

Gumala AGM – Questions and Answers

Rio Tinto

1. *How has the \$125 million that Rio Tinto donated been used?* The \$125 million that Rio Tinto have paid has not been used because the underpayment case is still in progress. The GAC Board will decide how it will spend the program allocation of the \$125 million.
2. *If there is extra amount paid to Members, will these funds be used for cash payments i.e. Christmas relief, payment through the programs to assist with cost of living, i.e. that lump sum being paid onto a mortgage or rent?* Due to the ongoing nature of the case with Rio Tinto, no decisions have been made regarding how the \$125 million will be allocated, decisions about this will be made by the GAC Board in due course considering feedback from Members.
3. *If we don't succeed in negotiations, what happens next?* Rio Tinto are modernising all of their agreements across the Pilbara including the YLUA. The YLUA will continue – but we cannot clarify what it would look like if it is revised. GAC will consult with Members in due course.
4. *Why was this payment (\$125 Million) missed in the first place? What has GAC put in place to ensure another underpayment does not happen again?* The YLUA is the only agreement of its kind. The incorrect calculations were identified by Rio Tinto which has resulted in the underpayment case. Ongoing negotiations between GAC and Rio Tinto are working toward a new agreement where royalties are calculated on a per ton basis to prevent an underpayment in the future.
5. *How will Gumala use the payments for members, outside of the programs. Such as heritage, cultural and/or land remediation?* Program benefits may include a cultural preservation aspect. Heritage and land remediation do not relate to program allocations but administrative and mine closure obligations. Decisions about the allocation of the funds will be made by the GAC Board once the underpayment case has been finalised.
6. *What plans do Rio Tinto have in place for land rehabilitation after they have mined?* The Monitoring and liaising committee are in talks with Rio Tinto regarding the mine closure plan which includes the rehabilitation of the mine site in 15 or more years. More details regarding this work will become clear once Mine closure is underway.

Programs

1. *Can each registered child have their own health bucket? If one child gets sick there is no money left for the member or another child.* We will take this feedback into consideration for future programs, thank you for sharing.

2. *Is increasing Funeral funds something that could be looked at?* We will take this feedback into consideration when planning future programs. Program amounts are allocated in line with the budget available, so we review increases in line with the budget available.
3. *Would be good if we could get a program for housing so we can access our funds to buy a house?* Within our Flexible Programs, we currently have our Home Ownership Program available for Members to use their flexible funds for purchasing a home.
4. *Is there a way to include accommodation and food and fuel in with uni studies when students have to travel for prac placements?* Yes, currently Members enrolled within our Tertiary Program can access the program to assist with food, fuel and accommodation. We will take this feedback request for additional support during practical placements into consideration when we review our programs.
5. *Will the Childrens education funds be accessible on the portal?* We are currently in the process of adding this functionality to our Member portal and hope to have access for children's Education funds through the portal available early next year.
6. *For members that don't have children are we able utilise the education funds for purchasing computers and office equipment instead?* The Education Program budget is set on the number of Gumala school-aged children registered and not a set program for the entire membership. However, you can utilise your flexible program or tertiary program funds (if studying) to purchase this type of equipment.
7. *Can we get some way of helping us with clearing debts and helping to improve our credit score, so we are in a position to purchase or build a house?* We will take this feedback into consideration for future programs. You may be eligible for the Housing Support Program which can assist Members with credit score related issues through financial counselling as well as developing financial literacy skills.
8. *With education, why must you provide letter of enrolment from schools each time an application is submitted?* The Education Program runs from 1st of November – 31st of October, we require proof of enrolment once in the school year to access funds in this program. Once the updated proof of enrolment is received, we do not require this again for the year as this is saved to the student's profile.
9. *Is Gumala looking at Woolworths or Big W cards?* We recognise that there is a need for our Members to have the means to spend money at these types of stores on a card. At present, we are working to develop this. It's important that our solution is useful for our Members and is in-line with our Member Guidelines.
10. *Why can't Gumala help buy houses instead of renting out the properties/ Why can't we all be allocated enough money to all buy houses for our family?* We acknowledge that many of our Members are seeking affordable and secure housing solutions. The initial aim of our Housing

Support Program was to assist our most vulnerable Members who are struggling to secure safe and affordable housing. Members experiencing overcrowding, homelessness, and ongoing health conditions requiring relocation for treatment are recognised as some of our most vulnerable Members. We seek to support these Members first while we continue to work towards solutions for the wider membership needs and ways to enable more Members to become homeowners.

11. *What about housing for members who don't live in the Pilbara who need help in an emergency when homeless?* Although we don't have capacity to provide emergency housing in more locations at this time, we can assist Members in connecting with service providers who deliver emergency and crisis accommodation in all locations. We are also working with established housing providers to build strong partnerships, so our Members are prioritised when accessing these crucial services.
12. *What happens to left over member funds each year?* At the end of each financial year, unspent funds go back into the available program funds for the following year's programs.
13. *Can we not invest in health/maternity services? There's no current birthing service in the east Pilbara. Some women are being flown off country from 12 weeks and staying off country for the remainder of their pregnancy.* We understand the importance of being on Country for our Members, especially in times such as pregnancy. We will take this feedback into consideration in future planning.

GAC /GIPL

1. *What information does GAC receive regarding GIPL share portfolio? Does GAC have active inputs into share investments?* The trust's investment portfolio (e.g. shares, bonds, property and deposit) is shared with GAC through the Foundation Investment Committee. GAC Directors and Executive management attend the committee meeting and provide input. The Foundation Investments Committee is comprised of Directors from GAC & GIPL and meets quarterly to receive updates on the performance of the investment portfolio against the Investment policy. GIPL EO is also invited to present investment performance at each GAC board meeting.
2. *How is GAC supporting career pathways into GAC and GIPL for those that are currently studying courses that are of benefit to the future of GAC & GIPL?* GAC's Employment and Skills Development program is a key source of support for Members looking to re-enter the workforce or progress their career. All Members are eligible to apply for funding for recognised training courses that will assist them to achieve pathways to employment and/or build on existing qualifications and skills. On completion of the qualification, GAC is able to assist in identifying employment opportunities both within GAC and externally; and funding can be accessed for work-related equipment if required.

Several Members have been offered employment in areas of their interest, including Finance, Governance and Administration. From there they are offered professional development opportunities that will allow them to progress within GAC or even to take on external opportunities.

We have had a number of Members who after initially joining GAC as trainees, have built a career within the organisation. In one example, the Member moved from a traineeship through to Administrative Assistance and then joined our Governance team to become Senior Governance Officer.

Online

1. *Could the nominee forms be completed prior to the meeting opening in the morning, so that online members are not left with delays in regard to voting?* Yes, GAC encourages those who would like to nominate themselves to become a director to complete the Consent to Act form and send it to Governance in the morning of or prior to the meeting. As we are now delivering hybrid meetings, we understand that we may need to change how we do some elements to improve the experience for both in-person and online attendees. We welcome this feedback and will look at how we can streamline the nomination process and voting process for next year's meeting.
2. *Any chance we can scrap proxies, now that we are going hybrid?* The GAC Rule Book requires that we allow Members the opportunity to nominate a proxy to vote on their behalf. This year we saw a substantial reduction in the number of proxies nominated by Members. As we are now delivering hybrid meetings, we understand that we may need to update how we do some things to improve the experience for both in person and online attendees, while still ensuring we comply with the provisions of the GAC Rule Book. We welcome this feedback and will look at how we can streamline the proxy process for next year's meeting.

GIPL

1. *Why is it a 60/40 split?* The 60/40 is outlined in the Trust Deed.
2. *What is the 60/40 split?* The 60/40 split is the allocation of Available Income, being the revenue after deduction the operational costs of both GAC and GIPL, into funding for Member programs (60%) and Investments (40%) to generate revenue for future periods.
3. *Will the 60/40 split be renegotiated?* The 60/40 split can be amended within the Trust Deed but would be required to be formally passed at an AGM as a special resolution.