, AusIMM has responded directly to the member providing answers to their questions. Many questions were very specific operational suggestions or queries (for example, the communication process between Community of Interest committee members); others were asking for clarification around certain financial terms in the annual financial statements.

A further question from the member was also asked at the start of the AGM regarding AusIMM's operational sustainability. During their organisational updates at the meeting, the President and CEO confirmed that AusIMM is in a healthy and sustainable financial position, thanks to a successful revenue diversification strategy, stable net assets, and enhanced finance and management controls including a strong operational risk management framework.