

IONEER

Benefits Policy

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1 PURPOSE

The Company aims to provide a broad, competitive and quality suite of employee benefits that aim to support employee needs in the areas of; health care, retirement savings and time-off.

The physical and emotional well-being of employees is a genuine concern for the company, not only because healthy, fit for duty employees are more productive but more importantly because as ioneers each of us cares for each other. The company's suite of employee health care benefits that assists employees and their eligible dependents in meeting their physical and mental health needs and financial needs associated health care services.

The company assists employees' efforts to save for future retirement by contributing to retirement savings investment accounts.

Additionally, time-off provisions provide flexibility for employees to meet personal needs that provide employees with leave away from work for needs such as vacation or illness.

2 DEFINITIONS

The Company refers to Ioneer USA Corp.

3 SCOPE

This policy applies to employees of Ioneer USA Corp; however, the same overall philosophy and approach applies to ioneer colleagues in other countries; although regulatory frameworks and requirements may result in different applications.

Please note, this is a high-level statement of the Company's benefit philosophy that includes a very general description of the benefits to which employees may be eligible to participate in. This general explanation and is not intended to, and does not, provide all the details of these benefits. Therefore, this policy does not change or otherwise interpret the terms of the official plan documents. Participant's rights can be determined only by referring to the full text of the official plan documents. Human

Resources can direct you to the official plan documents. To the extent that any of the information contained in this manual is contradictory with the official plan documents, the provisions of the official documents will govern in all cases.

4 STANDARD (WHAT, WHEN, WHY, HOW)

4.1 ELIGIBILITY FOR INSURANCE BENEFITS

Group medical, dental, vision, life, and long-term disability benefits are available for all eligible employees and their dependents. Full-time employees are eligible for coverage on the first day of the month following their date of hire. Ioneer believes the health care services and associated costs sought by employees to meet their needs, or the needs of their family is a shared responsibility. Consequently, for health, dental and vision insurance coverages the company contributes toward 80% of insurance premium costs for eligible employees and dependents.

Upon joining the Company, the HR Team will assist employees in making the necessary arrangements for enrollment. A complete description of the plans is provided to each employee as Summary Plan Descriptions and appropriate supplements.

4.2 TYPES OF INSURANCE COVERAGES

The Company offers a quality suite of insurance plans which includes:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Short-Term Disability
- Company provided and voluntary life insurance

For details relating to any of the specific insurance plans listed above, refer to insurance information located on the HR Team portal on the company intranet or contact a member of the HR team.

4.3 RETIREMENT SAVINGS

The Company offers a voluntary 401k plan in which full-time employees may elect to participate in beginning with the first month's payroll period after their hiring date. The company matches employee contributions up-to 5% of earnings that are designated as plan compensation (e.g. base salary, bonus, overtime).

4.4 TIME OFF

The following time-off provisions have been established to meet the various needs of employees.

- Vacation & Holidays
- Paid Short-term Medical Leaves of Absence
- Long-term Disability Insurance (LTD)
- Jury Duty
- Bereavement Leave

- Non-Paid Personal Leave of Absence

For details relating to specific provisions associated with the above please refer to the Time Off Policy and the LTD insurance plans on the HR Team portal on the company intranet or contact a member of the HR team.

4.5 WORKERS COMPENSATION

The Company provides required Workers Compensation insurance under statutory Workers' Compensation Laws.