



# ANNOUNCEMENT

23 September 2022



**Neometals**  
All the right elements

## ESG AND SUSTAINABILITY REPORT

Emerging sustainable battery materials producer, Neometals Ltd (ASX & AIM: NMT) (“**Neometals**” or “**the Company**”), is pleased to release its ESG and Sustainability Report covering the financial year ended 30 June 2022.

The Sustainability Report is also available on the Company’s website at: <https://www.neometals.com.au/esg/>

*Authorised on behalf of Neometals Ltd by Jason Carone, Company Secretary.*

### ENDS

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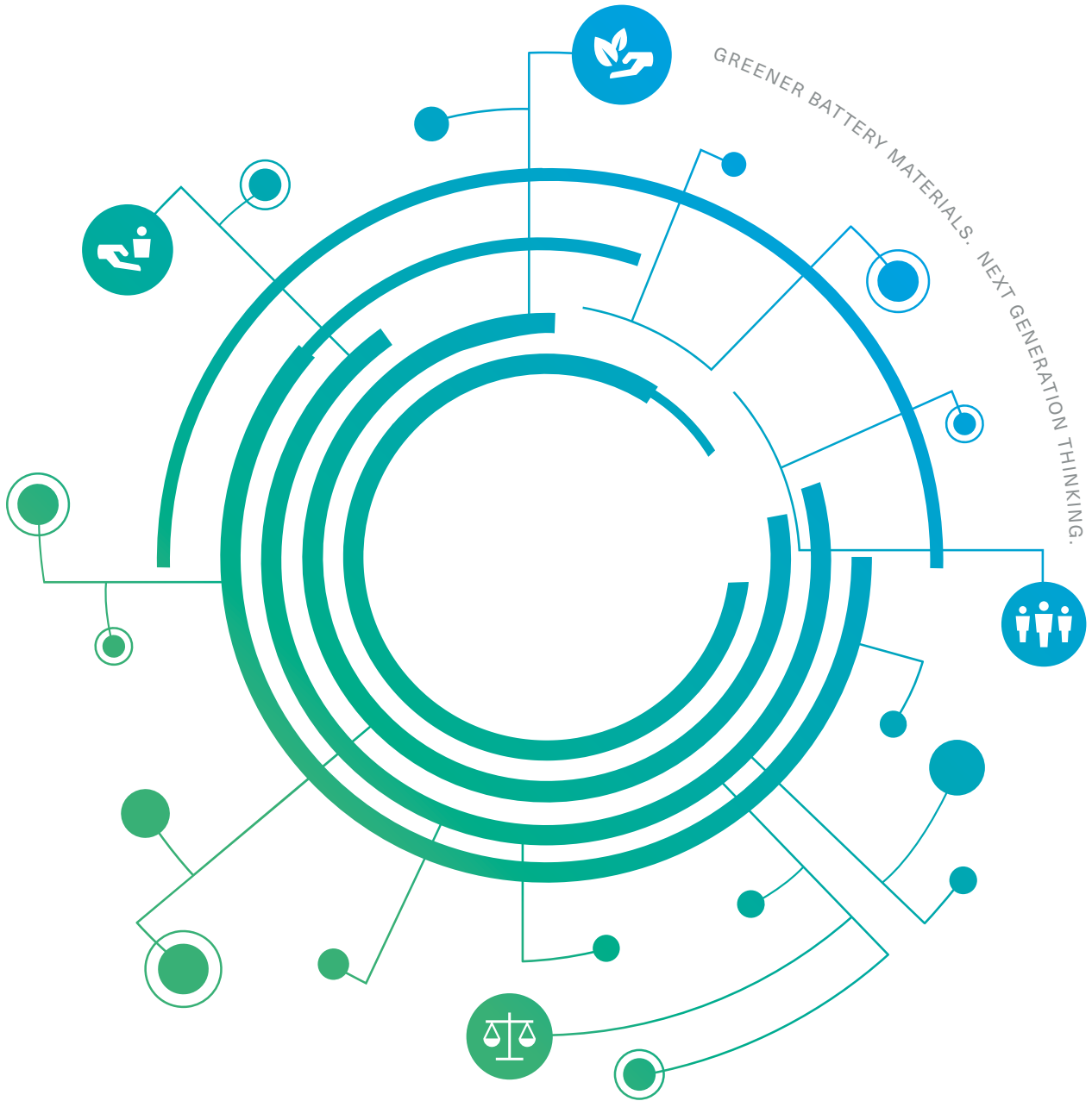
### About Neometals Ltd

Neometals’ focus is the continuous development and commercialisation of our proprietary innovative technologies with strong global partners to generate value through sustainable production of battery materials.

Decarbonisation, sustainability and resilient supply chains are the key challenges for the energy storage and electric vehicle supply chain. Our technologies, particularly those in battery materials recycling and recovery, reduce reliance on traditional mining and processing, and support circular economic principles.

Neometals has three core battery materials businesses commercialising proprietary, low-cost, low-carbon process technologies:

- Lithium-ion Battery (“**LIB**”) Recycling (50% equity)– to produce nickel, cobalt and lithium from production scrap and end-of-life LIBs in an incorporated JV with leading global plant builder SMS group. The Primobius JV is operating a commercial disposal service at its 10tpd Shredding ‘Spoke’ in Germany and is the recycling technology partner to Mercedes Benz. Primobius’ first 50tpd operation will be in partnership with Stelco in Canada is expected to reach investment decision in Dec 2022;
- Vanadium Recovery (earning 50% equity) – to produce high-purity vanadium pentoxide via processing of steelmaking by-product (“**Slag**”). Finalising evaluation studies on a 300,000tpa operation in Pori, Finland and a potential JV with Critical Metals, underpinned by a 2Mt, 10-year Slag supply agreement (together with potential availability of a further 1.1Mt) with leading Scandinavian steelmaker SSAB. Investment decision expected end Dec 2022. MOU with H2Green Steel for up to 4Mt of Slag underpins a potential second operation in Boden, Sweden; and
- Lithium Chemicals (earning 35% equity)– to produce battery quality lithium hydroxide from brine and/or hard-rock feedstocks using RAM’s patented ELI® electrolysis process. Co-funding pilot plant and evaluation studies on a 20,000tpa operation in Estarreja, Portugal in a 50:50 JV between RAM (70% NMT, 30% Mineral Resources Ltd) and Portugal’s largest chemical producer Bondalti Chemicals S.A. Investment decision expected Dec 2023.





#### Report information

This report provides an overview of Neometals' sustainability approach and performance for the 12-month reporting period from 1 July 2021 to 30 June 2022 (FY21-22) and was approved by Neometals' Board of Directors. It was prepared in accordance with the Global Reporting Initiative's Sustainability Reporting Standards: Core Option (GRI Standards). It covers Environmental, Social and Governance (ESG) and other sustainability topics most relevant to our business activities at this point in time. Emissions reporting relates 100% to source activities that are operated by Neometals or otherwise within the Company's operational control boundary, and percentage of equity share of joint venture arrangements. The report should be considered in conjunction with Neometals' FY21-22 Annual Report and other periodic and continuous disclosures lodged with the ASX and available on [neometals.com.au](https://www.neometals.com.au)

All monetary values are reported in Australian dollars (AUD).

#### 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 company called Primobius GmbH and a 70% equity interest in the incorporated joint venture 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.



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# 2021-22 highlights

55%

Increase in number of employees.

33%

Female representation on the Board.

\$150k

Spend on community contributions.

0&0

Zero lost time injuries and zero medical treatment injuries.

## Climate-risk evaluation

Climate-risk and opportunities evaluation in accordance with TCFD recommendations.

## Commercial operations approval

Recycling JV company, Primobius, received commercial operations permit approval to operate up to 10 tonnes per day recycling disposal service in Hilchenbach Germany.

## Carbon neutral

Achieved carbon neutrality with tree sequestration.



## A message from our CEO and Chairman

Neometals has had a transformative year with development advances, new business partners and commercial operations ramping up. The Company's strategic growth has helped to clearly delineate the four key pillars that underpin our 'sustainability' thinking – environmental care, ethics and accountability, people and community benefit.

**“We are a sustainable battery materials producer focused on circular economy. We support conservation of resources, decarbonisation and supply chain resilience.”**

– Chris Reed, CEO

Sustainability for Neometals includes efforts to reduce negative impacts on people and planet from its business operations, with key focus areas broken down into Environment, Social and Governance (ESG). There is broad consensus that the global economy uses more of the earth's resources annually than can be regenerated. Part of the remedy requires adoption of circular business models and supply chain practices, where economic activity is decoupled from the consumption of finite resources. Neometals embraces this approach.

At Neometals we look to design, plan and give effect to projects that extract the maximum value from limited resources as efficiently as possible with minimal waste. Sustainability is not just an aspiration for us, but rather, it is an integral part of our core business - we focus on products and services for a better

tomorrow. Recycling is a step in the right direction but a closed loop “source-produce-consume-reuse” supply chain outcome should be the ‘North Star’ to complement upstream mined mineral supply. Neometals actively supports that goal. During the year Neometals strategically redefined its ‘corporate purpose’ to concentrate its endeavours more closely on sustainable production of battery materials.

The Company remains adaptable to change, maintains the view that rigour around ESG performance supports business resilience and strives to keep improving year on year on its sustainability goals.

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



A handwritten signature in black ink, appearing to read 'S. Cole'.

Steven Cole  
Chairman



A handwritten signature in black ink, appearing to read 'C Reed'.

Chris Reed  
Managing Director

# At a glance

## Our purpose

To consistently generate value through sustainable production of battery materials.

## Our values

Our six core values underpin all the Company's activities and are reflected in the acronym STRIDE.



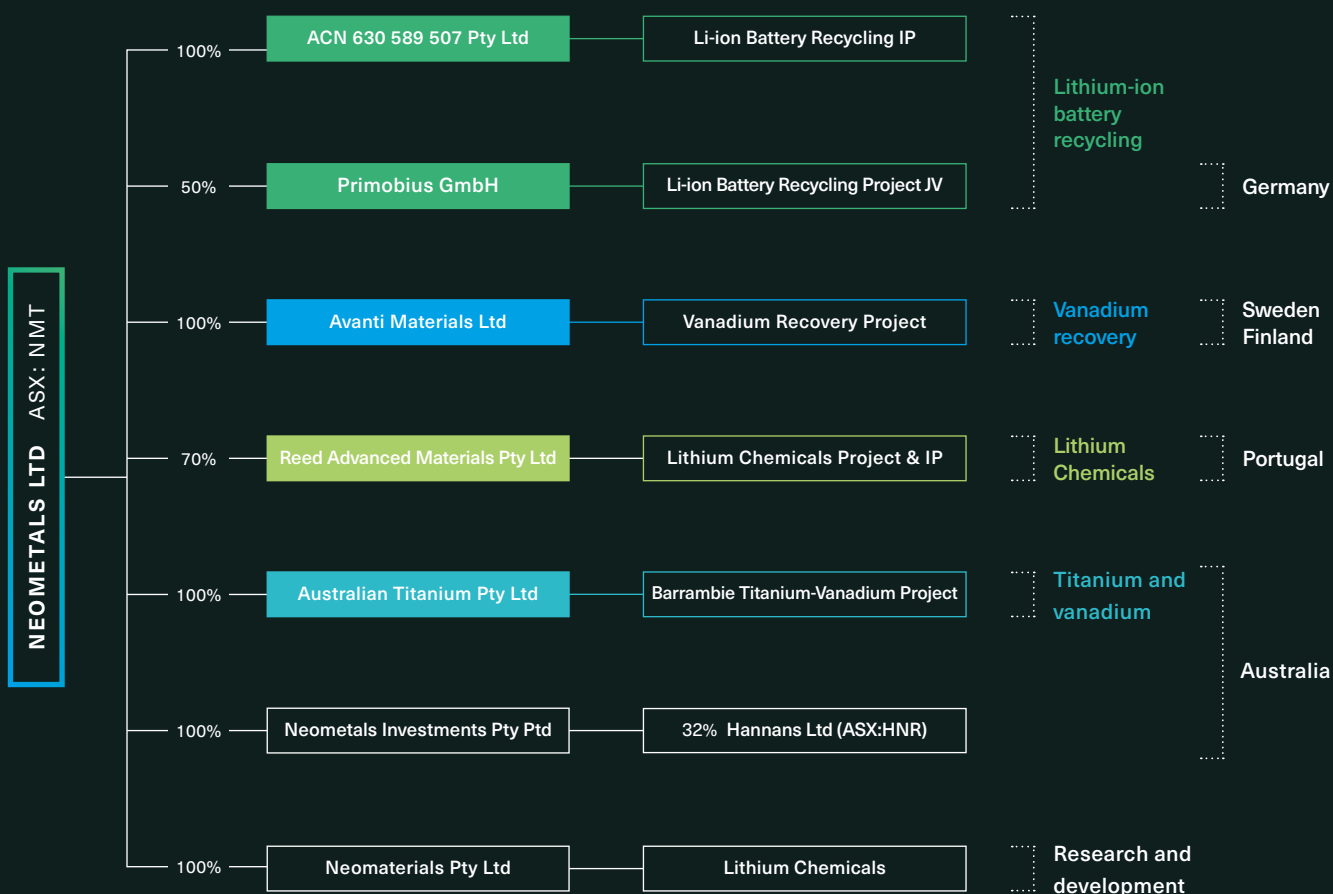
### Who we are

Neometals Ltd ('Neometals' or the 'Company') is an emerging, sustainable battery materials producer. Our strategic focus is the continuous development and innovative commercialisation of our proprietary technologies to achieve our Purpose in collaboration with strong global partners.

Decarbonisation, and sustainable and resilient supply chains are the key challenges for the

energy storage and electric vehicle (EV) supply chain. Neometals believes that the demand for environmentally friendly and ethically sourced battery materials will continue to grow with energy storage being the key enabler for energy 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





# Our projects

Neometals has three core battery materials businesses that commercialise proprietary, low-cost, low-carbon process technologies.

## Lithium-ion Battery Recycling



### 50% equity

- To produce nickel, cobalt and lithium from production scrap and end-of-life lithium-ion batteries in an incorporated JV (50% equity) with leading global plant builder, SMS group
- The Primobius JV commence operations at up to 10 tonnes per day (tpd) shredding and beneficiation plant in Germany following receipt of operating permit
- Selected as technology partner by Mercedes Benz

## Vanadium Recovery



### Earning 50% equity

- To produce high-purity vanadium pentoxide via processing of steelmaking by-product ("slag")
- Finalising evaluation studies on a 300,000 tonnes per annum (tpa) operation in Pori, Finland, and potential JV with Critical Metals
- Project is underpinned by a 2 million tonne (Mt), 10-year slag supply agreement with leading Scandinavian steelmaker, SSAB
- MOU with H2Green Steel for up to 4Mt of slag underpins a potential second, operation in Boden, Sweden

## Lithium Chemicals



### Earning 35% equity

- To produce lithium hydroxide from brine and/or hard rock feedstocks using our ELi® electrolysis process
- Co-funding pilot plant and evaluation studies on a 25,000 tpa operation in Estrarreja, Portugal
- Potential JV with technology co-owner Mineral Resources Ltd and Portugal's largest chemical producer, Bondalti Chemicals S.A.

## Where we operate

Our three core battery materials businesses have activities with a geographic footprint in Europe and North America. Details on each business unit can be found on the Neometals website: [neometals.com.au](https://neometals.com.au)



# Key facts

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\$496.3m

Market capitalisation at end of reporting period.

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\$0m

Debt for reporting period:  
Not material.

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\$25.1m

Expenses for reporting period.

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\$131m

Assets (at end of reporting period).

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\$4.4m

Liabilities (at end of reporting period).

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\$60.2m

Available cash (net of debt at end of reporting period).



**Securities exchange listings on ASX, AIM, US OTC and various German bourses.**



# Our stakeholders

As a publicly listed company, we interact with a wide range of stakeholders through a variety of communication channels.

Engagement with stakeholders (including shareholders; employees; contractors; suppliers; customers; governments and regulators; business partners; local communities and Indigenous peoples), develops our mutual understanding of interests, and concerns, and improves our

relationship. We strive for regular, active, and honest dialogue with all our stakeholders. A summary of our key stakeholders and nature of our interactions are provided in the table. It should be noted that sustainability is an area of interest for all stakeholders.

Specific stakeholders	Stakeholders' area of interests	Nature of our interactions with our stakeholders
<b>Business partners (e.g., joint ventures; suppliers)</b>	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)
<b>Employees</b>	Training and development programs; job security; workplace health, safety, wellbeing; business strategy	Continuous engagement
<b>Shareholders</b>	Financial performance; governance; risk management; business strategy; financial performance; future business plans	ASX announcements and reports; Annual General Meetings; correspondence (via phone, email, mailings); website; social media; conference presentations
<b>Finance providers</b>	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
<b>First Nations peoples</b>	Preserving cultural heritage; land use; governance; environmental impacts and performance; social investment; employment	One-on-one and community meetings; correspondence (via phone, email, mailings); cultural surveys and mapping
<b>Local communities (incl. landholders, pastoralists, land users, neighbours, local businesses)</b>	Environmental impacts and performance; permitting activities; social investment; transparency; employment	One-on-one and community meetings; correspondence (via phone, email, mailings)
<b>Government and regulatory agencies</b>	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
<b>Media (incl. print, radio, social media, conferences, podcasts)</b>	Financial related queries; business strategy; future business plans; ASX announcements	ASX releases; media releases; interviews; conference presentations
<b>Academic institutions and researchers</b>	Research and development, scholarships, consortia-based collaboration with other industry participants	Meetings and correspondence as required; research; collaboration
<b>Industry participants and associations</b>	Research and development; business strategy; financial performance; future business plans	Meetings and correspondence as required; collaboration; conferences

# Our sustainability approach

**Sustainability objective:** Neometals is committed to optimising finite resources with circular practices to benefit society and the environment for a sustainable future.

We are growing our three core business units globally with, amongst other things, commercial lithium-ion battery (LIB) recycling operations underway in Germany, a site secured in Finland for the Vanadium Recovery Project (VRP1) and bench and pilot scale trials for the Bondalti lithium chemical project underway in Portugal. We are also targeting a near term investment decision for a JV on a LIB recycling operation in North America.

In doing so, we recognise that new projects generated from our technologies 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. The framework reflects our projects, key environmental, social, governance and other sustainability risks, external frameworks, and regulatory governance.

## Sustainability pillars



### 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.



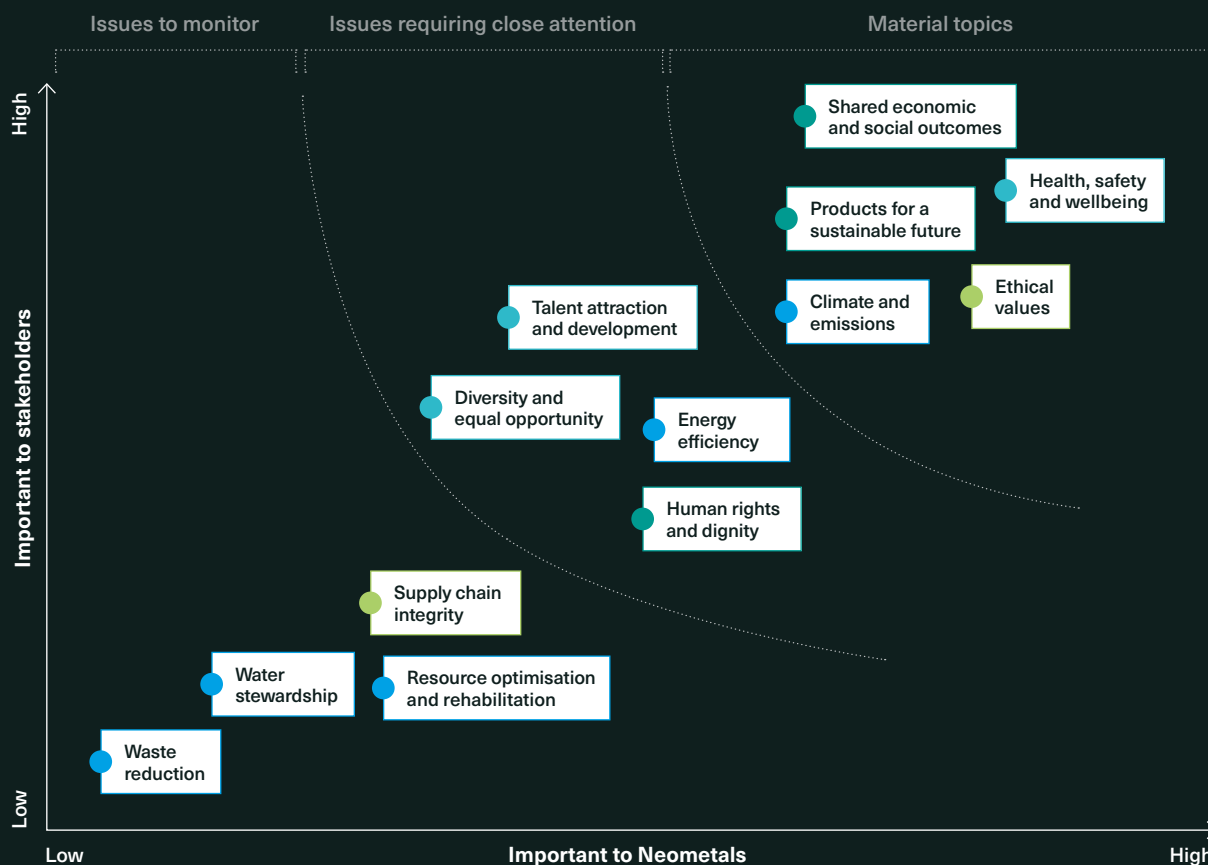
## Our material topics

Neometals evaluates all potential business opportunities against our purpose and sustainability objective. Sustainability is a key consideration in the Neometals Opportunity Assessment Framework. During the initial assessment, potential new projects are assessed against specific sustainability measures before being considered against remaining evaluation criteria.

We conduct a materiality assessment each year to determine which sustainability topics are important to our

business and our stakeholders. The material topics are identified using the process defined in the global standard, GRI 3: Material Topics (2021). Acknowledging that material issues do not remain steady, the Neometals sustainability working group reviewed and built on the comprehensive materiality assessment conducted in FY20-21. The FY21-22 process also considered internal and external stakeholder consultation, and a review of current and emerging sustainability matters to identify a list of contemporary sustainability topics relevant to the Company. Topics were evaluated and prioritised to ensure alignment with the Neometals purpose and strategic focus areas. We plan to refresh the full materiality assessment every two years or when substantial operational changes occur in the business.

For the most part our topics remain largely consistent with FY20-21, some topics were amalgamated and only two topics increased in relevance. Key material topics were prioritised and organised under each sustainability pillar. Additional topics were prioritised based on employee and stakeholder feedback.





## Voluntary commitments

Neometals' voluntary commitments reflect our values and support the Company's engagement at a national and international level with stakeholders from business, government, the United Nations (UN) and society in general.

### United Nations Sustainable Development Goals

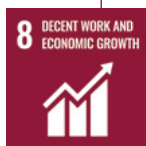
Neometals acknowledges the need for collaboration towards solving the challenges currently facing the world and recognises the 17 SDGs as a means of maximising collective impact. We aspire to help improve the world and support the SDGs blueprint for the betterment of society. We take active measures to contribute meaningfully to the SDGs highlighted in the images.



SDG6 – Designing closed water circuits in our processing plants eliminates release of untreated wastewater and increases water-use efficiency, recycling and reuse of water in our processes.



SDG7 – Eco-friendly recycling and recovery of battery materials, together with innovative and sustainable processing to generate ethically sourced raw materials to support the manufacture of new batteries and other products and the energy transition more broadly.



SDG 8 - Circular processes and business models, including recycling and recovery, support economic growth while reducing the need for virgin materials, mining and non-localised transport.



SDG 12 – Maximising circular practices to:

- reduce disposal of spent batteries to landfill and inefficient recycling;
- remediating steel manufacturing by-products while producing critical metals with a net zero carbon footprint; and
- producing lithium chemicals more efficiently with a lower carbon footprint to support domestic supply chain resilience.



SDG 17 – Proactive partner in all aspects of its recycling, recovery, downstream processing, and circular economy projects. This includes research, customer collaboration, JV models for development, construction and value-creation for local communities and regions.

### United Nations Global Compact

Since 2020, Neometals has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption.

#### WE SUPPORT



### Taskforce on Climate-related Financial Disclosures

At Neometals, we recognise that climate change is one of the most important global challenges and support the Financial Stability Board's Taskforce on Climate-related Financial Disclosures (TCFD) recommendations. We are committed to understanding and proactively managing the impact of climate-related transitional and physical risks to our business, the environment, and communities in which we operate. Our approach is aligned with the TCFD recommendations.

### Key memberships

- European Battery Alliance
- European Raw Materials Alliance
- European Battery Recycling Association
- Australian Battery Recycling Initiative
- Initiative for Responsible Mining Assurance
- Association of Mining and Exploration Companies
- Commonwealth Scientific and Industrial Research Organisation
- German Australian Business Council

## Review of FY20-21 sustainability targets

In FY20-21, Neometals established the first series of targets to guide our work and ensure the best practice management of our material sustainability matters. Below is a summary of our performance in FY21-22 against these targets.

★ Achieved    🚩 Positive progress    👁 Further focus required

### Pillar: Environmental Care



Topic	Target	Progress in FY21-22	
<b>Emissions, climate and waste</b>	Undertake/update lifecycle assessment (LCA) measurements for recycling using demonstration plant data and VRP1 pilot at minimum	LCA scopes of work finalised, assessments in progress	🚩
	Adopt 2 TCFD strategy recommendations with Board Climate Risk Workshop to identify risks and assessment impacts on business	Climate change risk workshop conducted and strategy recommendations adopted <a href="#">Further information</a>	★
<b>Energy efficiency</b>	Continue building on preliminary LCA for VRP1 and LIB recycling projects as new data comes to hand via trials and evaluation studies	LCA scopes of work finalised, assessments in progress	🚩
<b>Resource optimisation and rehabilitation</b>	Barrambie concentrate that is below target specification will be returned to site and used in bulk extraction rehabilitation efforts	Material below target specification returned to site and used in rehabilitation efforts	★
<b>Water management</b>	Systems design and engineering will account for recovery of water from rainfall and snow melt for use in the processing circuit	Infrastructure design considers closed water circuit <a href="#">Further information</a>	★

### Pillar: Community benefit



Topic	Target	Progress in FY21-22	
<b>Shared economic and social outcomes</b>	Increase total amount of positive economic contributions made from FY20-21 over goods and service payments, taxes and dividends	\$25.7m contribution Further information: <a href="https://www.neometals.com.au">neometals.com.au</a>	★
<b>Products for a sustainable future</b>	Increase investment in research and development by 10%	\$1.5m spend on research and development Further information: <a href="https://www.neometals.com.au">neometals.com.au</a>	🚩
<b>Taxes and royalties contribution</b>	Increase transparency of tax disclosures by segmenting the total tax paid into specific numbers for each different type of tax paid	\$0.6m paid in tax Further information: <a href="https://www.neometals.com.au">neometals.com.au</a>	★

## Pillar: People



Topic	Target	Progress in FY21-22	
<b>Health, safety and wellbeing</b>	Zero material workplace injuries or illness	No material workplace injuries or illness	★
<b>Employment opportunity</b>	Provide opportunity for staff to participate in volunteering opportunities	114 total volunteer hours contributed to worthy causes	★
<b>Diversity and equal opportunity</b>	Maintain or better a ratio of 30% of female non-executive directors at Board	33% female representation on Board <a href="#">Further information</a>	★
<b>Training and education</b>	Staff accountable for management of climate risk to undertake climate related financial disclosure and risk training	ESG Manager appointed, climate risk workshop held Jan 2022 <a href="#">Further information</a>	★
	Establish Board and management committees responsible for ESG oversight pursuant to requirements of TCFD	Board Risk and Sustainability Committee, together with sustainability working group established <a href="#">Further information</a>	★
	All staff to be trained on ESG related policies	100% staff received training	★
	Annual health and safety training program	Matrix developed on compulsory company-wide training including health and safety <a href="#">Further information</a>	👁️
	All staff to receive at least 10 hours of training per annum	On average staff received 11 hours of training per annum	★

## Pillar: Ethics and accountability



Topic	Target	Progress in FY21-22	
<b>Ethical values</b>	All staff receive anti-bribery and corruption training	97% of staff trained	🚩
<b>Transparent and accountable governance</b>	Adoption of internal EESG Policy	Policy ratified by the Board in Sept 2021	★
<b>Stakeholder respect and engagement</b>	Support/partner with at least 1 local community organisation for each of the 3 projects: Barrambie, VRP, LIB Recycling	Providing support to scholar from the community in the Midwest region of Western Australia (MADALAH Scholarship; Barrambie Project) <a href="#">Further information</a>	👁️
<b>Supply chain integrity</b>	Implement supply chain traceability procedure for one of the projects	Initial discussions commenced	👁️
	Develop supplier code of conduct	<a href="#">Further information</a>	👁️

### Strategic sustainability goals

An updated set of sustainability goals were developed during FY21-22 taking into account:

- the objective of each sustainability pillar;
- the internal consideration of our sustainability strategy, material topics and the Company performance in each of these areas;
- the current project composition and maturity of the Company; and
- the strategic direction of the Company.

This analysis resulted in the following goals and targets to drive continual improvement in our sustainability performance. Actions undertaken to achieve the objective and goals will be reported in the following years with specific targets revised and updated as our operating context evolves.

### Pillar: Community benefit



**OBJECTIVE: Create shared value**

**Goals and targets**

All community and social investment assessed using the social investment strategy

Increase volunteering activities and number of volunteering hours annually

Promote sustainability through education, partnerships, and climate resiliency programs

### Pillar: People



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

**Goals and targets**

Develop sustainable human capital strategy and promote wellbeing:

- At least 90% of employees complete mandatory training
- Invest in training and skills development programs
- Develop employee engagement opportunities, including employee-driven community initiatives

Zero fatalities or permanent disabilities

LTIFR below comparable industry best practice benchmarks

### Pillar: Environmental Care



**OBJECTIVE: Minimise negative impacts on people and the planet**

**Goals and targets**

Continued visibility/identification of climate-related risks and opportunities in accordance with TCFD recommendations:

- Year 2 risk identification and mitigation
- Year 3 scenario analysis
- Year 4 scope 3 analysis

Continued reduction of material inputs and outputs:

- Achieve water neutrality in our operations, prioritising water-scarce project locations
- Update LCAs regularly to identify areas of improvement and opportunities for operational CO<sub>2</sub> savings

### Pillar: Ethics and accountability



**OBJECTIVE: Continually operate in an ethical and transparent manner**

**Goals and targets**

Continued compliance with corporate governance principals and recommendations

Continual improvement in our sustainability performance:

- Obtain an ESG rating
- Maintain or exceed 30% female representation on Board of Directors

Pursue building responsible business practices for a sustainable value chain:

- Develop supplier code of conduct

Strive to be a leader in responsible provision of products needed for a circular economy:

- Partner with supply chain traceability firm



# Environmental care

## Minimise negative impact on people and the planet

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Neometals takes all appropriate measures to manage and mitigate the physical risks and environmental impacts that may arise from our activities. Through our Environmental Policy, we are committed to developing, maintaining, and improving standards and practices to meet our environmental responsibilities. Environmental respect and care are the responsibility of everyone who works for, contracts with, or does business with us.

Neometals designs projects in an environmentally responsible way. Specifically, projects need to satisfy sustainability selection criteria when being considered. Once development commences, ongoing LCAs are used to determine footprint hotspots where improvements in design can be made, this includes water, emissions, energy, and waste. It allows the Company to continually optimise its designs and business models.

## 0&0

No regulatory violations or fines. No material significant environmental incidents.



### Resource optimisation and rehabilitation

The planet's resources are finite. If we are to sustain the long-term future of society, we must extract the maximum value from limited resources as efficiently as possible. Over recent years, Neometals has strategically transitioned away from upstream mineral extraction and is firmly an emerging sustainable producer of battery materials. We target feed sources of already mined materials to apply proprietary green technologies to recycle, recover and process downstream. The Neometals technologies are producing multiple projects that all support a central theme towards decarbonisation and the energy transition. More specifically, we aim to reduce global virgin resource consumption in the electric vehicle and energy storage sectors by supplying recycled and recovered materials and supporting the circular economy.

Neometals explores options through research and development to value add and use more sustainable materials and processes in the generation of its products. Traceability is front of mind. Our projects are strengthened by the notion of using what we need, reducing waste and making the most of all our resources. Company research and development is

driven by the principles of sustainable development and enhanced customer value, such as demand for resource-saving material production methods, energy-efficient materials, or non-conflict metals.

In FY21-22 we kept our environmental footprint to a minimum at our legacy upstream minerals project, the Barrambie Titanium and Vanadium ('Barrambie') Project, by constructing the pilot beneficiation plant at the former Menzies State Battery site near Sandstone in Western Australia. All test pit and groundwater monitoring bore sump locations were backfilled and rehabilitated.

Additionally, the commercial LIB recycling plant in Germany is located within an existing industrial area, and the Vanadium Recovery Project 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.

## 2,099GJ

Total energy consumption

## Climate change and emissions

### Emissions

The conservation of natural resources and climate change are two of the biggest challenges facing the global community. Despite no current engagement in any significant emissions-intensive activities, greenhouse gas (GHG) emissions are a material topic for Neometals, and we wish to play our part to limit global warming. During FY21-22 we have maintained our net zero carbon footprint, by offsetting our emissions through an accredited emissions reduction project – the reforestation of the Yarra Yarra Biodiversity Corridor in Western Australia - with Carbon Neutral. This Corridor is the largest biodiverse reforestation carbon sink in Australia and the project simultaneously delivers environmental, economic, social and heritage co-benefits.

Aside from our offices in Perth, in FY21-22 our GHG emissions were largely attributed to two sets of activities, the LIB recycling demonstration plant in Germany which ran trials through the year and increased its capacity for small scale commercial operations, and the construction and commissioning of the pilot beneficiation plant for the Barrambie Project in Western Australia (operated 71 days between Dec 2021 and Jun 2022).

It is predicted our total Scope 1 and Scope 2 emissions will likely increase as our operating context evolves and matures, but it is our aim to limit (and reduce) emissions and improve efficiencies in our operations. For example, the Vanadium Recovery Technology was designed to use carbon dioxide generated by nearby industrial emitters as a reagent that

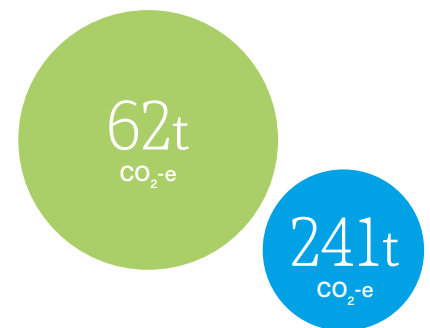
will be mechanically trapped in saleable by-product. Additionally, at the LIB recycling demonstration facility, iterative trials and optimisation work continues to evolve our designs to reduce emissions. This includes innovative thinking on equipment to reduce input energy required to run the plant and re-directing energy from cell discharge to complement energy requirements to run the larger SMS group Hilchenbach operation. Further work is also underway to identify areas within our various projects to reduce GHG emissions by utilising the outcomes from ongoing LCAs.

Our emissions are generated from the use of electricity, heat and power for production processes and facilities, and transportation. We use standard methodologies to calculate our Scope 1 and Scope 2 GHG emissions, including direct measurements of energy consumed by source, calculations based on site-specific data, and calculations based on published criteria (including emissions factors and global warming potential). We used a combination of operational/financial control and equity share in our approach methodology accounting for GHG emissions per guidance of the GHG Protocol Corporate Accounting and Reporting Standard. In general, we report our emissions and energy consumption under the country of operation's regulations and policies. For example, in Australia we use the methodology under the National Greenhouse and Energy Reporting Act 2007.

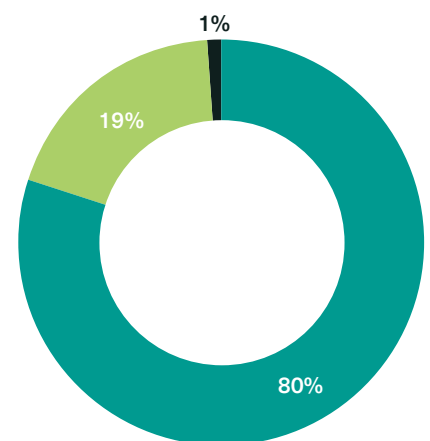
### Climate change

Neometals is committed to understanding and proactively managing the impact of climate-related transitional and physical risks to our business as well as the environment and the communities in which we operate. We support

the intent of the Paris Agreement to limit global warming to less than 1.5°C relative to pre-industrial levels, and the position expressed by the Intergovernmental Panel on Climate Change (IPCC). Our EESG Policy sets a commitment to continuous improvement including adherence to the TCFD framework and our commitments to climate change.



Total Scope 1: Total Scope 2



Source of GHG emissions

- Electricity
- Diesel
- Petrol



We aligned our approach with the TCFD framework over a four-year period (timeline is operational growth dependent) in FY20-21. By the very nature of our business, we are well positioned to contribute to global decarbonisation, and to minimise transitional risks. Climate-related risks and opportunities are also considered in the annual strategic business planning workshop.

In FY21-22 we commenced mitigation of climate-related risk by considering governance, strategy, risk mitigation and measures as recognised in the TCFD to better understand, manage, and report on risks and opportunities climate change may have on the business. New projects need to satisfy sustainability selection criteria, which includes climate change considerations, before they are considered further. We applied the TCFD recommendations and assessed our transitional and physical climate-related risks and opportunities that may impact our reputation, market, regulatory exposure, or financial outcomes. Climate-related issues were identified as short (annual), medium (2-5 years) and/or long term (5-10 years) risks and rated according to the Neometals' Risk Matrix.

Physical climate risks are assessed and managed by our project teams to account for the individual operating context. For example, physical risks associated with climate change were assessed as part of the Vanadium Recovery Project environmental impact assessment. Transitional risks are identified by the Board and the sustainability working group via monitoring of trends across markets, industry, and governments. Specialist consultants, Futureproof, were engaged to support the Board on the TCFD framework and progress on climate-related risks and opportunities.

Key climate-related risks and opportunities that could materially affect our performance and future are noted in the table below. No physical risks have been identified as having material impact on the carrying value or cost of our project sites.

Classification	Risks, opportunities, and impacts	Transitional/physical risk or opportunity	Time horizon
<b>Policy and legal</b>	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	Transitional	
<b>Technology</b>	Low growth in technology for a decarbonised future resulting in increased commodity and share price impacts	Transitional	
<b>Products and services</b>	Corporate strategy alignment with changing stakeholder behaviours and expectations towards circular economy and decarbonisation, enables: <ul style="list-style-type: none"> <li>• talent attraction</li> <li>• business opportunities</li> </ul>	Opportunity	
<b>Markets</b>	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)	Opportunity	
<b>Markets</b>	Neometals' business model alignment with increased investor and stakeholder sustainability expectations resulting in financial capital attraction	Opportunity	

Short term    Medium term    Long term

Climate-related risks are incorporated into the Company's overall risk management processes (documented in the business risk register) and are reported to the Board through the Risk and Sustainability Committee. Given Neometals' technologies underpin projects that support decarbonisation and the energy transition, climate change is considered as part of the any new project selection process and backed through LCAs.

As the Company's operating context evolves and matures, climate-related risks and opportunities will be reviewed, revised and updated. We are in the process of formalising our climate-related risk scenario analysis based on different climate-related scenarios including 1.5°C and higher. The outcome of this work will support Neometals in analysing the financial implications of climate change, developing representative targets and goals, and transitioning to a lower-carbon economy.

## Water stewardship

Water is a precious shared resource within the communities we operate. It is an essential part of our projects, the ecosystem, and a basic human right. Increasing expectations for clean, potable water is a well-documented concern for many of our stakeholders. Water is a necessary input in all our projects, and 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. Projects are designed to eliminate release of hazardous chemicals and materials to the water environment. We manage all necessary water discharges in accordance with local standards and regulations. Sanitary wastewater is discharged to municipal sewers and wastewater treatment plants.

## Waste reduction

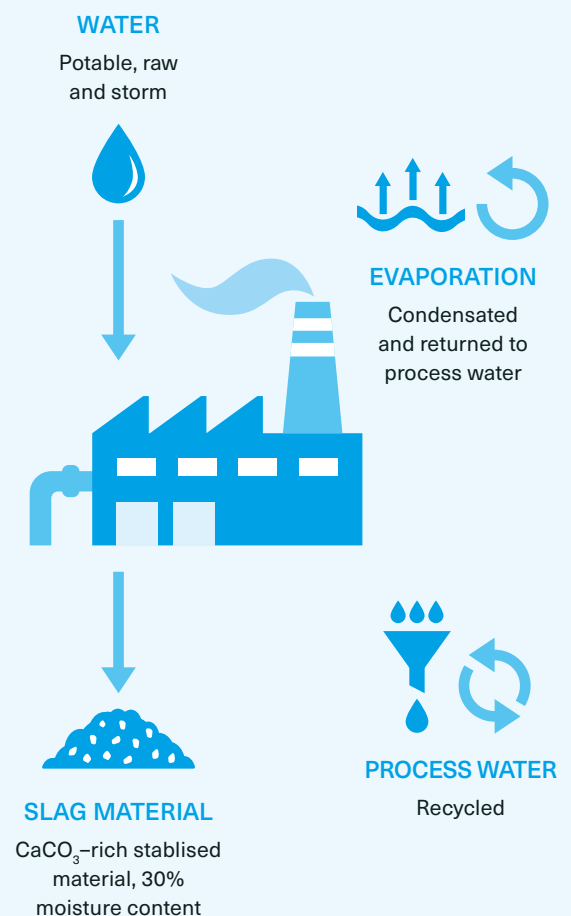
We aim to minimise waste through process flowsheet design. This ensures any potential waste originating from our projects is limited to the extent possible, correctly separated into the various waste streams, and reused and recycled where possible. Neometals' processing technologies are designed to be safe and environmentally friendly, and all target elimination of waste that is hazardous or require disposal. Non-hazardous waste streams such as cardboard, glass and plastic will be recycled, and general household waste diverted to landfill.

As our operational context evolves, we will continue to embed the three principles of circular economy namely, eliminate or minimize waste and pollution, extend the useful life of products and materials and regenerate nature in our business.

## CASE STUDY

### Water recycling: Vanadium Recovery Project

The Vanadium Recovery Technology was designed with water saving borne in mind. The result is a process that is 'water negative' – i.e. the process plant is consuming, and not discharging water. Raw water is still required to compensate for the water lost in the process, but all process wastewater is recycled. The only water leaving the process is sequestered into a key by-product (calcium carbonate rich stabilised slag material or SSM) and lost through evaporation.



## CASE STUDY

## Primobius LIB recycling plant electricity power supply supplement

The recycling system established at SMS group's Hilchenbach facility enables Primobius to reduce input energy required to run the plant by re-directing energy from cell discharge to complement the existing energy requirements. Prior to the Stage 1 – Shredding and Sorting Spoke the electric vehicle battery modules require

dismantling into individual cells and the residual charge removed. This is done by removing the control system and discharging any residual charge in the batteries in custom-made fireproof cabins. During discharge, the electrical energy is fed back into the SMS group facility grid ensuring no power is lost.

## PARTNER REFLECTIONS

## Q&A with Mercedes-Benz

— *Elke Pußkeiler, Head of Supply Chain Management Mercedes-Benz Cars*

Mercedes-Benz is pursuing a clear goal with a view to conserving resources: a maximum circular economy for all raw materials used. In addition to circular design and value retention, Mercedes-Benz is equally focused on recycling. Sustainable battery recycling is a key factor in this. With a view to the future return of lithium-ion battery systems from Mercedes-EQ vehicles, the company announced in March the expansion of its global battery recycling strategy including the build-up of its own battery recycling plant in Germany, based on hydrometallurgy. For the conceptual design and construction of the facilities, LICULAR GmbH, as a wholly owned subsidiary of Mercedes-Benz AG, cooperates with the technology partner Primobius, which as a joint venture of the German mechanical engineering company SMS group and the Australian project developer Neometals. Together the companies are increasing the recycling rate to more than 96 percent and are taking a decisive step toward closing the recycling loop in e-mobility.

### How important is ESG/Circular economy to your business?

Mercedes-Benz has anchored the sustainability of its products and their production as a fixed component in its sustainable business strategy. The company sees it as its goal to enhance the circularity of its products and to create a closed and sustainable material cycle to reduce the consumption of resources. Mercedes-Benz has set itself the target of increasing the share of secondary raw materials in its car fleet to an average of 40 per cent by 2030.

### Does your internal partner/project selection process consider ESG credentials and how relevant was this in your consideration regarding working with Neometals?

Through our "Ambition 2039", Mercedes-Benz wants to offer a CO<sub>2</sub> neutral new car fleet in less than 20 years. In doing so, we are taking into account the entire value chain, including our partners and suppliers. That's because our supplier network plays a crucial role in the attainment of the climate-protection goals. Therefore, we will establish CO<sub>2</sub> targets as one key criteria in making supplier decisions and contracts across all major commodities in the future.

### Does this project align with your ESG goals and what is the key outcome targeted?

Mercedes-Benz intends to go all-electric until the end of this decade, where market conditions allow, and aims to cut its carbon footprint per passenger car by more than half by 2030 compared with 2020 levels. To achieve this goal, the key levers include: electrifying the vehicle fleet, charging with green energy, improving battery technology, an extensive use of recycled materials and renewable energy in production. Our Kuppenheim project is intended to set standards in terms of battery recycling from an ecological point of view: the process design of the patented hydrometallurgy with recovery rates of more than 96 percent is expected to allow a holistic circular economy of battery materials.



# Community benefit

## Create shared value

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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.



**\$25.1m**

Spent on goods and services.

**Human rights and dignity**

Neometals recognises and respects people’s human rights, cultural heritage, and the connection that First Nations have to land, waters and the environment. We seek to work together to build respectful and constructive relationships with First Nations in Australia and around the world. We also recognise we have the potential to impact human rights directly through our operations and indirectly through our relationships with partners, contractors, and suppliers. As our operations evolve, we will work 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.

We are guided by our Code of Conduct as well as several specific complementary policies with human rights as their focus including those addressing Indigenous, Modern Slavery, Workplace Health and Safety, Diversity and Privacy: [neometals.com.au](http://neometals.com.au)

Despite our relatively modest company size, and the various developmental stages of our projects, we strive to:

- identify, prevent, and mitigate negative human rights impacts through human rights reviews or impact assessments of our operations;
- implement specialised training that enables our employees to address human rights in the course of their work; and
- integrate human rights criteria into screening processes of our supply chain.

**Shared economic and social outcomes**

During the reporting year, we defined our social investment strategy to focus on improving quality-of-life and societal benefits in alignment with Neometals’ core values which underpin the acronym STRIDE.

To achieve STRIDE in social investment, the Company will look to forge innovative and sustainable partnerships with our suppliers, governments, community groups, industry leaders, education providers, technology partners and NGOs spanning our four sustainability pillars.

Our social investment and community contributions in FY21-22 largely focussed on Australia, i.e. the location of our headquarters. Given the Company’s business model, in-country community social investment actions will become more defined as partnerships are formed.

**FY21-22 Community contributions**

Type	Contribution (\$)	Partner/beneficiary
Scholarships	\$53,000	<ul style="list-style-type: none"> <li>• MADALAH Secondary Scholarship</li> <li>• Moorditj Yorga Scholarship (Curtin University)</li> <li>• Michael Spratt Scholarship (Curtin University)</li> <li>• Peter Collins Scholarship (Curtin University)</li> </ul>
Key sponsorships and donations	\$97,000	<ul style="list-style-type: none"> <li>• Foodbank WA</li> <li>• Variety Club of WA</li> <li>• Royal Flying Doctor Services</li> <li>• Classroom of Hope</li> <li>• Ability Centre Australasia</li> <li>• Lions Club Germany</li> <li>• Perth Rotary Club</li> <li>• St Vincent de Paul Society</li> </ul>
Employee volunteering	In kind – employee time (114 hrs total)	<ul style="list-style-type: none"> <li>• Foodbank WA</li> </ul>

We create direct and indirect economic contributions to countries and communities where we operate. We are committed to open and transparent reporting of our contributions to local, national, and international economies.

Neometals supported the Lions Club Germany in providing food, medicine and other much needed goods to the Ukraine.

CASE STUDY



## Moorditj Yorga Scholarship Program

Neometals is proud to be a sponsor of the Moorditj Yorga Scholarship Program at Curtin University, Western Australia. This scholarship supports mature-aged Aboriginal and Torres Strait Islander women – who may feel the promise of higher education has passed them by – to enter university, pass their studies and receive mentoring as they transition into their careers. The program provides holistic support for students to receive an annual stipend for up to five years, support from a dedicated Moorditj Yorga Coordinator and individualised, structured mentoring in the final year of study.

Aunty Trish Hill-Wall, a Wadandi Elder from the South West of Western Australia and Moorditj Yorga Coordinator, welcomes all scholarship recipients to the University,

provides wrap-around pastoral care for students to feel welcome, safe and connected to their cultural home (the Centre for Aboriginal Studies), and to their academic home (their School). Aunty Trish helps students overcome cultural barriers and supports each yorga on her own path to success.

We are excited to be a part of the student’s journey over the coming years as they progress through their course and can return to their communities as strong leaders and role models.

**‘Moorditj yorga’ means ‘strong woman’ in the Nyungar language of Western Australia’s South West.**



## Products for a sustainable future

With the global push for decarbonisation comes a need for more natural resources, specifically critical metals and materials. These materials are vital for renewable energy and energy storage but are subject to increased supply and availability risks. Management of these risks along with their complex value chains requires forward-thinking solutions. Our diversified portfolio encompasses materials across the energy storage supply chain. Each of

our business units are globally relevant and directly and indirectly support a sustainable future.

The Company's core projects will generate valuable materials without upstream mining and extraction risks, are a strategic source of green and ethical non-mined battery materials, are aligned with the global drive to reduce GHG emissions and will contribute to circular and closed-loop economies.

## PARTNER REFLECTIONS

### Q&A with Bondalti

#### How important is ESG/circular economy to your business?

Bondalti is focused on the needs of the present without compromising future generations. It pursues this purpose through three pillars: Competitiveness and growth; Decarbonisation, circularity and responsibility; Well-being, talent and community.

For Bondalti, participating in the transition to a neutral impact society is not an option, but a requirement. It intends to achieve climate neutrality through the implementation of its Climate Transition Program, the first stage of which has been successfully adopted for the Industrial Chemicals business in 2020.

Committed to the sustainability journey, Bondalti subscribes to and applies various environmental, social and government (ESG) guidelines, which are based on: (i) Responsible Care initiative of the global chemical industry, (ii) United Nations Sustainable Development Goals and (iii) BCSD Portugal Charter of Principles.

#### Does your internal partner/project selection process consider ESG credentials and how relevant was this in your consideration regarding working with RAM?

In order to ensure that its suppliers and partners are equally aligned with Bondalti's, the Company has started implementing its Code of Conduct for Suppliers, which establishes the main guidelines on the themes of Environment, Safety and Health, Human and Labour Rights, and Ethics and Governance. Bondalti expects its suppliers to recognise and act in accordance with the contents of this Code.

In addition, Bondalti is developing an ESG criteria analysis tool which will make it possible to measure and consider the ESG impact as part of the decision-making process (go vs. no go) for projects, partnerships and investments to be implemented.

#### How does this lithium hydroxide project align with your ESG goals and what is the key outcome targeted?

Bondalti is an expert in electrolysis technology, being the largest Iberian producer in terms of installed capacity. This refinery would be the first commercial operation to use RAM's ELi® process, which radically reduces the need for reagents, operating costs, and capital. The flexibility of the process allows the domestic production of lithium chemical compounds from the conversion of European raw materials and imported brine concentrates, ensuring an ethical and resilient local lithium supply chain for the electric car battery industry.

To support its aim to lead decarbonisation, the Company has defined a Climate Transition Programme where it targets mitigation of its environmental impacts, offsetting CO<sub>2</sub> emissions and protecting the local environment with the objective to reach carbon-neutral intensity by 2030.

Additionally, this project will also bring benefits at the social (S) and governance (G) levels, through the creation of decent jobs and ethical and transparent management.





# People

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

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We know that we need human capital to achieve our purpose. Further we recognise that showing our people respect, treating them fairly and fostering their development is in line with our core values STRIDE.





In FY21-22 the Company created 11 new roles, growing to 31 employees, and representing an increase of 55% from FY20-21. As we continue to grow, we are committed to ensuring that we maintain an environment where all employees are valued and supported to fulfil their potential.

## 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, partners and visitors have a fundamental right to a healthy and safe working environment. We want our people to enjoy coming to work. As an employer, we are committed to:

- compliance with all relevant legislative, statutory and other requirements;
- providing adequate training and supervision that is consistent with job requirements to ensure our people can perform their work in a safe manner;
- ensuring safe, effective systems of work to prevent all occupational injuries and illness, and to avoid accidental damage or loss to equipment and materials;
- embedding a health and safety risk management system based on continuous improvement aimed at the elimination of work-related

injury and illness in all processes, procedures and the way we manage our work;

- setting an example of leadership at all levels of management, and hold managers, supervisors and employees accountable for their performance; and
- fostering a positive safety culture with open communication with employees and interested parties to actively participate in the continuous improvement of our safety performance.

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 undertaken 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. Incidents and accidents (including near misses) and new emerging risks are reported immediately. A copy of our Workplace Health and Safety Policy can be found at [neometals.com.au](https://www.neometals.com.au)



We believe all employees, contractors, partners and visitors have a fundamental right to a healthy and safe working environment.

0

Material adverse occupational health or injury incidences.

33%

Female representation on the Board.

55%

Increase in number of employees.

11

New roles created to support our growth.

11

Nationalities represented in the workforce

A key focus in FY21-22 was the development of an employee wellbeing program which seeks to deliver informative and participative initiatives focussed upon four key pillars – physical health, mental health, community and environment.

## Diversity and equal opportunity

At Neometals we know that a diverse workforce and inclusive culture will help us to achieve our purpose. 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 deliver sustainable battery materials.

Neometals has achieved all gender diversity targets set for the FY21-22 period:

- Whilst there were no new appointments made, our Board through one departure achieved 40% female representation among non-executives and 33% female representation among executive and non-executive combined.
- There was one new executive appointment made within the reporting period; this was made to a female with the appropriate skills and attributes.
- Overall in our business, 46% of all new appointments made in the reporting period were female (well above the 33% threshold). This has seen female representation grow to 32%, up 2% from FY20-21.

These targets will be retained for the FY23 reporting period and will prove an important driver as we pursue growth in specialist areas across our business.

Neometals is committed to achieving an inclusive environment, free from any form of harassment, abuse, or threats. There were no employee complaints or grievances in the reporting period.

## Talent attraction and development

Neometals is in development and expansion phases for its key projects. It is expected that the number of our employees will increase significantly 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 is key to our success. Similarly, we want to be an employer of choice and attract, develop, and retain talented and engaged employees. To support individual development, employees are encouraged to perform a skills-mapping exercise to proactively manage both their job (technical) and durable skills development, and to identify any professional certifications and other external training programs they would benefit from.

To support competency management, an internal matrix was developed to ensure employees receive a standard set of company-wide training sessions on topics including, but not limited to, onboarding, respectful workplace, IT security, anti-bribery and corruption, health, safety and wellbeing, and our Code of Conduct.

Given the importance of our LIB recycling business unit and the epicentre of operations currently being in Germany, German language classes are being taken by key employees working in this field.

Rather than adopting a rigid annual employee performance review process, in FY21-22 we embraced a more flexible and continuous strategic cycle with ongoing monitoring, feedback, and communication throughout the year. In the coming year, we are looking to formalise this process.

**“Being able to attract, retain and motivate employees from the widest possible pool of talent in a competitive labour market is one of the many benefits of workplace diversity and inclusion.”**

— Louise Watson,  
HR/OHS Advisor



## Ethics and accountability

Continually operate in an ethical and transparent manner

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Neometals is committed to maintaining open and transparent communications with governments, regulatory agencies, and 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.

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# O&O&O

**No incidents of discrimination.  
No corrective actions required.  
No grievance incidences.**



## Ethical values

Our core values include Ethics and Transparency. The Company is 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, Conflict of Interest Protocol and updated Anti-bribery and Corruption Policy. Neometals assesses the risk of corruption when doing business and ensures alignment of ethical values in this area with business partners. 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.

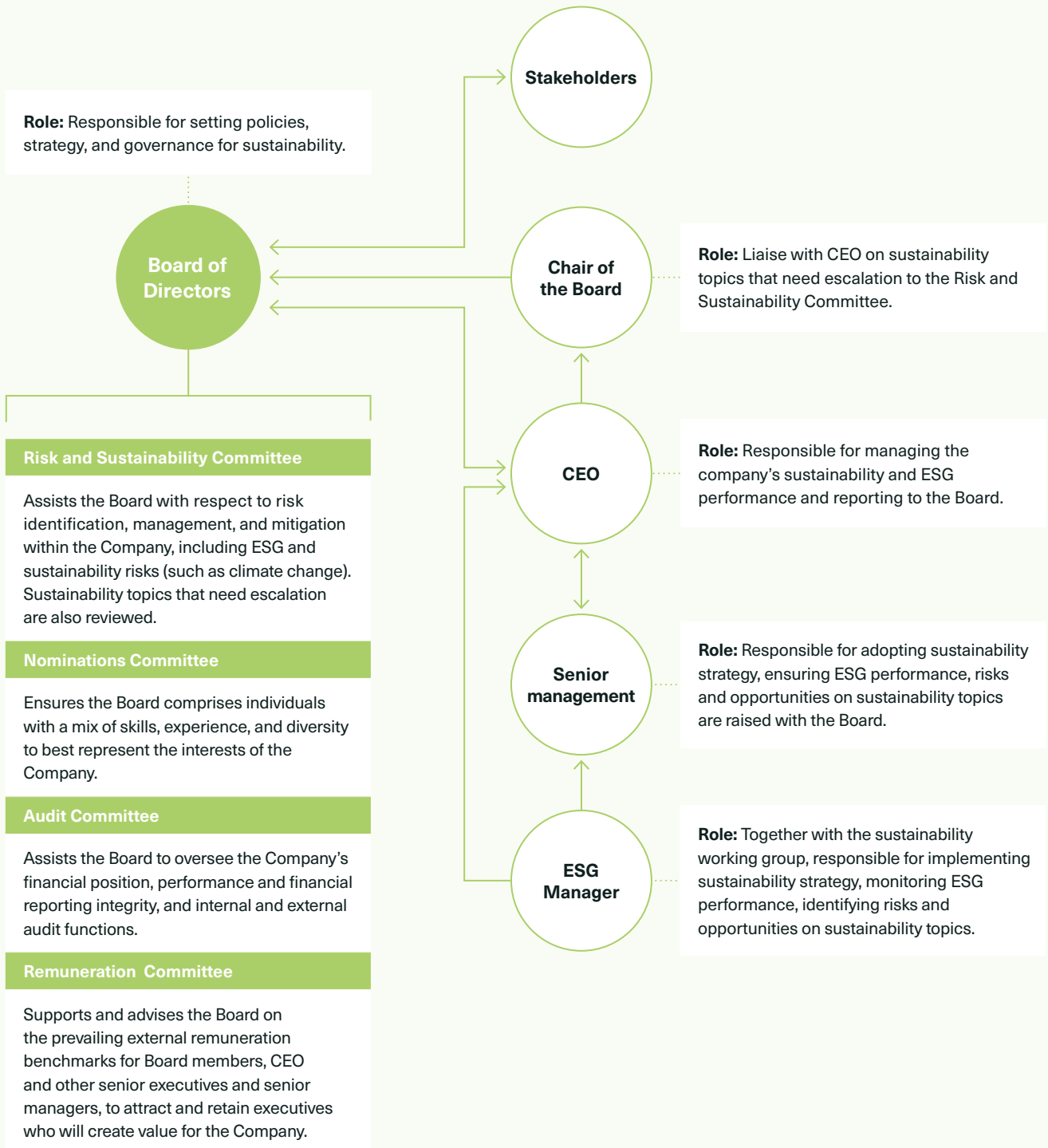
## Transparent and accountable governance

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 2022 (FY21-22) and the Corporate Governance Charter which can be found in the Corporate Governance section of our website.

In FY21-22, Neometals incorporated sustainability into the Board Risk Committee. 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. Incentives to address climate-related risks have also been included in the CEO/Managing Director's key performance targets. Supported by the management team, the Board oversees performance, reporting and compliance relating to health, safety, environment, community, and human capital.

**Corporate Governance  
Statement available at:  
[neometals.com.au](https://neometals.com.au)**

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



## 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 any material exposure 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 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. Our Annual Report is available at [neometals.com.au](https://www.neometals.com.au)

## Supply chain integrity

Neometals has a diversified range of business units and projects that intersect across the electric vehicle and energy storage supply chains. The Company's ability to participate in these varied supply chains has inherent risks. We do not trigger the reporting threshold under the Modern Slavery Act 2018 (Australia) or the Modern Slavery Act 2015 (United Kingdom), but we recognise modern



slavery as a global concern and are committed to developing processes to identify and remove possible modern slavery risks to our business.

To fight against pressing issues like human rights abuses and climate change, we will continue to work with suppliers who share our commitment. Our existing projects are located in lower-risk jurisdictions and we take comfort that our suppliers' business conduct is aligned with robust environmental and social legislation and regulations. However, as Neometals' operating context evolves, we require greater understanding of our suppliers and their activities (including joint venture partners) and must ensure that they adhere to

the same rigorous expectations for responsible business practices as those in place at Neometals. We are partnering with a leading sustainable supply chain traceability provider on one of our projects to be able to track battery materials, their GHG emissions and sustainability credentials upstream and downstream. In conjunction, Neometals will commence a supplier due diligence process, that includes risk screening of our suppliers (and customers), integration of risk-based decision criteria to determine where further assessment or monitoring is required, and the development of a supplier code of conduct.

# Appendices

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**A. Performance data**

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**B. Global Reporting Initiative (GRI)  
disclosures index & Sustainability  
Accounting Standards Board (SASB)  
reporting standards index**

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**C. Taskforce for Climate-Related  
Financial Disclosures (TCFD) index**



## Appendix A: Performance data

Ethics and accountability are fundamental to our sustainability strategy. We report in line with international standards and guiding principles.

Emissions accounting are reported according to 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

	Metric	FY19-20	FY20-21	FY21-22
<b>Environmental compliance and incidents</b>				
Significant environmental incidents	Number	0	0	0
Environmental fines and prosecutions	Number	0	0	0
Value of environmental fines and prosecutions	A\$	0	0	0
Significant oil or chemical spills	Number	0	0	0

### Energy and emissions\*

<b>Energy use</b>				
Total energy use	GJ	3,083	3,200	2,099
<b>Primary source of energy used</b>				
Electricity	Percentage	-	27%	58%
Diesel	Percentage	-	53%	39%
Petrol	Percentage	-	-	3%
Natural gas	Percentage	-	20%	0%
<b>Total</b>	<b>Percentage</b>	<b>-</b>	<b>100%</b>	<b>100%</b>
<b>Energy use by country presence</b>				
Australia	GJ	-	1,984	1,378
Germany	GJ	-	306	721
Canada	GJ	-	910	-
<b>Total</b>	<b>GJ</b>	<b>-</b>	<b>3,200</b>	<b>2,099</b>
<b>Greenhouse gas (GHG) emissions</b>				
Scope 1 - direct emissions	tonnes CO <sub>2</sub> -e	89	150	62
Scope 2 - indirect emissions	tonnes CO <sub>2</sub> -e	290	104	241
<b>Total</b>	<b>tonnes CO<sub>2</sub>-e</b>	<b>379</b>	<b>254</b>	<b>303</b>
<b>GHG emissions per country presence</b>				
Australia	tonnes CO <sub>2</sub> -e	-	172	157
Germany	tonnes CO <sub>2</sub> -e	-	52	146
Canada	tonnes CO <sub>2</sub> -e	-	30	-
<b>Total</b>	<b>tonnes CO<sub>2</sub>-e</b>	<b>-</b>	<b>254</b>	<b>303</b>
<b>Sources of GHG emissions</b>				
Electricity	Percentage	-	41%	80%
Diesel	Percentage	-	47%	19%

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

	Metric	FY19-20	FY20-21	FY21-22
Petrol	Percentage	-	-	1%
Natural gas	Percentage	-	12%	0%
<b>Total</b>	<b>Percentage</b>	<b>-</b>	<b>100%</b>	<b>100%</b>

\*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.

## Biodiversity and land

<b>Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas</b>				
Australia	Number	-	-	0
Europe	Number	-	-	0
<b>Land footprint per country presence</b>				
<b>Land disturbed during reporting period:</b>				
Western Australia	Hectares	5.5	1.0	0.7
<b>Land rehabilitated during reporting period:</b>				
Western Australia*	Hectares	0	0	0
<b>Total land disturbed and not yet rehabilitated:</b>				
Western Australia	Hectares	5.5	6.5	7.2

\*As classified by the Government of Western Australia Department of Mines, Industry Regulation and Safety.

## Water stewardship

<b>Water withdrawal (use)</b>				
Surface water	Megalitres	-	-	0
Groundwater	Megalitres	-	-	0.8
Seawater	Megalitres	-	-	0
Third party water	Megalitres	-	-	8.9
<b>Total</b>	<b>Megalitres</b>	<b>-</b>	<b>-</b>	<b>9.7</b>
<b>Water discharge</b>				
Surface water	Megalitres	-	-	0.8
Groundwater	Megalitres	-	-	0
Seawater	Megalitres	-	-	0
Third party water	Megalitres	-	-	0.1
<b>Total</b>	<b>Megalitres</b>	<b>-</b>	<b>-</b>	<b>0.9</b>
<b>Total water use</b>				
Water consumption	Megalitres	-	-	8.9
Water reused/recycled	Megalitres	-	-	8.9

Some figures may vary due to rounding.

## Waste management

<b>Waste management</b>				
Total amount of non-hazardous waste directed to disposal (Barrambie Project)	Tonnes	-	-	1.5
Total amounts of overburden, rock, tailings, and sludges (Barrambie Project)	Tonnes	-	14	420

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

## Social performance

### People

	Metric	Gender	Age group		
			Under 30	30-50	Over 50
<b>Workforce by employment type and gender</b>					
Employee headcount	Count	Women	1	5	4
	Count	Men	1	14	6
Employee headcount	Percentage	Women	3%	16%	13%
	Percentage	Men	3%	45%	19%
Permanent - Full time	Count	Women	1	3	4
	Count	Men	1	12	5
Permanent - Part time	Count	Women	0	2	0
	Count	Men	0	2	1
Temporary (incl. contractors and casual)	Count	Women	0	2	0
	Count	Men	1	1	1
<b>Total workforce (excl. contractors and casuals)</b>	<b>Count</b>	<b>31</b>			

	Metric	FY19-20		FY20-21		FY21-22	
		Women	Men	Women	Men	Women	Men
<b>Workforce gender diversity by level</b>							
Board (incl. CEO/MD)	Count	2	5	2	5	2	4
	Percentage	29%	71%	29%	71%	33%	67%
Leadership (excl. CEO/MD)	Count	0	3	0	3	1	3
	Percentage	0%	100%	0%	100%	25%	75%
Managers	Count	2	9	2	7	3	10
	Percentage	18%	82%	22%	78%	23%	77%
Professional/operational support	Count	4	1	4	3	6	7
	Percentage	80%	20%	57%	43%	46%	54%
<b>Total workforce (excl. Directors, contractors and casuals)</b>	<b>Count</b>	<b>6</b>	<b>14</b>	<b>6</b>	<b>14</b>	<b>10</b>	<b>21</b>
	<b>Percentage</b>	<b>30%</b>	<b>70%</b>	<b>30%</b>	<b>70%</b>	<b>32%</b>	<b>68%</b>

In FY21 we erroneously over-reported female representation by one female employee. This has been corrected in the FY21-22 report.

	Metric	Gender	FY19-20			FY20-21			FY21-22		
			Under 30	30-50	Over 50	Under 30	30-50	Over 50	Under 30	30-50	Over 50
<b>Employee hires and turnover</b>											
New starters	Count	Women	0	0	1	0	0	0	1	4	1
		Men	1	2	1	0	1	1	1	6	0
Departures	Count	Women	0	0	0	0	0	0	2	0	0
		Men	0	0	0	0	1	1	0	0	0
Turnover	Rate		0%			10%			10%		
Growth	Rate		33%			0%			55%		

	Metric	FY19-20	FY20-21	FY21-22
<b>Employee parental leave</b>				
Employees that took parental leave during FY21-22	Count	-	-	0
Employees who returned from parental leave during FY21-22	Count	-	-	0
<b>Training</b>				
Amount spent on training	A\$	-	-	\$33,300
Average per employee	Hours	-	-	11
<b>Total hours</b>	<b>Hours</b>	-	-	<b>346</b>
<b>Performance reviews</b>				
Employees receiving regular performance reviews and career development reviews	Percentage	-	100	100

## Health and safety

<b>Safety performance*</b>				
Fatalities	Number	0	0	0
Total Recordable Injury Frequency Rate (TRIFR)	Rate	23.6	0	0
Lost Time Injuries (LTI)	Number	1	0	0
Lost Time Injury Frequency Rate (LTIFR)	Rate	23.6	0	0
Medical Treatment Injuries (MTI)	Number	1	0	0
First aid and minor injuries leading to restricted work	Number	0	0	0
Safety fines and prosecutions	Number	0	0	0

\*All values reported include employees and contractors working under Neometals' operational control  
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

<b>Health performance</b>				
Workplace fatalities from health incidents (employees and contractors)	Number	0	0	0
Confirmed occupational illness cases (employees and contractors)	Number	0	0	0

## Communities and economic contribution

<b>Social incidents and complaints</b>				
Total community complaints	Number	0	0	0
Total social incidents (incl. violations of rights of Indigenous Peoples)	Number	0	0	0
<b>Social investment</b>				
Community investment and charitable giving	A\$ million	0.25	0.19	0.15
<b>Economic contribution</b>				
Market capitalisation	A\$ million	87.1	261.8	496.3
Revenue	A\$ million	0.0	0.0	0.0
Government and other paid and payable (taxes, rents and rates)	A\$ million	0.5	5.5	0.7
Dividend payments to shareholders	A\$ million	10.9	0.0	0.0
Payments to suppliers for purchase of goods and services (incl. capital expenditure)	A\$ million	18.7	13.0	25.1
Wages, salaries and benefits	A\$ million	5.0	5.5	7.6

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

## Governance performance

<b>Business conduct and compliance</b>	<b>Metric</b>	<b>FY19-20</b>	<b>FY20-21</b>	<b>FY21-22</b>
<b>Ethics and compliance training</b>				
Employees that received anti-bribery and corruption training	Percentage	0	0	97%
<b>Business conduct</b>				
Confirmed incidents of corruption	Number	0	0	0
Confirmed incidents of corruption where employees were dismissed	Number	0	0	0
Confirmed incidents of corruption resulting in termination or non-renewal of contracts with business partners	Number	0	0	0
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust	Number	0	0	0
Operations assessed for risks related to corruption	Number	5	5	5
	Percentage	100%	100%	100%

# Global Reporting Initiative (GRI) Standards Index

Neometals have applied the reporting principles of the GRI Universal Standards 2021, relevant topic standards and the G4 Sector Disclosures for Mining and Metals 2013 (relating to Barrambie Project only).

GRI disclosures standards	Disclosure title	Response
<b>General Disclosures 2021</b>		
2-1	Organisational details	FY21-22 Sustainability Report - At a glance ( <a href="#">page 4</a> )
2-2	Entities included in organisations sustainability reporting	FY21-22 Sustainability Report - At a glance ( <a href="#">page 4</a> ) 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 2021 - 30 June 2022
2-4	Restatements of info	Nil
2-5	External assurance	At present, Neometals' Sustainability Report is not externally assured. The Sustainability Report is presented to the Executive to review and recommendation to the Board for approval
2-6	Activities, value chain and other business relationships	FY21-22 Sustainability Report; FY21-22 Annual Report <a href="http://neometals.com.au">neometals.com.au</a>
2-7	Employees	FY21-22 Sustainability Report - Appendix A Performance Data
2-8	Workers who are not employees	FY21-22 Sustainability Report - Appendix A Performance Data
2-9	Governance structure and composition	FY21-22 Annual Report - Board of Directors and Committees; FY21-22 Corporate Governance Statement
2-10	Nomination and selection of the highest governance body	FY21-22 Annual Report - Board of Directors and Committees; FY21-22 Corporate Governance Statement
2-11	Chair of the highest governance body	FY21-22 Annual Report - Directors' report
2-12	Role of the highest governance body in overseeing the management of impacts	FY21-22 Annual Report - Directors' report; FY21-22 Sustainability Report - Transparent and accountable governance ( <a href="#">page 34</a> )
2-13	Delegation of responsibility for managing impacts	FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> )
2-14	Role of highest governance body in sustainability reporting	FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> ); FY21-22 Sustainability Report - Transparent and accountable governance ( <a href="#">page 34</a> )
2-15	Conflicts of interest	Corporate Governance Charter
2-16	Communication of critical concerns	FY21-22 Annual Report - Directors' report. There are no critical concerns from our stakeholders related to our ethics, human rights, the environment or communities.
2-17	Collective knowledge of the highest governance body	FY21-22 Annual Report - Directors' Report
2-18	Evaluation of the performance of the highest governance body	FY21-22 Annual Report - Remuneration report
2-19	Remuneration policies	FY21-22 Annual Report - Remuneration report; Remuneration Policy
2-20	Process to determine remuneration	FY21-22 Annual Report - Remuneration report; Remuneration Policy
2-21	Annual total compensation ratio	FY21-22 Annual Report - Remuneration report
2-22	Statement on sustainable development strategy	FY21-22 Sustainability Report - Our sustainability approach ( <a href="#">page 12</a> )
2-23	Policy commitments	Corporate Governance Charter

GRI disclosures standards	Disclosure title	Response
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.
2-25	Processes to remediate negative impacts	Neometals do not currently have a standard grievance mechanism. Complaints are directed through our website or directly to the CFO. Any complaint or grievance are taken seriously and investigated, and reported to the Board if significant. Neometals will look to establishing a company appropriate grievance mechanism in the future as our operating context evolves.
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy
2-27	Compliance with laws and regulations	FY21-22 Annual Report - Directors' report; FY21-22 Sustainability Report - Appendix A Performance Data
2-28	Membership associations	FY21-22 Sustainability Report - Key memberships ( <a href="#">page 15</a> )
2-29	Approach to stakeholder engagement	FY21-22 Sustainability Report - Our stakeholders ( <a href="#">page 10</a> )
<b>Material Topics 2021</b>		
3-1	Process to determine material topics	FY21-22 Sustainability Report - Our material topics ( <a href="#">page 13</a> )
3-2	List of material topics	FY21-22 Sustainability Report - Our material topics ( <a href="#">page 13</a> )
3-3	Management of material topics	Approach to management of material topics are described under each material topic in the FY21-22 Sustainability Report.
<b>Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	FY21-22 Sustainability Report - Appendix A Performance Data; FY21-22 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	FY21-22 Sustainability Report - Climate change and emissions ( <a href="#">page 21</a> )
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	Nil
<b>Indirect Economic Impacts 2016</b>		
203-1	Infrastructure investments and services supported	FY21-22 Sustainability Report - Appendix A Performance Data
203-2	Significant indirect economic impacts	Neometals does not currently record this information.
<b>Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	Neometals does not currently disclose this information. It is addressed generally through the Risk and Sustainability Committee.
205-2	Communication and training about anti-corruption policies and procedures	FY21-22 Sustainability Report - Appendix A Performance Data
205-3	Confirmed incidents of corruption and actions taken	FY21-22 Sustainability Report - Appendix A Performance Data

GRI disclosures standards	Disclosure title	Response
<b>Anti-competitive Behaviour 2016</b>		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Tax 2019</b>		
207-1	Approach to tax	FY21-22 Annual Report
207-2	Tax governance, control and risk management	FY21-22 Annual Report
207-3	Stakeholder engagement and management of concerns related to tax	FY21-22 Annual Report
207-4	Country-by-country reporting	FY21-22 Annual Report
<b>Materials 2016</b>		
301-1	Materials used by weight or volume	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.
301-2	Recycled input materials used	Neometals does not currently record this information.
<b>Energy 2016</b>		
302-1	Energy consumption within the organization	FY21-22 Sustainability Report - Appendix A Performance Data
302-3	Energy intensity	Neometals does not currently record this information as not in production.
302-4	Reduction of energy consumption	Neometals does not currently record this information as not in production.
302-5	Reductions in energy requirements of products and services	FY21-22 Sustainability Report - Appendix A Performance Data. We are developing greener more sustainable products for the value chain.
<b>Water and Effluents 2018</b>		
303-1	Interactions with water as shared resource	FY21-22 Sustainability Report - Water stewardship ( <a href="#">page 23</a> )
303-2	Management of water discharge related to impacts	FY21-22 Sustainability Report - Water stewardship ( <a href="#">page 23</a> )
303-3	Water withdrawal	FY21-22 Sustainability Report - Appendix A Performance Data
303-4	Water discharge	FY21-22 Sustainability Report - Appendix A Performance Data
303-5	Water consumption	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Biodiversity 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nil
304-2	Significant impacts of activities, products and services on biodiversity	Neometals understands the importance of biodiversity and strive to minimise possible impact on the habitats in and around our project areas. Prior starting construction on a project, we conduct environmental impact assessments to identify any potential impacts to biodiversity. We are guided by relevant laws and regulations, our Environmental Policy and take all appropriate measures to mitigate risks and impacts to the environment due to our activities.
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	FY21-22 Sustainability Report - Appendix A Performance Data



GRI disclosures standards	Disclosure title	Response
<b>Emissions 2016</b>		
<b>305-1</b>	Direct (Scope 1) GHG emissions	FY21-22 Sustainability Report - Appendix A Performance Data
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	FY21-22 Sustainability Report - Appendix A Performance Data
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	Neometals does not currently record this information.
<b>305-4</b>	GHG emissions intensity	Neometals does not currently record this information as not in production.
<b>305-5</b>	Reduction of GHG emissions	FY21-22 Sustainability Report - Appendix A Performance Data
<b>305-6</b>	Emissions of ozone-depleting substances (ODS)	Nil
<b>305-7</b>	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Neometals does not currently record this information. We manage all air emissions in accordance with local standards and regulatory emissions requirements. Processes are designed so generated gases are condensed and those that can't be condensed for re-use are scrubbed to avoid detrimental emissions.
<b>Waste 2020</b>		
<b>306-1</b>	Waste generation and significant waste-related impacts	FY21-22 Sustainability Report - Waste reduction ( <a href="#">page 23</a> ). Our projects are designed to minimise the generation of process and non-process waste. The waste produced at Barrambie Project in FY21-22 was inert, comprising of sand tailings.
<b>306-2</b>	Management of significant waste related impacts	Our processes are designed to minimise the generation of process and non-process waste. Where we do produce waste, we aim to manage it through appropriately and in accordance with local standards and regulatory requirements.
<b>306-3</b>	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.
<b>306-4</b>	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.
<b>306-5</b>	Waste directed to disposal	FY21-22 Sustainability Report - Appendix A Performance Data. We manage all waste and hazardous materials in accordance with local standards and regulatory requirements.
<b>MM3</b>	Total amounts of overburden, rock, tailings, and sludges and their associated risks	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Employment 2016</b>		
<b>401-1</b>	New employee hires and employee turnover	FY21-22 Sustainability Report - Appendix A Performance Data
<b>401-2</b>	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.
<b>401-3</b>	Parental leave	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Occupational Health and Safety 2018</b>		
<b>403-1</b>	Occupational health and safety management system	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )
<b>403-3</b>	Occupational health services	Nil
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )
<b>403-5</b>	Worker training on occupational health and safety	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )

GRI disclosures standards	Disclosure title	Response
<b>403-6</b>	Promotion of worker health	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> )
<b>403-8</b>	Workers covered by an occupational health and safety management system	FY21-22 Sustainability Report - Health, safety and wellbeing ( <a href="#">page 30</a> ). 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.
<b>403-9</b>	Work-related injuries	FY21-22 Sustainability Report - Appendix A Performance Data
<b>403-10</b>	Work-related ill health	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Training and Education 2016</b>		
<b>404-1</b>	Average hours of training per year per employee	FY21-22 Sustainability Report - Appendix A Performance Data
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	FY21-22 Sustainability Report - Talent attraction and development ( <a href="#">page 32</a> )
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	FY21-22 Sustainability Report - Talent attraction and development ( <a href="#">page 32</a> ); FY21-22 Sustainability Report - Appendix A Performance Data
<b>Diversity and Equal Opportunity 2016</b>		
<b>405-1</b>	Diversity of governance bodies and employees	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Non-discrimination 2016</b>		
<b>406-1</b>	Incidents of discrimination and corrective actions taken	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Child Labour 2016</b>		
<b>408-1</b>	Operations and suppliers a significant risk for incidents of child labour	FY21-22 Sustainability Report - Supply chain integrity ( <a href="#">page 36</a> ). Neometals does not employ people younger than 18.
<b>Forced or Compulsory Labour 2016</b>		
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY21-22 Sustainability Report - Supply chain integrity ( <a href="#">page 36</a> )
<b>Rights of Indigenous Peoples 2016</b>		
<b>411-1</b>	Incidents of violations involving rights of Indigenous Peoples	Nil
<b>MM5</b>	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	Neometals acknowledges the diversity of Indigenous cultures. A portion of the Barrambie Project is located on the traditional land of one Traditional Owner group, the Yugunga-Nya People.
<b>Local Communities 2016</b>		
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	FY21-22 Sustainability Report - Our stakeholders ( <a href="#">page 10</a> ). Prior starting construction on a project, we conduct environmental and social impact assessments, and engagement activities in accordance with local standards and regulatory requirements to identify any potential impacts on the community.
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	Nil
<b>MM6</b>	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Nil

GRI disclosures standards	Disclosure title	Response
<b>MM7</b>	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	No significant disputes relating to land use, customary rights of local communities and Indigenous peoples were reported for FY21-22.
<b>Supplier Social Assessment 2016</b>		
<b>414-1</b>	New suppliers that were screened using social criteria	Neometals does not currently record this information. FY21-22 Sustainability Report - Supply chain integrity ( <a href="#">page 36</a> )
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Neometals does not currently record this information. FY21-22 Sustainability Report - Supply chain integrity ( <a href="#">page 36</a> )
<b>Public Policy 2016</b>		
<b>415-1</b>	Political contributions	Neometals does not make any financial or in-kind contributions to political donation requests.
<b>Customer Health and Safety 2016</b>		
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	Neometals does not record this information. Compliance with jurisdictional chemical regulations. Compliance with Globally Harmonised System of Classification and Labelling of Chemicals (GHS).
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	Neometals does not record this information as not currently in production.
<b>Marketing and Labelling 2016</b>		
<b>417-1</b>	Requirements for product and service information and labelling	Neometals apply industry accepted safe handling, storage and transport practices. Products have industry accepted Safety Data Sheets.
<b>417-2</b>	Incidents of non-compliance concerning product and service information and labelling	Nil
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	Nil
<b>Customer Privacy 2016</b>		
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nil
<b>Closure Planning Mining Sector Disclosure 2013</b>		
<b>MM10</b>	Number and percentage of operations with closure plans	100% (Barrambie Project)

# Sustainability Accounting Standards Board (SASB) reporting standards index

Neometals have applied the reporting principles of the SASB (Metals and Mining) 2018 Disclosure Standards, Fuel Cells and Industrial Batteries 2018, and Chemicals 2018

SASB disclosure standards	Disclosure title	Response
<b>Greenhouse Gas Emissions</b>		
<b>EM-MM-110a.1</b> <b>RT-CH-110a.1</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	FY21-22 Sustainability Report - Appendix A Performance Data. Percentage covered under emissions-limiting regulations not disclosed.
<b>EM-MM-110a.2</b> <b>RT-CH-110a.2</b>	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.
<b>Air Quality</b>		
<b>EM-MM-120a.1</b> <b>RT-CH-120a.1</b>	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 record this information. We manage all air emissions in accordance with local standards and regulatory emissions requirements. Processes are designed so generated gases are condensed and those that can't be condensed for reuse are scrubbed to avoid detrimental emissions.
<b>Energy Management</b>		
<b>EM-MM-130a.2</b> <b>RT-CH-130a.1</b>	(1) Total energy consumed	FY21-22 Sustainability Report - Appendix A Performance Data
	(2) percentage grid electricity	FY21-22 Sustainability Report - Appendix A Performance Data
	(3) percentage renewable	Neometals does not currently record this information.
<b>Water Management</b>		
<b>EM-MM-140a.1</b> <b>RT-CH-140a.1</b>	Total fresh water withdrawn	FY21-22 Sustainability Report - Appendix A Performance Data
	Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FY21-22 Sustainability Report - Appendix A Performance Data. 100% for Barrambie Project in arid and low water use area <a href="#">World Resources Institute's Aqueduct tool</a>
<b>EM-MM-140a.2</b> <b>RT-CH-140a.2</b>	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Nil
<b>Waste and Hazardous Materials Management</b>		
<b>EM-MM-150a.1</b>	Total weight of tailings waste, percentage recycled	FY21-22 Sustainability Report - Appendix A Performance Data
<b>EM-MM-150a.2</b>	Total weight of mineral processing waste, percentage recycled	Not currently applicable to Neometals activities.
<b>EM-MM-150a.3</b>	Number of tailings impoundments, broken down by MSHA hazard potential	One. The tailings produced at Barrambie Project in FY21-22 is inert, comprising of sand tailings.
<b>EM-MM-150a.5</b>	Total weight of tailings produced	FY21-22 Sustainability Report - Appendix A Performance Data
<b>EM-MM-150a.7</b> <b>EM-MM-150a.8</b>	Total weight of hazardous waste generated, and total weight recycled	FY21-22 Sustainability Report - Appendix A Performance Data
<b>EM-MM-150a.9</b>	Number of significant incidents associated with hazardous materials and waste management	Nil. FY21-22 Sustainability Report - Appendix A Performance Data
<b>EM-MM-150a.10</b>	Description of waste and hazardous materials management policies and procedures for active and inactive operations	FY21-22 Sustainability Report - Waste reduction ( <a href="#">page 23</a> ). We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Neometals designs safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.

SASB disclosure standards	Disclosure title	Response
<b>RT-CH-150a.1</b>	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 designs safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.
<b>Security, Human Rights and Rights of Indigenous Peoples</b>		
<b>EM-MM-210a.1</b>	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Nil
<b>EM-MM-210a.2</b>	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Neometals acknowledges the diversity of Indigenous cultures. A portion of the Barrambie Project is partially located on the traditional land of one Traditional Owner group, the Yugunganya People. We do not disclose the percentage of proved and probably reserves in or near Indigenous land.
<b>EM-MM-210a.3</b>	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Modern Slavery Policy; Indigenous Policy; FY21-22 Sustainability Report - Human Rights and dignity ( <a href="#">page 26</a> ). Prior starting construction on a project, we conduct environmental and social impact assessments, and engagement activities in accordance within accordance with local standards and regulatory emissions requirements to identify any potential impacts on the community.
<b>Community Relations</b>		
<b>EM-MM-210b.1</b> <b>RT-CH-210a.1</b>	Discussion of process to manage risks and opportunities associated with community rights and interests	Modern Slavery Policy; Indigenous Policy; FY21-22 Sustainability Report - Our stakeholders ( <a href="#">page 10</a> ). Prior starting construction on a project, we conduct environmental and social impact assessments, and engagement activities in accordance within accordance with local standards and regulatory emissions requirements to identify any potential impacts on the community.
<b>EM-MM-210b.2</b>	Number and duration of non-technical delays	Nil
<b>Workforce Health and Safety</b>		
<b>EM-MM-320a.1</b> <b>RR-FC-320a.1</b>	(1) MSHA all-incidence rate,	FY21-22 Sustainability Report - Appendix A Performance Data
	(2) fatality rate,	FY21-22 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	FY21-22 Sustainability Report - Appendix A Performance Data
<b>RT-CH-320a.1</b>	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	FY21-22 Sustainability Report - Appendix A Performance Data
<b>RT-CH-320a.2</b>	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Workplace Health and Safety Policy; Injury Management Policy; Fitness for Work Policy
<b>RR-FC-320a.2</b>	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Workplace Health and Safety Policy; Injury Management Policy; Fitness for Work Policy

SASB disclosure standards	Disclosure title	Response
<b>Operational Safety, Emergency Preparedness and Response</b>		
<b>RT-CH-540a.1</b>	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.
<b>RT-CH-540a.2</b>	Number of transport incidents	Nil
<b>Business Ethics and Transparency</b>		
<b>EM-MM-510a.1</b>	Description of the management system for prevention of corruption and bribery throughout the value chain	Anti-bribery and Corruption Policy
<b>EM-MM-510a.2</b>	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Germany and Australia ranked 80 and 73 respectively in the 2021 Corruption Perception Index.
<b>Activity</b>		
<b>EM-MM-000.A</b>	Production of (1) metal ores and (2) finished metal products	Not currently applicable to Neometals business units.
<b>EM-MM-000.B</b>	Total number of employees, percentage contractors	FY21-22 Sustainability Report - Appendix A Performance Data
<b>Materials Sourcing</b>		
<b>RR-FC-440a.1</b>	Description of the management of risks associated with the use of critical materials	FY21-22 Sustainability Report - Products for a Sustainable Future ( <a href="#">page 28</a> )
<b>Product Design for Use-phase Efficiency</b>		
<b>RT-CH-410a.1</b>	Revenue from products designed for use phase resource efficiency	Revenue not currently material.
<b>RR-FC-410b.1</b>	Percentage of products sold that are recyclable or reusable	Not currently applicable to Neometals business units.
<b>RR-FC-410b.2</b>	Weight of end-of-life material recovered, percentage recycled	Neometals does not currently record this information.
<b>RR-FC-410b.3</b>	Description of approach to manage use, reclamation, and disposal of hazardous materials	FY21-22 Sustainability Report - Waste reduction ( <a href="#">page 23</a> ). We manage all waste and hazardous materials in accordance with local standards and regulatory requirements. Neometals designs safe, environmentally friendly processes with the goal of not producing waste streams that are hazardous or require disposal.

# Taskforce for Climate-Related Financial Disclosures (TCFD) index

Core element of TCFD	Supporting recommended disclosures	Response
<b>Governance</b>	Describe the Board's oversight of climate-related risks and opportunities.	FY21-22 Corporate Governance Statement; FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> ); FY20-21 Sustainability Report ( <a href="http://www.neometals.com.au">www.neometals.com.au</a> )
	Describe the management's role in assessing and managing climate-related risks and opportunities.	FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> ); FY21-22 Sustainability Report - Climate and emissions ( <a href="#">page 21</a> ); FY20-21 Sustainability Report
<b>Strategy</b>	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> ); FY21-22 Sustainability Report - Climate and emissions ( <a href="#">page 21</a> )
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	FY21-22 Sustainability Report - Climate and emissions ( <a href="#">page 21</a> )
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	As the Neometals operating context evolves and matures, climate-related risks and opportunities will be reviewed, revised, and updated. We are in the process of formalising our climate-related risk scenario analysis based on different climate-related scenarios including 1.5°C and higher scenarios. The outcome of this work will support Neometals in analysing the financial implications of climate change and developing representative science-base targets and goals as well as transition plans to a low-carbon economy.
<b>Risk management</b>	Describe the organisation's processes for identifying and assessing climate-related risks.	FY21-22 Sustainability Report - Climate and emissions ( <a href="#">page 21</a> )
	Describe the organisation's processes for managing climate-related risks.	FY21-22 Sustainability Report - Climate and emissions ( <a href="#">page 21</a> ); FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> )
	Describe how processes for identifying, assessing and managing climate-related risk are integrated into the organisation's overall risk management.	FY21-22 Sustainability Report - Risk management ( <a href="#">page 36</a> )
<b>Metrics and targets</b>	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	As the Company's operating context evolves and matures we will establish representative science-based targets and goals over the coming years.
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	FY21-22 Sustainability Report - Appendix A Performance Data; Neometals does not currently record Scope 3 emissions.
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	As the Company's operating context evolves and matures we will establish representative science-based targets and goals over the coming years.







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