

Climate Change Policy

1. Objective & Scope

We believe climate change is one of the greatest threats to our collective future, that requires bold thinking, collaborative effort, and concerted action to solve. This policy sets out Lepidico's commitment and effort towards achieving a low-carbon economy.

This Policy applies to all employees, directors, officers, contractors and consultants of Lepidico Ltd. and its subsidiaries

2. Commitment

We commit to:

- Reducing emissions from our operations by setting Group and Site targets for greenhouse gas emissions and energy use.
- Understanding and developing low emission product pathways by applying technology solutions and collaborating with our customers and suppliers on supply chain emission reductions.
- Integrate climate change considerations in our business development activities, capital allocation and operations.
- Engaging and collaborating with others (Academia, Governments, Industry) directly and indirectly on actions and solutions towards decarbonisation.
- Raising awareness with our employees, the communities where we operate, our customers, and all our stakeholders on our climate change commitments and activities.
- Report publicly on our performance in a transparent manner.

3. Roles and Responsibilities

The General Manager: Sustainability & Country Affairs is the official custodian of the Climate Change Policy and any query regarding the interpretation of this Policy should be directed to the General Manager: Sustainability & Country Affairs or his/her designate.

LEPIDICO LTD

ABN 99 008 894 442

ASX: LPD

4. Communication

This Policy will be brought to the attention of all employees and shared with contractors and sub-contractors as part of their onboarding.

5. Review

This Policy shall become effective from the date it is approved by the Board and will be reviewed from time to time to align with any change in legislation or best practices.

References

- a) Lepidico Sustainability Policy
- b) IRMA Standard
- c) IFC Performance Standard 3
- d) World Bank Group Environmental, Health and Safety Guidelines (EHS Guidelines) for Mining