



Neometals

Neometals

Sustainability Report 2024

This Sustainability Report is an excerpt from the 2024 Neometals Annual Report.
This version is designed as a standalone web document for ease of accessibility.

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Sustainability Report

SUSTAINABILITY AT NEOMETALS

Neometals considers sustainability and circularity integral to our business. The pillars of our sustainability strategy: Environmental Care, People, Community Benefit and Ethics & Accountability continue to guide our approach and the relationships we have with our stakeholders.

Our sustainability framework is designed to evolve and adapt to change. Our ESG performance and efforts toward a sustainable future are aligned to international framework, the Global Reporting Initiative (GRI) and we are committed to the principles of the United Nations Sustainable Development Goals and the UN Global Compact. We are proud to share our fifth sustainability report, this year documented as a subset of our FY24 Annual Report.



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



Community Benefit – 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.

Nm



Environmental Care

Maintained Carbon Neutral status



Community Benefit

\$80K Total Spend for Community and Scholarships



People

Zero LTI* and Zero Medical Treatment Injuries

*Lost Time Injury (LTI)



Ethics & Accountability

Implemented Supplier Engagement Program



Boundary and Scope

Our FY24 Sustainability Report brings together the sustainability topics and performance outcomes data 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 2023 to 30 June 2024. The report has been approved by the Neometals' Board of Directors.

The report should be read in conjunction with the financial sustainability and performance outlined in Neometals' FY24 Annual Report, and the FY24 Sustainability Performance Databook and GRI Reporting Index, available on our website. Other periodic and continuous disclosure announcements lodged with the Australian Securities Exchange ("ASX") and Alternative Investment Market ("AIM") of the London Securities Exchange can be found at www.neometals.com.au. All monetary values are reported in Australian dollars (AUD). We monitor changing ESG regulations and adjust our reporting accordingly. External assurance was not sought for this report.

Boundary and Scope Specifics

As Neometals' technology and commercial development status has matured over time, our sustainability strategy has also evolved. Originally, Neometals targeted direct 'principal' involvement in operating projects. Over time, Neometals transitioned to consider joint venture, technology royalty or minority project equity opportunities. These arrangements may involve the Company's management, financial and/or operational control being reduced, leading to Neometals' sustainability responsibilities, activities and reporting requirements moderating. As a shareholder in multiple joint ventures that have commercialisation responsibility for the Neometals' technologies, standalone project level sustainability reporting is no longer fit for Neometals' purpose. While sustainability remains core to the business, our sustainability reporting has been scaled back to better reflect the current size and scope of the business. This change is also consistent with our FY24 financial reporting which includes our Australian operations only.

This report covers our Australian locations which include the Neometals' head office and the Barrambie Project in Australia (100%). Sustainability disclosure becomes a consideration for the JV companies which have operational control of technology development and commercialisation. These entities include Primobius GmbH (50% JV equity interest) our German battery recycling company, RISAB (88% JV equity interest) developing the vanadium recovery technology in Finland ("VRP1") and Reed Advanced Materials Pty Ltd (70% JV equity interest) which is developing the proprietary ELi™ technology.

We continue to refine 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.

Reporting Frameworks



During the reporting year we continued alignment with the following voluntary sustainability standards and frameworks:

- **Global Reporting Initiative (GRI)**

In this report, Neometals has disclosed information in reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021, as well as metrics from the GRI principles relating to organisational context, structure and materiality assessment and prioritisation.

- **Task Force on Climate-related Financial Disclosures (TCFD)**

Neometals has disclosed in alignment with the TCFD recommendations since FY21. While the TCFD was incorporated into the International Sustainability Standards Board (ISSB) in 2023, it continues to be the foundation for the transparent disclosure of climate-related reporting across many international jurisdictions, including the proposed Australian Sustainability Reporting Standards (ASRS) which are relevant to Neometals. Last year we conducted a climate scenario analysis to support this commitment. More information can be found in our FY23 ESG Report.

- **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. Neometals has committed to the UN Global Compact corporate responsibility initiative and its principles since 2020.

Alignment with the GRI and TCFD ensures that Neometals is well placed to report against the new International Sustainability Standards Board (ISSB) Standards and the Australian Sustainability Reporting Standards (ASRS) which form part of the mandatory climate risk reporting framework, commencing in FY25 for large Australian entities. Disclosures are referenced in the GRI Reporting Index, available on our website.

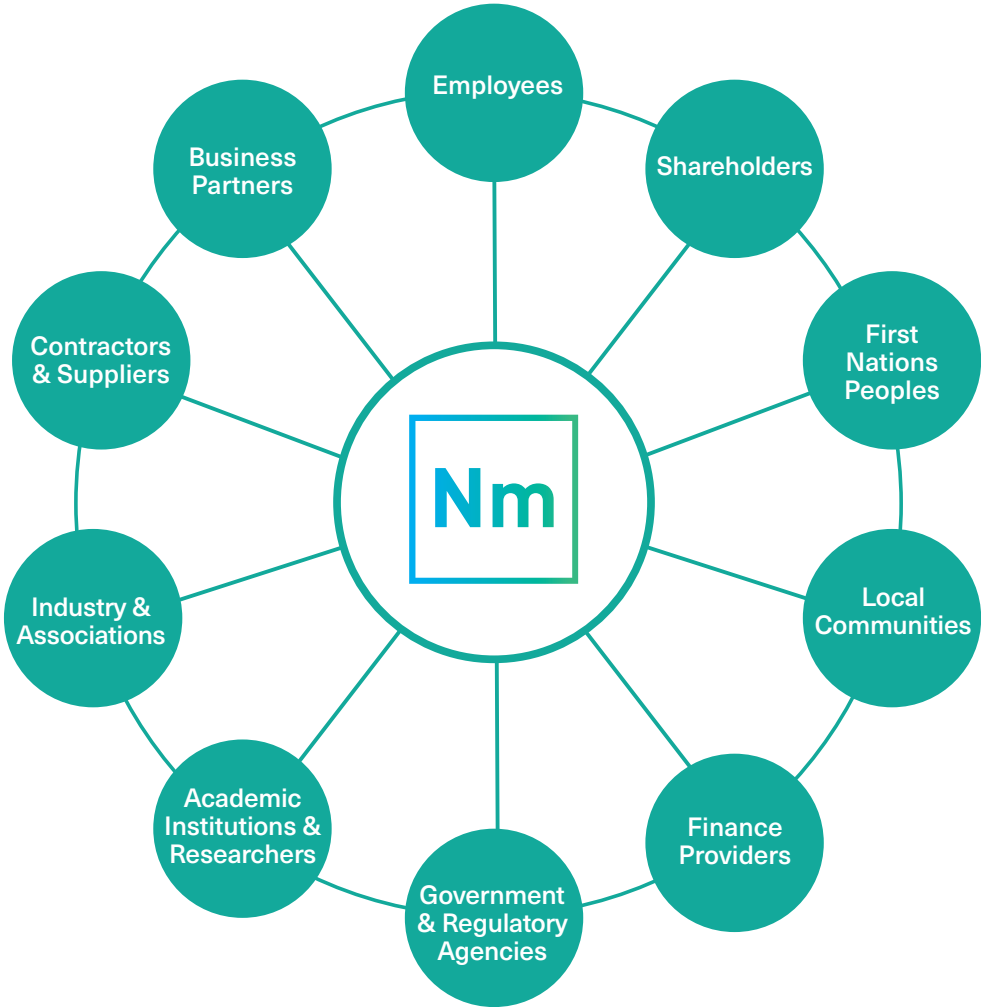
Stakeholder Engagement

Neometals strives for ongoing positive engagement and collaboration with our stakeholders. Engaging with our stakeholders, which we do at every opportunity, enables us 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, helping us to establish a social license to operate.

Key Memberships

Neometals is a member of the Australian Battery Recycling Initiative, Association of Mining and Exploration Companies (AMEC) and the German Australian Business Council.

Neometals Stakeholders



Material Topics


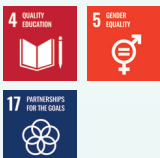


The continuous identification and evaluation of our material risks, opportunities and potential impacts is an integral part of Neometals' sustainability strategy. Following a comprehensive materiality assessment in FY23, including context and impact analysis of our operations and value chain, our approach this year was to review and prioritise our existing material topics to determine an appropriate materiality boundary and focus for reporting.

Materiality Process

We took the following steps to review and prioritise the material topics for inclusion in this report.

- 1. Review:** We reviewed topics from our comprehensive FY23 materiality assessment and considered potential new topics. There were no new topics introduced this year. The material topic, 'Products for a sustainable future', was revised to 'Technologies for a sustainable future.'
- 2. Consider:** We considered the direct and potential economic, environmental, social and governance impacts, taking into account the regulatory requirements where we operate.
- 3. Categorise:** Topics were rated based on the significance of Neometals' impacts and the effect on Neometals' prospects.
- 4. Prioritisation:** Final topics were prioritised and a materiality boundary created with 'watchlist' topics.
- 5. Validation:** Material topics were validated by senior leaders.

FY24 Material Topics

Sustainability Pillar	Applicable UN SDGs	Material Topics	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	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
		Technologies 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	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



ENVIRONMENTAL CARE

Minimise negative impact on people and the planet



For Neometals, 'Environmental Care' includes the sustainable consumption of resources and the minimisation of 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 mitigating any negative impacts on ecosystems. We are guided by our Economic, Environment, Social and Governance Policy (EESG) and Environmental policies and are committed to developing and improving standards and practices to meet our environmental responsibilities. Environmental performance and management are reported monthly to senior management, the Risk and Sustainability Committee and ultimately the Board.

Emissions



Zero

significant material environmental incidents or regulatory fines and penalties

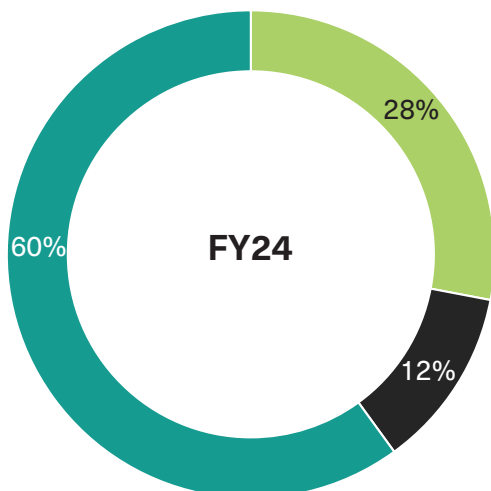
We recognise that our activities contribute to direct (Scope 1) and indirect (Scope 2) GHG emissions. As purchased electricity accounts for 60% of our emissions in FY24, it is a key focus of our emission reduction goals. Year-on-year total emissions have dropped from 384 to 99 tonnes CO₂ equivalent (74% reduction) due to the removal of JV emissions calculations.

Calculations and reporting of JV emissions is now the responsibility of the operating JV companies which Neometals partly own. As owners, we continue to target JV emission reductions and we aspire to continually improve efficiencies in JV operations.

Where offsets are required, Neometals prefers 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, such as 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.

Source of GHG emissions

Scope 1 & 2 emissions



- Electricity
- Diesel
- Petrol



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. Through the very nature of our business which develops green processing technologies to enable products for green applications, we are well positioned to contribute to global decarbonisation and minimise transitional risks. The Company is already taking advantage of these opportunities through its participation in its operating JV's.

Our technologies have been designed to enable customers to conserve natural resources by reducing reagents or bypassing the need for virgin extraction, thereby reducing supply chain emissions.

Climate-related risks and opportunities are considered in the Neometals annual strategic business planning workshop (as well as the separate JV equivalent workshops) and incorporated into the Neometals risk management framework. More information about our scenario analysis work and climate risks and opportunities are available in our FY23 ESG Report.

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. Specifically, we aim to enable the reuse of products and materials rather than scrapping them and extracting new virgin resources. Additionally, our approach to waste management is to minimise process and non-process waste through innovative process flowsheet design.

Circular Practices in FY24

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.

Given our part ownership of the JV's responsible for commercialising Neometals' technologies, we are exposed to the waste minimisation benefits that come from deployment of the technologies. This means that existing and future JV customers of the JV's have the opportunity to use less reagents, and less materials will be sent to stockpiles and landfill.





COMMUNITY BENEFIT

Create shared value



Shared Economic & 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 focused on West Australian endeavours, including academic scholarships, community donations to local charities and employee volunteering initiatives. Community organisations we supported included Meekatharra School of the Air, Lions Cancer Institute, Dry July, Crohn's and Colitis Australia, Shenton Park Dog Refuge, Kalgoorlie Bowling Club, WA Sandgropers and various Rotary clubs.



\$35K

Donated towards community contributions

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 were distributed to those who need them the most through Foodbank's branches and charity partners.

Parkerville Children and Youth Care – Neometals team members worked alongside students enrolled in Parkerville's Education, Employment and Training Program to build and plant a 'fairy vegetable garden' providing an interactive, hands-on learning experience for students.

Madalah Secondary Scholarship – Neometals was honoured to support the Madalah Secondary Scholarship program which provides financial assistance to Aboriginal or Torres Strait Islander students from remote communities to complete their secondary education.



\$45K

Donated towards scholarships

Moorditj Yorga Scholarship Program at Curtin University – supports mature-aged Aboriginal and Torres Strait Islander women to enter university, complete their studies and receive mentoring as they transition into their careers.

Curtin Scholarships – Neometals Ltd has been a proud sponsor of scholarships at Curtin University for many years, including the Peter Collins Scholarship and the Michael Pratt Scholarship. Both scholarships support final-year students in Applied Geology, Chemical Engineering, and Metallurgical Engineering, fostering future leaders in these fields.

This year the Peter Collins Scholarship was awarded to Ella Artemis who is pursuing a Bachelor of Science in Applied Engineering. Ross Stone, who is studying Chemical Engineering and Metallurgy, received the Michael Spratt Scholarship. We look forward to hearing about the contributions Ella and Ross will make in their respective fields.

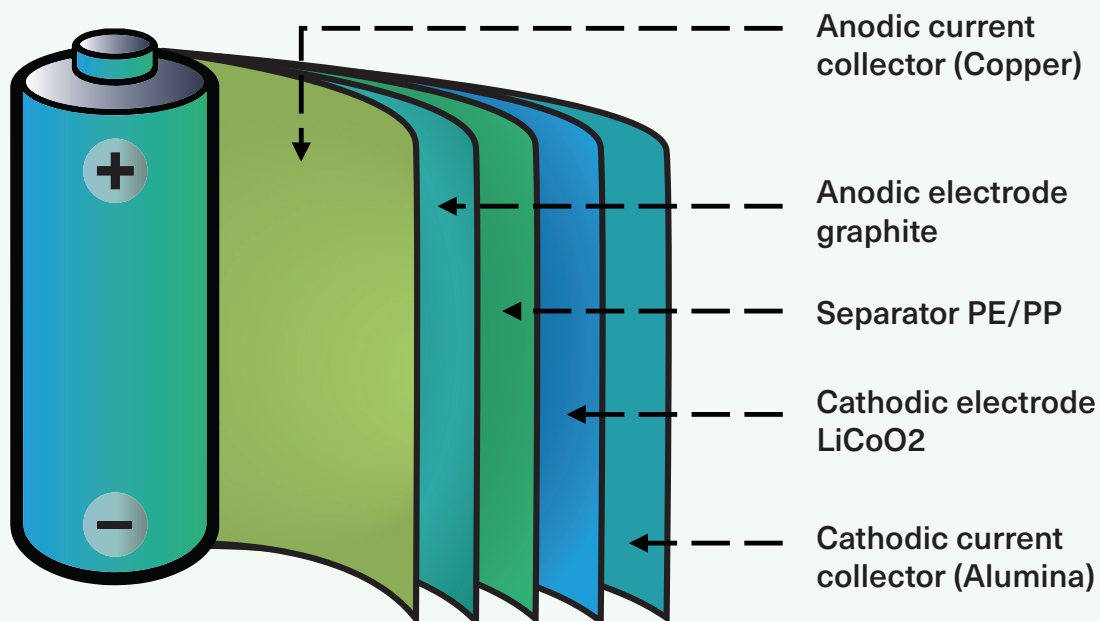
Technologies for a Sustainable Future

Clean energy technologies including vehicles and battery storage require 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:

Take the Neometals Vanadium Recovery Process (VRP Technology) as an example. It 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 VRP Technology 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'. Foreexample, 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 lithium-ion battery technology ("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.

Typical Lithium Cell Diagram





PEOPLE

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



We recognise that showing our people respect, treating them fairly and fostering their development consistent with our six core values reflected in the acronym: S.T.R.I.D.E. (Sustainability, Transparency, Respect, Innovation, Discipline, Ethics).

Health, Safety & Wellbeing

We believe that all employees, contractors and visitors have a fundamental right to a healthy and safe working environment. We are very pleased to report that there were no recordable injuries or incidents at Neometals in FY24.

Our Workplace Health and Safety Policy sets out our commitment to develop, maintain and improve the standards and work practices to achieve a safe and healthy workplace for our people. All Neometals employees and contractors are covered under our Workplace Health and Safety Management System.

Psychosocial Risk Assessment

Continuing our focus on mental health in the workplace, we conducted a psychosocial risk assessment this year. Sixty-five percent of employees participated in the survey to identify hazards, assess risks and implement effective controls to enhance the psychological safety of our workforce. The results of the survey helped to inform several employee policies which were updated this year, ensuring that we are in a position to continuously improve our workplace health, safety and wellbeing practices.

Health and Safety at Barrambie

The Neometals Health, Safety, Environment and Community (HSEC) management system continued to be deployed across all exploration activities. Our exploration risk management standard requires that operational risks are assessed in team-based risk workshops ahead of each program of works to identify new risks and suitable controls. We validate the effectiveness of controls for existing risks.

Contractor management was a focus to ensure the arrangement for HSEC across each scope of work was understood and accepted by all parties prior to engagement.

Emergency management plans were reviewed to ensure a prompt and effective response to a potential exploration emergency event. Reliable communications equipment, emergency protocols and suitably trained personnel are essential for remote area exploration activities.

Talent Attraction & Development

At Neometals we know that a diverse and inclusive workforce and culture will help us to achieve our vision.

Our diversity targets for the Board, senior management and workforce are detailed in our Diversity Policy. In FY24, our Board maintained 40% female representation among non-executives and 33% female representation among executive and non-executive positions combined.

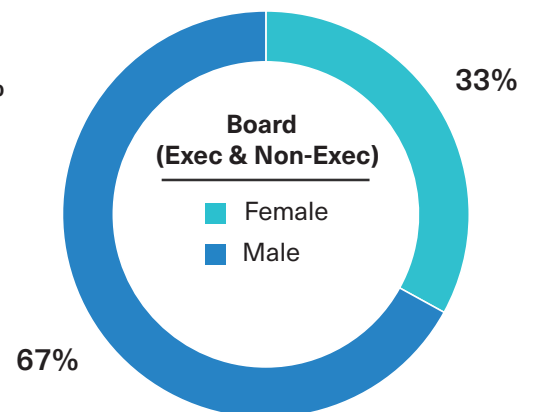
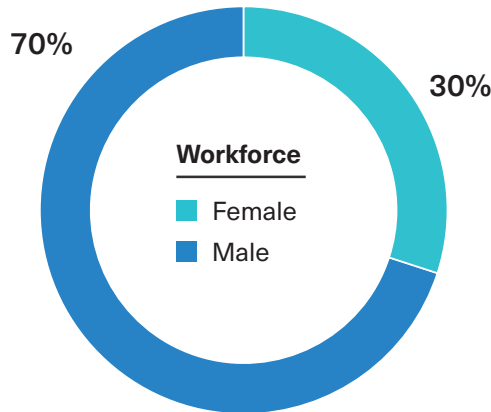
The training and development of our team continues to be a priority at Neometals. This year we invested \$54,000 in education and training to enhance the skills and professional development of our workforce. Employees receive regular performance reviews and career development reviews.

The continuous development and learning of our people are key to the success and innovation of our business. We encourage and assist employees to further their education with an education assistance policy which funds approved courses and time to study.



\$54K

on training and professional development



Case Study: Pablo Carabajal



“Pursuing a double degree in Masters of Science (Mineral and Energy Economics) and an MBA at Curtin University has been instrumental for my career in Finance and Accounting within Australia’s mining industry. The specialised course-work has provided me with essential skills for managing complex financial operations, project evaluations, and strategic financial planning in the mining sector. Courses on Mineral Finance, Resources Sector Finance, and Econometrics have enhanced my ability to analyse financial data and forecast market trends effectively.

I am particularly thankful to Neometals for their support, which was crucial in allowing me to complete my studies this year. This advanced educational background has significantly deepened my expertise and advanced my career in mining finance.”

Pablo Carabajal



ETHICS & ACCOUNTABILITY

Continually operate in an ethical and transparent manner

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 2024 (FY24) and the Corporate Governance Charter which can be found in the Corporate Governance section of our website at www.neometals.com.au.

Ethical Values

We believe that adopting and practising high standards of corporate governance is integral to our business values, our performance and the creation of long-term shareholder value. Neometals recorded no incidents of corruption of ethical business conduct in FY24.



74%

of Neometals employees undertook anti-corruption training*

*As of 30 June 2024

We have a suite of governance documents and policies that sets out our commitment to business integrity. Our Code of Conduct, together with our Values Statement, outlines our responsible conduct with stakeholders and employees. We also have policies in place to address specific areas of the business, including an Anti-Bribery and Corruption Policy, Whistleblower Policy, EESG Policy, Human Rights Policy, Modern Slavery Policy, Diversity & Inclusion Policy and Code of Conduct for Directors and Executives Policy. All policies are accessible through our Corporate Governance Statement on our website.

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 aspires to align 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.

Risk Management

Neometals has a strong risk management framework which is overseen 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 Management Policy guides risk assessment and is reviewed periodically to ensure its effectiveness and continuing relevance to operations.

We disclose in our Annual Report any potential material exposure to economic, environmental, social, or other sustainability risks.

Supply Chain Integrity

Neometals has diversified business units and projects that intersect across battery supply chains. We are committed to ensuring that working conditions in our supply chain are safe, fair and environmentally responsible. Although our projects and suppliers are based in lower-risk jurisdictions which are subject to robust environmental and social regulations, we require greater understanding of our suppliers and their activities in order to safeguard human rights and mitigate climate impacts.

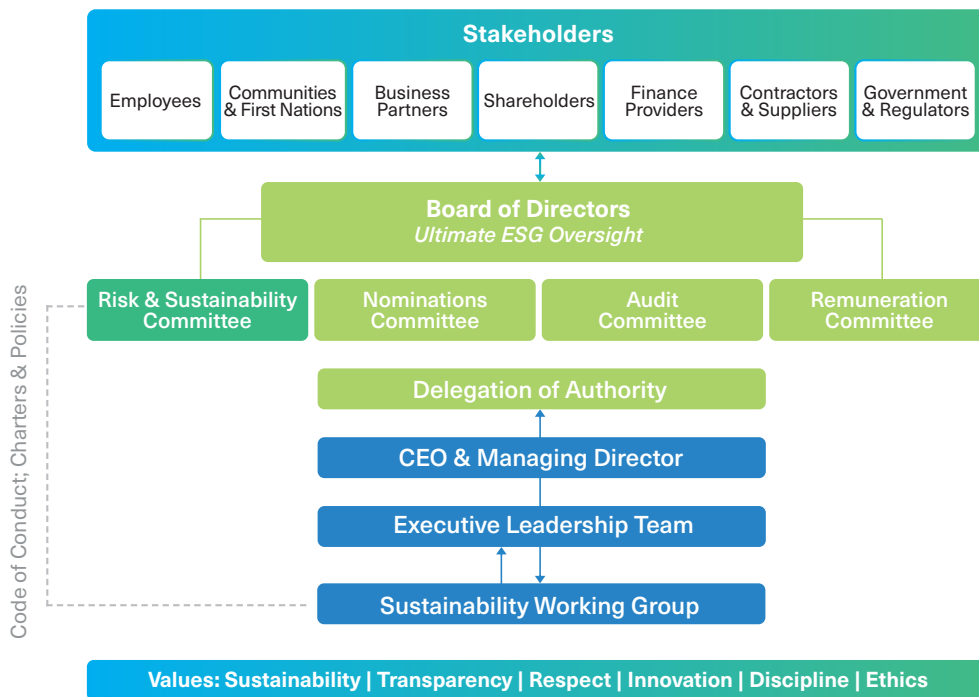
Supplier Engagement & Self-Assessment Program

In FY24, we commenced a supplier engagement program to improve our understanding of the responsible conduct and performance of our suppliers, ensuring that they comply 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.

The phased program saw the following activities completed in FY24:

- Supplier self-assessment questionnaire (SAQ) developed;
- Supplier risk and due diligence mapping and screening assessment exercise was undertaken using the Company's Tier 1 suppliers; and
- Human Rights and Modern Slavery training program was developed and delivered to all employees.

Sustainability Governance Structure Flow Chart



Policies: EESG; Environmental, Human Rights, Diversity, Workplace Health and Safety, Discrimination, Harassment and Bullying; Risk Management; Whistleblower; Anti-Bribery and Corruption.

Appendix

Please visit www.neometals.com.au and navigate to our ESG platform for the 2024 Neometals Sustainability Performance Data book and the GRI Reporting Index.

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

