



# Sustainability Policy

## Our Commitment to Responsible Growth

At Lionex Metals Group Pty Ltd, we are committed to conducting our business responsibly, transparently, and sustainably.

As an emerging exploration and development company advancing opportunities across Australia and Africa, we recognise that our success depends on creating lasting value while protecting people, the environment, and communities where we operate.

We believe sustainability is integral to achieving our long-term goal to evolve from a project generator to a respected mid-tier mining company that discovers, develops, and operates mineral assets responsibly.

### 1. Purpose

This policy outlines Lionex Metal's commitment to integrating sustainability principles into every aspect of our operations, from exploration and evaluation through to project development and future production.

Our approach is built on five core pillars: **Health & Safety, Environmental Stewardship, Community Engagement, Governance & Ethics, and Shared Value Creation.**

### 2. Scope

This policy applies to all Lionex Metals employees, contractors, suppliers, and joint venture partners.

It guides our actions across all regions of operation, including Australia and emerging exploration partnerships across Africa.

### 3. Our Commitments

#### 3.1. Health & Safety

We prioritise the wellbeing of our people above all else.

Lionex Metals promotes a Zero Harm culture and strives for continuous improvement in safety performance through:



- Proactive hazard identification and risk management;
- Regular training and competence development;
- Safe systems of work at all sites; and
- Open reporting and learning from incidents.

Our goal is simple - everyone goes home safe, every day.

### **3.2. Environmental Stewardship**

Lionex Metal is dedicated to protecting and preserving the natural environments where we work.

We aim to minimise our environmental footprint through:

- Use of low-impact exploration techniques;
- Compliance with environmental legislation and pursuit of continual improvement beyond compliance;
- Progressive rehabilitation and responsible land management;
- Efficient resource use and waste minimisation; and
- Integration of climate considerations into planning and project design.

We believe responsible exploration today enables sustainable development tomorrow.

### **3.3. Community Engagement**

We engage respectfully and collaboratively with local communities and stakeholders to ensure mutual benefit and shared prosperity.

Our approach includes:

- Early and transparent communication with affected communities;
- Local employment and procurement wherever possible;
- Support for skills development, education, and small business participation;
- Respect for cultural heritage and Indigenous rights; and
- Contributing to community-led initiatives that enhance long-term wellbeing.

Lionex Metals seeks to build trust and deliver meaningful social outcomes alongside economic value.



### **3.4. Governance & Ethics**

We uphold the highest standards of corporate governance and ethical conduct.

Our Board and management team provide strong oversight and accountability through:

- Transparent decision-making and disclosure;
- Zero tolerance for bribery, corruption, or conflicts of interest;
- Robust internal controls and independent auditing;
- A Whistleblower Policy and Code of Conduct to support integrity at all levels; and
- Alignment with the ASX Corporate Governance Principles and ICMM Sustainable Development Framework.

Ethical leadership is the cornerstone of sustainable growth.

### **3.5. Shared Value Creation**

Lionex Metal's sustainability approach extends beyond compliance; it is about creating long-term value for shareholders, employees, communities, and host nations.

We aim to:

- Develop projects that contribute to local and national economies;
- Partner with governments and industry to enhance capacity and innovation;
- Generate sustainable employment and social progress; and
- Balance financial discipline with social and environmental responsibility

## **4. Implementation & Oversight**

The Sustainability, Safety & Community Committee of the Board oversees the implementation of this policy and monitors performance against established environmental, social, and governance metrics.

Lionex Metals will:

- Integrate sustainability objectives into corporate and project planning;
- Conduct regular risk assessments and performance reviews;
- Provide transparent public reporting on ESG progress; and
- Require contractors and partners to uphold equivalent standards.



## **5. Continuous Improvement**

Lionex Metals is committed to continual improvement in sustainability performance.

This policy will be reviewed annually, or as required, to reflect operational changes, regulatory updates, and stakeholder expectations.

Feedback from employees, communities, and partners is encouraged as part of our ongoing learning process.

**Approved by:**

**Board of Directors**

**Lionex Metals Group Pty Ltd**

**Approval Date:** 7 October 2025

**Next Review:** 7 October 2026