Neometals

2021 SUSTAINABILITY REPORT

INNOVATIVELY **DEVELOPING OPPORTUNITIES** IN **MINERALS** AND **ADVANCED MATERIALS** ESSENTIAL FOR A **SUSTAINABLE FUTURE**

CONTENTS

Neometals

FY21 ACHIEVEMENTS

We are proud to share our environmental, social and corporate governance ('ESG') performance for 2021 and disclose our efforts towards a sustainable future.

Our ESG framework, which is designed to evolve and adapt to change, aligns with Global Reporting Initiative ('GRI') standards. Creating a socially and environmentally-responsible business to drive shareholder value is a continuous journey for any corporation and we strive to keep improving.

Neometals has made significant progress across its projects, all of which align with rising global demand for energy storage and electro mobility. In so doing, we are making significant progress towards helping to decarbonise the planet.

Corporately, Neometals has:

- **Continued innovation in products and services with advances in its Vanadium Recovery Project ('VRP'), Lithium-ion battery ('LIB') Recycling and Barrambie Project as well as continued development of its ELi lithium processing intellectual property**
- **Demerged its upstream nickel business. This removed an exploration and virgin extraction project from portfolio to consolidate focus on downstream recovery and recycling**
- **Committed to Task Force on Financial Disclosure ('TCFD') alignment and set a range of measurable ESG targets for 2022**
- **Framed its Company values and included ESG parameters into policy development, role descriptions, skills analysis and hiring, performance and retention practices**
- **Primobius (Neometals' 50:50 joint venture) nominated for 14th German sustainability award**

ETHICS/ACCOUNTABILITY

- Supply chain monitoring to increase transparecy and integrity to align with frameworks like the EU carbon border adjustment mechanism
- United Nations Global Compact ('UNGC') alignment and support for UNGC principles
- Corporate values now embedded in all aspects of business operations
- C-suite executive remuneration incentives include ESG performance KPI's

COMMUNITY BENEFIT

- Foodbank Mega Meal Challenge. 1501 meals made by staff for Australian's in need
- Charitable giving and sponsorship support to multiple organisations aligning with the Company's purpose to the value of $175,000

PEOPLE

- Substantially increased hours of staff training as well as preparation of 'Human Capital Planning Framework' including focus on professional development via training
- Procedures and protocols linked to values built to attract and retain human capital portfolio
- Inititated multiple scholarship and work experience opportunities

ENVIRONMENTAL CARE

- Achieved carbon neutrality. Neometals offset its modest carbon footprint with native tree planting in biodiverse reforestation project in WA
- Life cycle carbon analysis ('LCA') completed for both VRP and LIB Recycling project highlighting opportunity for net zero production in the former. Mechanisms in place to continue analysis throughout both project development stages

MESSAGE FROM THE **CHAIRMAN AND CEO**

A year on from the Neometals inaugural ESG and Sustainability report and much has changed. Positive development progress for Neometals at a company and project level sits alongside an expedited global push to mitigate climate change and transition towards a low-carbon future.

COVID-19 has upended life as we knew it and created a paradox. Global travel is constrained, there is constant business disruption and the cloud of pending economic contraction has done little to deflate buoyant stock markets and booming domestic property prices. Fossil fuel demand has reduced and while parents spend more time at home with their children, we are reminded that clean air is possible and good. Heightened awareness of the very tangible impacts of climate change has meant that an accelerated shift to renewable energy is now believable. And so it is that Governments are doubling down to support and invest heavily in the new energy economy.

Green initiatives are underpinning stimulus to get back to economic growth with significant efforts being made to reconcile the way we do business with the health of our planet and its people.

Against this backdrop, Neometals continues to innovate to provide solutions that enable the battery value chain to reduce carbon dioxide ("CO_2") emissions. The Company's pivot away from reliance on upstream mining towards more eco-friendly materials recovery and recycling continues at pace.

Embedding ESG and sustainability principles as core business is not only the right thing to do, but it also correlates with the creation of shareholder value and meeting the expectations of our stakeholders.

Despite our size, we believe we are at the cutting edge of profound industry wide change. As such, we strive to advocate for what is possible as companies big and small transition to more sustainable economic, environmental and social practices.

We welcome feedback on our 2021 developments including laying out future quantifiable ESG targets and adoption of recognised climate related disclosures via 'TCFD'. On behalf of the entire Neometals' team, we thank you for your interest in our sustainability voyage.

Steven Cole
CHAIRMAN

Chris Reed
MANAGING DIRECTOR

ABOUT NEOMETALS

Purpose

Neometals innovatively develops opportunities in minerals and advanced materials essential for a sustainable future.

VALUES

Neometals has 6 core value pillars which underpin all the Company's activities.These values are reflected in the acronym 'STRIDE':

Sustainability:

- Committing to optimise finite resources with circular practices to benefit society and the environment for a sustainable future.

Transparency:

- Acting ethically with honesty, transparency and openness in all that we do.

Respect:

- Respecting our Company, its Purpose and its Values and acting respectfully in our dealings with staff, shareholders, partners, stakeholders and the community.

Innovation:

- Applying innovation and an enquiring approach to our work to better assure the achievement of our Purpose.

Discipline:

- Applying discipline and rigour to our work to better manage risks and assure outcomes.

Ethics:

- Through our conduct earning and honouring the trust of one another, our shareholders, our partners, our stakeholders and the community.

Strategic Pillars

- A disciplined and informed approach to sourcing, evaluating and developing and/or divesting opportunities consistent with our value creation objectives and appetite for risk.
- A diverse portfolio of assets and opportunities that mitigate risk throughout market cycles and ensure corporate sustainability.
- Leveraging value by applying innovative technologies and commercial models, and co-venturing with strong partners.
- Building organisational capability to deliver on strategies.

ABOUT NEOMETALS (continued)

Strategic Focus

Neometals' strategic focus revolves around de-risking and developing long life projects, concerning minerals and advanced materials, relevant to the global electric vehicle (EV) and energy storage megatrends. Neometals does this with strong partners and by integrating along the value chain to deliver improved productivity and margins, greater sustainability and enhanced value return to stakeholders.

Irrespective of the project, Neometals adopts a consistent approach, seeking to make the complex simple with an ecosystem of expertise to optimise outcomes and realise value.

Neometals currently has three core projects with strong partners spanning the battery value chain and a range of research and development ('R&D') initiatives.

UPSTREAM INDUSTRIAL MINERALS	RECYCLING AND RESOURCE RECOVERY		R&D PROJECTS INCLUDE (NOT LIMITED TO)
Barrambie Titanium and Vanadium Project (China and Western Australia)	**Lithium-Ion Battery Recycling Project (Europe)**	**Vanadium Recovery Project (Scandinavia)**	**ELi Lithium Processing (WA)**
Barrambie is a minerals project in Western Australia hosting titanium, vanadium and magnetite iron in its orebody. Titanium concentrate from mining operations is primarily used as a feedstock for further processing to produce intermediates and then pigments and metal alloys. Vanadium is primarily converted into vanadium chemicals for high-strength steels, next generation Lithium vanadium portable batteries, and stationary energy storage applications. These chemicals have application globally. In addition to a memorandum of understanding ('MOU') framing a potential production JV with Chinese research organisation, IMUMR, Neometals also has a MOU with Jiuxing Titanium Materials Co.Ltd in relation to potential offtake of concentrates generated in Australia.	Through the commercialisation joint venture with SMS group in Germany, Neometals aims to utilise its proprietary sustainable process to commercially recover valuable constituents from scrap and end-of-life Lithium-ion batteries. The JV commercial operations will sit within the electric vehicle ('EV') supply chain to supply cathode makers with high purity chemicals ahead of battery manufacture.	Neometals has developed a sustainable technology to recover high purity vanadium chemicals from steel production by-products ('Slag'). Neometals is looking to apply the technology to multiple Slag fed sources with the most advanced opportunity being with leading European steel maker SSAB. Neometals is evaluating a 50:50 joint venture to commercialise the technology.	Diverse suite of mineral/material related process technologies in development/evaluation phase relevant to the Company's primary strategic focus. The most advanced of these is the ELi Project which is a joint venture between Neometals (70%) and Mineral Resources (30%) to commercialise a patented lithium chemical production technology. ELi purifies and electrolyses lithium feedstocks reducing reagent usage and the associated environmental footprint. Neometals is at the stage of piloting the process with a partner with a view to toll processing lithium feedstocks and or licencing the technology as appropriate.

ABOUT NEOMETALS (continued)

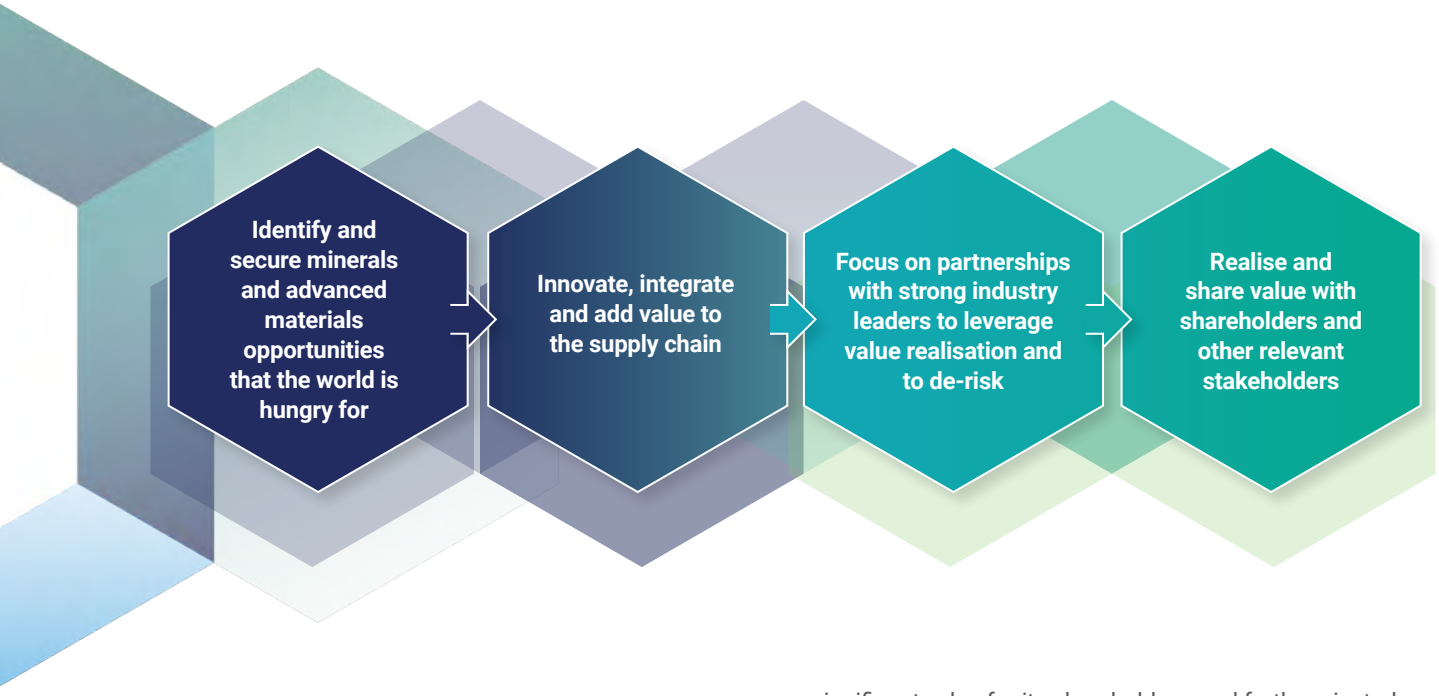
Figure 1 – Location map of Neometals' project footprint

ABOUT NEOMETALS (continued)

Strategic Focus (continued)

Neometals' approach differs in its diversification and integration along the value chain to multiply opportunities and manage risk exposure for value creation. Neometals has a track record of building and exiting projects and of sharing value with its shareholders. Through dividends, on market buy-backs and more recently via an in-specie distribution associated with the demerger of its nickel assets, Neometals has returned some $A81 million in value to its shareholders.

Neometals identifies long-term, globally-relevant opportunities for selected minerals and advanced materials and looks to add value through corporate and technical innovation. Where appropriate, Neometals works with selected industry partners to fast-track developments in order to achieve optimal scale and leveraged returns. Measured risk mitigation, including climate risk, is core to this approach which is summarised in the following four-step business model:



Business transition

Over recent years, Neometals has strategically transitioned from being solely focused on upstream mineral resources to being involved in multiple, integrated growth projects in minerals and advanced materials. This is in response to strong, global demand for battery energy storage in line with the global push for net zero emissions and electro mobility.

More recently, Neometals has pivoted towards sustainable resource recovery in line with growing ESG interests to support the circular economy.

Neometals is a project developer and enabler. During the period it significantly progressed the demerger of its Mt Edwards nickel assets into a separate dedicated Australian Securities Exchange listed company (Widgie Nickel Limited) and has relinquished its spodumene offtake option from Mt Marion for $30 million in cash. In so doing, Neometals has created significant value for its shareholders, and further pivoted away from reliance on upstream minerals with greater focus on its sustainable materials recovery and recycling projects.

Current business position

All Neometals projects are currently in advanced trial or R&D phase. This report recognises that fact, whilst also acknowledging the importance of Neometals' financial, non-financial and sustainability performance to its stakeholders – both at an early stage and during mature operations.

Neometals acknowledges that its stakeholders require timely and relevant information on the way in which it manages exposure to risks associated with ESG and sustainability factors. The production of this Report is intended to assist in the provision of this information.

Key facts about Neometals

Neometals is a limited liability public company

ABOUT NEOMETALS (continued)

incorporated under the Corporations Act 2001 (Australia) and listed on the Australian Stock Exchange (ASX). Neometals also has listings in the USA via a Nasdaq over the counter Australian Depository Receipt (ADR) level 1 designation and in Germany via designations on the Tradegate, Stuttgart, Frankfurt, Hamburg and Berlin bourses. Neometals shares are owned by a diverse array of shareholders. Governance, management and direction of Neometals is vested in a unitary Board of Directors (the Board) elected by the Company's shareholders.

- Headquarters: **Perth, Western Australia**
- ASX-listed: **NMT**
- Market capitalisation at end of Reporting Period: **$261.8 million**
- Revenue for Reporting Period: **Not material**
- Expenses for Reporting Period: **$13.0 million**
- Assets (at end of Reporting Period): **$161.7 million**
- Liabilities (at end of Reporting Period): **$14.9 million**
- Available cash (net of debt at end of Reporting Period): **$93.9 million**
- Number of employees (Full-time equivalents) at end of Reporting Period: **20 (exclusive of attributed JV partner personnel)**

Structure of this Report

The Neometals Board and senior executive team commits to continually improve the Company's ESG and sustainability practices and economic performance outcomes. This Report should be considered in conjunction with Neometals' FY21 Annual Report. This Report, prepared in accordance with the Global Reporting Initiative's Sustainability Reporting Standards: Core Option (GRI Standards) covers the Reporting Period from 1 July 2020 to 30 June 2021 (FY21). This and successive reports will be published annually and structured in three parts:

Overview	Material topics	Performance data
An introduction and update on the Neometals business, its operations and sustainability commitments	Provides detail on all material impacts and topics, including management approaches, with case studies and examples	Neometals' FY21 performance in quantitative terms. Includes the GRI index.

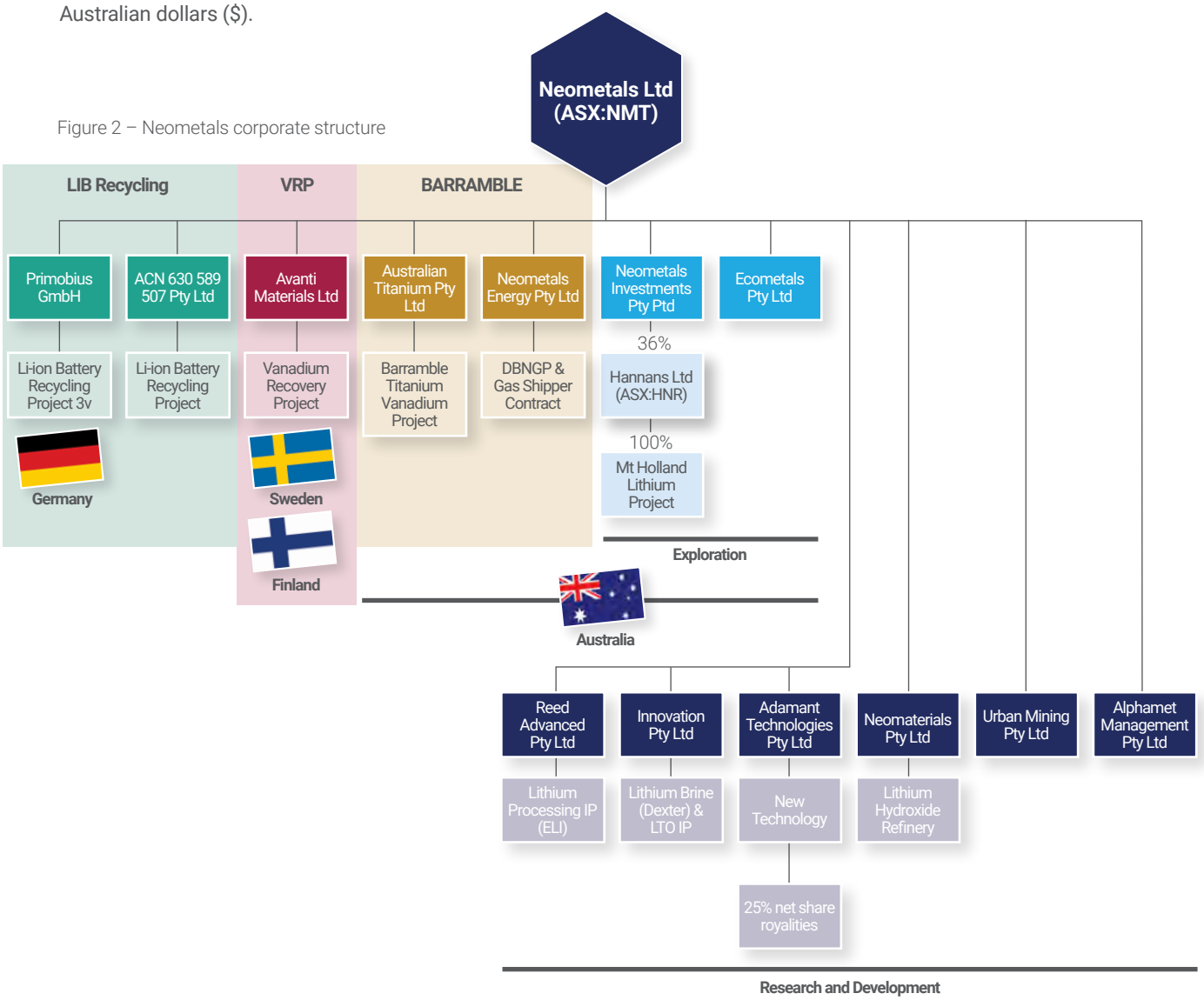
The adoption of clear reporting principles is fundamental to achieving high-quality sustainability reporting and all instructed Reporting Principles have been applied in preparing this Report in compliance with GRI requirements. These reporting principles include balance, comparability, accuracy, timeliness, clarity and reliability.

ABOUT NEOMETALS (continued)

Reporting coverage and group structure

All entities covered by this Report are outlined in the diagram below. All monetary values in this Report are in Australian dollars ($).

Figure 2 – Neometals corporate structure



Risk management

Neometals has a sound risk management framework which is managed by the Board and its Risk Committee. The Corporate Governance risk statement guides risk assessment and is reviewed periodically to ensure its effectiveness and continuing relevance to operations. Neometals discloses in its Annual Report any material exposure it may have to economic, environmental, social or other sustainability risks.

The Company's appetite and tolerance for risk is set by the Board. Responsibility for risk identification and for establishing and maintaining effective risk management strategies and practices rests with the CEO and senior management. Neometals' risk management framework aligns to AS/NZS ISO 31000 2009 (with 2018 update) series.

Risks are identified and monitored through the maintenance of a risk management framework. This covers strategic, operational and other enterprise risks and is based on industry-accepted standards. Internal control systems are maintained in order to provide accurate, relevant, timely and reliable financial and operating information. Risks are monitored and reported to the Board, including via the Risk Committee. Mitigation, loss prevention and control measures are implemented to ensure business continuity and crisis management risk strategies.

NEOMETALS' APPROACH TO ESG AND SUSTAINABILITY

SUSTAINABILITY OBJECTIVE

"Neometals is committed to optimising finite resources with circular practices to benefit society and the environment for a sustainable future"

SUSTAINABILITY PILLARS:

Ethics and Accountability

- Ethical values
- Transparent and accountable governance
- Taxes and royalties contribution
- Supply chain integrity

Community Benefit

- Shared economic and social outcomes
- Human rights and dignity
- Products for a sustainable future
- Stakeholder respect and engagement

People

- Employment opportunity
- Health, safety and wellbeing
- Diversity and equal opportunity
- Training and education

Environmental Care

- Resource optimisation and rehabilitation
- Emissions & waste control
- Energy efficiency
- Water management*

* Whilst not currently material to Neometals, water management is material to stakeholders and therefore will still be covered in this report.

NEOMETALS' APPROACH TO **ESG AND SUSTAINABILITY** (continued)

Neometals approaches its project opportunity pipeline through a specific set of filters to ensure that potential new growth projects are evaluated against the Company's business purpose and its sustainability objectives. The Company's sustainability pillars are variously considered in the Neometals Opportunity Assessment Framework with ESG being a prominent consideration.

Neometals stakeholders

Stakeholder engagement is a central element in the Company's approach to investor relations, public affairs, communications and brand positioning. Considering the views and expectations of stakeholders plays an essential role in the Company's success and its social license to operate. Neometals strives for regular, active and honest dialogue with its stakeholders.

Stakeholders are defined by GRI Standards as an entity or individual that can reasonably be expected to be significantly affected by Neometals' activities, products or services, or whose actions can reasonably be expected to impact Neometals' ability to successfully implement its strategies and objectives. Neometals' stakeholders include:

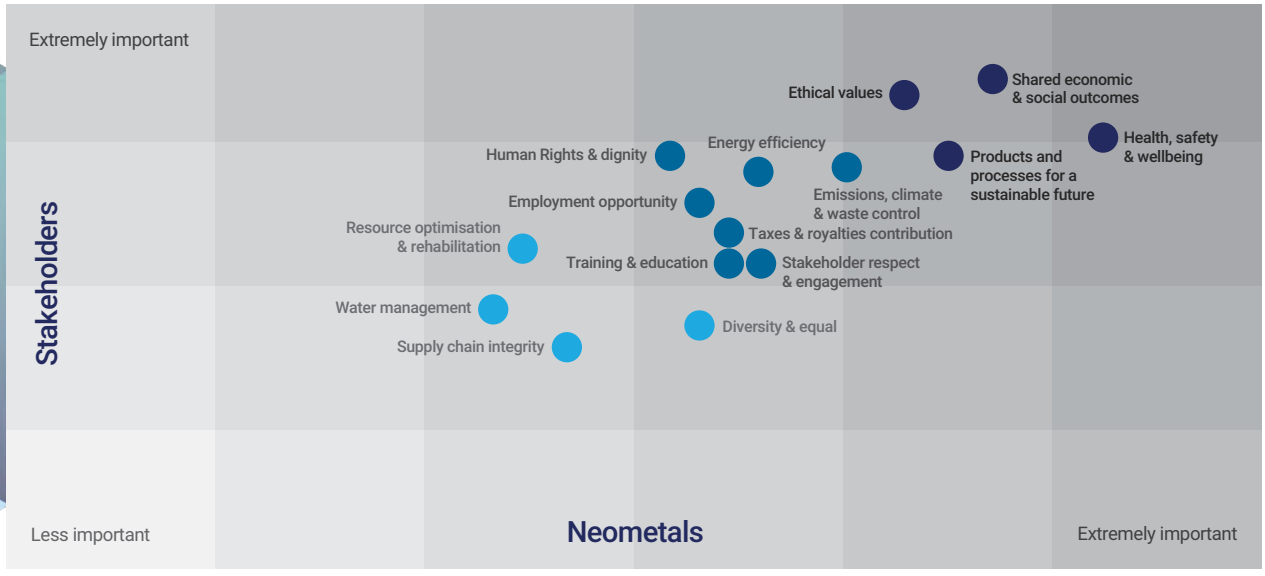
- Shareholders
- Banks/finance providers/creditors
- Suppliers/business partners
- Customers/offtake partners
- Regulatory authorities/government
- Research agencies
- Industry participants and associations
- Downstream users of products
- Local communities
- Employees/Board/contractors
- Indigenous groups
- Media/opinion leaders
- Civil society

In FY21, Neometals continued to advance the maturity of its materiality process and, following global best practice, stakeholders were engaged through a materiality survey. The survey was sent to a wide variety of internal and external stakeholders, with feedback requested by rating sustainability and ESG topics in terms of their importance. External stakeholders included investors, analysts, lenders, partners, research agencies, business associations and regulators. Over 95% of Neometals staff also completed the survey.

Material topics

As specified by the GRI Standards, Neometals applied a materiality process to inform the scope and level of disclosures identified in this Report. In FY21, material topics were selected by considering feedback from stakeholders, Neometals leaders, subject matter experts and an examination of industry benchmarks. Topics were evaluated and prioritised to ensure the Company purpose and strategic focus areas were considered. Neometals' material topics are presented in the matrix below. These will be reviewed annually to ensure Neometals reports on topics that matter most to its business and stakeholders.

Figure 3 – Neometals Materiality Matrix



NEOMETALS' APPROACH TO **ESG AND SUSTAINABILITY** (continued)

Neometals key material issues are shown below, together with a description of the way in which the Company responds to each topic and whether it has an internal or external focus.

Material Topic	Which stakeholders the topic is material to	Evaluation of the management approach	Stakeholder Boundary*
Ethics & accountability			
Ethical values	All stakeholders	Ethics pervades Neometals' values and commitment to good governance and general business conduct. Corporate conduct is regularly assessed relative to Company values as part of strategic planning and management. Neometals has effective controls in place, including a code of conduct, policies and standards.	Internal/ External
Transparent and accountable governance	All stakeholders	Neometals is a complex business with a global footprint and relies on strong goverance to ensure trust with stakeholders. The Neometals Board and its committees are committed to operating at the highest levels of governance in all operating juristictions.	Internal/ External
Taxes and royalties contribution	Local communities, Board, regulators, civil society	Presently paying state-based royalties as part of tenement management. Minimal risk as external tenement managers ensure projects are kept in good standing. Taxes are paid as required as part of Neometals' accounting systems.	Internal/ External
Supply chain integrity	Governments, society, suppliers, offtakers, finance providers, suppliers, downstream end users	This is particularly relevant to the focus on the EV and energy storage sectors. The world's largest brands want to produce the "greenest" products. This cannot be achieved without stewardship over the entire value chain, ensuring that responsible materials are sourced, greenhouse gas footprints are minimised, and materials safely and ethically returned for circular economy re-use at end of useful life.	External
Community Benefit			
Shared economic and social outcomes	All stakeholders	Economic benefits delivered through jobs created, taxes paid and collected, social investment and procurement spend.	Internal / External
Products for a sustainable future	Civil society, suppliers, offtakers, finance providers, suppliers, downstream end users	Sustainability and project selection influences decisions made by capital markets' participants to invest, but also in Neometals' ability to attract and retain the best management. The business purpose relates to developing opportunities essential for a sustainable future. Neometals will contribute significantly towards global decarbonisation goals and invest heavily in green technologies and product delivery.	Internal/ External
Stakeholder respect and engagement	Indigenous groups, society, Government, suppliers, offtake partners	Neometals' core business attributes and success requires meeting expectations of stakeholders and makes positive and constructive impacts on the communities exposed to operations.	Internal/ External
Human Rights and dignity	Indigenous groups, society, employees	Neometals' values uphold fundamental human rights for our employees, host communities and others impacted by its current and future activities. This includes a commitment to support the eradication of slavery and child labour.	Internal/ external

NEOMETALS' APPROACH TO **ESG AND SUSTAINABILITY** (continued)

Material Topic	Which stakeholders the topic is material to	Evaluation of the management approach	Stakeholder Boundary*
People			
Health, safety and wellbeing	Employees, Board, shareholders, media, thought leaders	Neometals recognises the fundamental responsibility it has to look after its people. Neometals corporate values drive a culture that respects health, safety and the wellbeing of our staff and the community. Trust and confidence from stakeholders on this topic are paramount	Internal/ External
Employment opportunity	Employees, Board, shareholders, media, thought leaders, financiers	Having a framework to integrate ESG factors into all Neometals activities helps attract like-minded people to fulfil Company values. Providing employment opportunities is central to the growth strategy and economic contribution	Internal/ External
Diversity and equal opportunity	Employees, Board, shareholders, media, thought leaders, financiers	Underpinned by the Company's respect for staff and a view that inclusive and diverse thinking makes for long term success. Neometals' approach is designed to attract and retain the best talent	Internal/ External
Training and education	Employees, Board, shareholders, media, thought leaders, service providers	Neometals sees its staff as valuable assets and encourage them to upskill. Neometals has a culture of adapting to change, supporting a sense of belonging and targeting succession planning from within	Internal
Environmental Care			
Emissions, climate & waste	All stakeholders	Governments are striving to reduce GHG emissions. These aspirations are flowing down to original equipment manufacturers (OEMs) in the form of subsidies, funding support and penalties for non-conformance. Climate change and decarbonisation are amongst the largest drivers of change at present and Neometals has positioned to support the transition. Neometals follows best practice in minimising and managing waste, effluents and air pollution. Operations in all jurisdictions adhere to stringent regulatory compliance requirements	Internal / External
Energy efficiency	Suppliers, shareholders, financiers, Governments, downstream users of products, regulatory bodies, service providers	Energy is required for operations but the way Neometals sources energy must align with Company sustainability values. Stakeholders are seeking greater transparency on energy use and supply chain impacts. Increasing consumer focus on the lifecycle of a product also means its environmental impact must be minimised across the value chain. Neometals is working to provide more clarity around energy use and the way in which the Company can source sustainable energy	Internal/ External
Resource optimisation and rehabilitation	Capital markets, downstream end users, shareholders, thought leaders, Governments, society, commercial partners, financiers, regulators, communities	Exploration and mineral/material extraction disturb the environment. Best practice procedures are in place to maintain the Company's licence to operate. Materials recovery opportunities can support remediation. Practices and procedures will broaden with project maturity and proximity to commercial operations	Internal/ External

Table 1 – Material topics

*The boundary describes where the material topic impacts Neometals' business and stakeholders. The boundary can be internal or external. Internal includes employees, contractors, shareholders, investors and commercial partners. External includes the bulk of Neometals' stakeholders listed on page 12.

NEOMETALS' APPROACH TO **ESG AND SUSTAINABILITY** (continued)

United Nations Compact and Sustainable Development Goals (SDGs)

Neometals acknowledges the need for collaboration towards solving the challenges currently facing the world and recognises the SDGs as a means of maximising collective impact. Neometals aspires to help improve the world and supports the SDGs blueprint for the betterment of society.

Neometals is confident it can contribute to a broad number of the 17 SDGs, with specific emphasis on the following:

SPECIFIC INDICATOR OR TARGET	NEOMETALS ACTION
SDG 7: AFFORDABLE AND CLEAN ENERGY 7.1: By 2030, ensure universal access to affordable, reliable and modern energy services.	Eco friendly recycling provide sustainably produced battery materials to increase global capacity of renewable energy and storage capacity.
SDG 8: DECENT WORK AND ECONOMIC GROWTH 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.	Circular processes and business models, including recycling and recovery, support economic growth while reducing the need for virgin materials and mining.
SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Reducing disposal of spent batteries to landfill and remediating steel by-products in stockpiles to maximise circular practices.
SDG 17.16: PARTNERSHIPS FOR THE GOALS 17.16 - Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries.	Neometals is a proactive partner in all aspects of its recycling, recovery and circular economy projects including research, development, construction and value-creation for local communities and regions.

Table 2 – Neometals SDG contributions

In order to better engage at a national level with stakeholders from business, Government, the UN, civil society and communities to promote a shared approach, Neometals is a member of the UN Global Compact ('UNGC'). As a member organisation, Neometals has committed, amongst other things, to submit an annual statement to inform stakeholders about its efforts to implement the principles of the UNGC. Neometals has reaffirmed its support of the Ten Principles of the UNGC in the areas of Human Rights, Labour, Environment and Anti-Corruption. This statement of continued support can found at the end of this report. at the end of this report. As a member of the UNGC Neometals has built a relationship with the local Australian chapter and participated in a range of seminars and events including a speaking role and sponsorship of the 'Making Global Goals Local Business Australia' conference.

WE SUPPORT UN GLOBAL COMPACT

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS

ETHICS & ACCOUNTABILITY

Topic	Targets for FY22
Ethical values	• All staff receiving anti-bribery and anti-corruption training
Transparent and accountable governance	• Adoption of internal EESG policy
Stakeholder respect and engagement	• Support or partner with at least one local community organisations for each of the three main projects - Barrambie, VRP and LIB Recycling
Supply chain integrity	• Implement Supply Chain Traceability procedure for one of the core projects • Develop supplier code of conduct

Ethical values

Unethical corporate behaviour is a key inhibitor of sustainable business and is broadly linked to negative impacts, such as preventing social progress, damage to the environment, abuse of human rights and weakening of democratic processes. This behaviour includes corruption, bribery, facilitation payments, fraud, extortion, collusion and money laundering. It can also include preventing competition, unfair business practices, abuse of market position, cartels, anti-competitive mergers and price-fixing. Neometals by its actions stands strongly against dishonest or illegal activities, or anything that represents a breach of trust. Neometals always assesses the risk of corruption when doing business and ensures alignment of ethical values in this area with business partners.

Neometals' core values include to 'act ethically with honesty, transparency and openness in all that we do'.

Figure 4 – Neometals values

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ETHICS & ACCOUNTABILITY (continued)

It commits to integrity, strong governance and responsible business practices with internal procedures supporting the company's anti-corruption commitment. This commitment is formally outlined in our Group Code of Conduct, Code of Conduct for Board Members and Executives and Conflict of Interest Protocol. In FY21 there were no incidents of discrimination and therefore no corrective actions were required.

Neometals at all times promotes a culture acting ethically with honesty, transparency and openness in all that we do. Its Whistleblower Policy fosters an environment where concerns about illegal or unethical behaviour can be reported in confidence and without fear of retribution.

Neometals aspires to be influential in the development of public policy. At the same time, Neometals does not donate to any political organisations.

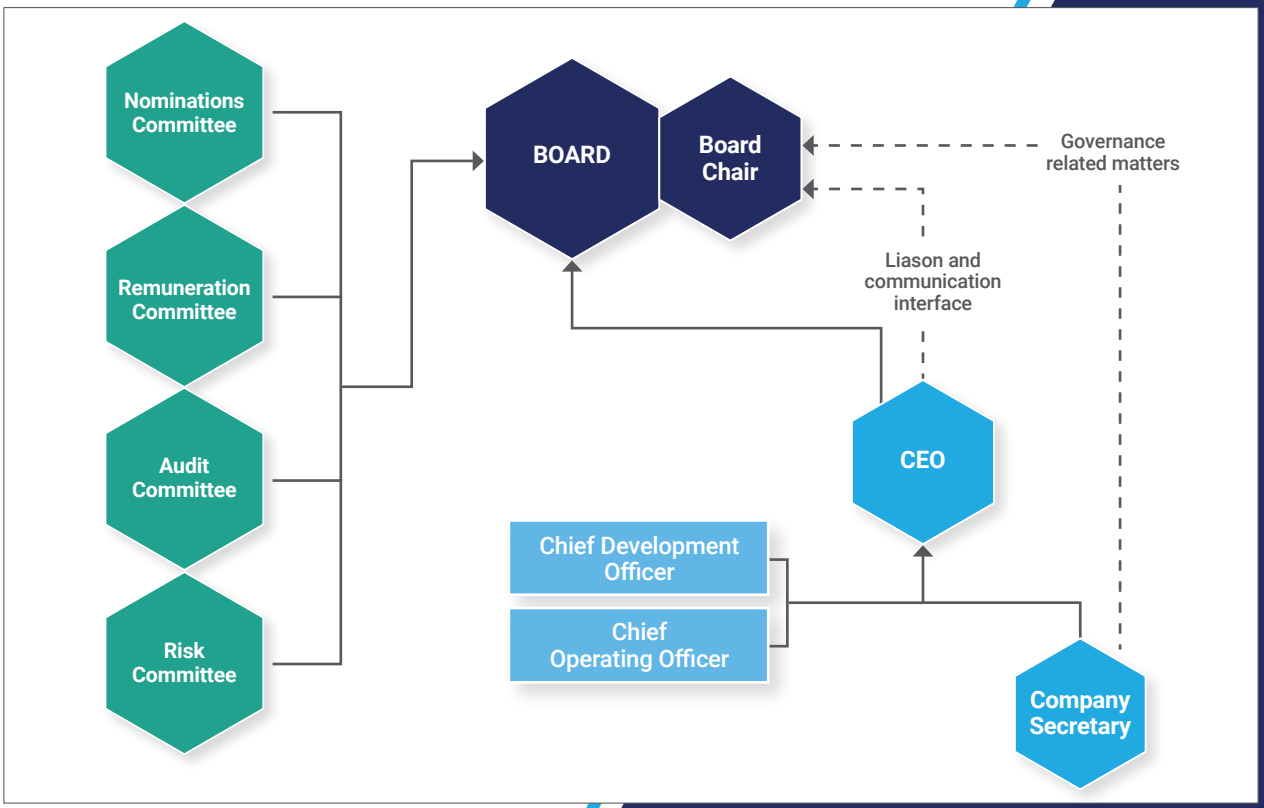
Transparent and accountable governance

Neometals is committed to implementing high standards of corporate governance. In determining what those high standards should be, amongst other relevant governance guidelines and principles, Neometals ensures that its practices are consistent with the ASX Corporate Governance Principles and Recommendations 4th Edition - 2019.

Neometals' Board has ultimate responsibility for the Company's sustainability strategy, performance and management of sustainability risks and opportunities. Supported by the management team, the Board oversees performance, reporting and compliance relating to health, safety, environment, community and human capital.

Key documents including the Corporate Governance Charter and Corporate Governance Statement can be found in the governance section of the Neometals website. An outline of the Company's governance structure is set out below:

Figure 5 – Neometals goverance diagram



NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ETHICS & ACCOUNTABILITY (continued)

Stakeholder respect and engagement

Neometals strives to be a respected corporate citizen and to communicate and operate in a manner that encourages a lasting, beneficial and constructive relationships with all of its stakeholders. This is guided by relevant Board endorsed Policies including but not limited to its Code of Conduct, and those related to Bribery and Corruption, Modern Slavery, Environment, Privacy and Diversity. In FY21 the Company gave its stakeholders a direct influence in the direction of its sustainability strategy through the materiality survey.

The Board seeks to ensure that the Group communicates openly with relevant stakeholders in a timely and effective manner including via the Company's website. This is guided by its Communication Policy.

Neometals also sees the benefits of engaging with stakeholders at preliminary stages of development and an example has been provided below to illustrate the steps being prepared on the Company's vanadium recovery project in Scandinavia. This level of preparation is now inherent in all projects and pervades corporate thinking.

Case Study 1:
Stakeholder engagement in Finland

Neometals' Vanadium Recovery Project ('VRP') team spent considerable time in 2021 evaluating processing locations as part of a comprehensive site selection process. Both Sweden and Finland were considered with a site in Finland (Pori) ultimately chosen at the port of Tahkoluoto. Post extensive diligence with Business Finland and the relevant Municipality and Port authorities, Neometals partner, Critical Metals Ltd (Critical), agreed a framework with the City of Pori outlining the process for granting of tenure and permits to establish the VRP processing facility for SSAB Slag stockpile vanadium recovery.

Neometals and Critical have run public consultation processes to ensure the views of local stakeholders are heard and understood. Specifically, through the various stages of the Finnish environmental impact assessment ('EIA') procedure, open participation continues to be sought from all interested parties.

"We believe we have a unique project that supports the EU's 'net zero' and raw material resilience objectives, but ultimately we need to listen to the views of stakeholders to shape our approach. It is far better to engage early and often to ensure project success as measured by benefits to stakeholders and the environment."

Darren Townsend
Neometals Chief Development Officer

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ETHICS & ACCOUNTABILITY (continued)

Supply chain integrity

Neometals is a project development business with diversified projects that intersect across the EV and energy storage supply chains. An aspect of the Neometals strategy revolves around derisking and developing long life projects with strong partners. As it relates to project development, Neometals has frequently joined with partners after proof of concept and prototyping stages to jointly co-fund the latter stage evaluation steps. In so doing, Neometals secures additional expertise and relationships ahead of product qualification and technology validation. Neometals' typical project development process is outlined below:

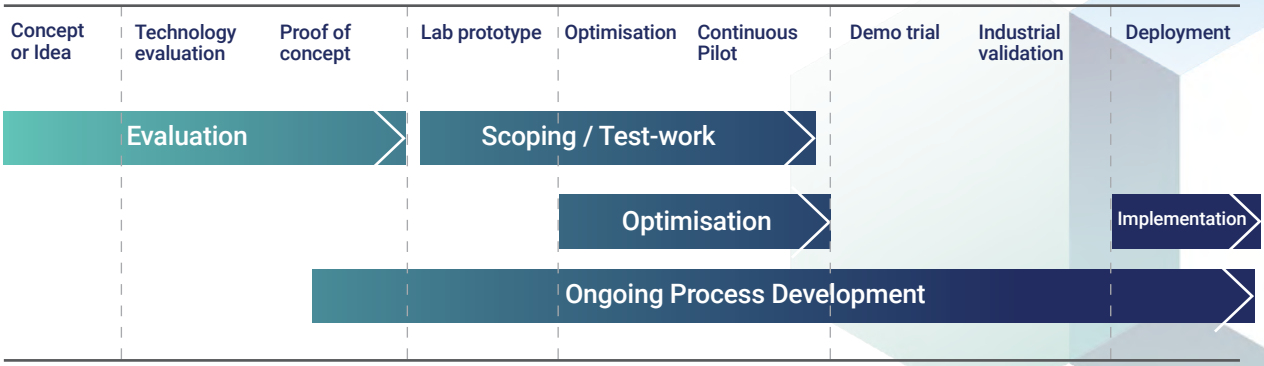


Figure 6 – Neometals project development process

Neometals has integrated opportunities to participate in the electric vehicle and energy storage supply chains, from upstream minerals extraction, midstream value-adding to generate advanced materials and end-of-product-life recycling. Despite each core project sharing some supply chain similarities, each is nuanced with current suppliers detailed below:

Supply chain partner	Upstream Industrial Minerals	Downstream Advanced Materials	Recycling and Resource Recovery	R&D
Accommodation				✓
Drilling and assay	✓		✓	✓
Engineering	✓	✓	✓	✓
Feasibility study service providers	✓	✓	✓	
Laboratories	✓			✓
Marketing	✓	✓		
Material feed suppliers		✓	✓	
Metallurgical and chemical	✓	✓	✓	✓
Mine study service providers.	✓			✓
Permitting	✓			
Plant and equipment		✓	✓	✓
Site selection				
Universities				✓

Table 3– Neometals supply chain

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

Case Study 2: Partnership for the Lithium-Ion Battery Recycling Project

Together with its recycling JV partner, SMS group of Germany, Neometals aims to utilise its proprietary sustainable process to recover valuable constituents from scrap and end of life lithium-ion batteries. The project will sit within the EV supply chain to supply a range of low and high value value materials with the latter intended for cathode makers to manufacture new batteries. Apart from reducing hazardous materials and fire risk, the sustainability significance of the Neometals solution revolves around decarbonising the battery supply chain and supporting European circular economies. A recycled source of battery materials does not bear the same resource and CO2 cost compared to the same via virgin extraction with all the associated transport.

There is a green revolution unfolding globally and the European backdrop provides significant synergies and tailwinds for closed loop circular processes, like sustainable lithium battery recycling.

"Europe is an obvious starting point for Neometals and its German partners. The companies are finalising technology evaluation via the 50:50 JV Company Primobius GmbH which will commence limited commercial operations in Q12022. Key measures supporting efforts to decarbonise, and hence sustainable recycling solutions, include EU plans to be climate neutral by 2025, taxing of high-carbon imports and battery regulations forcing traceable and circular production chains."

Michael Tamlin
Neometals Chief Operating Officer

COMMUNITY BENEFIT

Community Benefit

Topic	Targets for FY22
Shared economic & social outcomes	• Increase the total amount of positive economic contributions made from FY21 over goods and service payments, taxes and dividends
Products for a sustainable future	• Adoption of traceability service for battery recycling to ensure responsible sourcing, emission tracking and regulatory compliance (particularly as it relates to sustainability) • Increase investment in R&D by 10%
Taxes and royalties contribution	• Increase transparency of tax disclosures by segmenting the total tax paid into specific numbers for each different type of tax paid
Supply chain integrity	• Implement Supply Chain Traceability procedure for one of the projects • Develop supplier code of conduct

Shared economic and social outcomes

Neometals accepts that its economic and financial contribution to society and its stakeholders may be measured by 'economic value generated and distributed'. Neometals wishes to combine this with benefits to society and the environment for a sustainable future. This is measured by the returns it delivers to its shareholders as well as by the positive legacies it leaves in its communities.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

Shared economic and social outcomes (continued)

Neometals makes significant contribution to local, regional and national economies directly through the payment of taxes and royalties to governments, as well as to its workforce and suppliers. In FY21 the Company contributed $19.6 million to the Australian economy through:

- Salaries and wages: **$5.5 million**
- Taxes: **$0.38 million**
- Goods and services: **$13.0 million**
- Community investment: **$0.2 million**
- State rent and shire rates: **$0.56 million**

Neometals continues to invest in partnerships in the communities in which it operates. As highlighted in the Neometals' corporate purpose statement, the Company supports projects that benefit society for a sustainable future. This includes investments in education, R&D and charitable organisations. As projects are intended to be long-term developments, Neometals believes it should facilitate long-term, positive economic and social impact through trusting partnerships with local and national stakeholders. Neometals supports a range of social initiatives with over $175,000 of financial support contributed in FY21. In addition to financial support, Neometals also made in-kind contributions through its efforts with Foodbank where over 1,500 meals were prepared by Neometals staff over a week long period to help fight hunger in Australia and reduce food waste.

A selection of our valued community partners are represented below:

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

COMMUNITY BENEFIT (continued)

Neometals also believes in investing in the next generation of talent and supports both work experience and scholarships. During 2021 Neometals supported two scholarships with the Western Australian School of Mines. An Honours-level undergraduate position in geological studies, the Peter Collins Scholarship, and the Neometals Metallurgy Scholarship, an Honours-level undergraduate position in metallurgical studies. Sarah Montague, recipient of the Neometals Metallurgy Scholarship said: *"The Neometals Metallurgy Scholarship has introduced me to experienced mentors in my field and has alleviated financial stress to allow me to focus on my studies."*

Chris Paton, the recipient of the Peter Collins Scholarship shared that *"The scholarship has allowed me to wholly focus on my studies and career development during my time in Kalgoorlie. I have been able to set goals for myself that without the support of Neometals, I may not have been able to reach."*

Case Study 3: Foodbank

Foodbank WA has been improving food insecurity and delivering nutrition education throughout Western Australia since 1994. The organisation works with the entire food and grocery industry to rescue food that is destined for landfill, redirecting it to local charities that feed tens of thousands of hungry people every month. With the 2018 Foodbank Hunger Report revealing that 4 million Australians (18%) are experiencing food insecurity and that alarmingly, one out of five are children, the organisation aims to end hunger in Western Australia by 2030. Other initiatives that Foodbank WA proudly run include the School Breakfast Program which provides over 2.6 million serves of breakfast to more than 20,821 students every week, the Perth Airport School Fruit Van and various nutrition education programs.

"The work being undertaken by Foodbank resonated strongly with us and we have been delighted to support the cause. It is also fitting that Foodbank's efforts to optimise finite resources (food) aligns with our stated sustainability objective"

Chris Reed
Neometals MD

Neometals commenced supporting Foodbank in 2020 with donations from the corporate entity and expanded to also include monthly salary sacrifice donations by staff. The Neometals team visited Foodbank to understand better how this fantastic organisation operates and has committed to continue with its partnership and to volunteer staff for community cooking and warehouse duties. The majority of Neometals staff and Board members contributed to volunteer time at Foodbanks premises to help prepare meals over the course of a week in 2021. Neometals is proud to give back and help the most vulnerable members of our community.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

COMMUNITY BENEFIT (continued)

Case Study 4: Variety

Variety is a West Australian charity supporting kids and families who are facing many challenges through sickness, disadvantage or living with disability. Variety has a number of avenues that allow supporters to get involved. Amongst them is the 'Variety Creative Car Cruise.

Neometals has sponsored Variety drivers and supported fundraising efforts every year for over 10 years.

Case Study 5: UN Global Compact

Neometals is pleased to confirm its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption. Neometals will continue to better integrate the Global Compact and its principles into its business strategy, culture and daily operations.

"During the year I had the privilege of presenting and then participating in a panel discussion at the 'Making Global Goals Local Business – Australia' conference. It was inspiring for Neometals to see the action being taken by other UNGC members in their respective fields of expertise. Equally, it was a great opportunity to highlight an example of how small and medium scale minerals/materials enterprises are turning sustainability initiatives into action."

Chris Reed
Neometals MD

In addition to the external initiatives listed above, Neometals is a member of various advocacy organisations and associations, the most significant of which include:

- United Nations Global Compact
- European Battery Alliance
- Australian Battery Recycling Initiative
- Initiative for Responsible Mining Assurance
- Association of Mining and Exploration Companies
- Commonwealth Scientific and Industrial Research Organisation (CSIRO)
- German Australian Business Council

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

COMMUNITY BENEFIT (continued)

Human rights and dignity

Neometals recognises that we can all impact human rights directly, through our own actions and operations, and indirectly, through our interactions and relationships with other stakeholders. Neometals is guided by its Code of Conduct which covers a broad array of socially supportive behaviours and actions as well as a number of specific complementary policies with human rights as their focus including those addressing Modern Slavery, Workplace Health and Safety, Diversity and Privacy. Neometals ensures it does not participate in any form of forced or bonded labour.

Despite its relatively modest size and the developmental stage of many of its projects, Neometals strives to:

- identify, prevent and mitigate negative human rights impacts through human rights reviews or impact assessments of our operations
- implement specialised training that enables our employees to address human rights in the course of their work
- integrate human rights criteria into screening processes and including human rights criteria in performance requirements when making contracts and agreements with other parties

In particular, as an Australian company, Neometals respects the customs and cultures of First Nations Australians and commits to working collaboratively and respectfully to achieve mutually-beneficial outcomes for both the Company and first nation people affected by the Company's operations.

Case Study 6: Vanadium Recovery Project (VRP) Scandinavia – Towards Net-Zero

Neometals is strongly aware of the need for a 'social license to operate'. As part of this recognition, the Company has clearly articulated that its corporate purpose supports developing opportunities essential for a sustainable future.

The Vanadium Recovery Project supports the European battery and raw materials industry's desire to reduce its environmental footprint with more circular operations. The choice to deliver net zero (or negligible CO2) vanadium without mining provides numerous stakeholder benefits. Those benefits outweigh the short term economic cost for the Company to bypass the less sustainable, yet more recovery efficient, processing alternative (pyrometallurgy).

Neometals proposes to refine high purity vanadium from stockpiled steel industry by-product using hydrometallurgy. Traditional leaching methods rely on high strength acids that generate environmentally problematic tailings. Neometals has instead developed a unique alkaline leaching process that sequesters CO2 for its reagent needs and eliminates waste. By-products are now suitable for re-use in the circular economy.

"The sustainability benefits of the VRP are considerable and its exciting that this project will allow us to join our customers in the fight against climate change. Neometals strives to connect corporate purpose to strategy with the health of the planet and its communities."

Chris Reed
Neometals MD

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

COMMUNITY BENEFIT (continued)

Products for a sustainable future

Neometals' diversified portfolio encompasses minerals and materials across the value chain with a focus on EV and ESS industries. Each of its opportunities is globally-relevant and directly and indirectly supports a sustainable future.

Neometals' recycling projects generate valuable materials without upstream mining and extraction risks, are a strategic source of green and ethical non-mine battery materials and align with the global drive to reduce greenhouse emissions and contribute to circular and closed-loop economies.

Taxes and royalties contribution

Taxes are important sources of government revenue and public social infrastructure, services and development and are central to the fiscal policy and macroeconomic stability of nations. They are also a key mechanism by which organisations contribute to the economies of the countries in which they operate.

Organisations have an obligation to comply with tax legislation, and a responsibility to their stakeholders to meet expectations of good tax practices. If organisations avoid their tax obligations in a jurisdiction, they can deprive the government of revenue. This can lead to reduced investment in public infrastructure and services, increased government debt, or a shifting of the tax obligation onto other taxpayers.

Public reporting on tax increases transparency and promotes trust and credibility in the tax practices of organisations and in the tax systems. It enables stakeholders to make informed judgments about an organisation's tax positions. Tax transparency also informs public debate and supports the development of socially-desirable tax policy. Neometals tax contributions can be found on page 21.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

PEOPLE

People

Topic	Targets for FY22
Health, safety and wellbeing	• Zero material workplace injuries or illness
Employment opportunity	• Provide opportunity for staff to participate in volunteering opportunities
Diversity and equal opportunity	• Maintain or better a ratio of 30% of female non-executive representation at Board level
Training and education	• Staff accountable for management of climate risk to undertake climate related financial disclosure and risk training • Establish Board and management committees responsible for ESG oversight pursuant to requirements of TCFD • All staff to be trained on ESG related policies • Annual health and safety training program • All staff to receive at least 10 hours of training per annum

Employment opportunities

Neometals can only contribute to a sustainable future with the help of its valued employees. Neometals firmly believes that engaged employees are productive employees. This means offering meaningful training and professional development, competitive remuneration and flexible working arrangements to promote work-life balance.

Its approach to employment and job creation includes embedding this ethos in hiring, recruitment, retention and related practices as well as working conditions. Neometals notes the importance of its valued personnel in the achievement of its strategic objectives and the need to ensure that its human relations policies and practices are designed to attract and retain quality and committed people.

Case Study 7: Women of Neometals

Name: Irena Ivanova

Job Title: GM – Evaluation Studies

Tell us about yourself

I am a process engineer and project manager with over 25 years experience in mineral processing industries. I have spent the majority of my career with international engineering consulting houses, designing metallurgical facilities and leading diverse professional engineering teams.

What is it like working for Neometals?

Neometals' approach to ideas evaluation, positive attitudes and plenty of opportunities to learn are very appealing. It is certainly a cooperative and engaging place to work. I enjoy being a part of a team on the forefront of sustainable development and growth.

What does sustainability and ESG mean for you?

My years in the industry include working in environments with an extremely diverse approach to sustainability and ESG. Clarity in the definition of sustainability and adhering to ethical and responsible operations are the features that attract me to Neometals. I prefer to work with organisations which are 'walking the walk' in relation to the principles of sustainability, safety and ESG and encouraging their leaders and employees to be engaged.

Can you comment on diversity within Neometals

Neometals presently boasts two senior female executives on the board. Neometals' diversity profile is considerably wider than the demographic structure currently prevalent in the industry and is, in my opinion, adequate. I always celebrate teams based on skills, talent, ability and capacity to learn irrespective of gender, ethnicity or race.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

PEOPLE (continued)

To this end, the Company is preparing a 'Human Capital Planning Framework' to summarise organisational capabilities and gaps for the benefit of human resource planning. Specifically, this exercise will isolate skills and competencies sought relative to the corporate strategy and allows for job design considering a constantly evolving job landscape where ESG is embedded as core business.

Rather than adopting a rigid annual staff review process, Neometals has adopted a more flexible and continuous strategic cycle with ongoing monitoring, feedback and communication throughout the year. 100% of employees receive regular performance and career development reviews. Neometals recognises that change is transforming the nature of jobs and the workplace and it strives to ensure proactive, agile maintenance of a committed, engaged and productive workforce. All staff are eligible for parental leave.

Notably, Neometals has introduced ESG related KPI's for C-suite executive 'at risk' remuneration. KPI's in the field of corporate administration now also include ESG and other metrics.

Health, safety and well-being

Neometals believes that workforce injuries can be prevented and will use its resources to seek to ensure its people get home safely to their families. This means always providing safe, suitable and sanitary work facilities. Neometals also believe that its peoples mental wellbeing is equally as important as their physical wellbeing.
In addition to its Workplace Health and Safety Policy, Neometals has put in place a comprehensive safety, health and wellbeing program. To support promotion of worker health and safety, all staff completed a St John's First Aid course.

Neometals accepts that:

- Healthy and safe working conditions are a recognised human right and that we have a duty to help prevent our employees suffering physical and mental harm on the job while promoting wellbeing and respecting privacy
- Its commitment to occupational health and safety including engaging employees in the development, implementation and performance evaluation of occupational health and safety policies and related management systems and programs to ensure they are up-to-date, effective and comply with all relevant regulations
- Hazard identification and risk assessment, training and incident identification and investigation are central to planning, supporting, operating, evaluating and updating our occupational health and safety management systems and policies

Neometals is pleased to report there were no material workplace injuries, incidents or illnesses to report in FY21:

- Injured on Duty (Total Injuries): **0**
- First Aid Injury (FAI): **1**
- Medical Treatment Injury (MTI): **0**
- Lost Time Injuries (LTI) : 0

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

PEOPLE (continued)

COVID-19 response

Neometals recognises that COVID-19 is rapidly evolving and impacting us all globally. Whilst acknowledging the disruption to global societies and commerce, Neometals has managed operations and affairs with minor disruption and no material impacts to the business or employees have been identified. The safety and wellbeing of staff, partners and community are paramount at this time and Neometals continues to actively monitor updates and continues to follow the advice of Government health experts. The Company has displayed resilience and since the pandemic emerged, the Company has encouragingly entered into multiple commercial agreements relating to its core projects. Despite limitations with travel and face to face meetings, all remain on track and are progressing well.

Diversity and equal opportunity

The Neometals Diversity Policy actively promotes diversity and equality among its workforce, benefiting

33%

Female employees as well as 2 female non-executive board members

Case Study 8: Women of Neometals

Name: Angeline Mchibwa

Job Title: Process & Technical Engineer

Tell us about yourself

I am a process engineer who has studied and worked in Zimbabwe, South Africa and Namibia. My skill set includes process and product development, design and execution of laboratory testwork, process optimisation as well as conceptual and feasibility studies. In Namibia, I was part of the pioneer team which spearheaded the establishment of the first, locally offered, metallurgical engineering degree program. I was awarded a MRIWA (Mineral Research Institute of Western Australia) Scholarship for postgraduate study at Murdoch University and moved to Perth in 2018 to study lithium extraction from silicate mineral resources.

What is it like working for Neometals?

Neometals' flexible casual work arrangement has availed an opportunity for me to grow under excellent mentors and gain technical experience relevant to my PhD studies. The team is dynamic, open-minded and conscientious and working on a number of current and emerging projects . There are a lot of exciting developments in the mining sector, and battery minerals sector in particular. It is somewhat like standing on the edge of the future!

What does sustainability and ESG mean for you?

I am passionate about people, processes and sustainable technologies. There has been a lot of hype about ESG and sustainability in the commercial world. To me, it is about making a positive and eco-friendly difference. At Neometals, I am able to make use of my skills in contributing to a clean energy future. Whilst some corporates may approach these non-financial aspects as an 'additional to-do' checklist, my experience here has been that these attributes are the core and soul of the company.

Can you comment on diversity within Neometals

There is an old African proverb which goes: 'If you want to go fast, go alone, but if you want to go further, go together.' In today's fast paced world, it is becoming increasingly apparent that multi -disciplinary and cross- sectorial approaches are an absolute must for growth, adaptability and longevity. The team has an assorted mix drawing across a good range of demographics, age, gender and backgrounds. Simply put; all the right elements.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

PEOPLE (continued)

the organisation by helping it access a larger and more diverse workforce with a wider range of experience and perspectives. Neometals believes the benefits of diversity and equality also benefit its employees and flow through to society in general, promoting social stability and supporting further economic development.

Neometals' Diversity Policy and Code of Conduct prohibit discrimination against any person including employees, customers, suppliers or any other stakeholders, including our business partners, on any grounds. Neometals commits to protection from any type of workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

Discrimination includes the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. It can include harassment through comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person to whom they are addressed.

Training and education

Neometals accepts that continuing education training and upgrading employee skills, as well as performance and career development reviews, are vital components that enable it to achieve its strategic objectives. This includes transition assistance programs to facilitate continued employability, retirement or termination.

Neometals actively encourages and financially supports its staff taking on further learning. Neometals recognises that building staff capacity is productive for the business and the Company proud to have supported four staff members in learning development this year.

Case Study 9:
Reid Thornett Work Experience

"During my university winter break, the team at Neometals provided me with a six-week opportunity to roll my sleeves up and gain valuable hands-on experience to the inner workings of an innovative ASX listed company as part of the commercial team.

From day one, I was directly involved and responsible for working on a myriad of projects under Neometals from a commercial aspect. In particular, the company's lithium-ion battery recycling project and its exciting outlook in what will be a very large and fast-growing industry.

Neometals provided me with a supportive educative process during my time. I was able to expand on my hard skills by adding a layer of practicality to consolidate the theory learnt during my studies".

11hrs
training for each employee in FY21

Neometals staff, Darren Wates and Dr David Robinson, with certification from their 2021 training efforts

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE

Environmental Care

Topic	Targets for 2022
Emissions, climate and waste	• Undertake or update LCA measurements for recycling using demonstration plant data and vanadium recovery pilot at a minimum. • Adoption of year 2 TCFD strategy recommendations with Board Climate Risk Workshop to identify risks and assess impact on the business.
Energy efficiency	• Continue building on preliminary LCA for the VRP and LIB Recycling projects as new data comes to hand via trials and evaluation studies.
Resource optimisation and rehabilitation	• Any Barrambie concentrate for Chinese smelting trials that is below target specification will be returned to site and used in bulk extraction rehabilitation efforts.
Water management	• Systems design and engineering will account for VRP recovery of water from rainfall and snow melt for use in the processing circuit.

Neometals is responsible for taking all appropriate measures to manage and mitigate the physical risks and environmental impacts that may arise from its activities. Through its Environmental Policy, Neometals is committed to developing, maintaining and improving standards and practices to meet its environmental responsibilities.

Environmental respect and care are the responsibility of everyone who works for, contracts with or does business with Neometals. Oversight for environmental performance is the responsibility of management under the direction of the Company Secretary who reports to the CEO and to the Board Risk Committee on behalf of the Board.

Neometals commits to complying with all environmental legislation and regulations in the regions in which it operates. In FY21, Neometals had zero regulatory violations or fines. Negative environmental impacts are avoided through regular maintenance of production processes and protection systems.

Resource optimisation and rehabilitation

The planet's resources are limited. If we are to sustain the long-term future of society, we must extract the maximum value from limited resources as efficiently as possible.

Neometals strives to consume as few raw materials as reasonably possible, consistent with its strategic objectives including, a core business strategy seeking to make use of spent or waste material. Neometals uses raw materials in its

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

processing and recycling systems and regularly explores options through research and development to value add and use more sustainable materials and processes for its products.

Neometals aims to efficiently use input materials, which are converted to value-added products from which customer value and ultimately commercial value are generated. R&D is driven by the principles of sustainable development and enhanced customer value, such as demand for resource-saving material production methods, energy-efficient materials, or non-conflict metals.

Neometals' projects aim to have a high sustainability profile in terms of raw material consumption, production, marketing, use, disposal and recycling. Through its recycled and recovered materials, Neometals strives to reduce virgin resource consumption in downstream industries, such as batteries and electric vehicles and to reduce the greenhouse gas (GHG) footprint of its customers.

Where Neometals is engaged in upstream development options, it rehabilitates exploration sites in a timely and environmentally responsible manner.

Case Study 10: Vanadium Recovery Project Contribution to Circular Economy

We currently live in a predominantly linear economy, in which we take resources, make products from them, and then dispose of them after only a short period of use. The Neometals VRP is underpinned by the notion of using what we need, stopping waste and making the most of all our resources. Traditional hydrometallurgical methods of processing steel slag stock-piles involves the use of sulfuric acid leaching which results in unacceptable environmental risk. Neometals has developed an alternative alkaline leaching process which sequesters CO_2 as a reagent to recover vanadium. We sacrifice a little on recovery rates but gain a gold standard sustainable process where all water is recirculated, all gases scrubbed, limited power draw from renewable sources and an ultimate source of battery chemical for new batteries without mining. Additionally, the VRP will generate two of its own by-products for use in the construction and filler industries.

"The nice thing about the VRP is that virtually nothing is wasted, we help decarbonise the supply chain and we lessen the reliance on mined raw materials to create a circular economy".

Darren Townsend
Neometals Chief Development Officer

Neometals' Vanadium Recovery Process

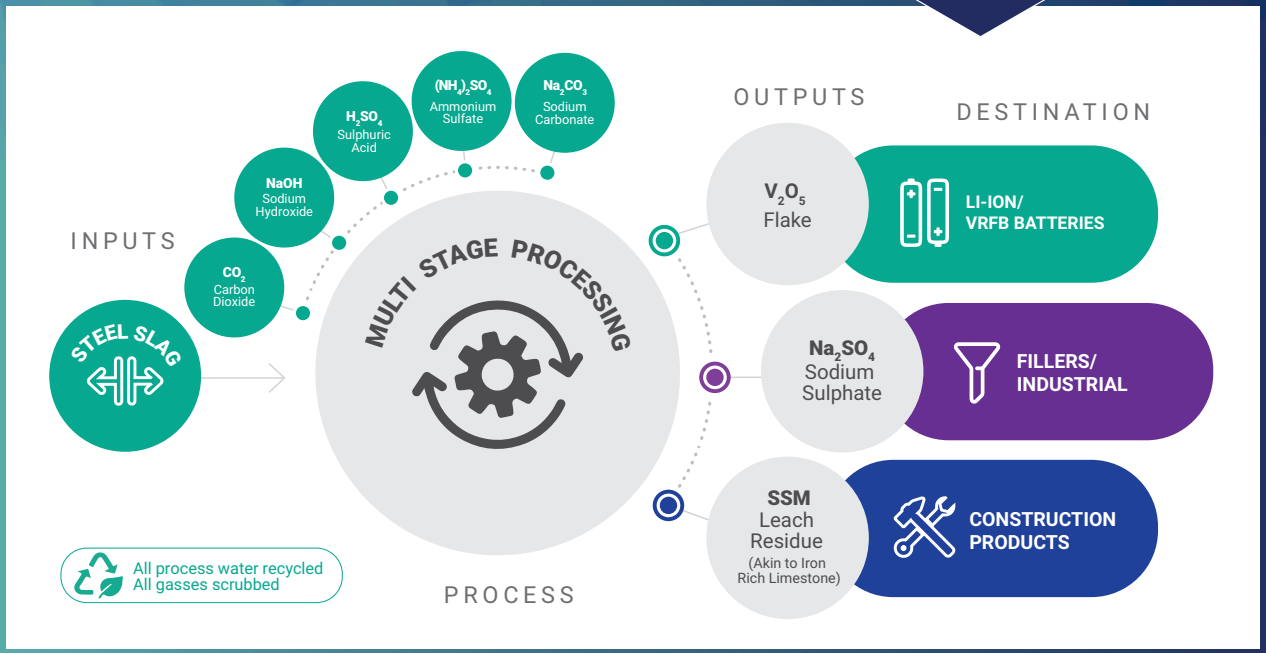


Figure 7 – Neometals' Vanadium Recovery Process

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

Emissions, climate and waste

The conservation of natural resources and climate change are two of the biggest challenges now facing the global community. Despite Neometals not currently engaging in any emission-intensive activities, emissions are a material topic for the Company, and Neometals wishes to play its part to limit global warming. Company emissions are generated from the use of electricity, heat and power for production processes and facilities, transportation and travel.

In FY21, Neometals Scope 1 emissions were 150t CO_2-e and Scope 2 emissions 104t CO_2-e for a total of 254t CO_2-e. Emissions were able to be kept at such a low level due to grid supply in Quebec (location of Neometals historical laboratories) coming from renewable hydro power.

Case Study 11: Gold Standard Carbon Neutrality

Carbon Neutral is an Australian carbon offset provider that has developed one of Australia's largest biodiverse reforestation carbon sinks.

Despite there being numerous providers of carbon offsets, Neometals was drawn to a sequestration solution with significant habitat restoration co-benefits. As a result, the Company has now partnered with Carbon Neutral to measure and offset its footprint, contributing to the planting of mixed native species in the Yarra Yarra Biodiversity Corridor in Three Springs, Western Australia.

"Albeit small, Neometals was keen to offset its entire carbon footprint (~254 tonnes), but to do so with a tangible local outcome. We ended up offsetting 380 tonnes which was in excess of our footprint. The Yarra Yarra Biodiversity Corridor has 'Gold Standard Certification' and Neometals is proud of its partnership to help regenerate landscapes and increase biodiversity".

Jeremy Mcmanus
Neometals General Manager, Investor Relations and Commercial

supporting carbon neutral
Turn Emissions into Trees

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

Neometals aims to tread lightly with respect to energy consumption. It is committed to decreasing the CO_2-intensity of its operations and contributing to the reduction of CO_2 emissions in its customers' production processes. It is committed to combating climate change and reducing climate emissions through both global and local efforts that aim to mitigate climate risk in two ways:

1. By reducing the carbon footprint of its own production and projects; and
2. By reducing its customers' GHG emissions via Neometals' renewable and circular solutions, like its hydromet recycling process and vanadium recovery plans.

Neometals is committed to understanding and proactively managing the impact of climate-related transitional and physical risks to our business as well as the environment and the communities in which we operate. Our approach is aligned with the Taskforce on Climate-related Financial Disclosures (TCFD).

Figure 8 – TCFD requirements

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

Neometals will manage climate-related risks including through TCFD guidance on disclosing the physical and transitional risks associated with climate change and the way in which these impact out operations and strategy. The first phase of compliance with the TCFD framework was to describe Neometals' climate risk governance structure, which is outlined in the table below:

TCFD Disclosure: Describe the board's oversight of climate-related risks and opportunities.

The Board of Directors is Neometals' highest governing body. It is responsible for the strategic direction of the Company and the effective management of climate-related risk.

The Board of Directors is responsible for the direction and oversight of Neometals (as parent company of the Neometals group including partnerships and joint ventures) on behalf of our stakeholders, including shareholders. The Board and senior management meet annually over two days for strategy workshops to consider key strategic growth plans, including, where relevant, the impact of climate-related issues on Neometals's strategy. The strategy days finalise key strategies for the 12 months ahead and strategy is a standing agenda item in every Board meeting. The Board convened 10 times in FY2021. In addition, Board subcommittees provide oversight of nomination, audit, risk and remuneration.

The whole risk committee met formally twice during the year. This excludes several informal meetings of the members of the Risk Committee and management to discuss matters including the Company's strategic direction and any changes in risk exposure.

The project risk registers (updated in 2020 together with the risk management system) are monitored regularly and any changes to risk profile is reported to the Board through regular project reporting and Board meetings.

In May 2021 management with the assistance of an external risk consultant undertook an annual review. Climate change / decarbonisation was identified by management as a corporate risk. Our existing controls:

- Measuring and managing ESG impacts
- Targeting projects linked to recycling
- Lifecycle assessment of carbon footprint
- Marketing of NMT - ESG reporting pending
- Abide by emission regulations
- Overall we see it as a moderate risk rating.

The Board delegates its authority for the executive management of the Company to the Managing Director and, through him, to the Executive Leadership Team.

The Board reviews the results of the ESG materiality assessment and as one of Neometals's material sustainability topics, emissions, climate and the transition to a low-carbon future are taken into account in strategic corporate planning, projects progression and operations management.

More information can be found in the following sections of this sustainability report:
- About Neometals
- Neometals' approach to ESG and Sustainability
- Governance
- Ethical values

TCFD Disclosure: Describe the board's oversight of climate-related risks and opportunities.

Neometals's Executive Leadership Team is responsible for the strategic and operational leadership and management of the business and its subsequent management of climate-related risks and opportunities. The Executive Leadership Team meets periodically to discuss operational performance and to ensure key strategic responses to climate-related and other risks and opportunity are being effectively managed. Neometals has a Sustainability Committee, chaired by the Chief Financial Officer that focuses specifically on Neometals's sustainability performance and reporting, including the company's approach to climate risk. The Committee provides strategic leadership on sustainability and reports via the Company Secretary to the Board of Directors.

Additionally, each of the project owners including the Chief Development Officer and the Chief Operating Officer are responsible for assessing the climate-related risks and opportunities for all Neometals projects. The primary tool for assessment is a life cycle emissions and energy footprint analysis.

More information can be found in the following sections of this sustainability report:
- Neometals' approach to ESG and Sustainability
- Governance
- Emissions, climate and waste

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

FY22 TCFD and Climate Risk roadmap

1. Formally embed climate risk into governance documentation eg Board/Committee Charter
2. Agree appetite for management incentives tied to performance on climate (or sustainability)-related risks
3. Grow Board knowledge and skillset around climate at climate risk workshop
4. Articulate for strategy, risk management and metrics and targets sections

Energy and material efficiency

Neometals aims to minimise energy consumption across its operations. By supplying materials for the EV and energy storage sectors, it also focuses on helping to materially reduce energy consumption in other sectors. Overall Company energy consumption was 3,083GJ in FY21. Like emissions, the Company recognises this is a nominal figure however it is conscious this will grow as projects progress along development timelines

Neometals is contributing to global efforts to use energy more efficiently by promoting recycling and more circular use of materials. The Company measures this through performing Life-Cycle Analyses (LCA) on each project. ISO 14040 defines an LCA as a 'compilation and evaluation of the inputs and outputs and the potential environmental impacts of a product system throughout its life cycle'. The various stages considered in assessing the environmental impacts start from the extraction of raw materials and move toward material processing, manufacture, distribution, use, repair, maintenance, and disposal or recycling. An LCA provides a clear picture of the energy and material required for a process and the environmental impacts. LCA helps the Company assess the environmental impacts, both positive and negative, and enables better decision-making on the merits of a project or process.

The Group currently has 17 R&D projects underway, all of which are investing in innovation related to energy efficiency opportunities and reduction of climate-related risks. Key projects and their respective sustainability contributions are listed below:

Project	Sustainability Contribution
Lithium ion battery recycling	Recycling reduces the life cycle energy footprint of battery supply chain participants, contributes to non-mined domestic materials supply and also removes hazardous material from the environment and reduces fire risk
Vanadium recovery	Extraction of critical materials from steel manufacturing byproduct avoids the need for virgn mineral extraction and the associated land disturbances and energy requirements. Further, the proprietary flowsheet sequesters industrial CO_2 for a neutral footprint, remediates stockpiles and generates critical materials with no waste
Barrambie vanadium and titanium processing development	Vanadium can be used to provide the same strength in steel for less weight which means fewer materials, less energy and fuel used in propulsion end products. It is also used in rechargeable portable and stationary energy storage applications such as lithium-ion and vanadium redox flow batteries respectively. Like vanadium, titanium can also be used for light weighting in aerospace metal alloy applications and is used as an anode material in certain lithium ion batteries
Lithium processing (ELi)	Simplifying lithium chemical production reduces process steps and hence reagent consumption. Reduced reagents means less resource pressure and carbon emitting transport. When used in conjunction with third party 'direct extraction technology', solar evaporation of brine can be avoided and brine water can be recycled back to the water table
Battery anode production	More efficient electrode chemistry offers better performance and safety in lithium-ion batteries for low carbon mobility and energy storage

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

Case Study 12: Primobius Demonstration Lithium Battery Recycling Facility

Equipment Selection

Neometals and its partners have designed the entire LIB Recycling flowsheet with energy and material efficiency front of mind.The design caters to current and future EU regulations overlaid with Primobius' own stringent standards. Learnings from demonstration trials will guide optimisation of future plants where equipment will be selected considering energy efficiency and reducing material losses to increase product recovery. It is intended that future LIB recycling plants will use green electricity rather than gas and will recycle waste heat to improve efficiency.

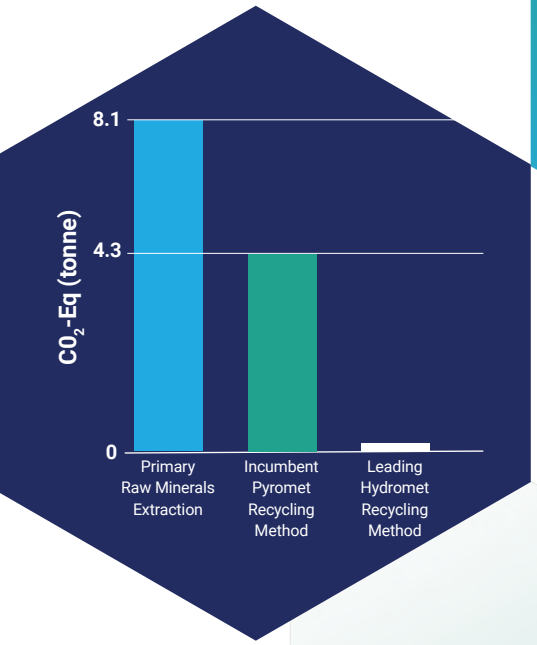
Product Recovery Efficiency

The 'sunset' incumbent LIB recycling approach involves smelting batteries to recover only the most valuable minerals. The Primobius 'sunrise' hydrometallurgical approach looks to recover every constituent. Not only does it make environmental sense to maximise recoveries and bypass emissions from burning cells, it is also increasingly a mandated regulatory requirement. Primobius is already exceeding EU Battery Regulation efficiency targets and remains on track to surpass long term targets on material recovery rates.

Water and Gas Management

The processing flowsheet has been designed with safety and minimal gas / water discharge in mind. Water is recirculated, generated gases are condensed and those that can't be condensed for re-use are scrubbed to avoid detrimental emissions. Refer to the image opposite to see the gas scrubbing equipment at the Primobius LIB Recycling demonstration plant.

Raw Material CO2 Savings - Traditional Mining vs Battery Recycling



CO_2 Footprint

The schematic to the left compares (left to right) the CO_2 production footprint of LIBs made from raw materials generated from primary raw materials extraction, pyrometallurgical recycling of battery cells and also hydrometallurgical recycling. The schematic reflects the quantum of CO_2 savings that Primobius is targeting with its hydrometallurgical solution.

Domestic ethical and resilient supply chains

Aside from the fact that re-using finite materials is ethically sound, sourcing minerals without mining, via recycling, offers an opportunity to complement virgin supply with a lower-footprint raw material. These recovered materials are becoming increasing scarce and trapping these raw materials domestically reduces reliance on offshore sources. Further, it supports a resilient, transparent and ethical supply chain.

NEOMETALS' SUSTAINABILITY PILLARS & MATERIAL TOPICS (continued)

ENVIRONMENTAL CARE (continued)

Water Management

Efficient use of water is an important aspect of project management relating to recycling, refining, processing and production. Water is a crucial input factor for Neometals' future production projects, and water quality and scarcity could be important issues in water-stressed locations like parts of Australia where droughts can occur. Increasing water scarcity in many countries is a long-term risk to growth and companies may be exposed to shortages, quality problems, price volatility and reputational issues.

The impact of Neometals' operations on water is currently limited as it has no production operations currently running.

Case Study 13: Primobius German Sustainability Award

Neometals and SMS group, 50:50 joint venture owners of Primobius GmbH, spent 2021 actively advancing design and construction of its LIB recycling facility in Hilchenbach Germany. In parallel Primobius has been maturing commercial opportunities and raising awareness about the unique recycling solution that it is looking to commercialise. As a result, stakeholders globally are now tracking and reviewing development progress.

Neometals and its partners' were recognised for sustainability excellence during 2021 as finalists for the prestigious German Sustainability Award. The award is endorsed by the German Federal Government, local and business associations as well as numerous NGOs, among them UNESCO and UNICEF. The Company is eagerly awaiting the judges final decision.

"Neometals and Primobius are delighted with selection amongst a field of innovative sustainability leaders. The lithium ion battery recycling business has sustainability in its DNA and we look forward to continually sharing details of the environmental benefits associated with the technology and business as development advances."

Mike Tamlin
Neometals Chief Operating Officer

PERFORMANCE DATA

SAFETY

Safety performance

Safety performance	FY20	FY21
Employee and contractor fatalities	0	0
Total Recordable Incident Frequency (TRIF)	23.6	0.0
Lost Time Injury Frequency (LTIF)	23.6	0.0
Lost Time Injuries	1	0
Restricted work	0	0
Medical treatment injuries	1	0
Occupational illness number and frequency	0	0

Unless specified, all classifications above include contractors.
TRIF: Total recordable injury frequency. The frequency of total recordable injuries per million hours worked.
LTIF: Total recordable injury frequency. The frequency of lost time injuries per million hours worked.

PEOPLE

Diversity

Profile FY21	Full time employee		Part time employee		Full time contract		Part time contract		Casual		Employees total		Workforce
	M	F	M	F	M	F	M	F	M	F	M	F	Total
	14	6	0	1	0	0	0	0	0	0	14	7	21

Level FY21 - including contractors	Board		Leadership		Managers		Professional / Trade		Operator / Admin	
	M	F	M	F	M	F	M	F	M	F
	4	2	4	0	7	2	0	0	2	5

Employees FY21	Age group <36		Age group 36–55		Age group >55		Employees total Contractors		Total
	M	F	M	F	M	F	M	F	
	1	3	9	3	4	1	14	7	21

Turnover FY21	Age group <36		Age group 36–55		Age group >55		Total
	M	F	M	F	M	F	
	0	0	1	0	1	0	2

PERFORMANCE **DATA** (continued)

ENVIRONMENT

Environmental compliance and incidents

Environmental compliance and incidents	FY20	FY21
Monetary value of significant fines ($A)	0	0
Non-compliance with environmental laws and regulations	0	0
Total volume of significant spills (ML)	0	0

Energy

Energy consumption (GJ)	FY20	FY21
Total	3,083	3,200

Emissions

Total direct and indirect emissions	FY20	FY21
Greenhouse gas emissions Scope 1 (t CO_2-e)[1]	89	150
Greenhouse gas emissions Scope 2 (t CO_2-e)[2]	290	104
Total of Scope 1 and Scope 2 (t CO_2-e)	379	254

(1) Scope 1 refers to emissions produced directly by operations, primarily resulting from combustion of various fuels and includes CO_2-equivalent values for greenhouse gases such as CH_4, N_20 and SF_6.
(2) Scope 2 refers to indirect emissions resulting from the import of electricity from external parties; commonly the electricity grid.

Materials

Materials used by weight of volume	Ammo-nium sulphate (kg)	Sulphuric acid (L)	Organic extractants (L)	Organic diluent (kg)	Hydrogen peroxide (kg)	Sodium carbonate (kg)	Sodium sulphate (kg	Caustic soda (kg)	Carbon dioxide (kg)	Barrambie mineralised material (t)
Total	500	300	60	150	1	350	300	600	500	30

Waste & recycling

Waste material used	Barrambie material tailings (t)	Transport of hazardous waste (kg)
Total	14	0

PERFORMANCE **DATA** (continued)

SOCIAL RESPONSIBILITY

Socioeconomic contribution

(A$) million	Operations	Employees	Payments to providers of capital	Payments to financial	Payments to government			Total contribution
Region	Supplier payments (Goods and services)	Wages	Dividend payments to shareholders	Interest	Taxes	Rent and rates	Community investment & charitable giving	
Total	13.03	5.51	-	0.53	4.92	0.56	0.19	24.73

Cultural heritage and community

	FY20
Material Cultural Heritage incidents	0
Material Community Impact incidents	0
Community complaints	0

Corruption

Activites	The total number and percentage of operations assessed for risks related to corruption.	Total number and percentage of employees that have received training on anti-corruption	Total number and nature of confirmed incidents of corruption	Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant.
Total	5 (100%)	0	0	0

GRI CONTENT INDEX

GRI Standard (incl. title and publication year)	Disclosure (incl. number and title of disclosure)	Page number in report and/or URL(s)	Omissions (if any – and reasons therefore)
GRI:101 Foundation (2016)	This report has been prepared in accordance with the GRI Standards: Core option. Information about all of our material topics, boundaries and reporting principles can be found in this Report.	All	
GRI:102 General Disclosures (2016)	GRI Disclosure 102-1 (Name of Organisation)	1	
	GRI Disclosure 102-2 (Activities, brand, products and services)	6	
	GRI Disclosure 102-3 (Location of headquarters)	9	
	GRI Disclosure 102-4 (Location of operations)	7	
	GRI Disclosure 102-5 (Ownership and legal form)	10	
	GRI Disclosure 102-6 (Markets served)		Not currently producing
	GRI Disclosure 102-7 (Scale of Operations)	6	
	GRI Disclosure 102-8 (Information on employees and other workers)	38	
	GRI Disclosure 102-9 (Supply chain)	19	
	GRI Disclosure 102-10 (Significant changes to the organisation and its supply chain)		None
	GRI Disclosure 102-11 (Precautionary principle)	10, 16-17	
	GRI Disclosure 102-12 (External initiatives)	15	
	GRI Disclosure 102-13 (Membership of association)	23	
	GRI Disclosure 102-14 (Statement from senior decision maker)	4	
	GRI Disclosure 102-16 (Values, principles, standards and norms of behaviour)	5	
	GRI Disclosure 102-18 (Governance structure)	17	
	GRI Disclosure 102-40 (List of stakeholder groups)	12-14	
	GRI Disclosure 102-41 (Collective bargaining agreements)		None
	GRI Disclosure 102-42 (Identifying and selecting stakeholders)	12	
	GRI Disclosure 102-43 (Approach and stakeholder engagement)	12, 18	
	GRI Disclosure 102-44 (Key topics and concerns raised)	12-14	
	GRI Disclosure 102-45 (Entities included in consolidated financial statements)	10	
	GRI Disclosure 102-46 (Defining Report content and topic boundaries)	12-14	
	GRI Disclosure 102-47 (List of material topics)	12	
	GRI Disclosure 102-48 (Restatements of information)		Any restatements are noted.
	GRI Disclosure 102-49 (Changes in reporting)		None
	GRI Disclosure 102-50 (Reporting Period)	9	
	GRI Disclosure 102-51 (Date of most recent report)	FY20	
	GRI Disclosure 102-52 (Reporting cycle)	9	
	GRI Disclosure 102-53 (Contact point for questions concerning report)	48	
	GRI Disclosure 102-54 (Claims of reporting in accordance with GRI standards)	9	
	GRI Disclosure 102-55 (GRI Content Index)	42-44	
	GRI Disclosure 102-56 (External assurance)		None

GRI CONTENT **INDEX** (continued)

GRI Standard (incl. title and publication year)	Disclosure (incl. number and title of disclosure)	Page number in report and/or URL(s)	Omissions (if any – and reasons therefore)
GRI:201 Economic Performance (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	20-21	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	13	
	Disclosure 201-1 (Direct Economic Value Generated and Distributed)	21	
	Disclosure 201-2 (Finance implications and other risks and opportunities due to climate change)	32-35	
	Disclosure 201-3 (Defined benefits, obligations and other retirement plans)		None
	Disclosure 201-4 (Financial assistance received from government)	$2.2M	
GRI:205 Anti-Corruption (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	16	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	13	
	GRI Disclosure 205-1 (Operations assessed for risks related to corruption)	40	
	GRI Disclosure 205-2 (Location of operations)	7	
GRI:206 Anti-Competitive Behaviour (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	16	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	13	
	GRI Disclosure 206-1 (Legal actions for anti-competitive behaviour, anti-trust and monopoly practices)	40	
GRI:207 Tax (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	22	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	13	
	GRI Disclosure 207-1 (Approach to tax)	25	
	GRI Disclosure 207-2 (Tax governance, control and risk management)	10	
	GRI Disclosure 207-3 (Stakeholder engagement and management of concerns relating to tax)		None
	GRI Disclosure 207-4 (Country by country reporting)		None
GRI 301: Materials 2016	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	30-31	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 301-1 Materials used by weight or volume	39	
	GRI Disclosure 301-2 Recycled input materials used	39	
	GRI Disclosure 301-3 Reclaimed products and their packaging materials		None
GRI 302: Energy 2016	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	35-36	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 302-1 Energy consumption within the organization	39	
	GRI Disclosure 302-2 Energy consumption outside of the organization	39	
	GRI Disclosure 302-3 Energy intensity		Not producing
	GRI Disclosure 302-4 Reduction of energy consumption	39	
	GRI Disclosure 302-5 Reduction in energy requirements of products and services	36	

GRI CONTENT **INDEX** (continued)

GRI Standard (incl. title and publication year)	Disclosure (incl. number and title of disclosure)	Page number in report and/or URL(s)	Omissions (if any – and reasons therefore)
GRI 305: Emissions 2016	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	32-33	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 305-1 Direct (Scope 1) GHG emissions	39	
	GRI Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	39	
	GRI Disclosure 305-3 Other indirect (Scope 3) GHG emissions		Not producing
	GRI Disclosure 305-4 GHG emissions intensity		Not producing
	GRI Disclosure 305-5 Reduction of GHG emissions	39	
	GRI Disclosure 305-6 Emissions of ozone-depleting substances (ODS)		None
	GRI Disclosure 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		No material air emissions
GRI 306: Effluents And Waste 2016	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	32-33	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 306-2 Waste by type and disposal method	39	
	GRI Disclosure 306-3 Significant spills	39	
	GRI Disclosure 306-4 Transport of hazardous waste	39	
GRI:307 Environ-mental Compliance (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	30	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 307-1 (Non-compliance with environmental laws and regulations)	39	
GRI:401 Employment (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	26-27	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 401-1 (New employee lines and employee turnover)	38	
	GRI Disclosure 401-2 (Benefits provided to full time employees that are not provided to part-time/casual employees)	Leave, training and education	
	GRI Disclosure 401-3 (Parental leave)	27	
GRI:403 Occupational Health & Safety (2018)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	27-28	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 403-1 (Occupational health and safety management system)	27	
	GRI Disclosure 403-2 (Hazard identification, risk assessment and incident investigation)	27	
	GRI Disclosure 403-3 (Occupational health services)		None
	GRI Disclosure 403-4 (Worker participation, consultation and communication on occupational health and safety)		None
	GRI Disclosure 403-5 (Worker training on occupational health and safety)	27	
	GRI Disclosure 403-6 (Promotion of worker health)	27	
	GRI Disclosure 403-7 (Prevention and mitigation of occupational health and safety impacts directly linked by business relationships)		NA
	GRI Disclosure 403-8 (Workers covered by an occupational health and safety system)	27	
	GRI Disclosure 403-9 (Work related injuries)	27	
	GRI Disclosure 403-10 (Work related ill health)	27	

GRI CONTENT **INDEX** (continued)

GRI Standard (incl. title and publication year)	Disclosure (incl. number and title of disclosure)	Page number in report and/or URL(s)	Omissions (if any – and reasons therefore)
GRI:404 Training and Education (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	29	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 404-1 (Average hours of training per year per employee)	29	
	GRI Disclosure 404-2 (Programs for upgrading employee skills and transition assistance programs)	29	
	GRI Disclosure 404-3 (% of employees receiving regular performance and career development reviews)	27	
GRI:405 Diversity and Equal Opportunity (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	28-29	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 405-1 (Diversity of governance bodies and employers)	38	
	GRI Disclosure 405-2 (Ratio of basic salary and remuneration of women to men)		NA
GRI:406 Non-Dis-crimination (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	14	
	GRI Disclosure 103-2 (The management approach and its components)	28-29	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	14	
	GRI Disclosure 406-1 (Incidents of discrimination and corrective actions taken)	17	
GRI:411 Rights of Indigenous People (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	24	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	11	
	GRI Disclosure 4011-1 (Incidents of violations involving rights of indigenous peoples)	40	
GRI:412 Human Rights Assessment (2016)	GRI Disclosure 103-1 (Explanation of material topic and its boundary)	13	
	GRI Disclosure 103-2 (The management approach and its components)	24	
	GRI Disclosure 103-3 (Evaluation of the Management Approach)	13	
	GRI Disclosure 412-1 (Operations that have been subject to human rights reviews or impacts assessment)	40	
	GRI Disclosure 412-2 (Employee training on human rights policies or procedures)	40	
	GRI Disclosure 412-3 (Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening)		None

UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS

Period covered by your Communication on Progress (COP) From: 1 July 2020 – 30 June 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

30 September 2021

To our stakeholders:

I am pleased to confirm that Neometals reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Chris Reed, Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe actions your company has taken in the area of human rights.

- All staff completed a St John's First Aid course.
- Employees were engaged in the development, implementation and performance evaluation of occupational health and safety policies and related management systems and programs
- Follow the COVID-related advice of Government health experts to ensure safety and wellbeing of staff, partners and community. Neometals continues to actively monitor updates.
- Identifying, preventing and mitigating negative human rights impacts through human rights reviews or impact assessments of our operations
- Integrating human rights criteria into screening processes and including human rights criteria in performance requirements when making contracts and agreements with other parties
- In 2021 Neometals supported community members in need with money and time donated to Foodbank by Neometals and its staff. In addition to the monetary support, the team also donated time and effort to prepared over 1,500 meals

Labour

Please use the box below to describe actions your company has taken in the area of labour.

- Neometals ensures it does not participate in any form of forced or bonded labour.
- Average of 11 hours training for each employee in FY20
- The Neometals Diversity Policy actively promotes diversity and equality among its workforce, benefiting the organisation by helping it access a larger and more diverse workforce with a wider range of experience and perspectives.
- 100% of employees receive regular performance and career development reviews
- Neometals recognises that change is transforming the nature of jobs and the workplace, and it strives to ensure proactive, agile maintenance of a committed, engaged and productive workforce.
- All staff are eligible for parental leave.
- Neometals offers competitive remuneration
- Flexible working arrangements are offered to promote work-life balance.

UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS

Environment

Please use the box below to describe actions your company has taken in the area of environment.

- Neometals commits to complying with all environmental legislation and regulations in the regions in which it operates. In FY20, Neometals had zero regulatory violations or fines. Environmental damage is avoided through regular maintenance of production processes and environmental protection systems.
- Neometals strives to consume as few raw materials as reasonably possible, consistent with its strategic objectives including, a core business strategy seeking to make use of spent or waste material.
- Neometals measures environmental footprints of all projects through lifecycle analyses (LCAs)
- Neometals manages climate-related risks through TCFD guidance on disclosing the physical and transitional risks associated with climate change and the way in which these impact out operations and strategy.
- Neometals currently has 17 R&D projects underway, all of which are investing in innovation related to climate change risks and energy efficiency opportunities.

Anti-Corruption

Please use the box below to describe actions your company has taken to fight corruption.

- Neometals by its actions stands strongly against dishonest or illegal activities, or anything that represents a breach of trust. Neometals always assesses the risk of corruption when doing business and ensures alignment of ethical values in this area with business partners.
- Neometals created an opportunity wheel that takes into account geopolitical and other risks, including the risk of bribery or corruption when deciding which projects to develop
- Neometals at all times promotes a culture acting ethically with honesty, transparency and openness in all that we do. Its Whistleblower Policy fosters an environment where concerns about illegal or unethical behaviour can be reported in confidence and without fear of retribution.
- Risks are assessed and reviewed periodically to ensure effective monitoring of risks like corruption. Neometals discloses any material exposure it may have to economic, environmental, social or other sustainability risks.
- Neometals does not donate to any political organisations.
- In FY21 there were no incidents of corruption

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to measure outcomes.

- Demographics of management and employees broken down by gender, age and level of employment
- Rate of occupational injuries
- Scope 1 and Scope 2 emissions to enable offset and carbon neutrality
- Hours of training per staff member
- Number of community complaints
- Incidents of discrimination
- Number of environmental incidents

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