

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Lynas Rare Earths Limited
Total group employee count: 295

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	8	16	0	0	24
	Full-time contract	0	6	0	0	6
Professionals	Full-time permanent	19	35	0	0	54
	Full-time contract	4	19	0	0	23
	Part-time permanent	1	2	0	0	3
	Part-time contract	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	5	49	0	0	54
	Full-time contract	0	8	0	0	8
	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	9	2	0	0	11
	Full-time contract	2	1	0	0	3
	Part-time permanent	1	0	0	0	1
	Part-time contract	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	18	73	0	0	91
	Full-time contract	1	8	0	0	9
	Part-time permanent	2	0	0	0	2
	Casual	1	0	0	0	1
Labourers	Full-time permanent	2	0	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	1	0	0	0	1
KMP	Full-time permanent	1	1	0	0	2
HOB	Full-time permanent	1	0	0	0	1
GM	Full-time permanent	1	4	0	0	5
SM	Full-time permanent	2	3	0	0	5
OM	Full-time permanent	2	8	0	0	10
	Full-time contract	0	6	0	0	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	2	3	17	26
Part-time	Permanent					1		1
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1			1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	2	20	23
Part-time	Permanent							
Full-time	Fixed-term					2	8	10
Part-time	Fixed-term							
N/A	casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					5	30	35
Part-time	Permanent					2	1	3
Full-time	Fixed-term					3	14	17
Part-time	Fixed-term							
N/A	casual					1		1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)**Question 5****How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	7	6	14
Part-time	Permanent					1		1
Full-time	Fixed-term					3	7	10
Part-time	Fixed-term							
N/A	casual							

Question 6**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					2	1	3
Part-time	Permanent							
Full-time	Fixed-term					2		2
Part-time	Fixed-term							
N/A	casual							

Question 7**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						9	9
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 8**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

* Total employees includes Non-binary