

Neometals

2023

Neometals
Sustainability
Report



A note on terminology

Neometals Ltd (ASX:NMT) is the ultimate holding company of the entities within the Neometals Group. Neometals holds a 50% equity interest in the incorporated joint venture (JV) company called Primobius GmbH; 72.5% equity and operatorship of the incorporated JV company called Recycling Industries Scandinavia AB (RISAB), 100% ownership in Australian Titanium Pty Ltd and a 70% equity interest in the incorporated JV company called Reed Advanced Materials Pty Ltd. In this report, the terms 'Neometals', the 'Company', 'our business', 'organisation', 'we', 'us', 'our' and 'ourselves' refer to Neometals Ltd and its entities as a whole. The Board of Directors of Neometals Ltd is referred to as 'the Board'.

Disclaimer: Forward looking information

This document contains, opinions, projections, forecasts and other statements which are inherently subject to significant uncertainties and contingencies. Many known and unknown factors could cause actual events or results to differ materially from the estimated or anticipated events or results included in this document. Recipients of this document are cautioned that forward-looking statements are not guarantees of future performance. Any opinions, projections, forecasts and other forward-looking statements contained in this document do not constitute any commitments, representations, or warranties by Neometals and its associated entities, directors, agents and employees, including any undertaking to update any such information. Except as required by law and only to the extent so required, directors, agents and employees of Neometals shall in no way be liable to any person or body for any loss, claim, demand, damages, costs, or expenses of whatever nature arising in any way out of, or in connection with, the information contained in this document.

Feedback

Neometals appreciates any feedback which will help the Company improve future reporting and communication with stakeholders. We invite you to send your comments or suggestions to: info@neometals.com.au.

Contents

FY23 Achievements	03
<hr/>	
A message from our CEO and Chairman	04
<hr/>	
At a glance	05
<hr/>	
Our business units	07
<hr/>	
Key facts	09
<hr/>	
About this report	11
<hr/>	
Our approach to sustainability	13
<hr/>	
Environmental care	21
<hr/>	
Community benefit	29
<hr/>	
People	33
<hr/>	
Ethics and accountability	37
<hr/>	
Appendices	41
Appendix A: Performance Data	42
Appendix B: Global Reporting Initiative (GRI) disclosures index & Sustainability Accounting Standards Board (SASB) reporting standards index	47
<hr/>	

FY23 Achievements

Environmental care

Climate change scenario evaluation in accordance with TCFD

Maintained **Carbon Neutral** status

Community benefit

\$125.5K community contributions spend

Launched **Employee Donation Nomination** initiative

People

Zero LTI and zero medical treatment injuries

10 new positions created to support our growth

*Lost Time Injury (LTI)

Ethics and accountability

Published **Human Rights Policy**

Secured **London Stock Exchange Green Mark**

A message from our CEO and Chairman

Neometals is comfortable embracing change, as evidenced with the Company's successful transition from upstream mining to downstream processing of critical battery materials. Neometals' focus is centred around novel battery material production to deliver against global and environmental imperatives. Specifically, the Company has positioned itself to play a leading role in the transition to a greener and circular economy courtesy of its proprietary technologies.

"At Neometals we walk the walk of sustainability. Our technologies target second-round resources to generate a basket of critical and strategic battery materials from recycling, recovery and downstream processing."

In so doing, we not only enable production for 'green' applications, but we do so with innovative methods. Unique processing to reduce embedded carbon in products drives down our costs and supports circular supply chains for lithium, cobalt, nickel, graphite and vanadium (amongst other). A win win.

Highlights for the year included delivery on project development milestones that underscored our commercialisation momentum across the three core business units. Meanwhile the global market backdrop continued to highlight significant opportunities connected to the energy transition.

The acceleration of electric vehicle (EV) and stationary energy storage systems (ESS) adoption, with industry participants and governments alike juggling strategies to ensure capability and capacity, supports our strategy as the globe considers regional energy security. With a scarcity of critical minerals, competition for resources, financial market volatility and geopolitical tension, certainty trumps hesitation as the need for, and value in, recycling and materials recovery become immutable imperatives.

In the pages that follow, we look to highlight that sustainability remains core business for Neometals, we continue listening to stakeholders, we play our part as a corporate citizen, we strive to reduce negative operational impacts on people and planet and we continue to make steady environmental, social and corporate governance (ESG) progress.

We value your interest in the Company and welcome feedback and enquiry.



A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Steven Cole
Chairman



A handwritten signature in black ink that reads "C Reed." in a cursive style.

Chris Reed
CEO/Managing Director

At a glance

Who we are

Neometals has developed and is commercialising three environmentally-friendly processing technologies that produce critical and strategic battery materials at lowest quartile costs with minimal carbon footprint. Through strong industry partnerships, Neometals is demonstrating the economic and environmental benefits of its technologies by enabling sustainable production of lithium, nickel, cobalt and vanadium from recycling and waste recovery. This reduces the reliance on traditional mine-based supply chains and creates a resilient, circular supply chain supporting the energy transition. Via the Company's three core business units, the technologies are being exploited as principal, in joint ventures and licensed for royalties.

“

Our Purpose is to benefit our shareholders and our communities through sustainable production of battery materials...

”

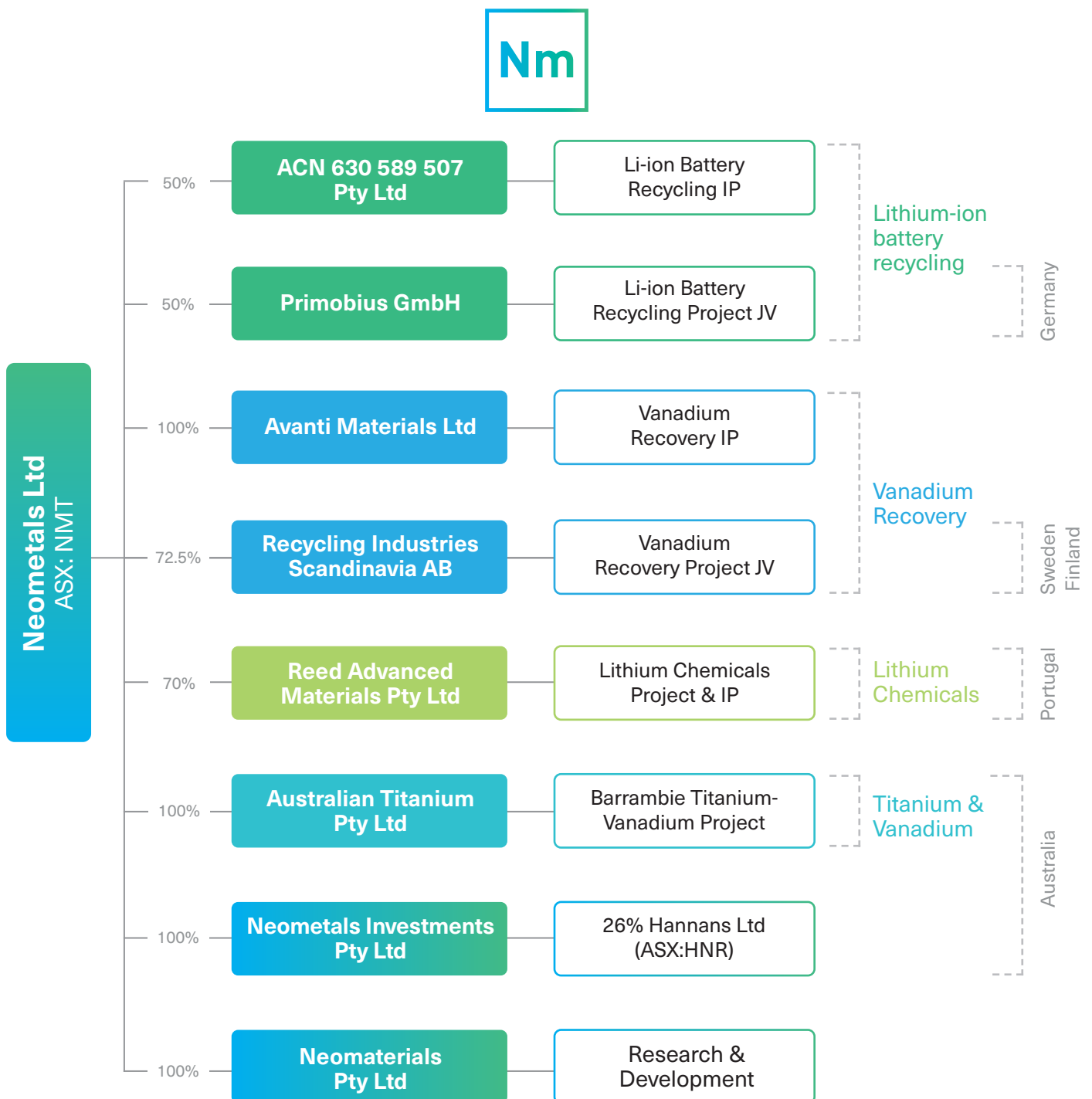
Decarbonisation, together with sustainable and resilient supply chains are the key challenges for the energy transition. Neometals believes that the demand for environmentally-friendly and ethically sourced battery materials will continue to grow with energy storage being the key enabler as we transition. Our technologies, particularly those in battery materials recycling and recovery, reduce reliance on traditional mining and processing and support circular economic principles.



Our corporate structure

Neometals has a corporate structure that reflects the Company's diversified opportunities and desire to form strong collaborative partnerships that drive innovation, expand market reach and look to deliver exceptional value to our stakeholders.

Our joint ventures are strategically located around the world, enabling us to tap into the global circular battery economy to optimise the sustainable production, use and recycling of batteries and critical materials.



Our business units

Neometals has three core downstream battery materials businesses that commercialise proprietary, low-cost, low-carbon process technologies and one legacy upstream mineral asset that is the subject of strategic review.



Lithium-ion Battery Recycling

- Sustainable process to recover valuable constituents from cell production scrap and end-of-life lithium-ion batteries (LiB)
- Targets recovery of nickel, cobalt and lithium from consumer electronic batteries, electric vehicle batteries and stationary storage batteries
- Operating as incorporated joint venture (50% equity) with leading global plant builder, SMS group, called Primobius GmbH (www.primobius.com)
- Primobius operates a commercial disposal service at its 10 tonnes per day (tpd) shredding 'Spoke' in Germany
- Recycling technology partner to Mercedes-Benz
- Investment decision for 50 tpd operation in partnership with Stelco in Canada expected end of 2023



Lithium Chemicals

- Sustainable process to produce battery quality lithium hydroxide from brine and/or hard rock feedstocks using the patented ELi™ electrolysis process
- Technology sits in 70:30 joint venture with Mineral Resources called Reed Advanced Materials (RAM) (www.reedadvancedmaterials.com.au)
- Potential RAM joint venture with Portugal's largest chemical producer, Bondalti Chemicals S.A.
- Co-funding pilot plant and evaluation studies on a 25,000 tonnes per annum (tpa) Bondalti co-funding operation in Estrarreja, Portugal



Vanadium Recovery

- Sustainable process to produce high-purity vanadium pentoxide from processing of steelmaking by-product ('slag')
- Operating as Novana (www.novana.fi) – a 100% owned subsidiary of an incorporated joint venture (72.5% equity) with Critical Metals, called Recycling Industries Scandinavia AB (RISAB)
- Planned 9,000 tpa operation in Pori, Finland, courtesy of 10-year slag supply agreement with SSAB
- Memorandum of Understanding (MOU) with H2Green Steel for potential second, larger operation in Boden, Sweden



Barrambie Titanium and Vanadium

- Traditional upstream mineral extraction development opportunity
- World's second highest-grade hard rock titanium asset and high-grade vanadium resource
- Granted mining lease and mining proposal
- Term-sheet with China's largest titanium slag producer for the world's largest titanium feedstock offtake
- Strategic review underway to establish the best path to return Barrambie value to Neometals shareholders

Where we operate

Our three core businesses have activities with a geographic footprint in Europe and North America.

We are growing our business units in Europe with commercial lithium-ion battery (LiB) recycling operations underway in Germany, a site secured in Finland for the targeted Finnish vanadium recovery project (VRP1) and bench and pilot scale trials are underway for the Lithium Chemical business planned in Portugal.

The Barrambie Titanium and Vanadium Project (Barrambie) is located in Western Australia.

For details on each business unit, visit our website: www.neometals.com.au.



Key facts





Market Open

London
Stock Exchange

London
Stock Exchange

Stock Exchange

Security exchange listings on Australian Securities Exchange (ASX), Alternative Investment Market (AIM), US Over-the-counter (OTC) and various German bourses

About this report



Boundary and scope

Our 2023 Sustainability Report (the report) marks the fourth year of annual reporting on sustainability topics that are material to Neometals and its stakeholders. The report provides an overview of Neometals' sustainability approach and performance for the 12-month reporting period from 1 July 2022 to 30 June 2023 (FY23 or 'the reporting year'). The report has been approved by the Neometals' Board of Directors.

The report should be read in conjunction with Neometals' FY23 Annual Report for information pertaining to our financial sustainability and performance. Other periodic and continuous disclosure announcements lodged with the ASX and AIM can be found at www.neometals.com.au. All monetary values are reported in Australian dollars (AUD). The process of verifying the integrity of this report includes internal controls such as management assurance over environmental, social and governance (ESG) obligations and risks and Board oversight. External assurance of the report was not undertaken.

This report covers our locations and joint ventures for which we have management and/or operational control including Neometals' head office, Primobius GmbH in Germany (50% equity interest) and Barrambie Project in Australia (100%). Other business units, namely Vanadium Recovery Project (VRP1) (RISAB - 72.5% equity interest) in Finland and Lithium Chemicals (Reed Advanced Materials Pty Ltd - 70% equity interest) in Portugal, were non-operational or in development phases. Our reporting reflects the current size and scope of our business units which have evolved over the years. We may change our approach to reporting data in the future as required.

We capture and retain data presented in this report internally with metrics mostly based on Global Reporting Initiative's (GRI) indicators. We continue to improve our data collection processes which may result in restatements of previously reported data, if material or meaningful. Such restatements are noted in the footnotes of the performance data or corresponding disclosures. Figures stated in this report are the latest available with some totals shown reflecting rounding up or down of subtotals.

Reporting approach

Neometals frequently considers and reviews future disclosure opportunities to ensure Company's alignment with best practice. We transparently disclose information in accordance with the GRI Sustainability Reporting Standards 2021 and present a full and balanced picture of our ESG and other sustainability material topics most relevant to our business activities now. We engage with our key internal and external stakeholders to ensure we understand and report our material sustainability risks and opportunities.

During the reporting year we continued the process of alignment with the following voluntary sustainability standards, sector disclosures and frameworks:

- **Task Force on Climate-related Financial Disclosures (TCFD)**
The Financial Stability Board created the TCFD to improve and increase reporting of climate-related financial information with a framework to assist companies to disclose climate-related risks and opportunities more effectively through the reporting process. Neometals has disclosed in alignment with the TCFD recommendations since FY21.
- **Sustainability Accounting Standards Board (SASB)**
The SASB Standards assists companies identify their sustainability risks and opportunities along with metrics to use in company disclosures. Neometals uses the SASB Metals and Mining, Fuel Cells and Industrial Batteries and Chemicals Standards to guide its sustainability disclosures.
- **United Nations Sustainability Development Goals (UNSDGs)**
Neometals acknowledges the need for collaboration towards solving the challenges currently facing the world and supports the UN 17 SDGs as an urgent call for action by all countries in a global partnership. We identified the UN SDGs aligned with each of our sustainability pillars and material topics.
- **United Nations Global Compact (UNGC)**
The UNGC provides a principle-based framework for companies to align their strategies and operations with universal principles on human rights, labour, environment and anti-corruption. Since 2020, Neometals has been committed to the UN Global Compact corporate responsibility initiative and its principles.

We also participate, or are included in, external ESG performance benchmarking initiatives and assessments conducted by third-party rating agencies including MSCI. We use the outcomes of these assessments to improve and/or change how we disclose ESG performance information.

For ease of cross-referencing of this report information on our material topics and ESG frameworks together with separate performance data can be found in the appendices to this report: [Appendix A Performance data](#).

Being aligned to and reporting against the GRI, TCFD and SASB Standards ensures Neometals is well placed to report against the new International Sustainability Standards Board (ISSB) Standards as issued in June 2023.



2023 PARTICIPANT

Our company is Committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

Key memberships

Australian Battery Recycling Initiative; Association of Mining and Exploration Companies; German Australian Business Council.

Our approach to sustainability

Purpose

To benefit our shareholders and our communities through sustainable production of battery materials.

Sustainability objective

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

Sustainability pillars



Environmental care – Minimise negative impact on people and the planet.



Community benefits – Create shared value.



People – Foster an environment where employees are valued and supported to fulfil their potential.



Ethics and accountability – Continually operate in an ethical and transparent manner.

Values

Sustainability | **T**ransparency | **R**espect | **I**nnovation | **D**iscipline | **E**thics

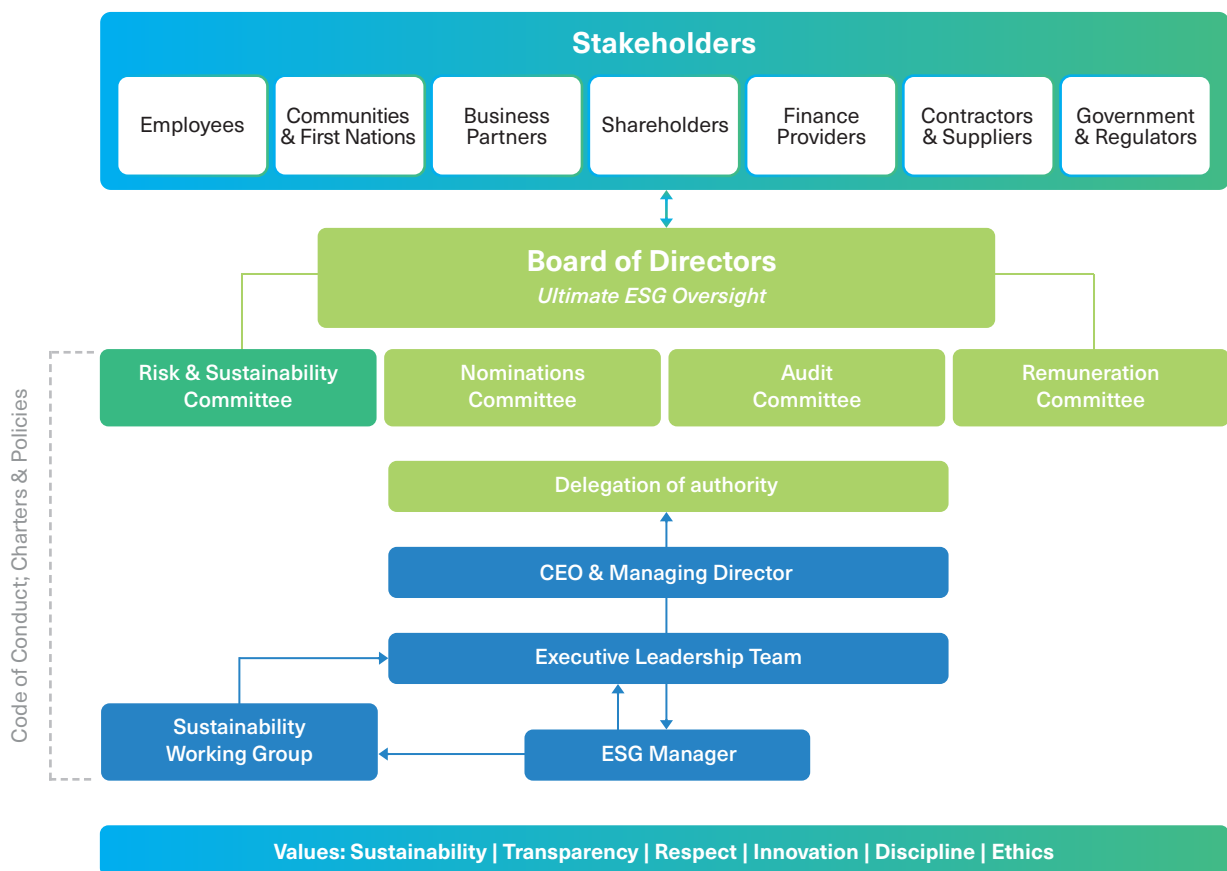
Sustainability at Neometals begins with our Purpose and Values – both of which are fundamental to how we operate and who we are. Our six core values underpin all the Company’s activities and are reflected in the acronym S.T.R.I.D.E.

Sustainability governance

The Board holds overall responsibility for overseeing our approach to sustainability and performance. To ensure effective management of ESG issues, the Risk and Sustainability Committee sets and monitors sustainability objectives and targets in line with international frameworks and regulation. Supporting the Committee is the sustainability working group consisting of the ESG Manager and select senior management who meet as needs to discuss ESG strategies, policies, regulatory changes, material topics and trends. This includes environmental topics such as water resource and waste management, carbon emissions and social topics including community impacts and human rights. The sustainability working group reports sustainability performance, key findings and recommendations to the Risk and Sustainability Committee and subsequently the Board.

Neometals recognises that its projects should be developed in a sustainable and ethical manner. Our sustainability framework is underpinned by our Economic, Environmental, Social and Governance (EESG) Policy and the sustainability pillars that sit beneath. It reflects our projects, key environmental, social, governance and other sustainability risks, external frameworks and regulatory governance.

An outline of the Company’s governance structure relating to sustainability is set out below:



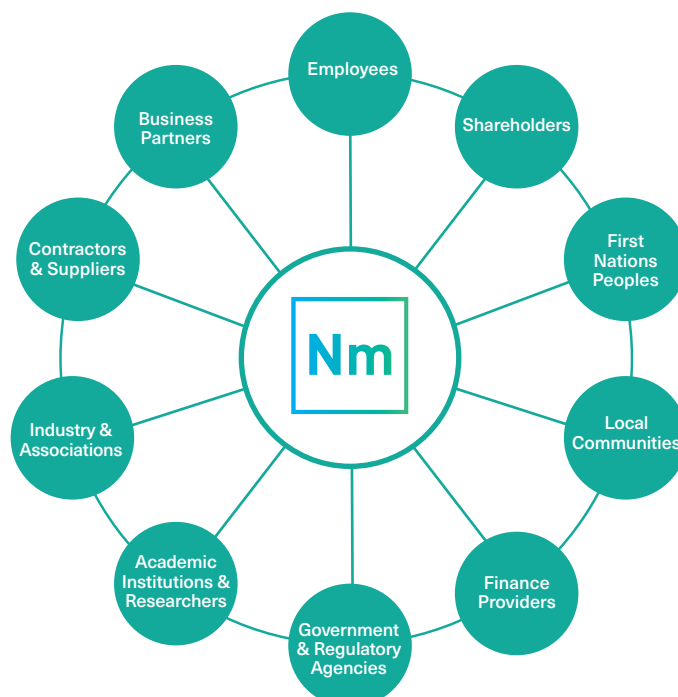
Policies: EESG; Environmental, Human Rights, Diversity, Workplace Health and Safety, Discrimination, Harassment and Bullying; Risk Management; Whistleblower; Anti-Bribery and Corruption (available at www.neometals.com.au).



Our stakeholders

Neometals strives for ongoing positive engagement and collaboration with our stakeholders. We know we must look after the interest of all our stakeholders and that the support and endorsement of our activities by the communities where we operate is vital to the long-term success of our business. As a minimum the Company honours its obligations under all applicable legislation and will not bypass its commitment to engage with local communities. All Neometals employees and contractors at Neometals have a duty to ensure they act in a manner that reflects our Values and Code of Conduct and honour and respect our commitment to our stakeholders and communities.

Engaging with our stakeholders provides an opportunity to share information about the Company, its business units and projects and to gain a better understanding of their concerns or needs. It allows us to make informed decisions and ensures our social licence to operate.



Overview of our approach to engaging with our stakeholders:

Our stakeholders	What stakeholders are interested in	How we interact with our stakeholders
Business partners (e.g., joint ventures; suppliers)	Financial performance; activities; governance; risk management; business strategy; government regulations and permitting	Terms of agreements; annual and quarterly financial reports; regular meetings; communications (via phone, email, mailings)
Employees	Training and development programs; job security; workplace health, safety, well-being; business strategy; whistleblower procedure; training; policies	Continuous engagement; performance reviews; training
Shareholders	Financial performance; governance; risk management; business strategy; future business plans	ASX announcements and reports; annual and quarterly financial reports; Annual General Meetings; correspondence (via phone, email, mailings); website; social media; conference presentations
Finance providers	Share price; dividends; governance; risk management; business strategy; government regulations and permitting; future business plans	Annual and quarterly financial reports; regular meetings; correspondence (via phone, email, mailings); research; website; social media
First Nations peoples	Preserving cultural heritage; land use; governance; environmental and social impacts and performance; social investment; employment	One-on-one and community meetings; correspondence (via phone, email, mailings); cultural surveys and mapping
Local communities (incl. landholders, pastoralists, land users, neighbours, local businesses)	Environmental and social impacts and performance; permitting activities; social investment; transparency; employment	One-on-one and community meetings; correspondence (via phone, email, mailings)
Government and regulatory agencies	Environmental impacts and performance; permitting activities; socio-economic impacts (such as taxes and royalties)	Meetings and correspondence as required; regulatory filings; responses to requests for information
Media (incl. print, radio, social media, conferences, podcasts)	Financial related queries; business strategy; future business plans; ASX announcements	ASX releases; media releases; interviews; conference presentations
Academic institutions and researchers	Research and development; scholarships; consortia-based collaboration with other industry participants	Meetings and correspondence as required; research; collaboration
Industry and associations	Research and development; business strategy; financial performance; future business plans	Meetings and correspondence as required; collaboration; conferences
Contractors and suppliers	Policies and code of conduct; supplier due diligence; supply contracts; agreements and financial performance	Meetings and communication (via phone, email, mailings)

Our material topics

The annual update of our materiality analysis is an integral part of Neometals' sustainability strategy.

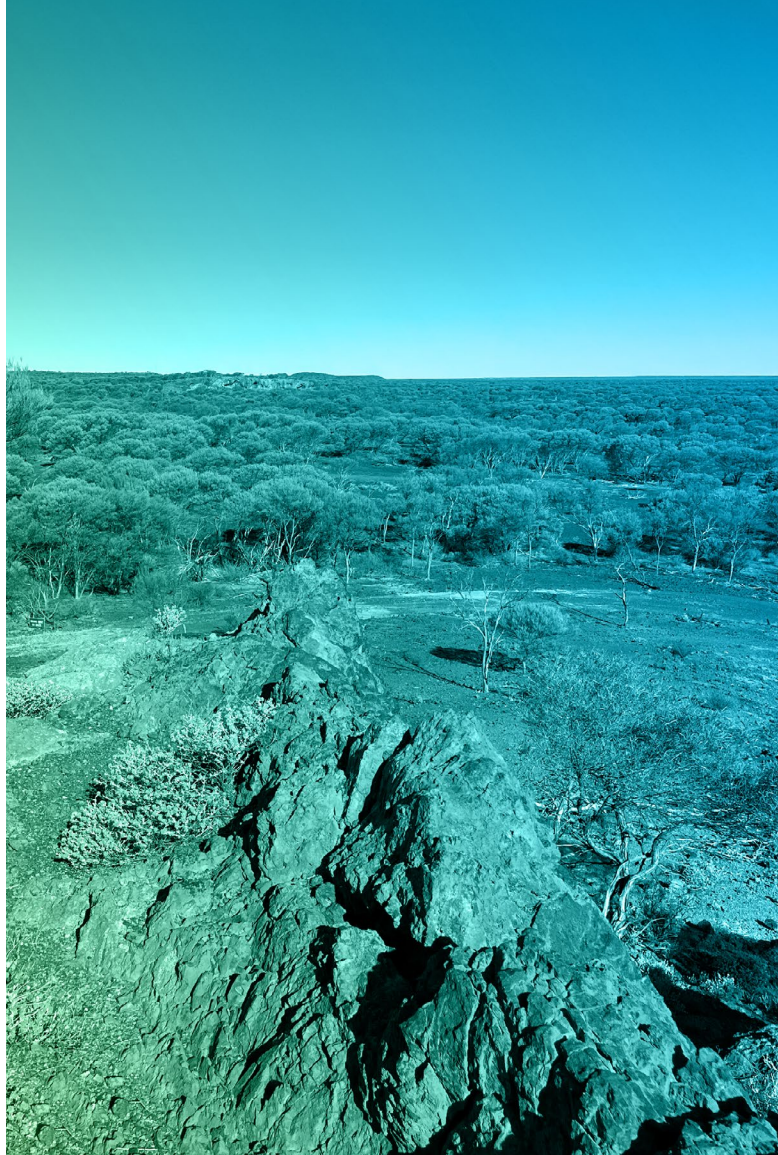
In FY23 we advanced our materiality assessment, and were supported by specialist sustainability consultants, Futureproof, to take into consideration GRI Standard 3 – Material Topics 2021 to identify areas of focus and refine our commitments.

To understand the context of our operations and its value chain, we identified our materiality topics in four steps:

1. Context analysis
2. Impact identification and evaluation
3. Impact prioritisation
4. Material topics definition and validation

This extensive process reinforced the existing material topics and identified two additional material topics:

- Waste management and circular economy
- Talent attraction and development



1. Context analysis

- Research and benchmarking
- Consider our activities within own operations and externally through interactions with stakeholders

4. Define material topics and validate

- Define material topics for FY23
- Validate material topics with Board and senior management engagement

2. Impact identification and evaluation

- Identification of our impacts on the economy, environment and society (incl. human rights)
- Validate or challenge perceived impacts





3. Impact prioritisation

- Prioritise each positive and negative ESG impact according to significance (high, medium, low)
- Aggregate impacts with our Sustainability Pillars



The outcomes of the FY23 materiality assessment determined the content of this report and our sustainability focus areas.

The table below shows current material topics aligned with our Sustainability Pillars and UNSDGs:

Sustainability pillar	Applicable UN SDGs	FY23 material topic	Material definition
Environmental care		Climate and emissions	Contribute to global climate change efforts by reducing our greenhouse gas (GHG) emissions and delivering decarbonisation solutions
		Waste management and circular economy [new]	Reduce our levels of generated waste and maximise our recycling potential
Community benefit		Shared economic and social outcomes	Ensure the economic value generated and distributed creates mutually beneficial social outcomes for host nations and communities
		Products for a sustainable future	Develop products and implement circular practices that will contribute to a sustainable future
People		Health, safety and wellbeing	Protect our people from injury and ill-health by upholding safe working conditions and robust management practices
		Talent attraction and development [new]	Attract, retain and develop a highly skilled workforce by offering space for professional growth
Ethics and accountability		Ethical values	Instill a culture of honesty, transparency and accountability across all levels of the business

We continually improve our materiality assessment process and we plan to conduct a comprehensive stakeholder consultation for the FY24 reporting period where participants will have the opportunity to identify and evaluate perceived impacts.

Our sustainability targets

To drive continual improvement in our sustainability performance, we reviewed and updated our sustainability targets to align with our revised material topics.

The table below summarises our progress in FY23 and introduces new commitments for FY24 and beyond. Further details can be found in the relevant sections of this report.

Achieved ★★ ★
 Positive progress ★★
 Further focus required ★

Goals and targets	By when	Status	How we progressed in FY23
Environmental care			
Continued implementation of TCFD recommendations framework	FY25	★★	FY22: climate change risks and opportunities evaluated [complete] FY23: scenario analysis conducted [complete]
Develop baseline water demand in our operations and site specific reduction/improvement targets	Annual review	New	Not yet commenced
Update life cycle assessments (LCAs) regularly to identify areas of improvement and opportunities to reduce potential environmental impacts (including emissions, water and waste management)	Annual review	★★	LCA for VRP1 completed. LCAs for LiB Recycling and Lithium Chemicals commenced Q2 2023
Community benefit			
All community and social investment assessed using the social investment strategy	Annual review	★	77% of social investments assessed
Increase volunteering activities and number of volunteering hours	Annual review	★★	96 hours (down 16% from FY22). Additional volunteering opportunities cancelled due to weather.
Promote sustainability through education, partnerships and climate resiliency programs	FY24	★★	Opportunities identified and under investigation

Goals and targets	By when	Status	How we progressed in FY23
People			
All employees completed 90% of mandatory training	Annual review	★★	87% of employees completed mandatory training including values/induction; discrimination, bullying and harassment; cybersecurity; anti-bribery and corruption, intellectual property
Invest in training and skills development programs	Annual review	★★★	\$58,000 spend (up 74% from FY22)
Develop employee engagement opportunities, including employee-driven community initiatives	Annual review	★★★	Employee-driven donations nomination scheme established
Zero fatalities or permanent disabilities	Annual review	★★★	0 fatalities or permanent disabilities
LTIFR below comparable industry best practice benchmarks	Annual review	★★★	LTIFR of 0

Ethics and accountability			
No material incidents of bribery and corruption	Annual review	New	0 material incidents of bribery and corruption
Obtain an ESG rating	FY23	★★★	Complete London Stock Exchange Green Mark obtained MSCI score obtained
Maintain or exceed 30% female representation on Board of Directors	Annual review	★★★	33% of Board members are female
Improve or maintain representation of female in the workforce to meet diversity target of not less than 30% of new appointments should be female	Annual review	New	50% of new appointments were female
Develop supplier Code of Conduct	FY23	★★★	Complete Supplier Code of Conduct developed and to be rolled out in FY24
Deliver supplier due diligence program	FY25	New	Not yet commenced
Partner with supply chain traceability firm	FY25	★★	Not yet commenced



Environmental care

Minimise negative impact on people and the planet



ISO-compliant lifecycle assessment for VRP1 completed



Zero material significant environmental incidents or regulatory fines and penalties

Approach and governance

For Neometals, 'environmental care' includes the sustainable consumption of resources (including water and energy) and minimising non-circular waste streams and emissions to land, air and water. We value the environments in which we operate and where our projects are located.

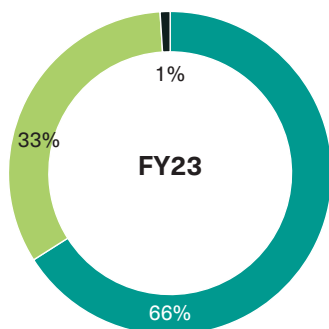
Neometals is committed to minimising negative impacts on ecosystems with specific environmental risks and opportunities having been identified by each business unit. We are guided by our EESG and Environmental Policies and are committed to developing, maintaining and improving standards and practices to meet our environmental responsibilities. Environmental performance and management are reported monthly through to senior management, Risk and Sustainability Committee and ultimately the Board.

Climate change and emissions

Emissions

The conservation of natural resources and climate change are two of the biggest challenges facing the global community. We aim to reduce energy consumption and increase the use of renewable energy.

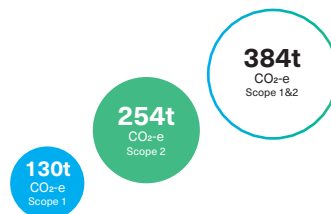
Our emissions are generated mainly from Scope 2 sources as indirect emissions from the generation of purchased electricity supplied by a utility provider.



Source of GHG emissions

- Electricity
- Diesel
- Petrol

Scope 1 & 2 emissions



We recognise that our activities contribute to direct (Scope 1) and indirect (Scope 2) GHG emissions. As purchased electricity accounts for 66% of our emissions in FY23, it is a key focus area as we strive to reduce emissions. The rise in Scope 1 emissions in FY23 is due to increased water exploration and reverse circulation (RC) drilling programs from the Barrambie Project.

Scope 1 and 2 emissions are calculated using standard methodologies including direct measurements of energy consumed by using site-specific data. We account for our GHG emissions using a combination of operational/financial control and equity share as per the guidance of the GHG Protocol, a set of internationally recognised standards for quantifying and reporting GHG emissions. In general, we report our emissions and energy consumption based on the location of activities and that country's specific regulations and policies. For example in Australia we use the methodology under the National Greenhouse and Energy Reporting Act 2007.

To assist with reducing emissions at the LiB Recycling plant in Germany, LiBs are discharged and energy redirected into the grid to complement energy requirements of the larger SMS group Hilchenbach facility. The Lithium Chemicals business unit targets using stored renewable energy to produce lithium carbonate rather than the traditional processing routes to produce lithium hydroxide which require the use of imported reagents like soda ash and caustic soda.

It is predicted our total Scope 1 and 2 emissions will initially increase as our operating context evolves and matures, but it is our aim to limit (and reduce) emissions and improve efficiencies in our operations. We will continue to use lifecycle assessments to better understand our carbon footprint as revised operational data comes to hand.



Neometals' intent is to improve energy efficiencies wherever practicable, but there will likely remain a requirement to use carbon offsets in the interim. Where offsets are required, we prefer to support schemes such as carbon sequestration projects from the regions where we operate. As our headquarters are in Western Australia, we continued offsetting our emissions with Carbon Neutral through an accredited emissions reduction project – the reforestation of the Yarra Yarra Biodiversity (Corridor) in Western Australia. This Corridor is the largest biodiverse reforestation carbon sink in Australia and the project simultaneously delivers environmental, economic, social and heritage co-benefits.

Climate change

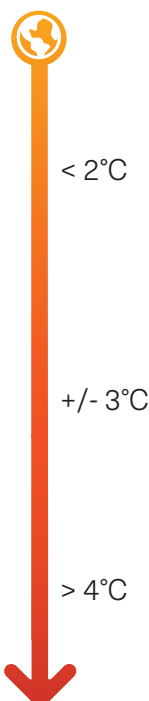
Neometals remains committed to the Paris Agreement to limit global warming to less than 1.5°C relative to pre-industrial levels and recognises the key findings of the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report. By the very nature of our business (green processing technologies generating products for green applications), we are well positioned to contribute to global decarbonisation, minimise transitional risks and the Company is already taking advantage of opportunities. Climate-related risks and opportunities are considered in the annual strategic business planning workshop and incorporated into the risk management framework.



Neometals voluntary TCFD reporting journey

In FY22 we defined our climate-related short, medium and long-term risks and opportunities on the business from a climate change perspective. This initial climate change assessment identified that for the most part, Neometals' climate-related risks and opportunities are transitional in nature. No high or significant physical risks were identified as having material impact on carrying value or cost of our operations.

In line with our TCFD roadmap, Neometals conducted its first climate change scenario analysis in the reporting year considering three climate change scenarios. These scenarios provide information on how Neometals is analysing, preparing and aligning the business for the risks and opportunities that may emerge due to climate change and as the world moves to a low carbon future. Under each scenario, references were drawn from internationally recognised climate scenarios, including the International Energy Agency's (IEA) scenarios, Greening the Financial Systems (NGFS) scenarios and Intergovernmental Panel on Climate Change's Representative Concentration Pathway (IPCC) scenarios. In each scenario, driving forces under the categories 'social', 'technological', 'economic', 'environmental' and 'political' were identified and assessed. This formulates a scenario baseline using drivers and trends. High-level narrative for each scenario is presented in the table below.



Scenario	Hypothesis	Reference
Scenario 1: Sustainable Development	<ul style="list-style-type: none"> • Ambitious scenario • World meets goals of the Paris Agreement • Bold emissions targets • Technology advancements on new technologies and efficiency improvements • Mix of incentive-based and regulatory government policies 	<ul style="list-style-type: none"> • IEA NZE Scenario • IPCC RCP 2.6 • NGFS Orderly Transition Scenario
Scenario 2: Delayed Transition	<ul style="list-style-type: none"> • Aspirational targets announced by governments are met on time • No bold emissions targets • Government takes a back seat in climate policies • Climate change mitigations are determined by market, business decisions and consumer choices • Technological development and adoption are at higher cost 	<ul style="list-style-type: none"> • IEA APS Scenario • IPCC RCP 4.5 • NGFS Disorderly Transition Scenario
Scenario 3: Climate inaction	<ul style="list-style-type: none"> • Business as usual scenario • No new governmental policies • Fossil fuel subsidies continue, hampering uptake of renewable energy • Energy and resource demand continue to grow unrestrained 	<ul style="list-style-type: none"> • IEA STEPS Scenario • IPCC RCP 8.5 • NGFS Hothouse World Scenario

Building on the climate risk assessment completed in FY22, Neometals' senior leadership team considered the relevant climate-related risks and opportunities under each scenario. The results are largely aligned with the identified climate-related risks and opportunities.

Climate-change scenario analysis

Risk / opportunity	Description	Relevant scenarios
<u>Transition risk</u> Growing costs due to increased regulation	Accelerated change in government policy (such as regulated substitution of existing materials or technology for lower carbon options) leading to increased expenditure and capital investments to future proof the supply chain	<ul style="list-style-type: none"> • Scenario 1 • Scenario 2
<u>Transition risk</u> Financial impacts due to slow technological growth	Low growth in technology for a decarbonised future resulting in increased commodity and share price impacts	<ul style="list-style-type: none"> • Scenario 2 • Scenario 3

Risk / opportunity	Description	Relevant scenarios
<u>Opportunity</u> Promotion of talent attraction and business opportunities due to changing stakeholder behaviours	Corporate strategy alignment with changing stakeholder behaviours and expectations towards circular economy and decarbonisation, enables: <ul style="list-style-type: none"> • Talent attraction • Business opportunities 	<ul style="list-style-type: none"> • Scenario 1 • Scenario 2
<u>Opportunity</u> Increased demand for Neometals' products and projects	Increased customer demand and legislative requirements for sustainable materials in products leading to increased demand for Neometals' products and projects (such as LiB Recycling, Vanadium Recovery and Lithium Chemicals)	<ul style="list-style-type: none"> • Scenario 1 • Scenario 2
<u>Opportunity</u> Increased financial capital attraction due to heightened stakeholder sustainability expectations	Neometals' business model alignment with increased investor and stakeholder sustainability expectations resulting in financial capital attraction	<ul style="list-style-type: none"> • Scenario 1 • Scenario 2

TCFD alignment progress

TCFD thematic area	FY23 disclosure
Governance	<p>The Board has ultimate responsibility for Neometals' sustainability strategy which includes climate change.</p> <p>Under the Risk and Sustainability Committee Charter, the committee is designated with setting and monitoring sustainability objectives and targets.</p> <p>The Risk and Sustainability Committee met 3 times this reporting year and minutes of the meetings are made available to the Board.</p> <p>The Committee is informed of progress against sustainability goals and targets (including climate change) via the sustainability working group which consists of members of senior management and the ESG Manager.</p> <p>New projects need to satisfy sustainability selection criteria as part of a greater opportunity selection matrix. This includes climate change considerations before they are further assessed.</p> <p>Senior management performance incentive plans include sustainability-related KPIs (including climate change).</p>
Strategy	<p>As part of business, strategy and financial planning for FY23, Neometals assessed the physical and transitional climate-related risks and opportunities in the short, medium and long term.</p> <p>Physical climate risks are assessed and managed by our business unit teams to account for individual operating context.</p> <p>The Company's technologies underpin projects that support decarbonisation and energy transition, with climate-related opportunities relating to products and services.</p> <p>Scenario analysis was undertaken to better understand the potential implications of climate change on our strategy.</p>
Risk management	<p>The Neometals Risk Management Framework determine the processes for identifying and assessing risks including climate change. Climate change is considered a moderate risk. Risks related to environmental and climate change issues pose more as opportunities than risks for Neometals.</p> <p>Mitigation strategies for climate change risks include transitional and physical risk assessments.</p>
Metrics and targets	<p>Scope 1 and 2 GHG emissions are calculated using a combination of operational/ financial control and equity share in our approach methodology accounting GHG emissions per guidance of the GHG Protocol Corporate Accounting and Reporting Standard. Emissions and energy consumption are reported under the country of operation's regulations and policies such as Australian Government National Greenhouse and Energy Reporting Act 2007 (NGER).</p> <p>A cradle-to-gate lifecycle assessment (including Scope 3 emissions) was undertaken for VRP1. LCAs commissioned for LiB Recycling and Lithium Chemicals projects.</p>



CASE STUDY

Environmental permit granted for the Vanadium Recovery Project by the Regional State Administrative Agency for Southern Finland

The Finnish legislation, Act on Environmental Impact Assessment Procedure (252/2017), requires an environmental impact assessment (EIA) to be completed as a prerequisite for obtaining the necessary permits to operate VRP1. The VRP1 EIA process included the submission of an EIA report covering environmental (noise and vibration, air quality, waste management, climate change and GHG emissions, surface and groundwater and biodiversity) and social (cultural heritage, human health, socio-economic and natural resources) impacts of VRP1. The Finnish EIA process is an open process in which stakeholders including interest groups, local communities and the public can participate by way of public open days, surveys and provide feedback on the project and its potential impacts (positive and negative) to the relevant government agency. The coordinating authority, the Centre for Economic Development, Transport and Environment for Southwest Finland, provided it's reasoned conclusion on the EIA report in early 2022. In October 2022 the Regional State Administrative Agency for Southern Finland granted an environmental permit for operation of a vanadium recovery plant and associated infrastructure. No appeals were lodged. The EIA report and coordinating authority's reasoned conclusion were considered in the permitting procedures.

The report can be found [here](#).

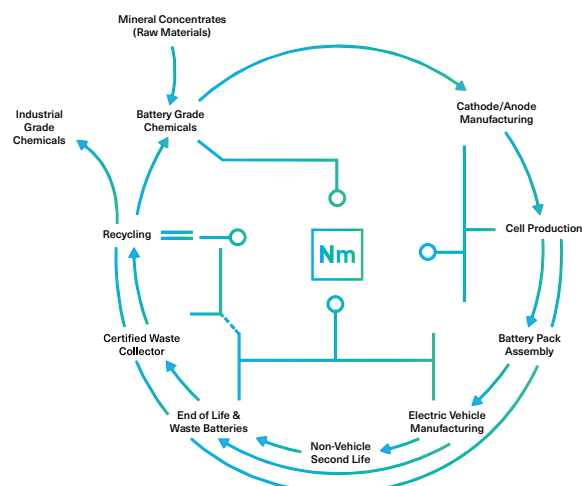
Waste management and circular economy

Neometals' strategy of using its technologies to enable sustainable battery materials production supports the global transition to a circular economy, focused around reusing products and materials rather than scrapping them and extracting new resources. Additionally, our approach to waste management is to minimise process and non-process waste through process flowsheet design. This ensures any potential waste originating from our projects is limited to the extent possible, correctly separated into the various waste streams, and reused and recycled where possible. Neometals processing technologies are designed to be safe and environmentally friendly and all aimed at eliminating potentially hazardous waste generation that may require disposal.

As demand grows for electric vehicles and home energy storage systems, so does the number of lithium-ion batteries requiring disposal at end of life or production scrap. The LiB Recycling business unit is focused on reducing battery waste that would otherwise end up in landfill and recovering high value materials to produce new batteries. Recovered low value materials from the LiB Recycling process include plastics for applications like road base, steel, aluminium and copper foils.

In general, Neometals' non-hazardous waste streams including office waste (such as cardboard, glass, beverage containers, plastic, batteries and printer cartridges) are recycled, with general household waste diverted to landfill. Any waste that requires special handling is managed by vendors equipped with the expertise to properly reclaim, recycle or destroy it. We handle our waste in accordance with local standards and regulations.

Value Chain EV Batteries





Vanadium Recovery Project site in Pori, Finland

CASE STUDY

Lifecycle assessment confirms the potential for VRP1 to be carbon negative in Europe

Lifecycle assessments (LCAs) identify the environmental impacts associated with all stages of a product's lifecycle from raw material extraction, through to processing, manufacture, distribution, use and recycling or final disposal. It is a standardised, science-based tool that considers all inputs and outputs of each phase and converts them into an environmental impact measurement. It sets a baseline from which we can improve our designs and processes and supports our business model to reduce reliance on traditional mining and processing and support circular economic principles.

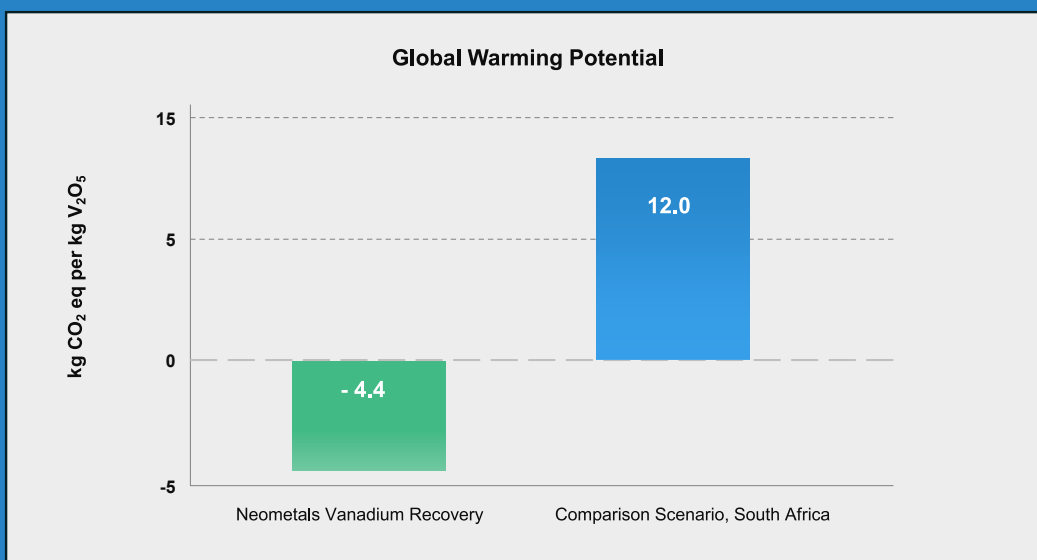
One of the impact categories of an LCA is the impact of greenhouse gasses to climate change, expressed as carbon dioxide equivalent ($\text{CO}_2\text{-e}$). In FY23, Neometals completed a LCA to quantify the Scope 1, 2 and 3 emissions within the VRP1 value chain. We prioritised this impact due to the urgent need to tackle global warming.

The VRP1 LCA was undertaken in collaboration with Minviro, global experts in critical metals LCAs, to produce an ISO-compliant LCA model for the production of vanadium pentoxide (V_2O_5) from vanadium-bearing steel by-products (known as slag). The aim of the study was to not only gauge the environmental impacts of the VRP1 process, but also compare VRP1 process impact against conventional V_2O_5 production from mined sources in South Africa. This work incorporated various other scenarios including variations in reagents, materials and energy consumption.

The output of the LCA is represented in global warming potential (GWP) which is measured in $\text{kg CO}_2\text{-e}$ per kg of vanadium pentoxide (V_2O_5) produced. This breakdown into Scope 1, 2 and 3 emissions provide us with a comprehensive understanding of the VRP1 carbon footprint up to the point of producing vanadium pentoxide in the plant.

The LCA indicated that VRP1 will have significantly lower GWP ($-4.4\text{kg CO}_2\text{-e}$ per $\text{kg V}_2\text{O}_5$) compared to the same product produced via traditional raw material extraction ($12.0\text{kg CO}_2\text{-e}$ per $\text{kg V}_2\text{O}_5$). Overall, the VRP1 process indicates a lower environmental impact than conventional processes due to electricity sourced from renewable energy and the consumption of carbon dioxide during the process that is sourced from the sequestration of waste gasses.

The LCA was critically reviewed and conducted in accordance with ISO-14040:2006 and ISO-14044:2006.



Comparison of global warming potential impact for producing vanadium pentoxide at Pori Finland compared to South Africa

Water stewardship

Even though water stewardship is not a material topic for us, water is a precious shared resource within the communities we operate in. It is an essential part of our projects, the ecosystem and a basic human right.

The increase in pressure for clean, potable water is a well-documented concern for many of our stakeholders considering the impact that climate change may have on water availability. Water is a necessary input in all our projects and as such we are focused on efficient water use by reducing our water intake, maximising reuse of water in our designs and processes and restricting (or even eliminating) wastewater discharge to the environment. The VRP1 design includes water recovery infrastructure including drains and sediment ponds for capture, recovery and supply of process water into the processing plant. This recirculation improves water use efficiencies and assist to reduce third-party water use.

In FY23 we conducted a physical water risk analysis of our LiB Recycling, VRP1 and Barrambie locations against the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool and the World Wildlife Fund (WWF) Water Risk Filter. We identified that the Barrambie Project falls within an area of medium to high baseline water stress and within an arid and low water use area. The classifications are based on WRI and WWF data and not on actual issues of water scarcity experienced. As such external water specialists are engaged to undertake the relevant studies for our projects to ensure impacts on water resources are minimised. Each project is addressing the impacts of water scarcity based on location and identifying best practices in the process design. The Barrambie Project is undertaking hydrogeological studies to determine the best water supply option that provides a secure water supply whilst protecting the environment and other water users.

We manage all necessary water discharges in accordance with local standards and regulations. Sanitary wastewater is discharged to municipal sewers and wastewater treatment plants.

Biodiversity and land use

Biodiversity and healthy ecosystems are vital to life on the planet. Where possible, we aim to conserve, protect and restore natural habitats as we recognise that climate change and biodiversity are intertwined and need to be addressed in parallel. Even though we do not operate in any areas of high biodiversity value, our approach to current and future projects is to prevent and minimise biodiversity impacts and land disturbance by selecting brownfield locations (where possible) for our operational activities. We engage expert biodiversity specialists in flora, fauna and ecosystems in our project areas to ensure our baseline studies extend beyond our direct footprints. By conducting environmental impact assessments, potential biodiversity and ecological impacts are identified and mitigated prior to settling in new areas.

In FY23 we continued the rehabilitation of our exploration drilling activities at our Barrambie Project located in the Midwest of Western Australia. Backfill and topsoil were returned to disturbed sites. The commercial LiB Recycling plant in Germany is located within an existing industrial area and VRP1 in Finland will be constructed in an area already used for industrial activities with nearby renewable energy and carbon dioxide supply for our reagent sequestration efforts.

To emphasise our commitment to protecting biodiversity, a priority for FY24 is to update our Environmental Policy to include provisions on sustainably managing natural resources, protection of biodiversity at operational sites located in, or adjacent to protected areas or areas of high biodiversity value outside of protected areas. We will refrain from operating in international and nationally protected areas.



Community benefit

Create shared value

Zero material community impact incidents



Approach and governance

Neometals recognises and respects people’s human rights, cultural heritage and the connection that First Nations have to land, waters and the environment. We support the development of resilient local economies and communities by contributing to projects that improve the social, environmental and economic wellbeing of the regions where we operate and society at large. Our approach includes respecting local culture and heritage, building lasting relationships with the communities where we operate, investing in meaningful community projects through our social investment strategy and be open and transparent on our engagement. We know that we have the potential to impact human rights directly through our operations and indirectly through our relationships with our partners, contractors and suppliers.

Guided by our Code of Conduct, each business unit is responsible for community stakeholder engagement activities especially in the communities near project sites where the most direct social, environmental and economic impacts will occur. Social impact assessments and community engagement are critical elements prior to settling in new areas. Each business unit provides monthly updates on social performance to senior management, Risk and Sustainability Committee and the Board.

\$1.1M
paid in taxes



Shared economic and social outcomes

We are proud to invest in meaningful community projects that strengthen social cohesion and uphold fundamental human rights. We also aim to deliver lasting prosperity and benefits to the communities in which we operate by providing competitive wages, prioritising local procurement and employment and paying our fair share of taxes and royalties.

Throughout the reporting year, our social investment and community contributions were largely focussed on West Australian endeavours (given the location of our headquarters). Our employees donated their time and resources to a variety of community and/or non-profit organisations including, but not limited to:

- Starting Over Support (SOS) – collected and donated much needed toiletries to [SOS](#), a practical support community initiative for People Who Care, a free community-based program providing household goods and furniture to individuals or families who have experienced life-changing crises.
- Foodbank Christmas Food Drive – collected and donated non-perishable pantry items for donation to [Foodbank WA](#), a food relief organisation providing food and groceries to charities.
- Foodbank Mega Meals Challenge – a week-long corporate challenge where the Neometals team members collectively prepared, cooked, packaged and labelled more than 1,000 meals which are distributed to those who need them the most through Foodbank's branches and charity partners.
- [Crohn's & Colitis Australia \(CCA\)](#) – hosted morning tea to help raise awareness and funds for the CCA in support of one of our employees.

We also know our employees are generous passionate people that donate their time, resources and talents to make a difference outside of Neometals' business hours. To show our appreciation, we expanded our social investment in late FY23 to include employee donation nomination initiatives.

This program encourages employees to participate under one of two programs annually:

1. employees volunteering in their personal time can request a monetary donation from the Company for the registered charity; or
2. employees making a personal donation to a registered charity or an incorporated association can request an equal donation from the Company.

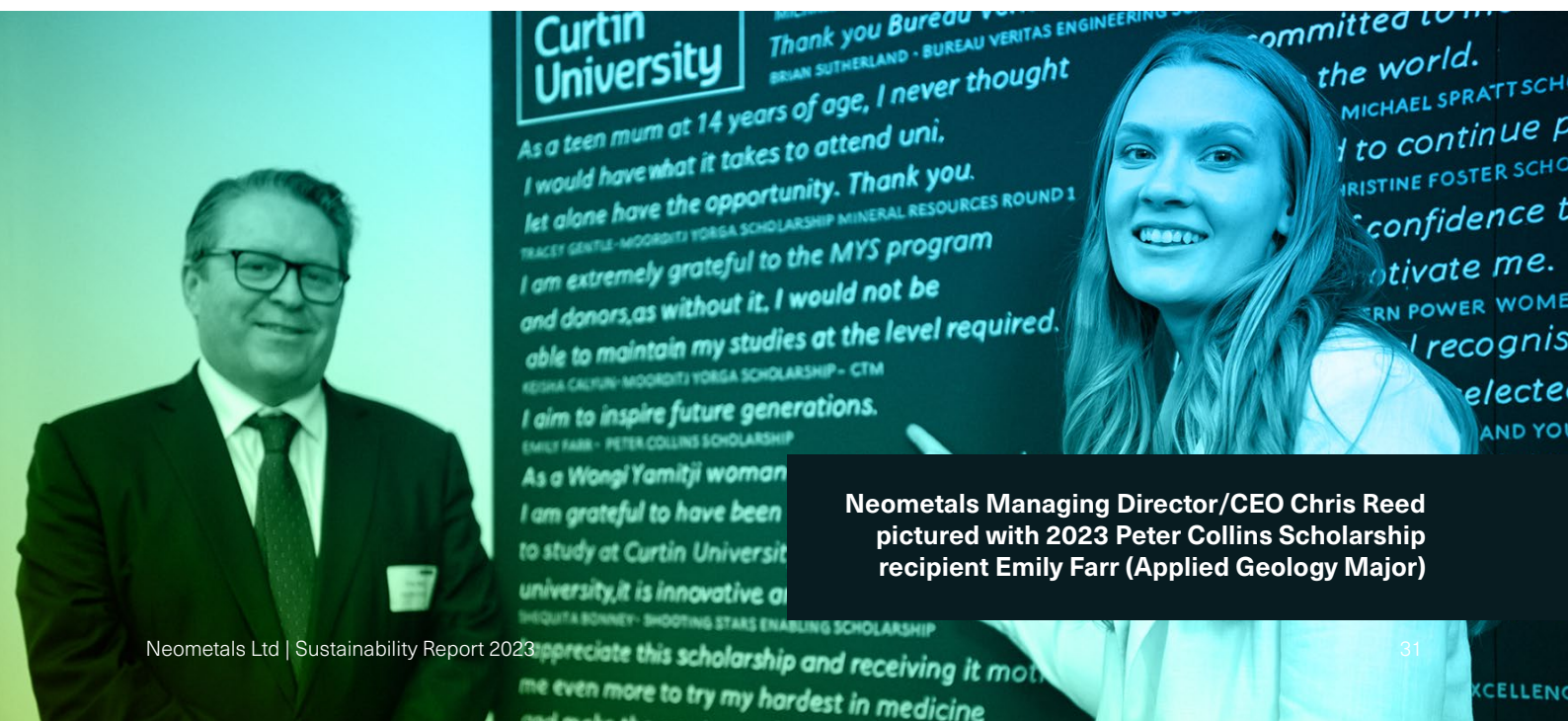
All donation requests are evaluated against our values – S.T.R.I.D.E. – and our social investment strategy and the nomination initiative criteria.



FY23 Community contributions:

Type	Contribution (\$)	Key partner/beneficiary
Scholarships	\$53,200	<ul style="list-style-type: none"> MADALAH Secondary Scholarship (MADALAH Limited) – our support provides an opportunity for an Aboriginal and Torres Strait Islander student from a remote and regional community to attend a leading Western Australia's secondary school Moorditj Yorga Scholarship (Curtin University) – our support provides an opportunity for a mature-aged Aboriginal and Torres Strait Islander woman to enter and succeed at university by offering financial assistance and personalised mentoring Michael Spratt Scholarship (Curtin University) – our support provides financial assistance to a final year student undertaking degree in Bachelor of Engineering (Chemical or Metallurgical) or Bachelor of Science (Extractive Metallurgy) Peter Collins Scholarship (Curtin University) – our support provides financial assistance to a final year student undertaking degree in Bachelor of Science (Applied Geology)
Sponsorships and donations	\$69,900	<ul style="list-style-type: none"> Foodbank WA Parkerville Children & Youth Care Path of Hope Starting Over Support (SOS) Crohn's & Colitis Australia Cancer Council
Corporate employee volunteering	In kind – employee time (96 hours)	<ul style="list-style-type: none"> Foodbank WA
Employee-donations nominations	\$2,400	<ul style="list-style-type: none"> Pets of Older People (POOPS) WA Street Chaplains Crohn's & Colitis Australia Harry Perkins Institute Dog's Refuge Home Shenton Park

Given the development status of the Company's projects, in-country community social investment actions will become more defined as partnerships as we approach operations.



Neometals Managing Director/CEO Chris Reed pictured with 2023 Peter Collins Scholarship recipient Emily Farr (Applied Geology Major)

Products for a sustainable future

Clean energy technologies including vehicles and battery storage requires varied types and volumes of critical and strategic metals. These materials are both of high economic value and of high risk along their complex value chains. The demand for environmentally and ethically sourced battery materials will continue to grow with the global push for decarbonisation. We see ourselves as ‘above ground miners’, supporting circular economic principles by recovering valuable materials at the end of useful life. Our diversified technologies, particularly those in battery materials recycling and recovery, reduce reliance on traditional mining and processing of raw materials:

- VRP1 utilises existing slag, a by-product generated by steel makers, to produce vanadium pentoxide which, amongst other things, can be processed further downstream into an electrolyte solution for vanadium redox flow batteries. The Neometals vanadium recovery process requires carbon dioxide from existing industrial processes which would otherwise have been released to the environment and sequesters it into stabilised slag material (SSM). Process water is recycled and the SSM can be used in a low-carbon cement. The novel chemistry of vanadium electrolyte allows it to be used continuously in charge/discharge cycles of a vanadium redox flow battery without any degradation or vanadium losses.
- International regulations are also driving automakers to ‘close the loop’. For example, the [European Union Battery Recycling Regulations](#) requires manufacturers of electric vehicle batteries to disclose not only their carbon footprint but also the amount of recycled and reused minerals and metals. The LiB Recycling process targets the recovery of over 90% of all battery materials including production scrap and end-of-life cells that might otherwise be disposed of in landfill. The LiB Recycling process recovers nickel, cobalt, lithium, copper, manganese and carbon which can be sold and reused in the LiB supply chain.

LiB Recycling high-level flowsheet

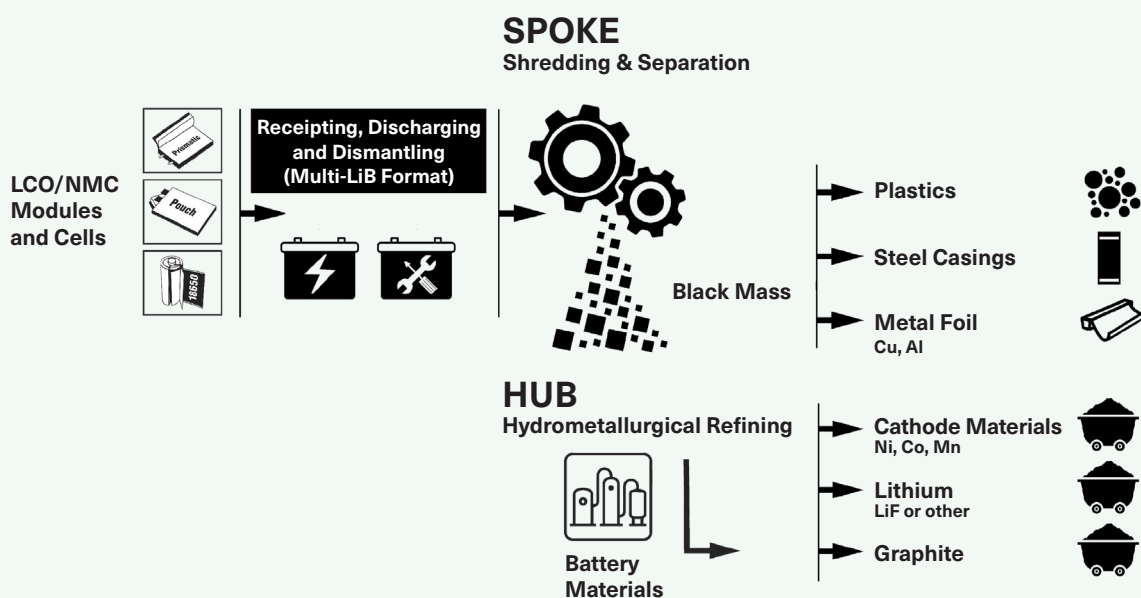


Diagram shows movement of materials from shredding and beneficiation, through to refining stages for the LiB Recycling technology.



People

Foster an environment where employees are valued and supported to fulfill their potential



Photo credit: Matagarup Zip+Climb

Approach and governance

We recognise that showing our people respect, treating them fairly and fostering their development is in line with our core values: S.T.R.I.D.E.

The Company's 'people' responsibilities include occupational health and safety; employee wellbeing; diversity and inclusion; employee development and a fair and equitable workplace. We promote an inclusive working environment that is free from any form of harassment, abuse, or threats and we expect all employees (including our contractors) to treat each other with respect and courtesy in line with our Values.

The Company's culture and values are integral to our workforce and how we operate as a responsible business. We believe culture is a key contributory factor in our performance.

The Board is responsible for the oversight of culture and employee health, safety and wellbeing, with senior management responsible for implementing and monitoring the desired culture and for demonstrating leadership of our values. People metrics including safety performance are reported monthly to senior management and the Board.

In FY23, Neometals released its Discrimination, Harassment and Bullying Policy and provided training for employees. The Company is committed to promoting a working environment that is free from unlawful discrimination, harassment, sexual harassment, bullying, vilification, victimisation and adverse behaviour. We encourage and support employees (and contractors) to feel confident to report unsafe practices or risks and treat all reports in a sensitive, fair, timely and discreet manner.



18% women in managerial positions, up from 13%

50% of new employees in FY23 were female

Health, safety and wellbeing

Safe and healthy working environments are essential to the long-term wellbeing of our people. We believe that all employees, contractors, joint venture partners and visitors have a fundamental right to a healthy and safe working environment. We want our people to enjoy coming to work.

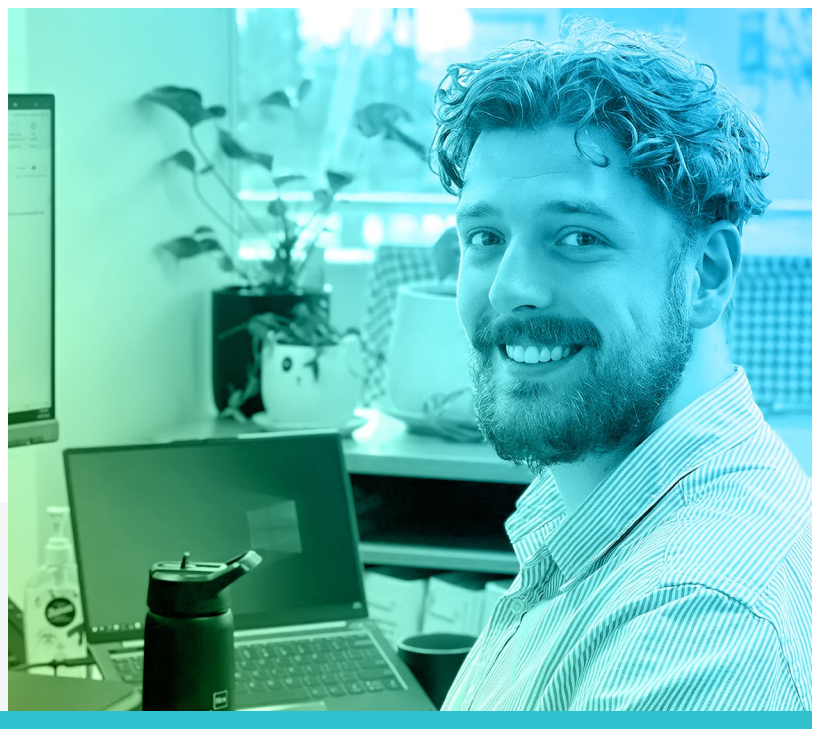
Neometals' health and safety management system specifies how we ensure that our employees and directly controlled contractors are aware of the health and safety requirements, their contribution to effective outcomes and the implications of not conforming to the requirements. It establishes formal structures for workplace safety communication and participation. Appropriate site and project inductions are done to ensure workplace health and safety expectations and requirements are effectively communicated. We encourage all employees, contractors, and sub-contractors to undertake job hazard and risk assessments before completing tasks and report any hazards, risks and incidents. Employees and contractors are also encouraged to make improvement suggestions and raise concerns regarding workplace health and safety.

Health, safety and wellbeing is also a critical area of focus for the Board, which receives regular briefing on safety performance, strategies to improve safety performance and awareness and employee and contractor physical and mental wellbeing.

A key achievement in FY23 was the launch of our Employee Assistance Program (EAP) in partnership with BSS Psychology. Through this program, all employees are now connected with free and confidential access to counselling sessions for themselves or their immediate family members. Launch of the program enabled the business to promote the importance of positive mental health and resilience, a pillar that Neometals plan to build upon in future years' wellbeing programs. As part of our FY23 employee wellbeing program, all staff were offered free, voluntary skin cancer screening sessions which were held on site during work hours.



**Zero Material
adverse
occupational
health or injury
incidences**



Diversity and equal opportunity

At Neometals we know that a diverse workforce and inclusive culture will help us to achieve our vision. Our Diversity Policy is not confined to diversity of gender, but refers to the diverse talents, experiences, backgrounds, age and cultures of our employees. Diversity of thought and an environment where everyone feels safe to contribute their ideas and perspectives, is how we will secure the innovative solutions required to commercialise our technologies and enable production of sustainable battery materials.

Our diversity targets for the Board, senior management and workforce are detailed in our Diversity Policy. In FY23, our Board maintained a 40% female representation among non-executives and 33% female representation among executive and non-executive combined. Overall in our business for FY23, female representation increased to 38% (up from 35% in FY22), with 50% of all new appointments being female. We achieved our target of no less than 33% of new appointments should be male and not less than 33% of new appointments should be female.

In celebration of International Women's Day 2023, Neometals facilitated a workshop to engage with female employees regarding the risk and impacts to gender equality in our business; and to collaboratively identify ways to mitigate these. We piloted an employee diversity survey which enables us to measure diversity trends and facilitate policy development.

\$58K

spent on training and professional development



40 employees, up 29% from FY22



10 new positions created to support our growth



CASE STUDY

Nationalities Days

In FY22 we had eleven nationalities represented in our workforce. To celebrate this diversity, we enjoyed numerous internationally themed informal lunches throughout the reporting year. Traditional lunches were enjoyed on our West Perth veranda with a variety of food from all over the world organised by the respective employees.



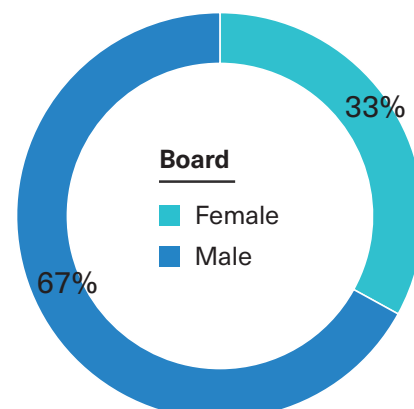
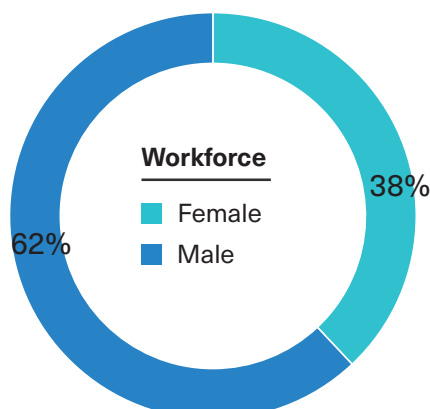
Talent attraction and development

Neometals is in development and growth phases for our key projects. It is expected that the number of our employees will increase in the coming years. Due to our business strategy and the rapid global change associated with the energy transition, relevant skills are not constant. Continuous development and learning of our people are key to success. Similarly, we want to be an employer of choice and attract, develop and retain talented and engaged employees.

We embrace diversity, equality and inclusion; provide fair and competitive compensation and benefits; invest in talent and professional development; and give back to our communities.

New employees are inducted into Neometals to obtain an understanding of our Company culture and values, policies and procedures. To gain a better understanding of what's contributing to any employees leaving the Company, we provide exit-interviews prior to their departure. We use the outcomes of the exit-interviews to improve our policies, processes and culture.

Due to the expansion of our business, in FY23 we formalised an annual employee performance review process that aligns individual and Company goals. It incorporates performance indicators and personal skills development components. It allows employees to reflect on their own skill sets and identifies professional development opportunities over the year. Formal review periods are six-monthly with ongoing monitoring, feedback, and communication throughout the year.





Ethics and accountability

Continually operate in an ethical and transparent manner



Approach and governance

The Board and senior management are committed to implementing high standards of corporate governance, including compliance with the 4th edition of the ASX Corporate Governance Principles and Recommendations. Further information is set out in Neometals' Corporate Governance Statement for the financial year ended 30 June 2023 (FY23) and the Corporate Governance Charter which can be found in the Corporate Governance section of our website at www.neometals.com.au.

The Risk and Sustainability Committee sets and monitors sustainability objectives and targets in line with international frameworks and regulation. The Committee strives to enhance reporting and disclosures relating to all significant and non-significant sustainability risks and opportunities (including climate-related issues). The Board has ultimate responsibility for the Company's sustainability strategy, performance and management of sustainability risks and opportunities. In FY22 financial incentives to address climate-related risks were included in the CEO/Managing Director key performance targets. In FY23, sustainability performance targets were expanded to our senior management performance plans to reinforce our sustainability commitments. Supported by the management team, the Board oversees performance, reporting and compliance relating to health, safety, environment, community and human capital.

Supply Code of Conduct developed and approved by the Board

Human Rights Policy published



Ethical values

Neometals recognises and respects people's human rights, cultural heritage and connection that First Nations have to land, waters and the environment and it supports the UN Declaration on the Rights of Indigenous Peoples. We know we also have the potential to impact human rights of our employees, workers in our supply chains and the people in the communities where we operate either directly through our operations and indirectly through our relationships with joint ventures, contractors and suppliers. Neometals are working to align our business activities with the UN Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

In FY23 we amalgamated our Modern Slavery and Indigenous Policies into one overarching Human Rights Policy. The Human Rights Policy is guided by the internationally recognised human rights principles¹ and outlines our approach and commitments to recognise, respect and promote human rights and applies to all the Company's stakeholders including its directors, employees, partners, contractors and suppliers. The Human Rights Policy was prepared by the sustainability working group under the supervision of the Risk and Sustainability Committee and approved by the Board.

Equally we strive to maintain open and transparent communications with governments, regulatory agencies and our other stakeholders. The Company operates primarily in Australia, Europe and North America, all locations with robust legal systems and well-established political processes. Neometals by its actions stands strongly against dishonest or illegal activities, or anything that represents a breach of trust. We are committed to integrity, strong governance and responsible business practices with internal procedures supporting our anti-corruption commitment. This commitment is formally outlined in our Group Code of Conduct, Code of Conduct for Board members and senior management, Anti-bribery and Corruption Policy and Conflict of Interest Protocol. Neometals assesses the risk of corruption when doing business and ensures alignment of ethical values in this area with business partners. Our Code of Conduct sets out the principles that guide us. The Code serves as a framework and details behaviours expected from the Board and all employees.

Our Whistleblower Policy fosters an environment where concerns about illegal or unethical behaviour can be reported in confidence and without fear of retribution. We aspire to be influential in the development of public policy. At the same time, we do not donate to any political organisations. Neometals will investigate all reports made under the Whistleblower Policy in a fair, objective and timely manner and encourages internal and external stakeholders to report inappropriate conduct using Company's confidential reporting channel. We empowered our people by initiating training on our Whistleblower Policy and procedure in the reporting year.

Zero

**environmental or
safety fines and
prosecutions**



Zero

**incidents of bribery
and corruption**

¹ UN Declaration on the Rights of Indigenous Peoples; UN Guiding Principles on Business and Human Rights; ILO Declaration on Fundamental Principles and Rights to Work; Universal Declaration of Human Rights

Risk management

Neometals has a sound risk management framework which is managed by the Board and its Risk and Sustainability Committee. It is aligned with the AS/NZS ISO 31000 2009 (with 2018 update) standard. The Corporate Governance risk statement guides risk assessment and is reviewed periodically to ensure its effectiveness and continuing relevance to operations.

We disclose in our Annual Report any material exposure it may have to economic, environmental, social, or other sustainability risks. Responsibility for risk identification and for establishing and maintaining effective risk management strategies and practices rests with the CEO and senior management. We identify and monitor risks through the maintenance of a risk management framework which covers strategic, operational and other business risks and is based on industry-accepted standards. Internal control systems are maintained to provide accurate, relevant, timely and reliable financial and operating information.

Risks (including human rights and climate change) are reported to the Board via the Risk and Sustainability Committee. Mitigation, loss prevention and control measures are implemented to ensure business continuity and crisis management risk strategies. The Company is exposed to a range of market, financial, operational, environmental and socio-political risks that could impact the Company's future performance. The nature and potential impact of these risks can change over time and vary in the degree to the extent the Company can control them.

For the reporting period, we did not have a dedicated internal audit function. The Company did conduct a high-level independent evaluation of the effectiveness and current approach to our internal controls and highlighted gaps that are now being addressed. At this early stage of the Company's evolution and business needs, the Board has assessed that a dedicated internal audit function is not presently warranted. The Audit Committee, in consultation with the external auditor and the Chief Financial Officer, periodically review the need for a dedicated internal audit function and monitors the adequacy of existing internal controls. The Board instead relies on ongoing identification, monitoring and reporting of material business risks by management and through the relevant Board Committees.

Cybersecurity at Neometals is everyone's responsibility. Our employees are the first line of defense against cyber threats on our data privacy. In FY23 we included cybersecurity education by providing our employees with training to ensure all employees are aware of their role in keeping Neometals' sensitive information safe, understand the cybersecurity environment with a view to prevent attacks, mitigate risk and best-practice cyber governance. Further training will be provided quarterly via cybersecurity awareness webinars. To date we have not experienced any cybersecurity incidents that resulted in a material adverse effect on our business or operations. Regular penetration testing and vulnerability scanning helps us identify threats to Neometals' IT environment and any issues identified have been resolved effectively. Safeguarding our confidential information and ensuring compliance with legal obligations benefits all Neometals employees. To assist our employees understand the important role they play in protecting our confidential information and the role and responsibilities they have in protecting our intellectual property, mandatory Intellectual Property (IP) training is also provided.

Our FY23 Annual Report is available at www.neometals.com.au.



Supply chain integrity

Neometals has diversified business units and projects that intersect across the electric vehicle and energy storage supply chains. We are committed to ensuring that working conditions in our supply chain are safe, fair and environmentally responsible. To fight against pressing issues like human rights abuses and climate change, we require greater understanding of our suppliers and their activities. Having projects in lower-risk jurisdictions reduces the risk that our suppliers' business conduct is at odds with robust environmental and social legislation and regulations.

In FY23, we commenced a program to hold our suppliers accountable for responsible conduct and performance by complying with applicable laws and regulations. We developed a Supplier Code of Conduct (approved by the Risk and Sustainability Committee and the Board) which sets out the minimum standards of behaviour the Company expects from its suppliers in the areas of human rights and labour, health and safety, environment and climate and governance and business ethics. In the coming years, we will commence a supply-chain due diligence program including, but not limited to:

- mapping all Neometals' Tier 1 suppliers;
- conducting a supplier risk assessment considering three risk criteria: country, product or service and spend; and
- developing a supplier self-assessment questionnaire covering ESG screening criteria.

Existing supplier contracts and service agreements will also be updated to include the Supplier Code of Conduct, with new suppliers undergoing a pre-qualification evaluation on their willingness and ability to meet Neometals' requirements. Training on human rights and modern slavery issues will also be provided to all employees involved in supply chain, procurement and personnel decisions for our operations. We aim to work collaboratively with our contractors, joint venture partners and suppliers to help them achieve and maintain our standards and expectations for responsible business practices.

Appendices

Appendix A:

Performance data

Appendix B:

Global Reporting Initiative (GRI) disclosures index and Sustainability Accounting Standards Board (SASB) reporting standards index



Appendix A: Performance data

Ethics and accountability are fundamental to our sustainability strategy. We report in line with international standards and guiding principles. Data will be update as the Company evolves over the coming periods.

Emissions accounting are reported in combination of operational/financial control and equity share according to the guidance of the GHG Protocol Corporate Accounting and Reporting Standard. People performance reporting covers employees and Neometals contractors based on operational control basis.

Environmental performance

Environmental compliance & incidents (Number)	FY23	FY22	FY21	FY20
Significant environmental incidents	0	0	0	0
Significant oil or chemical spills	0	0	0	0

Energy and emissions*

Energy use	FY23	FY22	FY21	FY20
Total energy use (Gigajoule)	3,242	2,099	3,200	3,083
Primary source of energy used (Percentage)				
Electricity	43%	58%	57%	-
Diesel	55%	39%	54%	-
Petrol	2%	3%	-	-
Natural Gas	-	-	19%	-
Total	100%	100%	100%	-
Energy use by country presence (Gigajoule)				
Western Australia	2,292	1,378	1,984	-
Germany	950	721	306	-
Canada	-	-	910	-
Total	3,242	2,099	3,200	-
Greenhouse gas (GHG) emissions (Tonnes CO ₂ equivalent)				
Scope 1 - direct emissions	130	62	150	89
Scope 2 - indirect emissions	254	241	104	290
Total	384	303	254	379
GHG emissions per country presence (Tonnes CO ₂ equivalent)				
Australia	192	157	172	-
Germany	192	146	52	-
Canada	-	-	30	-
Total	384	303	254	-
Sources of GHG emissions (Percentage)				
Electricity	66%	80%	41%	-
Diesel	33%	19%	47%	-
Petrol	1%	1%	-	-
Natural Gas	-	-	12%	-
Total	100%	100%	100%	-

*Emissions and energy consumption reported using methodology under the Australian National Greenhouse and Energy Reporting Act 2007 and GHG Protocol.

Some figures may vary due to rounding.

- Data not measured, reported or applicable during reporting period

Biodiversity and land

Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas (number)	FY23	
	Australia	Europe
Areas adjacent to land management by Neometals	0	0
Areas on land management by Neometals	0	0
Size of owned, lease or managed land in the area or containing portions of designated protected areas (Hectares)	0	0
IUCN Red List species and national conservation list species with habitats in areas affected by the Company's operations	0	0

Land footprint per country presence (Hectares)	FY23	FY22	FY21	FY20
Land disturbed during reporting period:				
Western Australia	4.5	0.7	1.0	5.5
Land rehabilitated during reporting period:				
Western Australia*	0	0	0	0
Total land disturbed and not yet rehabilitated:				
Western Australia	11.7	7.2	6.5	5.5

Water stewardship

Water withdrawal (Megalitres)	FY23	FY22	FY21	FY20
Surface water	0	0	-	-
Groundwater	0.5	0.8	-	-
Seawater	0	0	-	-
Third party water	11.3	8.9	-	-
Total	11.8	9.7	-	-
Water discharge (Megalitres)				
Surface water	0	0	-	-
Groundwater	0.5	0.8	-	-
Seawater	0	0	-	-
Third party water	0.3	0.1	-	-
Total	0.8	0.9	-	-
Total water use (Megalitres)				
Water consumption	11.0	8.9	-	-
Water reused/recycled	11.0	8.9	-	-

Waste management

Waste management (Tonnes)	FY23	FY22	FY21	FY20
Total amount of non-hazardous waste directed to disposal (Barrambie)	-	1.5	-	-
Total amounts of overburden, rock, tailings and sludges (Barrambie)	0	450	14	-

* As classified by the Government of Western Australia Department of Mines, Industry Regulation & Safety
Some figures may vary due to rounding.

- Data not measured, reported and/or applicable during reporting period

Social performance

People

Workforce by employment type and gender		Under 30		30 - 50		Over 50	
		Women	Men	Women	Men	Women	Men
Average employee headcount	Count, %	1 (3%)	2 (5%)	8 (20%)	17 (43%)	6 (15%)	6 (15%)
Permanent - Full time	Count	1	2	4	16	6	5
Permanent - Part time	Count	0	0	4	1	0	1
Temp (incl. contractors & casual)	Count	0	0	1	1	1	2
Total workforce (excl. contractors & casuals)	Count	40					

Workforce gender diversity by level		FY23		FY22		FY21		FY20	
		Metric	Women	Men	Women	Men	Women	Men	Women
Board (incl. CEO/MD)	Count	2	4	2	4	2	4	2	5
	Percentage	33%	67%	33%	67%	33%	67%	29%	71%
Leadership (excl. CEO/MD)	Count	1	3	1	3	0	4	0	4
	Percentage	25%	75%	25%	75%	0%	100%	0%	100%
Managers	Count	6	13	3	11	2	7	2	8
	Percentage	32%	68%	21%	79%	22%	78%	20%	80%
Professional / operational support	Count	8	9	7	6	5	2	4	2
	Percentage	47%	53%	54%	46%	71%	29%	67%	33%
Total workforce (excl. Board, contractors & casuals)*	Count	15	25	11	20	7	13	6	14
	Percentage	38%	62%	35%	65%	35%	65%	30%	70%
	Total	40		31		20		20	

Employee hires and turnover		FY23			FY22	FY21	FY20
		Under 30	30 - 50	Over 50			
New starters (Count)	Women	0	3	2	6	0	1
	Men	1	4	0	7	2	4
	Total	10			13	2	5
Departures (Count)	Women	0	1	0	2	0	0
	Men	0	1	0	0	2	0
	Total	2			2	2	0
Growth (Rate)	Total	25%			55%	0%	33%
Turnover rate (Rate)	Total	6%			10%	10%	0%

Employee parental leave (Count)	FY23	FY22	FY21	FY20
Employees that took parental leave during FY23	1	0	-	-
Employees who returned from parental leave during FY23	1	0	-	-

* In FY22 we erroneously under reported permanent part-time female representation of by one female employee. This has been corrected in this report. New starters include employees moving from casual to permanent positions.

Training and development	FY23	FY22	FY21	FY20
Amount spent on training (\$AUD)	\$58,000	\$33,200	-	-
Average per employee (Hours)	13	11	-	-
Total training and development (Hours)	513	349	-	-
Compliance with internal training requirements (Percentage)	88	97	-	-
Performance reviews (Percentage)				
Employees receiving regular performance reviews and career development reviews	100	100	100	-

Health and safety

Safety performance* (Number)	FY23	FY22	FY21	FY20
Fatalities	0	0	0	0
Total recordable incident frequency (TRIFR)	0	0	0	23.6
Lost time injuries (LTI)	0	0	0	1
Lost time injury frequency (LTIF)	0	0	0	23.6
Medical treatment injuries (MTI)	0	0	0	1
First aid and minor injuries leading to restricted work	0	0	0	0
Safety fines and prosecutions	0	0	-	-
Health performance (Number)				
Workplace fatalities from health incidents (employees and contractors)	0	0	0	0
Confirmed occupational illness cases (employees and contractors)	0	0	0	0

Communities and economic contribution

Social incidents and complaints (Number)	FY23	FY22	FY21	FY20
Total community/public complaints	0	0	0	0
Total social incidents (incl. violations of rights of Indigenous peoples)	0	0	0	0
Social investment (\$AUD million)				
Community investment and charitable giving	0.13	0.14	0.19	0.25
Economic contribution (\$AUD million)				
Market capitalisation	273.6	496.3	261.8	87.1
Revenue	0.0	0.0	0.0	0.0
Government and other paid and payable (taxes, rents and rates)	1.4	0.7	5.5	0.5
Earnings per share (dividend payments to shareholders)	0.0	0.0	0.0	10.9
Payments to suppliers for purchase of goods and services	17.1	25.1	13.0	18.7
Wages, salaries and benefits	10.0	7.6	5.5	5.0

*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.

- Data not measured, reported and/or applicable during reporting period..

Governance performance

Business conduct and compliance

Ethics and compliance training (Percentage)	FY23	FY22	FY21	FY20
Employees that received anti-bribery and corruption training	98%	97%	0	0
Business conduct (Percentage)				
Confirmed incidents of corruption	0	0	0	0
Confirmed incidents of corruption where employees were dismissed	0	0	0	23.6
Confirmed incidents of corruption resulting in termination or non-renewal of contracts with business partners	0	0	0	1
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust	0	0	0	23.6
Operations assessed for risks related to corruption	5	5	5	5
	100%	100%	100%	100%
Fines and prosecutions for non-compliance with laws and regulations				
Environmental fines and prosecutions (Number)	0	0	0	0
Value of environmental fines and prosecutions (\$AUD)	0	0	0	0
Safety fines and prosecutions (Number)	0	0	0	0
Value of safety fines and prosecutions (\$AUD)	0	0	0	0

- Data not measured, reported and/or applicable during reporting period.

Appendix B: Reporting Frameworks

Global Reporting Index (GRI) Disclosures Index

Statement of use: Neometals reported in accordance with the GRI Universal Standards 2021 for the reporting period 1 July 2022 to 30 June 2023.

GRI used: GRI 1: Foundation 2021 was applied in addition to the G4 Sector Disclosures for Mining and Metals 2013.

GRI 2: General Disclosures 2021	
Disclosure	Location of response and/or Omission
2-1 Organisational details	FY23 Sustainability Report - At a glance (page 5); FY23 Annual Report [www.neometals.com.au/investors/annual-reports]
2-2 Entities included in organisations sustainability reporting	FY23 Sustainability Report - At a glance covers Neometals and its entities. Data includes joint venture partners per equity share and operational control approach. Data will be updated as the Company evolves.
2-3 Reporting period, frequency and contact point	Annual, for financial year ended 1 July 2022 - 30 June 2023
2-4 Restatements of info	Stated accordingly where applicable
2-5 External assurance	At present, Neometals' Sustainability Report is not externally assured. The Sustainability Report is internally reviewed presented to the Risk & Sustainability Committee for review and recommendation to the Board for approval.
2-6 Activities, value chain and other business relationships	FY23 Sustainability Report - Overview; FY23 Annual Report [www.neometals.com.au/investors/annual-reports]
2-7 Employees	FY23 Sustainability Report - Appendix A Performance Data
2-8 Workers who are not employees	FY23 Sustainability Report - Appendix A Performance Data. Neometals record the number of non-direct employees, contractors and casuals working under the Company's operational control. The contractual arrangements of contractors notes the requirement to supply us with total hours worked to Neometals. This data is combined with Neometals health and safety performance data.
2-9 Governance structure and composition	FY23 Annual Report - Board of Directors and Committees; FY23 Corporate Governance Statement - Operation of the Board [www.neometals.com.au/investors/corporate-governance]
2-10 Nomination and selection of the highest governance body	FY23 Annual Report - Board of Directors and Committees; Corporate Governance Charter - Nominations Committee Charter
2-11 Chair of the highest governance body	FY23 Annual Report - Directors' report; FY23 Corporate Governance Statement - Role of the Chairperson
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Charter - Board responsibilities; Risk & Sustainability Committee Charter
2-13 Delegation of responsibility for managing impacts	Corporate Governance Charter - Management responsibilities; Risk & Sustainability Committee Charter
2-14 Role of highest governance body in sustainability reporting	Corporate Governance Charter - Risk & Sustainability Committee Charter
2-15 Conflicts of interest	Corporate Governance Charter - Code of Conduct; Conflict of Interest Protocol
2-16 Communication of critical concerns	FY23 Annual Report - Directors' Report
2-17 Collective knowledge of the highest governance body	FY23 Annual Report - Directors' Report. Corporate Governance Charter - Nominations Committee Charter
2-18 Evaluation of the performance of the highest governance body	FY23 Annual Report - Remuneration report; FY23 Corporate Governance Statement - Performance reviews
2-19 Remuneration policies	FY23 Annual Report - Remuneration report; FY23 Corporate Governance Statement - Remuneration of Directors and Executives
2-20 Process to determine remuneration	FY23 Annual Report - Remuneration report; Remuneration Policy
2-21 Annual total compensation ratio	FY23 Annual Report - Remuneration report
2-22 Statement on sustainable development strategy	FY23 Sustainability Report - Message from our Chair and CEO (page 4); Our sustainability approach (page 13)
2-23 Policy commitments	FY23 Corporate Governance Statement; Policies [www.neometals.com.au/investors/policies]

GRI 2: General Disclosures 2021

Disclosure	Location of response and/or Omission
2-24 Embedding policy commitments	Neometals embeds its policy commitments for responsible business conduct through all levels of the organisation through its Corporate Governance Charter, EESG Policy, the Board and the four committees, namely Risk and Sustainability, Nominations, Audit and Remuneration. Neometals policies, Risk and Sustainability Committee terms of reference and Group Code of Conduct/Values guide our activities and is embedded in our standard vendor terms and conditions and Supplier Code of Conduct.
2-25 Processes to remediate negative impacts	Neometals do not currently have a standard grievance mechanism. Grievances are managed through our Whistleblower Policy and procedure with grievances lodged via the Company Secretary (cosec@neometals.com.au). Any complaint or grievance are taken seriously and investigated and reported to the Board if significant.
2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy [www.neometals.com.au/investors/policies]
2-27 Compliance with laws and regulations	FY23 Annual Report - Directors' report; FY23 Sustainability Report - Appendix A Performance Data
2-28 Membership associations	FY23 Sustainability Report - Key memberships (page 12)
2-29 Approach to stakeholder engagement	FY23 Sustainability Report - Our stakeholders (page 15)
2-30 Collective bargaining agreements	None of Neometals' employees are covered by a collective bargaining agreement. Neometals recognises the right of workers to form and join trade unions and to bargain collectively. Corporate Governance Charter - Code of Conduct

Material Topics

Disclosure	Location and/or Omission
GRI 3: Material topics 2021	
3-1 Process to determine material topics	FY23 Sustainability Report - Our material topics (page 17)
3-2 List of material topics	FY23 Sustainability Report - Our material topics (page18)
Climate and emissions	
GRI 3: Material topics 2021	
3-3 Management of material topics	FY23 Sustainability Report - Environmental care - Approach and governance (page 21)
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	FY23 Sustainability Report - Appendix A Performance Data
302-2 Energy consumption outside the organisation	Neometals does not currently record this information.
302-3 Energy intensity	FY23 Sustainability Report - Appendix A Performance Data
302-4 Reduction of energy consumption	Neometals does not currently record this data
302-5 Reductions in energy requirements of products and services	Neometals does not currently record this data. Through Neometals' Research and Development and downstream key projects, we have an opportunity to ensure minimisation of energy consumption by investing in innovation-related to energy efficiency opportunities and reducing climate-related risks. We are developing greener more sustainable products for the value chain.

Material Topics	
Disclosure	Location and/or Omission
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	FY23 Sustainability Report - Appendix A Performance Data
305-2 Energy indirect (Scope 2) GHG emissions	FY23 Sustainability Report - Appendix A Performance Data
305-3 Other indirect (Scope 3) GHG emissions	Neometals does not currently record this information. Scope 3 emissions are considered as part of the lifecycle assessments (LCA) of our projects.
305-4 GHG emissions intensity	Neometals does not currently record this information as not in production.
305-5 Reduction of GHG emissions	Neometals does not currently record this data. As Neometals' operational context evolves, we will conduct emissions reduction targets in line with TCFD requirements.
305-6 Emissions of ozone-depleting substances (ODS)	Neometals does not currently record this information as not in production. We manage all air emissions in accordance with local standards and regulatory emissions requirements. Projects are designed so generated gases are condensed and those that can't be condensed for re-use are scrubbed to avoid detrimental emissions.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Neometals does not currently record this information as not in production. We manage all air emissions in accordance with local standards and regulatory emissions requirements. Projects are designed so generated gases are condensed and those that can't be condensed for re-use are scrubbed to avoid detrimental emissions.
Waste management and circular economy	
GRI 306: Waste 2020	
3-3 Management of material topics	FY23 Sustainability Report - Environmental care - Approach and governance (page 21)
306-1 Waste generation and significant waste-related impacts	FY23 Sustainability Report - Waste management and circular economy (page 25). Our projects are designed to minimise the generation of process and non-process waste.
306-2 Management of significant waste related impacts	FY23 Sustainability Report - Waste management and circular economy. Our projects are designed to minimise the generation of process and non-process waste.
306-3 Waste generated	Neometals does not currently record this information as not in production. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Waste streams are taken into account during project process flow design.
306-4 Waste diverted from disposal	Neometals does not currently record this information as not in production. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Waste streams are taken into account during project process flow design.
306-5 Waste directed to disposal	Neometals does not currently record this information as not in production. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Waste streams are taken into account during project process flow design.
G4 Sector Disclosures Mining and Metals 2013	
MM3 Total amounts of overburden, rock, tailings and sludges and their associated risks	FY23 Sustainability Report - Appendix A Performance Data
Shared economic and social outcomes	
GRI 3: Material Topics 2021	
3-3 Management of material topics	FY23 Sustainability Report - Community benefit - Approach and governance (page 29)
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	FY23 Sustainability Report - Appendix A Performance Data; FY23 Annual Report
201-2 Financial implications and other risks and opportunities due to climate change	FY23 Sustainability Report - Climate change and emissions (page 21)
201-3 Defined benefit plan obligations and other retirement plans	Neometals does not offer retirement plans other than those offered by government. Contributions are paid by the employer and employees.
201-4 Financial assistance received from government	Neometals did not receive any financial assistance from the government.
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	FY23 Sustainability Report - Community benefit (page 31); FY23 Sustainability Report - Appendix A Performance Data
203-2 Significant indirect economic impacts	Neometals does not currently record this information as not in production.

Products for a sustainable future	
GRI 3: Material Topics 2021	
3-3 Management of material topics	FY23 Sustainability Report - Community benefit - Approach and governance (page 29)
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Neometals does not currently record this information as not in production.
301-2 Recycled input materials used	Neometals does not currently record this information as not in production.
301-3 Reclaimed products and their packaging materials	Neometals does not currently record this information as not in production.
Health, safety and wellbeing	
GRI 3: Material Topics 2021	
3-3 Management of material topics	FY23 Sustainability Report - People - Approach and governance (page 33)
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	FY23 Sustainability Report - Health, safety and wellbeing (page 34)
403-2 Hazard identification, risk assessment and incident investigation	FY23 Sustainability Report - Health, safety and wellbeing
403-3 Occupational health services	FY23 Sustainability Report - Health, safety and wellbeing
403-4 Worker participation, consultation and communication on occupational health and safety	FY23 Sustainability Report - Health, safety and wellbeing
403-5 Worker training on occupational health and safety	FY23 Sustainability Report - Health, safety and wellbeing
403-6 Promotion of worker health	FY23 Sustainability Report - Health, safety and wellbeing
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY23 Sustainability Report - Health, safety and wellbeing
403-8 Workers covered by an occupational health and safety management system	FY23 Sustainability Report - Health, safety and wellbeing where our employees work under the health and safety management system of an external party, the requirements of the applicable health and safety system as well as our safety requirements apply.
403-9 Work-related injuries	FY23 Sustainability Report - Appendix A Performance Data
403-10 Work-related ill health	FY23 Sustainability Report - Appendix A Performance Data
Talent attraction and development	
GRI 3: Material Topics 2021	
3-3 Management of material topics	FY23 Sustainability Report - People - Approach and governance
GRI 202 Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Neometals does not currently disclose this information.
202-2 Proportion of senior management hired from the local community	All of Neometals' executives are hired from the local community including those born or who have legal right to reside indefinitely in Australia.
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	FY23 Sustainability Report - Appendix A Performance Data
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Neometals does not currently disclose this information. Neometals does however comply with local legislation with regard to providing benefits to all our employees. Benefits includes leave, training and education opportunities.
401-3 Parental leave	FY23 Sustainability Report - Appendix A Performance Data
GRI 402: Labour/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	Neometals endeavours to provide timely disclosure of significant operational changes and consult with employees affected by the changes. We consider the employee's personal circumstances and take all reasonable measures to mitigate adverse effects these changes will have on employees.

Talent attraction and development cont'd	
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	FY23 Sustainability Report - Appendix A Performance Data
404-2 Programs for upgrading employee skills and transition assistance programs	FY23 Sustainability Report - Talent attraction and development (page 36)
404-3 Percentage of employees receiving regular performance and career development reviews	FY23 Sustainability Report - Talent attraction and development; FY23 Sustainability Report - Appendix A Performance Data
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	FY23 Sustainability Report - Appendix A Performance Data
405-2 Ratio of basic salary and remuneration of women to men	Neometals does not currently disclose this information.
Ethical values	
GRI 3: Material Topics 2021	
3-3 Management of material topics	F23 Sustainability Report - Ethics and accountability - Approach and governance (page 37)
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	FY23 Sustainability Report - Appendix A Performance Data
205-2 Communication and training about anti-corruption policies and procedures	FY23 Sustainability Report - Appendix A Performance Data
205-3 Confirmed incidents of corruption and actions taken	FY23 Sustainability Report - Appendix A Performance Data
GRI 206: Anti-competitive Behaviour 2016	
206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices.	FY23 Sustainability Report - Appendix A Performance Data
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	Nil
GRI 408: Child Labour 2016	
408-1 Operations and suppliers a significant risk for incidents of child labour	FY23 Sustainability Report - Supply chain integrity (page 40). Neometals does not employ people younger than 18.
GRI 409: Forced or Compulsory Labour 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY23 Sustainability Report - Supply chain integrity
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	Not applicable - Neometals operates primarily in Australia, Europe and North America, with no requirements for security personnel.
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of Indigenous peoples	There were no reported incidents of violations involving rights of Indigenous peoples.

Ethical values cont'd	
G4 Sector Disclosures for Mining and Metals 2013	
MM5 Total number of operations taking place in or adjacent to Indigenous peoples' territories and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	FY23 Sustainability Report - Our stakeholders (page 15). Neometals acknowledges the diversity of Indigenous cultures. The Barrambie Project is located on the traditional land of one Traditional Owner group.
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	There were no reported significant disputes relating to land use, customary rights of local communities and Indigenous peoples.
MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Not applicable - Relates to MM6.
MM8 Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Nil. Neometals only upstream project is located in Western Australia (Barrambie Project).
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Nil. Supplier due diligence program to commence in FY24. FY23 Sustainability Report - Supply chain integrity
414-2 Negative social impacts in the supply chain and actions taken	Nil. Supply chain due diligence program to commence in FY24. FY23 Sustainability Report - Supply chain integrity
GRI 308: Supplier Environmental Assessments 2016	
308-1 New suppliers that were screened using environmental criteria	Nil. Supply chain due diligence program to commence in FY24. FY23 Sustainability Report - Supply chain integrity
308-2 Negative environmental impacts in the supply chain and actions taken	Nil. Supply chain due diligence program to commence in FY24. FY23 Sustainability Report - Supply chain integrity
GRI 415: Public Policy 2016	
415-1 Political contributions	Nil. Neometals does not make any financial or in-kind contributions to political donation requests.

Sustainability Accounting Standards Board (SASB) reporting standards index

Neometals have applied the reporting principles of the SASB (Metals and Mining) 2023, Fuel Cells and Industrial Batteries 2023 and Chemicals 2023 Disclosure.

SASB disclosure standards		
	Disclosure title	Response
Greenhouse Gas Emissions		
EM-MM-110a.1 RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	FY23 Sustainability Report - Appendix A Performance Data. Percentage covered under emissions-limiting regulations not disclosed.
EM-MM-110a.2 RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	As Neometals' operational context evolves, we will conduct emissions reduction targets in line with TCFD requirements.
Air Quality		
EM-MM-120a.1 RT-CH-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb) and (7) volatile organic compounds (VOCs)	Neometals does not currently record this information as not in production. We manage all air emissions in accordance with local standards and regulatory emissions requirements. Projects are designed so generated gases are condensed and those that can't be condensed for re-use are scrubbed to avoid detrimental emissions.
Energy Management		
EM-MM-130a.2 RT-CH-130a.1 RR-FC-130a.1	(1) Total energy consumed	FY23 Sustainability Report - Appendix A Performance Data
	(2) percentage grid electricity	FY23 Sustainability Report - Appendix A Performance Data
	(3) percentage renewable	Share of energy sources in Germany's power production in 2022 consisted of 44% renewables (made up of wind, solar, hydro and biomass). www.cleanenergywire.org Share of energy sources in Western Australia's power generation for the last 12 months consisted of 35% renewables (made up of wind and solar). www.aemo.com.au

Water Management		
EM-MM-140a.1 RT-CH-140a.1	Total fresh water withdrawn	FY23 Sustainability Report - Appendix A Performance Data
	Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FY23 Sustainability Report - Appendix A Performance Data. FY23 Sustainability Report - Water stewardship (page 28). Only the Barrambie Project falls in a medium to high baseline water stress (WWF Water Risk Filter).
EM-MM-140a.2 RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	No incidents of non-compliance with water quality permits, standards and regulations.
Waste and Hazardous Materials Management		
EM-MM-150a.1	Total weight of tailings waste, percentage recycled	FY23 Sustainability Report - Appendix A Performance Data
EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled	Neometals does not currently record this information as not in production.
EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential	One in FY22. The tailings produced at Barrambie Project in FY22 was inert, comprising of sand tailings.
EM-MM-150a.5	Total weight of tailings produced	No tailings were produced during FY23. FY23 Sustainability Report - Appendix A Performance Data
EM-MM-150a.7 EM-MM-150a.8	Total weight of hazardous waste generated and total weight recycled	Neometals does not currently record this information as not in production.

Waste and Hazardous Materials Management cont'd		
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Nil. FY23 Sustainability Report - Appendix A Performance Data
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	FY23 Sustainability Report - Waste management and circular economy (page 25). We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Neometals project designs are safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Neometals does not currently record this information as not in production. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Neometals project designs are safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.
Security, Human Rights and Rights of Indigenous Peoples		
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Nil
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Neometals acknowledges the diversity of Indigenous cultures. The Barrambie Project is partially located on the traditional land of one Traditional Owner group. We do not disclose the percentage of proved and probable reserves in or near Indigenous land.
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights and operation in areas of conflict	Human Rights Policy [www.neometals.com.au/investors/policies]; FY23 Sustainability Report - Appendix A Performance Data Prior starting construction on a project, we conduct environmental and social impact assessments and engagement activities in accordance with local standards and regulatory emissions requirements to identify any potential impacts on the community.
Community Relations		
EM-MM-210b.1 RT-CH-210a.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Human Rights Policy [www.neometals.com.au/investors/policies]; FY23 Sustainability Report - Appendix A Performance Data; FY23 Sustainability Report - Our stakeholders. Prior starting construction on a project, we conduct environmental and social impact assessments and engagement activities in accordance with local standards and regulatory emissions requirements to identify any potential impacts on the community.
EM-MM-210b.2	Number and duration of non-technical delays	Nil
Workforce Health and Safety		
EM-MM-320a.1	(1) MSHA all-incidence rate,	FY23 Sustainability Report - Appendix A Performance Data
	(2) fatality rate,	FY23 Sustainability Report - Appendix A Performance Data
	(3) near miss frequency rate (NMFR) and	Neometals does not currently record this information.
	(4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees	FY23 Sustainability Report - Appendix A Performance Data
RT-CH-320a.1 RR-FC-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	FY23 Sustainability Report - Appendix A Performance Data
RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	FY23 Sustainability Report - Health, safety and wellbeing. Workplace Health and Safety Policy; Injury Management Policy; Fitness for Work Policy [www.neometals.com.au/investors/policies]
RR-FC-320a.2	Description of efforts to assess, monitor and reduce exposure of workforce to human health hazards	FY23 Sustainability Report - Health, safety and wellbeing. Workplace Health and Safety Policy; Injury Management Policy; Fitness for Work Policy

Operational Safety, Emergency Preparedness and Response		
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	Not currently applicable to Neometals business units.
RT-CH-540a.2	Number of transport incidents	Nil
Business Ethics and Transparency		
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	F23 Sustainability Report - Ethics and accountability - Approach and governance (page 37). Anti-bribery and Corruption Policy
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Nil. Neometals projects are in Europe, North America and Australia.
Activity		
EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Not currently applicable to Neometals business units.
EM-MM-000.B	Total number of employees, percentage contractors	FY23 Sustainability Report - Appendix A Performance Data
Materials Sourcing		
RR-FC-440a.1	Description of the management of risks associated with the use of critical materials	FY23 Sustainability Report - Products for a sustainable future
Product End-of Life Management		
RT-CH-410a.1	Revenue from products designed for use phase resource efficiency	Revenue not currently material.
RR-FC-410b.1	Percentage of products sold that are recyclable or reusable	Not currently applicable to Neometals business units.
RR-FC-410b.2	Weight of end-of-life material recovered, percentage recycled	Neometals does not currently record this information.
RR-FC-410b.3	Description of approach to manage use, reclamation and disposal of hazardous materials	FY23 Sustainability Report - Waste management and circular economy. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Neometals project designs are safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.
Safety & Environmental Stewardship of Chemicals		
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances and (2) percentage of such products that have undergone a hazard assessment	Neometals does not currently record this information as not in production.
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Not currently applicable to Neometals business units.

Nm

Discover More...

Interested in learning more?
Please visit www.neometals.com.au



Level 1, 1292 Hay St
West Perth WA 6005

T: +61 8 9322 1182 | E: info@neometals.com.au

neometals.com.au

Neometals | 2023 Sustainability Report

