

Middlemount Coal Mine

Compliance Report –

North-eastern Extension (EPBC 2016/7717)

Reporting Period -

1 January 2025 to 31 December 2025

Environmental Protection and Biodiversity Conservation Act 1999

March 2026

Project Name	Middlemount Coal Mine, North-eastern Extension, Bowen Basin, QLD
Approval Holder	Middlemount Coal Pty Ltd
ACN	122 348 412
Address	Level 17, 444 Queen Street, Brisbane City, QLD 4001
EPBC Reference	EPBC 2016/7717
Approved Action	To extend the existing East Dump (overburden placement) site at Middlemount Coal Mine, 2.4 km west of Middlemount, Queensland
Approval Date of Action	29 March 2017
Commencement Date of Action	16 August 2017
Reporting Period	1 January 2025 to 31 December 2025
Expiry Date of Action	1 November 2042
Document Version	1.0
Declaration of Accuracy In making this declaration, I am aware that sections 490 and 491 of the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (Cth) (EPBC Act) make it an offence in certain circumstances to knowingly provide false or misleading information or documents. The offence is punishable on conviction by imprisonment or a fine, or both. I declare that all the information and documentation supporting this compliance report is true and correct in every particular. I am authorised to bind the approval holder to this declaration and that I have no knowledge of that authorisation being revoked at the time of making this declaration.	
Signature of authorised reporting officer	
Name of authorised reporting officer	Henning Boshoff
Title of authorised reporting officer	Environment, Community & Approvals Manager
Date	27 March 2026
Organisation Name	Middlemount Coal Pty Ltd
Organisation ACN	122 348 412

Revision Summary		
Author	Version	Date
Environment – Middlemount Coal Pty Ltd	1.0	27 March 2026

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1. INTRODUCTION

The Middlemount Coal Mine is in the central Bowen Basin approximately 270 kilometres (km) north-west of Rockhampton and approximately 6 km south-west of Middlemount in central Queensland (Qld) (Figure 1).

On 31 May 2016, Middlemount Coal Pty Ltd (MCPL) an incorporated joint venture between Peabody Energy Australia Pty Ltd, and Yancoal Australia Ltd, lodged a referral with the Commonwealth Department of the Environment and Energy (DotEE) for the extension of the currently approved East Dump beyond part of the eastern extent of Mining Lease 70417 (the Action [North-eastern Extension]) using the same overburden emplacement methodology currently employed at the Middlemount Coal Mine (Figure 2 and Figure 3).

On 7 July 2016, a delegate for the Commonwealth Minister declared the Action to be a controlled action for the purposes of the Commonwealth *Environment Protection and Biodiversity Act, 1999* (EPBC Act) due to likely impacts on listed threatened species and communities (sections 18 and 18A).

Middlemount Coal Pty Ltd was subsequently granted approval for the Middlemount Coal North East Extension Project under the *Commonwealth Environment Protection and Biodiversity Act, 1990* (EPBC Act) on 29 March 2017 (Commonwealth Approval [EPBC Act (EPBC 2016/7717)]). Middlemount Coal notified DotEE on the 16 August 2017, that the referred action (Middlemount Coal Mine [North-eastern Extension]) was to commence on the 16 August 2017.

The approval is subject to eight (8) conditions and has effect until 1 November 2042. This compliance report is required by Condition 3 of the approval and has been prepared for Department of Climate Change, Energy, the Environment and Water (DCCEEW), formally the Commonwealth of Agriculture, Water and the Environment, the Department of the Environment and Energy (DotEE) & the Department of the Environment (DotE). The *Annual Compliance Report Guidelines* (DotE 2014) were referenced during the compilation of this report.

The approved action is as follows:

Approved action:

To extend the existing East Dump (overburden placement) site at Middlemount Coal Mine, 2.4 km west of Middlemount, Queensland

The EPBC Act approval decision encompasses the following controlling provisions:

Controlling Provision	Decision
Listed threatened species and communities (sections 18 and 18A)	Approve

This report details activities and compliance with EPBC 2016/7717 for the period 01 January 2024 to 31 December 2024.

2. DESCRIPTION OF ACTIVITIES

Middlemount Coal Pty Ltd operates the Middlemount Coal Mine (MCM), located 6km west of Middlemount township. The MCM is an open cut coal mine producing Pulverized Coal Injection (PCI) and Coking Coal for the export market. MCM is an incorporated joint venture between Peabody Energy Australia Pty Ltd (50%) and Yancoal (50%).

The MCM is permitted to extract up to 5.7 million tonnes per annum (Mtpa) of run-of-mine (ROM) coal to produce approximately 4.2 Mtpa of combined PCI and Coking coal. PCI and Coking coal is metallurgical coal used for the manufacturing of steel. MCM has contracted rail and port capacity through Dalrymple Bay Coal Terminal (DBCT) and Abbot Point Port (APCT).

Three primary seams of the Rangal coal measures are targeted for mining. The Middlemount and Pisces seams both have an average thickness of between 4.5m and 5m with the Tralee seam slated for extraction when it exceeds 0.3m in thickness.

Mining operations consist primarily of excavator and truck strip mining augmented by cast and doze. Beneficiation is performed in a 700tph single stage two product coal handling and preparation plant.

Marketing of the coal is conducted by Yancoal on MCM's behalf.

The operations at MCM occur 24 hours per day, 7 days per week.



Figure 1: Regional Location of Middlemount Coal Mine

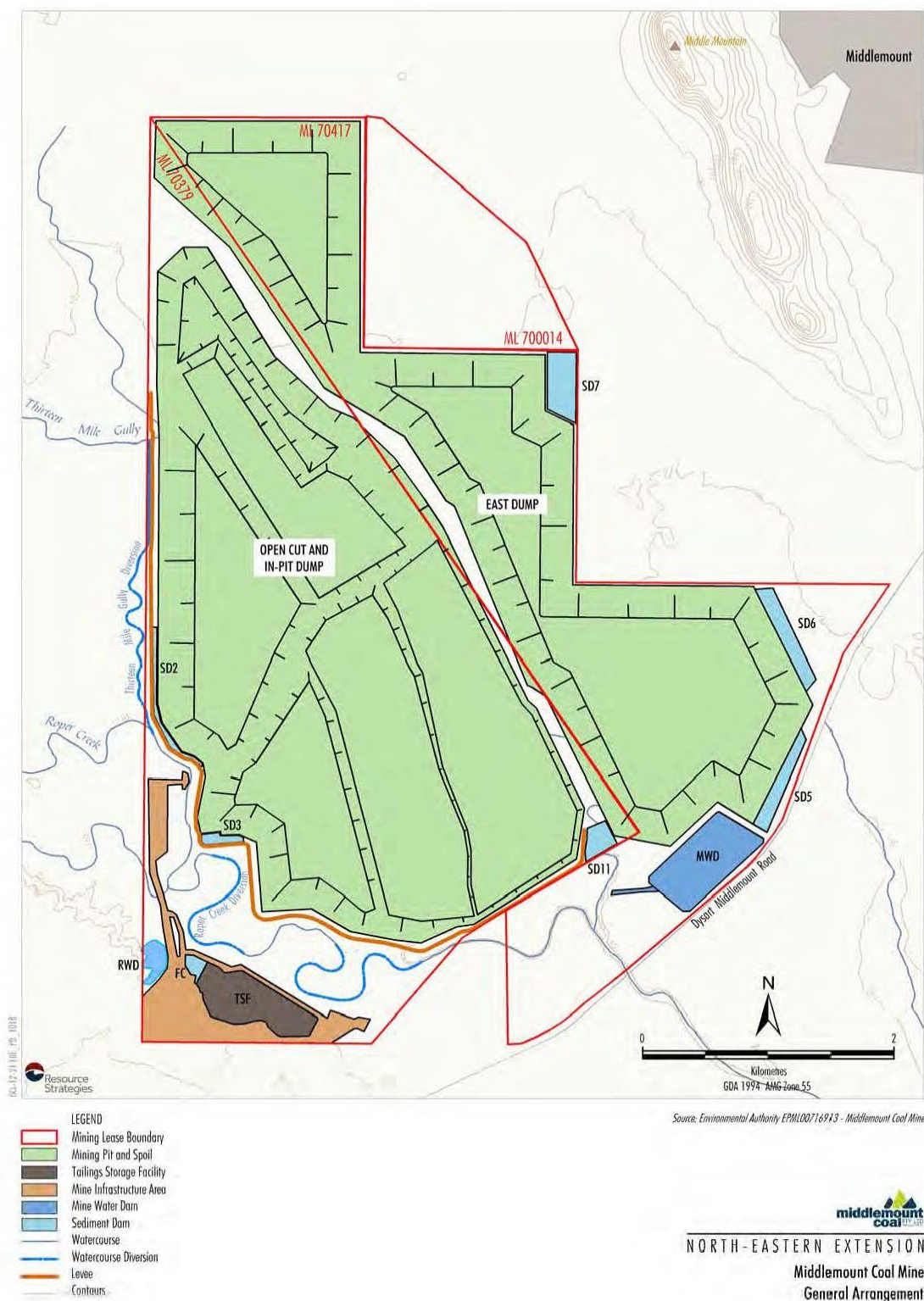
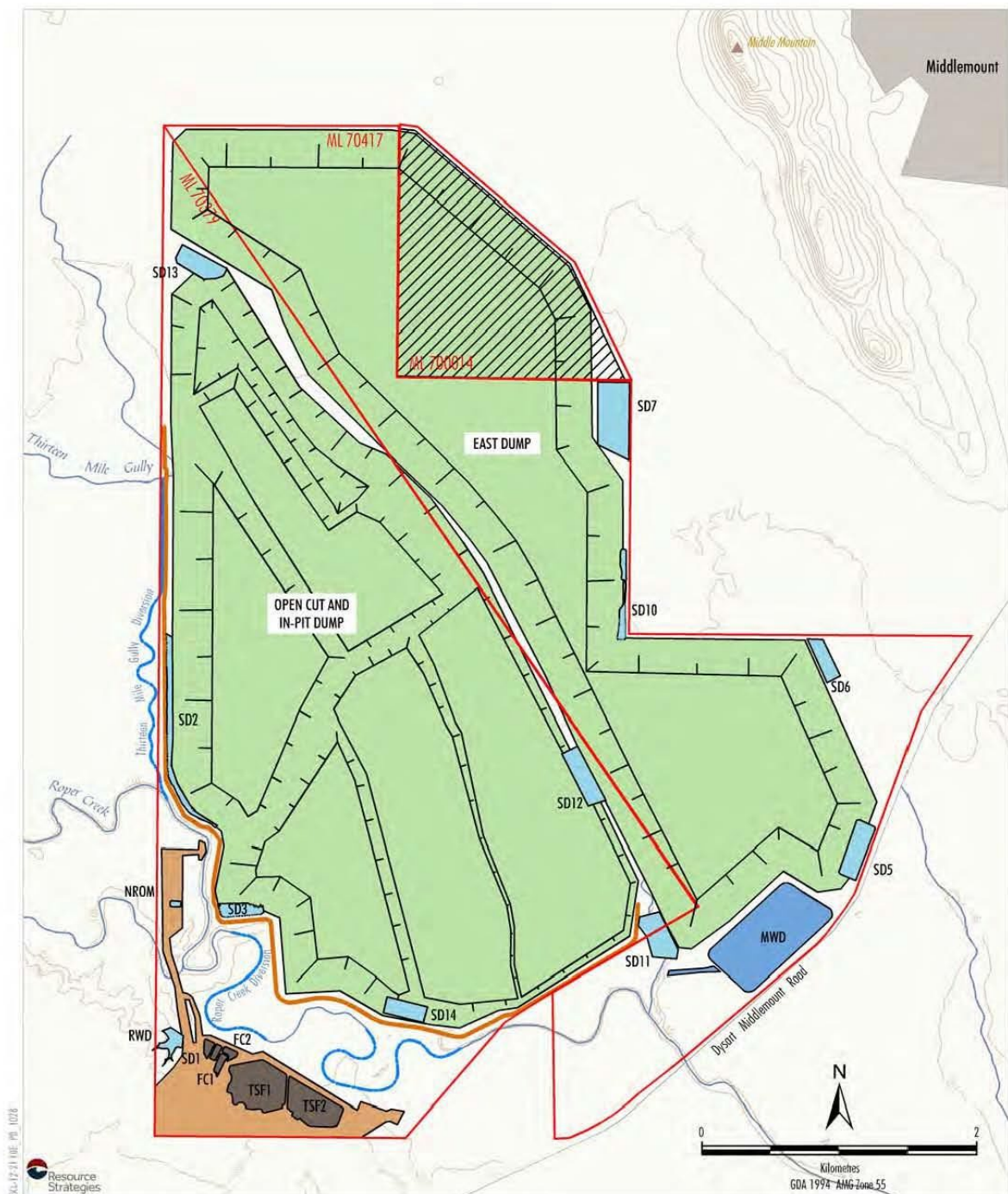


Figure 2: General arrangement of Middlemount Coal mine



Source: Environmental Authority EPMLO07169X3 - Middlemount Coal Mine

middlemount coal
NORTH-EASTERN EXTENSION
General Arrangement of the
Middlemount Coal Mine
Incorporating the Action
Figure 3

Figure 3: General arrangement of the Middlemount Coal mine incorporating the action

3. COMPLIANCE TABLE

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
1	Project Site The approval holder must not, as a result of the action, disturb more than 181 ha of native vegetation within and adjacent to the project site, as shown in Figure 1 (of approval, Figure 3 above).	Compliant	The extent of clearing to 31 December 2024 was ~176 ha.
2	Offsets To compensate for the loss of 181 ha of habitat for the squatter pigeon and south-eastern long-eared bat, the approval holder must: a) Legally secure and implement the offset of at least 532 ha within the offset site, as shown in Figure 2. The offset mechanism used to legally secure the offset site must be in place within two years from the date of approval and must remain in place for the life of the approval. The condition targets listed in condition 2d, must be listed in the outcomes of the offset mechanism.	a) Non Compliant -	a) The offset mechanism used to legally secure the offset site was in place by 17 October 2019. See Appendix C. The lot on which the offsets are secured and the VDec is registered (being Lot 2 on SP248577) was at all relevant times owned and under the control of the EPBC Act approval holder. Therefore, while the discrepancy in the date when the VDec was registered is noted, at no time was there a risk to the maintenance of the biodiversity offsets located on the site as the land remained within the control of the EPBC Act approval holder. The reason the VDec was delayed was that feedback on the OMP from the DEE (now DCCEEW) was not received until March 2019 and MCM could not lodge without an approved Offset Management Plan.

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
	b) Ensure the Offset Management Plan used to legally secure the offset site includes the Vertebrate Pest Management Strategy that aims to reduce and minimise the presence of vertebrate pest species, including, but not limited to rabbits, cats, and red foxes within the offset site. The Offset Management Plan must be published on the approval holders website within 1 month of the offset mechanism being granted by the Queensland Governments c) Conduct a baseline Survey of the offset site and provide an Offset Baseline Report detailing the results of the Baseline Survey to the Department within 12 months of the commencement. The Offset Baseline Report must be prepared by a suitably trained ecologist/s, provide a geo-referenced map showing the location of the survey site, provide written descriptions about the baseline health and quality of each Regional Ecosystem Mapping index area within the offset site, and provide the statistics recorded during the Baseline Survey. The Baseline Survey, including the selection of survey site and Offset Baseline Report must be undertaken and prepared in accordance with the Queensland Governments Guide to determining terrestrial habitat quality. d) Ensure that by the 15 year anniversary of commencement of the action, the offset site meets the following condition targets:	b) Complaint c) Compliant d) N/A – 2032 requirement	b) The OMP includes a Pest Animal Management Strategy, Section 3.5. c) The Offset Baseline Monitoring Report was submitted to DotE on 12 December 2017 –(See Appendix 1) d) Noted.

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
	i. Each area designated by Regional Ecosystem Mapping in Figure 2 must have a weed cover of 20% or less; ii. Areas identified as regional ecosystems 11.5.2a, 11.7.2 and 11.7.4 in Figure 2 must each have at least 30% shrub canopy cover; and iii. Areas designated by Regional Ecosystem Mapping in Figure 2 as non-remnant must be of a condition that is eligible to be mapped as a remnant woody regional ecosystem (as defined under the <i>Queensland Vegetation Management Act 1999</i>) where Eucalypts, Corymbia, Acacia or Callitris spp. are the dominant canopy species. e) Ensure weed cover in any Regional Ecosystem Mapping index area of the offset site does not exceed the baseline condition for each Regional Ecosystem Mapping index area described in the Offset Baseline Report required under condition 2c of this approval for the life of the approval. f) Ensure that the condition targets do not decline for the remainder of the approval once the condition targets have been met. g) Make application to the Queensland Government to have areas shown in Figure 2 identified as non-remnant to be listed as remnant vegetation under the <i>Vegetation Management Act 1999</i> prior to the 15th anniversary of commencement of the action.	i) N/A – 2032 requirement ii) N/A – 2032 requirement iii) N/A – 2032 requirement e) Non-Compliant f) Noted g) N/A – 2032 requirement	i) Five sites (NEC 5, NEC-6, NEC8, NEC=9 and NEC – 10) have more than 40% weed cover as per the 2025 assessment. These sites were treated with herbicides in November 2025to reduce weed cover. e) Nine sites (NEC-4, NEC-6. NEC-8. NEC-9, NEC -10, NEC-11. NEC – 13, NEC – 14 and NEC -18) have a weed cover higher than the baseline conditions. Weed control herbicide application was carried out in November 2025. f) ii) 2 sites (NEC-4 and NEC - 8) not complaint with progressive targets. Action: Tubestock planted in the NEC-8 area in December 2025. g) Noted
3	VARIATION OF CONDITIONS ATTACHED TO APPROVAL Middlemount Coal Mine, North-eastern Extension, Bowen Basin, Qld (EPBC 2016/7717), dated 25 June 2020.	compliant	

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
	The approval holder must prepare a compliance report for each 12-month period following the date of commencement of the action, or otherwise in accordance with an annual date that has been agreed to in writing by the Minister. The approval holder must: a. address compliance with each of the conditions of this approval, including implementation of any management plans as specified in the conditions; b. provide evidence of the progress achieved by the approval holder in reaching the condition targets for the offset site. The report must include benchmarks, prepared by a suitably trained ecologist/s, that provide clear and measurable goals that will indicate whether the offsets are on-track to be delivered by the 15-year anniversary of commencement. The report must state whether each benchmark has been met. If the benchmarks have not been met, the report must state what measures are being taken to ensure that the condition targets will be met by the 15-year anniversary of commencement of the action; c. publish each compliance report on the website within 60 business days following the relevant 12-month period; d. notify the Department by email that a compliance report has been published on the website and provide the weblink for the compliance report within five business days of the date of publication;		Annual Compliance Report submitted on 27 March 2026. a) Noted b) This is being prepared by suitably qualified ecologist. Refer Appendix D. c) Published on 26 March 2026 d) Emailed to the Department on 27 March 2026

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
	e. keep all compliance reports publicly available on the website until this approval expires; f. exclude or redact sensitive ecological data from compliance reports published on the website; and g. where any sensitive ecological data has been excluded from the version published, submit the full compliance report to the Department within 5 business days of publication.		e) Noted f) Noted g) Noted
4A	Reporting non-compliance The approval holder must notify the Department in writing of any: incident; non-compliance with the conditions; or non-compliance with the commitments made in plans. The notification must be given as soon as practicable, and no later than two business days after becoming aware of the incident or non-compliance. The notification must specify: a. any condition which is or may be in breach; b. a short description of the incident and/or non-compliance; and c. the location (including co-ordinates), date, and time of the incident and/or noncompliance. In the event the exact information cannot be provided, provide the best information available.	Compliant	Reported in this annual compliance report. Monitoring location NEC-4 and NEC -8 were identified in the Annual Compliance monitoring report dated October 2025 as not in compliance with the 10% shrub canopy cover (report attached - Appendix D).
4B	The approval holder must provide to the Department the details of any incident or non-compliance with the conditions or commitments made in plans as soon as practicable and no later than 10 business days after becoming aware of the incident or non-compliance, specifying: a. any corrective action or investigation which the approval holder has already taken or intends to take in the immediate future; b. the potential impacts of the incident or non-	Compliant	No non-compliant matters have occurred.

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
	compliance; and c. the method and timing of any remedial action that will be undertaken by the approval holder.		
5	Within 30 days after the commencement of that action, the approval holder must advise the Department in writing of the actual date of commencement of the action.	Compliant	In a letter dated to DoEE 16 August 2017 , the commencement date of the action was 16 August 2017 – Compliant (see <i>Appendix 2</i>).
6	If, at any time after 5 years from the date of this approval, the approval holder has not substantially commenced the action, then the approval holder must not substantially commence the action without the written agreement of the Minister.	Not applicable	Action commenced on 16 August 2017 .
7	The approval holder must maintain accurate records substantiating all activities associated with or relevant to the conditions of approval, including measures taken to implement the offsets, monitoring results and the Annual Compliance Report required by this approval, and make them available upon request to the Department. Such records may be subject to audit by the Department or an independent auditor in accordance with section 458 of the EPBC Act, or used to verify compliance with the conditions of approval. Summaries of audits will be posted on the Department's website. The results of audits may also be published through the general media.	Compliant	Noted

Condition Number	Condition	Compliant/Non Compliant/Not applicable ¹	Evidence/Comments
8	Upon the direction of the Minister, the approval holder must ensure that an independent audit of compliance with the conditions of approval is conducted and a report submitted to the Minister. The independent auditor and the audit criteria must be approved by the Minister prior to the beginning of the audit. The audit report must address the criteria to the satisfaction of the Minister.	Not applicable	Noted

¹ Definitions

<u>Compliant</u>	'Compliance' is achieved when all the requirements of a condition have been met, including the implementation of management plans or other measures required by those conditions.
<u>Non-compliant</u>	Requirements of a condition or elements of a condition, including the implementation of management plans and other measures have not been met.
<u>Not applicable</u>	requirements of a condition or elements of a condition fall outside of the scope of the current reporting period. For example a condition which applies to an activity that has not yet commenced.

Appendix 1: Letter to DotEE Baseline Survey completion

Leeanne Pattinson

From: EPBC Monitoring <EPBCMonitoring@environment.gov.au>
Sent: Thursday, 14 December 2017 10:46 AM
To: Shane Flint; EPBC Monitoring
Subject: RE: Middlemount Coal Mine - EPBC 2016/7717 condition 2c - Offset Baseline Report [SEC=UNCLASSIFIED]

Hi Shane

Thank you for your email containing the Offset Baseline Report as per condition 2c and note the report has been received within 12 months of commencement of the action.

Just a friendly reminder your first Annual Compliance Report is due by 17 December 2017.

If you have any questions, please feel free to contact me.

Regards

Keith Horwood
Compliance Monitoring Team
Office of Compliance
Department of the Environment and Energy
GPO Box 787 CANBERRA, ACT 2601
T 02 6274 1933

From: Shane Flint [mailto:sflint@middlemountcoal.com.au]
Sent: Tuesday, 12 December 2017 4:46 PM
To: EPBC Monitoring <EPBCMonitoring@environment.gov.au>
Cc: Post Approval <PostApproval@environment.gov.au>
Subject: Middlemount Coal Mine - EPBC 2016/7717 condition 2c - Offset Baseline Report

Dear Sir/Madam

Please find attached an Offset Baseline Report to meet condition 2c of the EPBC 2016/7717 approval.

Regards

Shane Flint
Environmental Manager



P: 0749 850 059
M: 0427 204 083
E: sflint@middlemountcoal.com.au
PO Box 24
Middlemount QLD 4746

Appendix 2: Letter to DotEE regarding commencement date of action

Level 1, 100 Melbourne Street
South Brisbane QLD 4101
GPO Box 241
Brisbane QLD 4001
P : (617) 3179 2000
F : (617) 3179 2098
E : info@middlemountcoal.com.au
W : www.middlemountcoal.com.au



16 August 2017

Department of Environment and Energy
GPO Box 787
CANBERRA ACT 2601

Via email: PostApproval@environment.gov.au

To whom it may concern,

RE: Middlemount Coal North-eastern Extension (EPBC 2016/7717) Commencement Notification

The EPBC Act approval for the North-eastern Extension (2016/7717) requires notification to the Department following commencement of the action. Condition 5 states:

5) Within 30 days after the commencement of the action, the approval holder must advise the Department in writing of the actual date of commencement of the action.

Accordingly, please note that the North-eastern Extension action commenced on 16 August 2017.

Should you have any questions please do not hesitate to contact the undersigned on 0749 850 059 or sflint@middlemountcoal.com.au.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Shane Flint", is written over a light blue rectangular background.

Shane Flint
Environmental Manager

The Middlemount project is a joint development between Peabody Energy Australia and Yancoal Australia Ltd.

Appendix 3: Voluntary Declaration Notice

Voluntary Declaration Notice

ss19E – 19L of the *Vegetation Management Act 1999*

1. Details of request

- 1.1. Proponent's name: [REDACTED]
- 1.2. Date request received: 19 September 2019
- 1.3. Request:
 - An area containing a vegetation clump or corridor that contributes to the maintenance of biodiversity.
 - An area that makes a significant contribution to the conservation of biodiversity.
- 1.4. Property description: Lot 2SP248577 – Isaac Regional Council.
- 1.5. Land tenure: Freehold
- 1.6. Decision reference: 2019/004055

2. Declaration information

- 2.1. Declaration made:

The Chief Executive of the Department of Natural Resources, Mines and Energy declares the area identified on Declared Area Map DAM 2019/004055 as an area of high nature conservation value in accordance with Section 19F of the *Vegetation Management Act 1999*.

The chief executive considers the declared area to meet the following criteria under Section 19G of the *Vegetation Management Act 1999*—

The declared area is an area of high nature conservation value under Section 19G(1)(b), as the area is one or more of the following:

 - o An area containing a vegetation clump or corridor that contributes to the maintenance of biodiversity.
 - o An area that makes a significant contribution to the conservation of biodiversity

The documents outlined in 2.2 form part of this declaration.

- 2.2. Voluntary declaration documents:

The following documents are part of this voluntary declaration, and must be read in conjunction with this notice:

 - ☒ Declared area map (DAM 2019/004055)
- 2.3. Property Map of Assessable Vegetation

In accordance with s20D of the *Vegetation Management Act 1999*, the following Property Map of Assessable Vegetation has been prepared for the declared area.

 - ☒ Declared area PMAV (DA PMAV 2019/004056)

Voluntary Declaration Notice

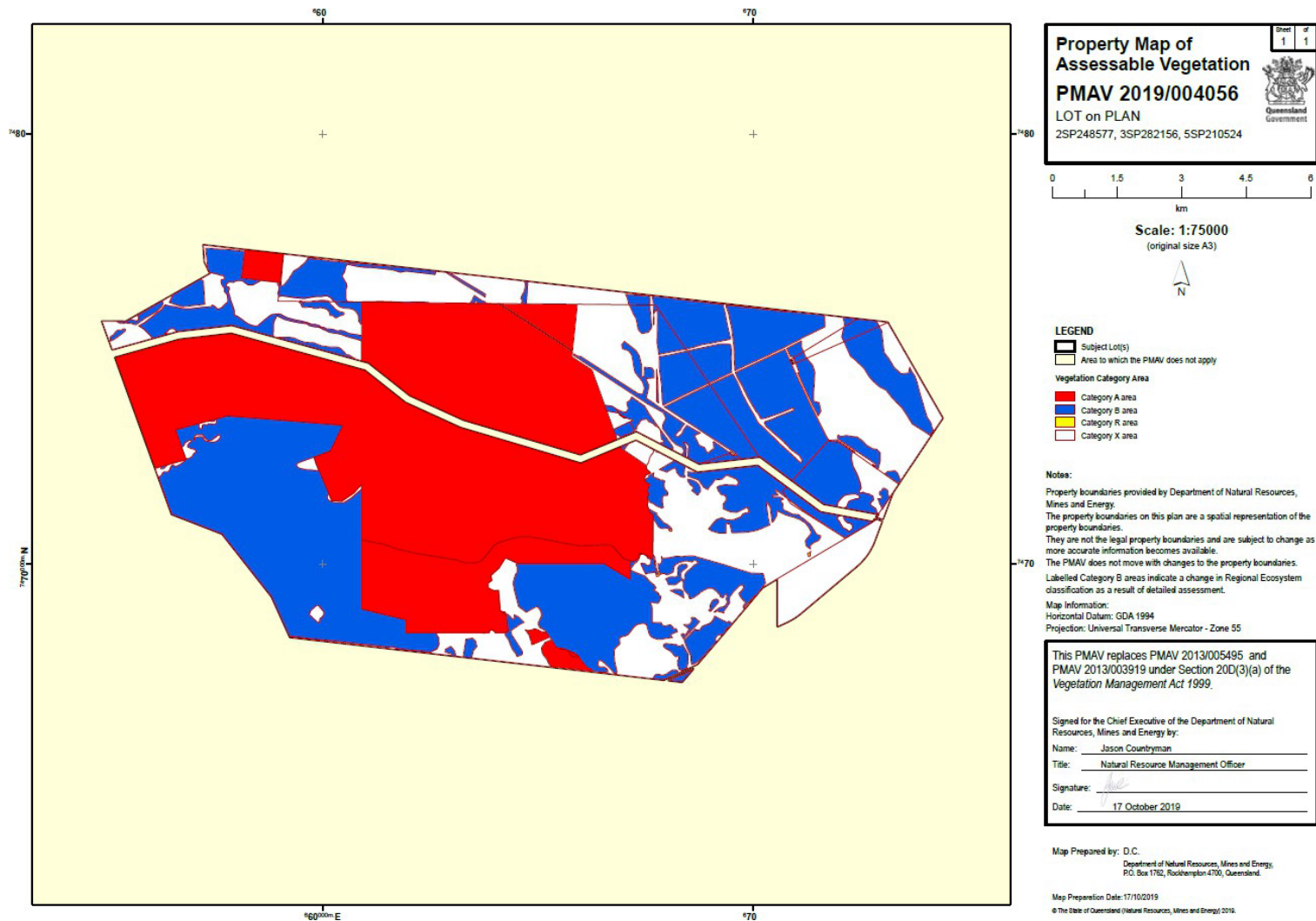
2.4. Date of declaration:

17 October 2019

3. Delegated officer's signature



**Jason Countryman
Natural Resource Management Officer
Central Region**



**Appendix D – Year 13: Annual Ecological Offset Compliance Report
Middlemount Coal Northeastern Extension Offset Area – October
2025 (attached)**

LEADING THE WAY
IN ENVIRONMENTAL
MANAGEMENT

**YEAR 13: ANNUAL
ECOLOGICAL OFFSET
COMPLIANCE REPORT**

MIDDLEMOUNT COAL NORTH-EASTERN
EXTENSION OFFSET AREA

October 2025

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Document Control Page

Version Control

Version	Purpose	Author	Reviewed / approved by	Date
Rev 0.1	Draft Report	Natalie May	Daniel Joyce	10/10/2025
Rev 0.2	Draft Report	Natalie May	Laura Torre	21/10/2025
Rev 1.0	Final Report	Natalie May	Daniel Joyce	23/10/2025

Distribution Control

Copy	Purpose	Method	Issued to:	Name	Date
1	File Copy	Electronic/Email	Biodiversity Australia	Chantel Linares	23/10/2025
2	Client Review	Electronic/Email	Middlemount Coal	Daniel Radovick	23/10/2025

Project Number: ESQ7143

Our Document Reference: ESQ7143-BEC-REP-MCPL-NEExtensionOA-ComplianceReport-rev1.0

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1. Project Background

Biodiversity Australia Pty Ltd (BA) was commissioned by Middlemount Coal Pty Ltd (MCPL) (the Client) to produce an annual compliance report for the North-eastern Extension and the Western Extension Offset Areas.

The objectives of this report are to assess the progress of the Offset Areas in line with the Compliance Conditions detailed in Section 1.1 as detailed in the Offset Management Plan (OMP) (MCPL, 2019a).

The Offset Areas are designated as NEC and includes two Offset Areas each: the State Offset Area and the Commonwealth Offset Area.

Compliance Conditions

The following conditions have been extracted from the Approval for the Middlemount Coal Mine North-eastern Extension, Bowen Basin, Qld (EPBC 2016 / 7717):

2c) Conduct a Baseline Survey of the Offset Site and provide an Offset Baseline Report detailing the results of the Baseline Survey to the Department within 12 months of commencement, The Offset Baseline Report must be prepared by a suitably trained ecologist/s, provide a geo-referenced map showing the location of the survey Sites, provide written descriptions about the baseline health and quality of each Regional Ecosystem Mapping index area within the offset Site, and provide the statistics recorded during the Baseline Survey. The Baseline Survey, including the selection of survey Sites and Offset Baseline Report must be undertaken and prepared in accordance with the Queensland Government's Guide to determining terrestrial habitat quality.

2d) Ensure that by the 15-year anniversary of commencement of the action, the offset Site meets the following condition targets:

- i) Each area designated by Regional Ecosystem Mapping in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) must have a weed cover of 20% or less.
- ii) Areas identified as Regional Ecosystems 11.5.2a, 11.7.2 and 11.7.4 in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) must each have at least 30% shrub canopy cover.
- iii) Areas designated by Regional Ecosystem Mapping in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) as non-remnant must be of a condition that is eligible to be mapped as a remnant woody Regional Ecosystem (RE) (as defined under the Queensland Vegetation Management Act 1999) where Eucalyptus, Corymbia, Acacia or Callitris spp. are the dominant canopy species.

2e) Ensure weed cover in any Regional Ecosystem Mapping index area of the Offset Site does not exceed the baseline condition for each Regional Ecosystem Mapping index area described in the Offset Baseline Report required under condition 2c of this approval for the life of the approval.

3b) The approval holder must provide evidence of the progress achieved by the approval holder in reaching the condition targets for the Offset Site. The report must include benchmarks, prepared by a suitably trained Ecologist/s, that provide clear and measurable goals that will indicate whether the Offsets are on-track to be delivered by the 15-year anniversary of commencement. The report must state whether each benchmark has been met. If the benchmarks have not been met, the report must state what measures are being taken to ensure that the condition targets will be met by the 15-year anniversary of commencement of the action.

2. Compliance Results

The Approval for the North-eastern Extension Offset Area has four (4) key condition targets that are to be met, namely regarding weed cover, shrub cover and remnant status of vegetation. These targets are not due until 2032. However, the OMP has set progressive targets for the Offset to reach these targets. The results of the monitoring surveys in response to these targets are discussed in Sections

2.1 to 2.4.



Baseline Survey Report

A baseline survey report has been provided to MCPL for the North-eastern Extension Offset Area in 2017. The report (NatureCall, 2017) was compliant with the requirements set out in Condition 2c of the approval.

Weed Cover Completion Target

The North-eastern Offset Areas have completion and performance criteria relating to weed cover.

The upcoming performance target is December 2025, with the criterion that weed cover within remnant vegetation be 40 percent (%) or less. In the 2025 monitoring year, five (5) Sites (NEC-5, NEC-6, NEC-8, NEC-9, and NEC-10) have not met this criterion. Significant weed control is required on these Sites, with significant weed control effort required on four (4) of the Sites (NEC-6, NEC-8, NEC-9, and NEC-10) as they have more than 90% weed cover, refer to Table 1 for weed cover compliance for the North-eastern Extension.

Table 1. Weed cover compliance for the North-eastern Extension

Criteria	Compliant	Comments on Progress
Existing remnant vegetation in the North-eastern Extension Commonwealth Offset Area must have a weed cover of 20% or less.	N/A	The upcoming target year is December 2025, with the criteria that weed cover within remnant vegetation will be <40%. This year all but five Sites (NEC-5, NEC-6, NEC-8, NEC-9, and NEC-10) have met this criterion. Urgent weed control is required to reduce weed cover below 40% by December 2025.
Weed cover in any Regional Ecosystem is not to exceed the baseline condition for the life of the approval.	Non-compliant	Nine (9) of the Sites (NEC-4, NEC-6, NEC-8, NEC-9, NEC-10, NEC-11, NEC-13, NEC-14, and NEC-18) have a weed cover higher than the baseline condition. Immediate weed control is required on these Sites.

Shrub Cover

As stated in the OMP, the North-eastern Extension Offset Area is required to have more than 30% shrub cover by 2032 within areas inhabiting Regional Ecosystems (REs) 11.5.2a, 11.7.2, and 11.7.4. Two Sites (NEC-4 and NEC-8) are not compliant with the 2023 progressive target of more than 10% shrub cover and therefore, have fallen below this benchmark since the 2024 survey. Additional actions are required in NEC-4 and NEC-8 to reach compliance in line with the 2023 and 2029 targets as detailed in Table 2.

Table 2. Assessment of shrub cover against relevant performance and completion criteria

Benchmark	Timeframe	Progress	Compliant
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have more than ($\geq$) 10% shrub canopy cover.	December 2023	Two Sites (NEC-4 and NEC-8) that met this target in 2024 have since reduced and are below the 10% threshold. NEC-17 met the target.	Non-compliant
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have $\geq$ 20% shrub canopy cover.	December 2028	In progress – all Sites may need intervention	N/A
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have $\geq$ 30% shrub canopy cover.	December 2032	In progress	N/A



Vegetation Status

The upcoming target is December 2025, which requires Sites to reach the following canopy structure:

- More than 35% of the height of the vegetations undisturbed height.
- More than 25% of the cover relative to the undisturbed canopy.

Three (3) Sites (NEC-3, NEC-12, and NEC-13) have not yet met this requirement and may not reach it by the end of the year 2025 without intervention.

Table 3. Performance criteria review - North-eastern Extension Offset Area

Benchmark	Timeframe	Progress	Compliant
Dominant canopy must have > 35% of the height and > 25% of the cover relative to the undisturbed height and cover of that stratum and is dominated by species characteristic of the vegetation's undisturbed canopy.	December 2025	In progress – three (3) Sites (NEC-3, NEC-12 & NEC-13) have not yet met this requirement and may not reach the objective by the end of 2025.	N/A
Non-remnant vegetation will be of a condition that is eligible to be mapped as a remnant woody RE (dominant canopy must have >70% of the height and > 50% of the cover relative to the undisturbed height and cover of that stratum and is dominated by species characteristic of the vegetation's undisturbed canopy) where Eucalyptus, Corymbia, Acacia or Callitris spp. are the dominant canopy species (refer to EPBC Act Approval 2016/7717).	December 2032	In progress – seven (7) Sites (NEC-3, NEC-9, NEC-11, NEC-12, NEC-13, NEC-16 & NEC-18) may need intervention to reach this objective	N/A

3. Existing Management Actions

3.1 Actions undertaken in 2024 / 2025

Middlemount Coal Pty Ltd has undertaken nine (9) key actions throughout 2024/2025 to improve the Offset Site in line with previous recommendations, including:

- A weed program has been undertaken, initially targeting dense patches of Weeds of National Significance (WoNS) and restricted weeds.
- Maintenance has been undertaken along fences, tracks, and existing firebreaks.
- A bushfire management plan has been developed and implemented.
- Soil testing has been conducted at all monitoring locations.
- Additional watering points have been installed to assist in cattle management.
- Key trial Sites for initial projects have been identified for the 2025 management year.
- Track and fence management continued throughout the year (2025).
- Implementation of LiDAR into the program.
- Management of cattle numbers by conducting fuel load assessments.

These management actions taken by MCPL are working to continually improve the Offset Area.



3.2 Limitations

Improvements to many Sites has proven difficult due to the following limitations:

- Vehicle access to many of the Sites is not possible due to the density of trees and / or previous logging activities.
- Management actions that require additional fencing and / or track access require additional clearing permits and Cultural Heritage clearance.
- Areas where safe cold-burning practices can be undertaken are limited.
- Widespread herbicide control of weeds is not feasible without risking re-incursion and potential erosion. Weed treatment needs to be applied selectively and in a staged manner.

4. Site Specific Recommendations

The details of Site-specific management recommendations to maximise opportunities to reach performance and completion criteria are outlined below in Table 4.

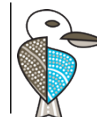


Table 4. Management recommendations for each permanent monitoring Site

Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-1	Additional management needed	Reduce weed cover (currently at 40%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Reduce weed cover.	No formed track to Site
NEC-2	Additional management needed	Reduce weed cover (currently at 30%). Ratio of planting to seeding: 40/60 over 35% of the monitoring Site.	Reduce weed cover to below 30%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Consider planting canopy species. - Soil assessment may be required. - Continue weed management towards 2029 target.	N/A
NEC-3	Immediate intervention required	Reduce weed cover (currently at 70%). Ratio of planting to seeding: 40/60 over 35% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Soil assessment may be required – appears compacted - Planting / seeding required – limited canopy recruitment. - Weed control required prior to December 2025 to reduce cover below 40%.	- Heavily eroded area from a drainage line to the north. - Dispersive soils, staging of works to prevent further erosion imperative.
NEC-4	Immediate intervention required	Reduce weed cover (currently at 40%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. - Seeding / planting of native shrub species to increase cover to above 10% ASAP and above 20% by 2028. - Immediate weed control to reduce weed cover below baseline (30%).	N/A



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-5	Additional management needed	Reduce weed cover (currently at 50%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Poor canopy recruitment observed – planting / seeding may be required. - Weed control required prior to December 2025 to reduce cover below 40%.	No formed track to area but navigation to Site possible with vehicle weaving through veg.
NEC-6	Immediate intervention required	Reduce weed cover (currently at 90%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Immediate weed control to reduce weed cover below baseline (50%). - Weed control required prior to December 2025 to reduce cover below 40% - Buffel Grass dominated.	Machinery / vehicle access issues to Site.
NEC-7	On track	Reduce weed cover (currently at 40%).	Maintain weed cover to below 40%.	- Ongoing weed control to reduce weed control to under 20% by 2032. - Soil assessment may be required.	N/A
NEC-8	Immediate intervention required	Reduce weed cover (currently at 90%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Seeding / planting of native shrub species to increase cover to above 10% ASAP and above 20% by 2028. - Immediate weed control to reduce weed cover below baseline (40%). - Weed control required prior to December 2025 to reduce cover below 40%.	- Machinery / vehicle access issues due to fallen timber and existing vegetation. - No formed track - Can follow fence line in however erosion is present.



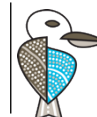
Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-9	Immediate intervention required	Reduce weed cover (currently at 100%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended. - Continue monitoring. - Immediate weed control to reduce weed cover below baseline (60%). - Weed control required prior to December 2025 to reduce cover below 40%.	Access along fence line. However erosion present along fence line that will future require maintenance.
NEC-10	Immediate intervention required	Reduce weed cover (currently at 90%). Fence off/exclude cattle from Brigalow TEC.	Reduce weed cover to below 40%. Brigalow TEC fenced off / cattle excluded.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. Monitor soil improvement around fenced area. - Immediate weed control to reduce weed cover below baseline (80%). - Weed control required prior to December 2025 to reduce cover below 40%. - Fence RE off from cattle or exclude cattle from area through management.	- No formed track. - Access possible (weather dependent) with careful navigation through veg.
NEC-11	Immediate intervention required	Reduce weed cover (currently at 70%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Continue monitoring. - Immediate weed control to reduce weed cover below baseline (40%). - Weed control required prior to December 2025 to reduce cover below 40%.	- Significant access issues due to two creeks surrounding Site and timber. - Dispersive soils, staging of works to prevent erosion imperative.



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
				Monitor erosion from cattle	
NEC-12	On track	Continue monitoring. Consider removing/reducing cattle.	KPI met. Brigalow TEC fenced off / cattle excluded.	- Continue monitoring. - Continue actioning out weed management. - Monitor soil improvement around fenced area.	N/A
NEC-13	Immediate intervention required	Reduce weed cover (currently at 60%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Planting / seeding required and potential soil assessment. - Immediate weed control to reduce weed cover below baseline (30%). - Weed control required prior to December 2025 to reduce cover below 40%.	Access is weather dependant.
NEC-14	Immediate intervention required	Reduce weed cover (currently at 40%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. - Immediate weed control to reduce weed cover below baseline (30%). - Weed control required prior to December 2025 to reduce cover below 40%.	N/A
NEC-16	Additional management needed	Reduce weed cover (currently at 50%). Ratio of planting to seeding: 40/60 over 45% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Weed control required prior to December 2025 to reduce cover below 40%. - Signs of early erosion noted – monitor.	- Management difficult due to heavy timber. throughout and standing veg. - Fenceline prone to erosion and washouts.



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
				Soil assessment may be required – appears compacted.	Dispersive soils, staging of works to prevent further erosion imperative.
NEC-17	Additional management needed	Reduce weed cover (currently at 40%). Seeding/planting of native shrub species to increase cover above 20% by 2028.	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Assess shrub layer for requirement to plant / seed native shrub species to increase cover to above 20% by 2028. - Continue weed control towards 2029 target (below 30%).	NA
NEC-18	Immediate intervention required	Reduce weed cover (currently at 90%). Ratio of planting to seeding: 40/60 over 45% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Immediate weed control to reduce weed cover below baseline (75%). - Weed control required prior to December 2025 to reduce cover below 40%. - Poor canopy recruitment observed – planting / seeding may be required to increase canopy cover potential.	Creek / drainage line impeding access to north and erosion in south.
NEC-19	Additional management needed	Fence off/exclude cattle from Brigalow TEC. Reduce weed cover (currently at 20%).	Brigalow TEC fenced off / cattle excluded. Reduce weed cover to below 20%.	- Fence RE off from cattle or exclude cattle from area through management – OS habitat getting damaged. - Ongoing weed control to reduce weed control to under 20% by 2032.	NA



5. Summary

The 2025 annual monitoring (Year 13) for the North-eastern Extension Offset Area showed varied results. A summary of the compliance and non-compliance issues are provided in Table 5.

One (1) condition in the North-eastern Extension Offset Area was non-compliant in 2025. The weed cover for nine (9) of the eighteen (18) Sites have exceeded the baseline weed percentage. These Sites need urgent action in 2025/2026.

Additionally, one (1) progressive target that is tracking improvements towards the 2032 conditions is non-compliant. The 2023 progressive target for shrub cover is non-compliant for two (2) monitoring Sites (NEC-4 and NEC-8).

The next progressive target date is December 2025 for weed cover and vegetation status; each area has key Sites outlined within the document where action is required in 'at risk Sites' ahead of the December 2025 target.

Table 5. Summary of compliance conditions

Condition	Compliance	Comment
North-eastern Extension Offset Area		
2c)	Compliant	Baseline Report completed in 2017.
2di)	N/A - 2032 requirement	At risk. 5 Sites not compliant with 2025 progressive target of <40% weed cover.
2d ii)	N/A - 2032 requirement	At risk. 2 Sites (NEC-4, NEC-8) not compliant with 2023 progressive target of >10% shrub cover.
2d iii)	N/A - 2032 requirement	At risk. 3 Sites not compliant with 2025 progressive target.
2e)	Non-compliant (9 Sites)	9 Sites (NEC-4, -6, -8, -9, -10, -11, -13, -14, -18) have exceeded baseline weed status.
3b)	Compliant	Report submitted October 2025.



6. References

- Department of Environment, Science, Tourism, and Innovation (DESTI) (2025). Regional Ecosystem Description Database (Version 13.1). Queensland Government. Available from <https://apps.des.qld.gov.au/regional-ecosystems/>.
- Department of Environment and Heritage Protection of Env (2014). Guide to determining terrestrial habitat quality. A toolkit for assessing land based offsets under the Queensland Environmental Offsets Policy. Version 1.2. April 2017
- Eyre, T.J., Kelly, A.L., & Neldner, V.J., Wilson, B.A., Ferguson, D.J., Laidlaw, M.J. and Franks, A.J. (2015). BioCondition: A Condition Assessment Framework for Terrestrial Biodiversity in Queensland. Assessment Manual. Version 2.2. Department of Environment and Resource Management (DERM), Biodiversity and Ecological Sciences Unit, Brisbane.
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- Queensland Herbarium (2023). BioCondition Benchmarks Database. Version 3.4 (April (2023) (DES: Brisbane). Available from: https://www.qld.gov.au/_data/assets/excel_doc/0023/170285/bioconditon-benchmark- database-table.xlsx
- Queensland Herbarium (2019). Regional Ecosystem Description Database (REDD), Version 11.1. Available from: <https://www.qld.gov.au/environment/plants-animals/plants/ecosystems/descriptions/download>.



LEADING THE WAY
IN ENVIRONMENTAL
MANAGEMENT

**YEAR 13: ANNUAL
ECOLOGICAL OFFSET
COMPLIANCE REPORT**

MIDDLEMOUNT COAL NORTH-EASTERN
EXTENSION OFFSET AREA

October 2025

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1. Project Background

Biodiversity Australia Pty Ltd (BA) was commissioned by Middlemount Coal Pty Ltd (MCPL) (the Client) to produce an annual compliance report for the North-eastern Extension and the Western Extension Offset Areas.

The objectives of this report are to assess the progress of the Offset Areas in line with the Compliance Conditions detailed in Section 1.1 as detailed in the Offset Management Plan (OMP) (MCPL, 2019a).

The Offset Areas are designated as NEC and includes two Offset Areas each: the State Offset Area and the Commonwealth Offset Area.

1.1 Compliance Conditions

The following conditions have been extracted from the Approval for the Middlemount Coal Mine North-eastern Extension, Bowen Basin, Qld (EPBC 2016 / 7717):

- 2c)** Conduct a Baseline Survey of the Offset Site and provide an Offset Baseline Report detailing the results of the Baseline Survey to the Department within 12 months of commencement, The Offset Baseline Report must be prepared by a suitably trained ecologist/s, provide a geo-referenced map showing the location of the survey Sites, provide written descriptions about the baseline health and quality of each Regional Ecosystem Mapping index area within the offset Site, and provide the statistics recorded during the Baseline Survey. The Baseline Survey, including the selection of survey Sites and Offset Baseline Report must be undertaken and prepared in accordance with the Queensland Government's *Guide to determining terrestrial habitat quality*.
- 2d)** Ensure that by the 15-year anniversary of commencement of the action, the offset Site meets the following condition targets:
 - i)** Each area designated by Regional Ecosystem Mapping in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) must have a weed cover of 20% or less.
 - ii)** Areas identified as Regional Ecosystems 11.5.2a, 11.7.2 and 11.7.4 in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) must each have at least 30% shrub canopy cover.
 - iii)** Areas designated by Regional Ecosystem Mapping in Figure 2 (Refer to Figure 2 within approval 2016 / 7717) as non-remnant must be of a condition that is eligible to be mapped as a remnant woody Regional Ecosystem (RE) (as defined under the *Queensland Vegetation Management Act 1999*) where Eucalyptus, Corymbia, Acacia or Callitris spp. are the dominant canopy species.
- 2e)** Ensure weed cover in any Regional Ecosystem Mapping index area of the Offset Site does not exceed the baseline condition for each Regional Ecosystem Mapping index area described in the Offset Baseline Report required under condition 2c of this approval for the life of the approval.
- 3b)** The approval holder must provide evidence of the progress achieved by the approval holder in reaching the condition targets for the Offset Site. The report must include benchmarks, prepared by a suitably trained Ecologist/s, that provide clear and measurable goals that will indicate whether the Offsets are on-track to be delivered by the 15-year anniversary of commencement. The report must state whether each benchmark has been met. If the benchmarks have not been met, the report must state what measures are being taken to ensure that the condition targets will be met by the 15-year anniversary of commencement of the action.

2. Compliance Results

The Approval for the North-eastern Extension Offset Area has four (4) key condition targets that are to be met, namely regarding weed cover, shrub cover and remnant status of vegetation. These targets are not due until 2032. However, the OMP has set progressive targets for the Offset to reach these targets. The results of the monitoring surveys in response to these targets are discussed in Sections 2.1 to 2.4.



2.1 Baseline Survey Report

A baseline survey report has been provided to MCPL for the North-eastern Extension Offset Area in 2017. The report (NatureCall, 2017) was compliant with the requirements set out in Condition 2c of the approval.

2.2 Weed Cover Completion Target

The North-eastern Offset Areas have completion and performance criteria relating to weed cover.

The upcoming performance target is December 2025, with the criterion that weed cover within remnant vegetation be 40 percent (%) or less. In the 2025 monitoring year, five (5) Sites (NEC-5, NEC-6, NEC-8, NEC-9, and NEC-10) have not met this criterion. Significant weed control is required on these Sites, with significant weed control effort required on four (4) of the Sites (NEC-6, NEC-8, NEC-9, and NEC-10) as they have more than 90% weed cover, refer to Table 1 for weed cover compliance for the North-eastern Extension.

Table 1. Weed cover compliance for the North-eastern Extension

Criteria	Compliant	Comments on Progress
Existing remnant vegetation in the North-eastern Extension Commonwealth Offset Area must have a weed cover of 20% or less.	N/A	The upcoming target year is December 2025, with the criteria that weed cover within remnant vegetation will be <40%. This year all but five Sites (NEC-5, NEC-6, NEC-8, NEC-9, and NEC-10) have met this criterion. Urgent weed control is required to reduce weed cover below 40% by December 2025.
Weed cover in any Regional Ecosystem is not to exceed the baseline condition for the life of the approval.	Not met	Nine (9) of the Sites (NEC-4, NEC-6, NEC-8, NEC-9, NEC-10, NEC-11, NEC-13, NEC-14, and NEC-18) have a weed cover higher than the baseline condition. Immediate weed control is required on these Sites.

2.3 Shrub Cover

As stated in the OMP, the North-eastern Extension Offset Area is required to have more than 30% shrub cover by 2032 within areas inhabiting Regional Ecosystems (REs) 11.5.2a, 11.7.2, and 11.7.4. Two Sites (NEC-4 and NEC-8) are not compliant with the 2023 progressive target of more than 10% shrub cover and therefore, have fallen below this benchmark since the 2024 survey. Additional actions are required in NEC-4 and NEC-8 to reach compliance in line with the 2023 and 2029 targets as detailed in Table 2.

Table 2. Assessment of shrub cover against relevant performance and completion criteria

Benchmark	Timeframe	Progress	Compliant
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have more than ($\geq$) 10% shrub canopy cover.	December 2023	Two Sites (NEC-4 and NEC-8) that met this target in 2024 have since reduced and are below the 10% threshold. NEC-17 met the target.	Not met
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have $\geq$ 20% shrub canopy cover.	December 2028	In progress – all Sites may need intervention	N/A
Areas identified as RE11.5.2a, RE11.7.2 and RE11.7.4 must each have $\geq$ 30% shrub canopy cover.	December 2032	In progress	N/A



2.4 Vegetation Status

The upcoming target is December 2025, which requires Sites to reach the following canopy structure:

- More than 35% of the height of the vegetations undisturbed height.
- More than 25% of the cover relative to the undisturbed canopy.

Three (3) Sites (NEC-3, NEC-12, and NEC-13) have not yet met this requirement and may not reach it by the end of the year 2025 without intervention.

Table 3. Performance criteria review - North-eastern Extension Offset Area

Benchmark	Timeframe	Progress	Compliant
Dominant canopy must have > 35% of the height and > 25% of the cover relative to the undisturbed height and cover of that stratum and is dominated by species characteristic of the vegetation's undisturbed canopy.	December 2025	In progress – three (3) Sites (NEC-3, NEC-12 & NEC-13) have not yet met this requirement and may not reach the objective by the end of 2025.	N/A
Non-remnant vegetation will be of a condition that is eligible to be mapped as a remnant woody RE (dominant canopy must have >70% of the height and > 50% of the cover relative to the undisturbed height and cover of that stratum and is dominated by species characteristic of the vegetation's undisturbed canopy) where Eucalyptus, Corymbia, Acacia or Callitris spp. are the dominant canopy species (refer to EPBC Act Approval 2016/7717).	December 2032	In progress – seven (7) Sites (NEC-3, NEC-9, NEC-11, NEC-12, NEC-13, NEC-16 & NEC-18) may need intervention to reach this objective	N/A

3. Existing Management Actions

3.1 Actions undertaken in 2024 / 2025

Middlemount Coal Pty Ltd has undertaken nine (9) key actions throughout 2024/2025 to improve the Offset Site in line with previous recommendations, including:

- A weed program has been undertaken, initially targeting dense patches of Weeds of National Significance (WoNS) and restricted weeds.
- Maintenance has been undertaken along fences, tracks, and existing firebreaks.
- A bushfire management plan has been developed and implemented.
- Soil testing has been conducted at all monitoring locations.
- Additional watering points have been installed to assist in cattle management.
- Key trial Sites for initial projects have been identified for the 2025 management year.
- Track and fence management continued throughout the year (2025).
- Implementation of LiDAR into the program.
- Management of cattle numbers by conducting fuel load assessments.

These management actions taken by MCPL are working to continually improve the Offset Area.



3.2 Limitations

Improvements to many Sites has proven difficult due to the following limitations:

- Vehicle access to many of the Sites is not possible due to the density of trees and / or previous logging activities.
- Management actions that require additional fencing and / or track access require additional clearing permits and Cultural Heritage clearance.
- Areas where safe cold-burning practices can be undertaken are limited.
- Widespread herbicide control of weeds is not feasible without risking re-incursion and potential erosion. Weed treatment needs to be applied selectively and in a staged manner.

4. Site Specific Recommendations

The details of Site-specific management recommendations to maximise opportunities to reach performance and completion criteria are outlined below in Table 4.



Table 4. Management recommendations for each permanent monitoring Site

Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-1	Additional management needed	Reduce weed cover (currently at 40%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Reduce weed cover.	No formed track to Site
NEC-2	Additional management needed	Reduce weed cover (currently at 30%). Ratio of planting to seeding: 40/60 over 35% of the monitoring Site.	Reduce weed cover to below 30%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Consider planting canopy species. - Soil assessment may be required. - Continue weed management towards 2029 target.	N/A
NEC-3	Immediate intervention required	Reduce weed cover (currently at 70%). Ratio of planting to seeding: 40/60 over 35% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Soil assessment may be required – appears compacted - Planting / seeding required – limited canopy recruitment. - Weed control required prior to December 2025 to reduce cover below 40%.	- Heavily eroded area from a drainage line to the north. - Dispersive soils, staging of works to prevent further erosion imperative.
NEC-4	Immediate intervention required	Reduce weed cover (currently at 40%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. - Seeding / planting of native shrub species to increase cover to above 10% ASAP and above 20% by 2028. - Immediate weed control to reduce weed cover below baseline (30%).	N/A



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-5	Additional management needed	Reduce weed cover (currently at 50%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Poor canopy recruitment observed – planting / seeding may be required. - Weed control required prior to December 2025 to reduce cover below 40%.	No formed track to area but navigation to Site possible with vehicle weaving through veg.
NEC-6	Immediate intervention required	Reduce weed cover (currently at 90%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Immediate weed control to reduce weed cover below baseline (50%). - Weed control required prior to December 2025 to reduce cover below 40% - Buffel Grass dominated.	Machinery / vehicle access issues to Site.
NEC-7	On track	Reduce weed cover (currently at 40%).	Maintain weed cover to below 40%.	- Ongoing weed control to reduce weed control to under 20% by 2032. - Soil assessment may be required.	N/A
NEC-8	Immediate intervention required	Reduce weed cover (currently at 90%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Seeding / planting of native shrub species to increase cover to above 10% ASAP and above 20% by 2028. - Immediate weed control to reduce weed cover below baseline (40%). - Weed control required prior to December 2025 to reduce cover below 40%.	- Machinery / vehicle access issues due to fallen timber and existing vegetation. - No formed track - Can follow fence line in however erosion is present.



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
NEC-9	Immediate intervention required	Reduce weed cover (currently at 100%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended. - Continue monitoring. - Immediate weed control to reduce weed cover below baseline (60%). - Weed control required prior to December 2025 to reduce cover below 40%.	Access along fence line. However erosion present along fence line that will future require maintenance.
NEC-10	Immediate intervention required	Reduce weed cover (currently at 90%). Fence off/exclude cattle from Brigalow TEC.	Reduce weed cover to below 40%. Brigalow TEC fenced off / cattle excluded.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. Monitor soil improvement around fenced area. - Immediate weed control to reduce weed cover below baseline (80%). - Weed control required prior to December 2025 to reduce cover below 40%. - Fence RE off from cattle or exclude cattle from area through management.	- No formed track. - Access possible (weather dependent) with careful navigation through veg.
NEC-11	Immediate intervention required	Reduce weed cover (currently at 70%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Continue monitoring. - Immediate weed control to reduce weed cover below baseline (40%). - Weed control required prior to December 2025 to reduce cover below 40%.	- Significant access issues due to two creeks surrounding Site and timber. - Dispersive soils, staging of works to prevent erosion imperative.



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
				Monitor erosion from cattle	
NEC-12	On track	Continue monitoring. Consider removing/reducing cattle.	KPI met. Brigalow TEC fenced off / cattle excluded.	- Continue monitoring. - Continue actioning out weed management. - Monitor soil improvement around fenced area.	N/A
NEC-13	Immediate intervention required	Reduce weed cover (currently at 60%). Ratio of planting to seeding: 40/60 over 50% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Planting / seeding required and potential soil assessment. - Immediate weed control to reduce weed cover below baseline (30%). - Weed control required prior to December 2025 to reduce cover below 40%.	Access is weather dependant.
NEC-14	Immediate intervention required	Reduce weed cover (currently at 40%).	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Continue monitoring. - Immediate weed control to reduce weed cover below baseline (30%). - Weed control required prior to December 2025 to reduce cover below 40%.	N/A
NEC-16	Additional management needed	Reduce weed cover (currently at 50%). Ratio of planting to seeding: 40/60 over 45% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Weed control required prior to December 2025 to reduce cover below 40%. - Signs of early erosion noted – monitor.	- Management difficult due to heavy timber. throughout and standing veg. - Fenceline prone to erosion and washouts.



Transect No.	Status	Recommendations for 2026	Key Performance Indicator (KPI) 2026 / 2027	Ongoing Management Recommendations / 2025 – 2026 Management Recommendations	Constraints / Limitations
				Soil assessment may be required – appears compacted.	Dispersive soils, staging of works to prevent further erosion imperative.
NEC-17	Additional management needed	Reduce weed cover (currently at 40%). Seeding/planting of native shrub species to increase cover above 20% by 2028.	Reduce weed cover to below 40%.	- Remnant status reached - assessment of status in wider area recommended (via Lidar or field assessment). - Assess shrub layer for requirement to plant / seed native shrub species to increase cover to above 20% by 2028. - Continue weed control towards 2029 target (below 30%).	NA
NEC-18	Immediate intervention required	Reduce weed cover (currently at 90%). Ratio of planting to seeding: 40/60 over 45% of the monitoring Site.	Reduce weed cover to below 40%. 80% of seed plantation has sprouted. 100% success of planted vegetation.	- Immediate weed control to reduce weed cover below baseline (75%). - Weed control required prior to December 2025 to reduce cover below 40%. - Poor canopy recruitment observed – planting / seeding may be required to increase canopy cover potential.	Creek / drainage line impeding access to north and erosion in south.
NEC-19	Additional management needed	Fence off/exclude cattle from Brigalow TEC. Reduce weed cover (currently at 20%).	Brigalow TEC fenced off / cattle excluded. Reduce weed cover to below 20%.	- Fence RE off from cattle or exclude cattle from area through management – OS habitat getting damaged. - Ongoing weed control to reduce weed control to under 20% by 2032.	NA



5. Summary

The 2025 annual monitoring (Year 13) for the North-eastern Extension Offset Area showed varied results. A summary of the compliance and compliance not met issues are provided in Table 5.

One (1) condition in the North-eastern Extension Offset did not meet planned conformance targets for 2025. The weed cover for nine (9) of the eighteen (18) Sites have exceeded the baseline weed percentage. These Sites need urgent action in 2025/2026.

Additionally, one (1) progressive target that is tracking improvements towards the 2032 conditions has not met compliance target. The 2023 progressive target for shrub cover did not meet compliance target for two (2) monitoring Sites (NEC-4 and NEC-8).

The next progressive target date is December 2025 for weed cover and vegetation status; each area has key Sites outlined within the document where action is required in 'at risk Sites' ahead of the December 2025 target.

Table 5. Summary of compliance conditions

Condition	Compliance	Comment
North-eastern Extension Offset Area		
2c)	Compliant	Baseline Report completed in 2017.
2di)	N/A - 2032 requirement	At risk. 5 Sites not compliant with 2025 progressive target of <40% weed cover.
2d ii)	N/A - 2032 requirement	At risk. 2 Sites (NEC-4, NEC-8) not compliant with 2023 progressive target of >10% shrub cover.
2d iii)	N/A - 2032 requirement	At risk. 3 Sites not compliant with 2025 progressive target.
2e)	Have not met compliance target (9 Sites)	9 Sites (NEC-4, -6, -8, -9, -10, -11, -13, -14, -18) have exceeded baseline weed status.
3b)	Compliant	Report submitted October 2025.



6. References

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