



Community, Indigenous Peoples and Tribal Nations Policy

ioneer Limited (ACN 098 564 606) (**Company**)

Adopted by the Board September 18, 2023

1. Purpose and Scope

The Company recognizes the important role we can play in improving lives and enhancing the local economies where we operate by delivering employment and respecting traditional values. The Company also recognizes the importance and value of open, transparent relationships with local communities, Indigenous Peoples and tribal nations affected by our operations. This Community and Indigenous Peoples Policy details the Company's commitment to develop mutually beneficial relationships with local communities, Indigenous Peoples and tribal nations through open engagement and active involvement in the areas in which we operate.

For purposes of this policy, the term Indigenous Peoples is defined to include tribal nations, traditional authorities and any other federally recognized indigenous community depending on the jurisdiction.

The Board of Directors of the Company (Board) and management believe that the Company's commitment to this policy contributes to achieving our corporate objectives in accordance with our overarching Sustainability and Environmental, Social, and Governance (ESG) Policy and related responsibilities of our ESG Committee.

This policy is applicable Company-wide across all operations and managed activities in jurisdictions where the Company operates. The Company will implement this policy in conjunction with or via other applicable Company policies, procedures, and guidelines, as well as project-specific plans and documents.

This policy applies to the Board, as well as all persons or entities who act on behalf of the Company (for the purpose of this policy, collectively referred to as Personnel).

2. Our Principles

Responsible collaboration with host communities, Indigenous Peoples and tribal nations is an important strategic consideration for the Company. The Board and Company management understand that such partnerships can be mutually beneficial, and can have legal, financial, and reputational implications for the Company. To attain the vision of creating exceptional value and building strong relationships with all its stakeholders, the Company is committed to:

- Actively engage our stakeholders, including Indigenous Peoples and tribal nations, through systems that provide the platform for open, honest, and constructive dialogue.
- Respect Indigenous Peoples (including tribal nations), as well as cultures and customs of communities in areas where Indigenous Peoples owned or traditionally owned the land.
- Adopt and apply engagement and consultation processes that ensure meaningful participation of Indigenous Peoples and traditional tribal authorities in decision making throughout the life cycle of the business, consistent with Indigenous Peoples' traditional decision-making processes and protocols, and based on meaningful negotiations.
- Engage in culturally appropriate ways with special attention to the interests and rights of Indigenous Peoples and tribal nations, in the context of the broader community engagement.
- Respond to grievances, comments, and questions by stakeholders in a timely manner.
- Adopt, implement, and encourage sound principles of local procurement and employment.
- Contribute to local economic development in the areas in which we operate.
- Pursue formalized partnerships with tribal governments, non-governmental organizations, and other local groups to ensure that community development initiatives are effective and thoughtful.
- Design and develop appropriate mine closure processes that include engagement with stakeholders to ensure post-mining land uses that benefit the local community.

Under direction of the ESG Committee, Personnel will play a fundamental role in achieving the above-mentioned objectives by adhering to this policy and proactively participating in activities in a respectful manner to help ensure our operations become an integral and beneficial part of the local community.

3. Our Commitments

The Company commits to engage in community partnerships to deliver on the following objectives:

- Document and understand baseline historical, social, economic, and environmental characteristics of local and Indigenous communities in our areas of operation.
- Maintain open and honest ongoing communications with stakeholders in our areas of operation.
- Strive to create and maintain a social license to operate with local and Indigenous communities affected by our operations.
- Develop clear and actionable frameworks to meet objectives and commitments outlined in Company procedures and guidelines and regularly assess project-specific progress against established targets and indicators.
- Regularly monitor the Company's social performance and evaluate the value of outcomes to ensure objectives are being met.

4. Publication of this Policy and our Progress

This policy will be made available on the Company's website. We will provide information on the key features of this policy and progress towards meeting our objectives in the Company's annual reports (e.g., annual Environmental and Social Responsibility Report).