ioneer

2024

Sustainability Report

For personal use only

For personal use only

Contents

About this report	1
Ioneer at a glance	2
Year in review	4
Message from the leadership team	6
Approach to sustainability	8
Strong governance	16
Our people	22
Environmental stewardship	26
Partnering with communities	29
GRI content index	31
Corporate directory	37

For personal use only

About this report

We are pleased to present Ioneer's 2024 Sustainability Report, our third annual report on our advancing sustainability strategy, initiatives, and performance, covering the financial year from July 1, 2023, to June 30, 2024.

This report provides an overview of our approach to sustainability. It addresses material topics relevant to our organisation, highlights our robust governance in support of our strategy, and offers an operational overview of Rhyolite Ridge, our world-class lithium-boron project in Esmeralda County, Nevada, USA. For more information on the material topics and the process we used to identify them, please refer to the "Approach to Sustainability" section.

The report has been prepared with reference to the Global Reporting Initiatives (GRI) Standards 2021. Additionally, we also use the Sustainability Accounting Standards Board (SASB) for Metals and Mining industry standard, version 2023-12 and the International Financial Reporting Standards Foundation's (IFRS) General Requirements for Disclosure of Sustainability-related (S1) and Climate-related (S2) Financial Information to guide the disclosure of our data. We also highlighted our contributions to the Sustainable Development Goals (SDGs), adopted by the UN to end poverty, protect the planet, and ensure prosperity for all. The Content Index, provided at the end of the report, compiles disclosure information, and explains any omissions to the reported data.

The report has undergone an internal review process, including reviews by subject matter experts and the Executive leadership team. It has not been externally assured.

Learn more

An archive of our Sustainability Report's and companion documents can be found on the Environmental, Health, Safety and Sustainability (EHSS) segment of our corporate website at www.ioneer.com.

Ioneer at a glance

For personal use only

Ioneer Ltd ("Ioneer") is the 100% owner of the Rhyolite Ridge Lithium-Boron Project located in Nevada, U.S.A. Founded in 2001 and headquartered in Sydney, New South Wales, Australia, ioneer Ltd is a wholly owned subsidiary of Rhyolite Ridge Holdings LLC (Rhyolite Ridge), a joint venture between Ioneer USA Corporation and Sibanye-Stillwater. In 2007, the company began trading on the Australian Securities Exchange (ASX) as ioneer Limited ("INR"), previously Global Geoscience Limited, and listed on Nasdaq as IONR on 30 June 2022.

With a core mission to develop a U.S. based source of lithium and boron to be extracted in a responsible manner, this globally significant project provides a long-life source of critical minerals vital for the future of sustainable mobility and decarbonisation globally. Both lithium and boron are used in emerging clean technologies such as electric vehicles, battery storage for renewable energy, as well as a diverse range of everyday items and innovative technologies that are essential to modern life.

Purpose

We exist to enable a sustainable world for all.

Mission

We responsibly and profitably provide the materials necessary for realising a sustainable planet.

Vision

We see a world in which our global population, our environment and all future generations are thriving.

Values

We embrace one another.
We listen to unlock.
We do what's right.
We deliver excellence.
We move forward together.
We act as pioneers.

For personal use only

We embrace one another

- We care deeply for all our colleagues.
- We invest in diversity and use it as a strategic advantage.
- We treat everyone in our global community with respect and dignity.
- We create an environment where everyone can thrive.

We act as pioneers

- We gladly travel through uncharted territory.
- We take charge; setting a new course within an energy revolution.
- We push against the impossible with our commitment to innovation.
- We are the new standard of mining.

We listen to unlock

- We seek to understand one another.
- We possess the freedom to constructively disagree and push against ideas.
- We build belonging by making people feel heard.
- We keep an open mind, even when it's hard.

We deliver excellence

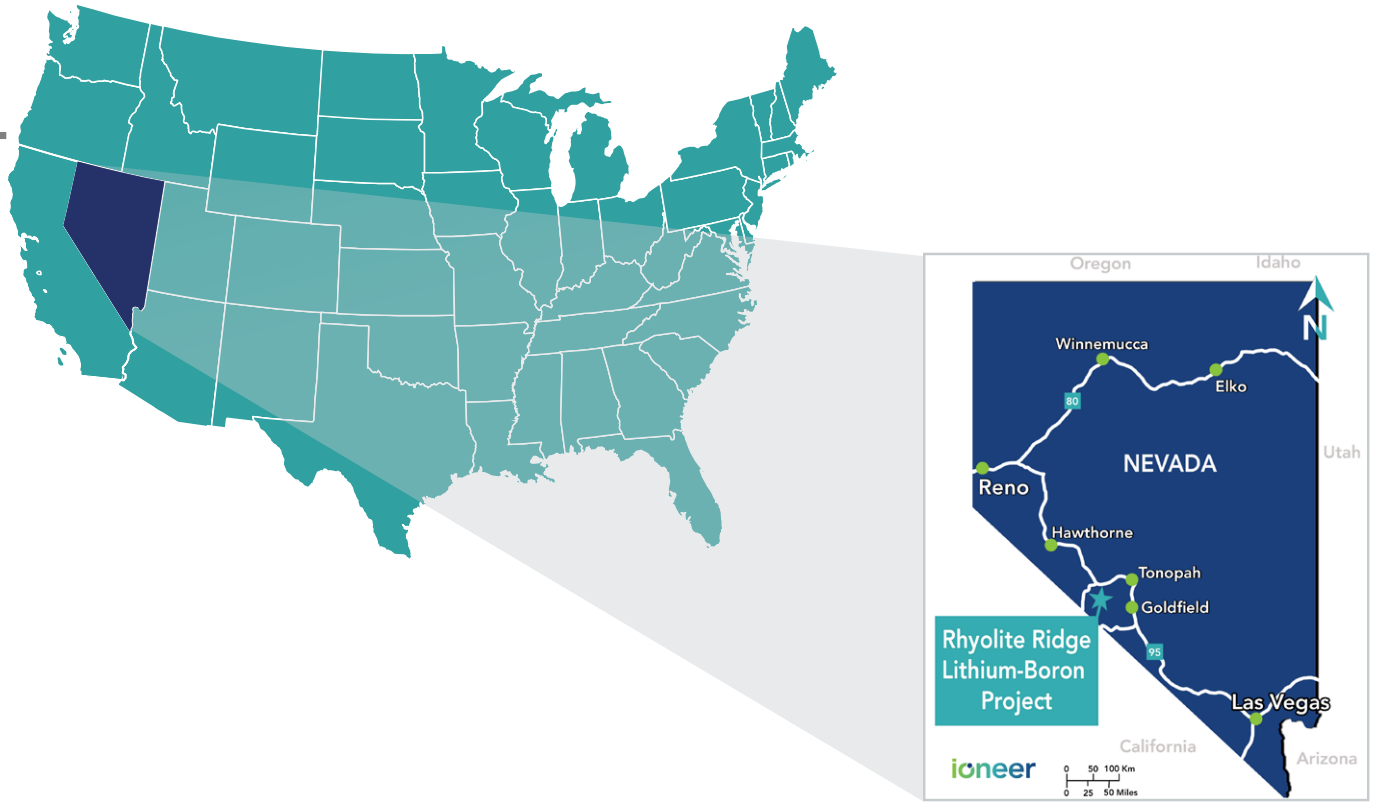
- We don't quit, we do it.
- We think strategically, thoroughly, and brilliantly.
- We honor our commitments.
- We are disciplined, we hold each other accountable.

We move forward together

- We connect and celebrate with one another.
- We are supportive and inclusive to all ioneer collaborators.
- We leverage the skills of each team member.
- We create alignment and move in the same direction.

We do what's right

- We protect and cherish our planet.
- We are unwavering with our safety.
- We stop the job, we help, and we act with integrity, even when no one is looking.
- We let our courage shine through.



The Rhyolite Ridge Project located in Nevada, USA.

Year in review

For personal use only

Safety

We prioritise the health and safety of our employees, contractors, and surrounding communities. We are proud to report zero injuries or lost time over the 57,642 hours worked by our full-time employees during the reporting year. To further enhance safety, we initiated the development of our Safety Management System, which will centralise our health and safety protocols, processes, and governance. This system will help ensure that emergency response programs are in place once the project becomes operational. Additionally, we have supported workforce upskilling through safety-related training sessions, aimed at minimising incidents, and eliminating serious injuries.

Environmental stewardship

Environmental stewardship is a fundamental pillar of Ioneer's sustainability strategy as we continue preparing for the future operational phase of the Rhyolite Ridge Project. Over the past year, we have achieved significant milestones in environmental management, demonstrating our commitment to sustainable mining practices, and the protection of local ecosystems.

For personal use only

Key achievements:

- **Biodiversity Conservation Efforts:** We have made substantial progress in our efforts to conserve local biodiversity, particularly with the endangered Tiehm's Buckwheat. At our Conservation Center, we collected 3,600 seeds and implemented successful propagation techniques, achieving a 20% germination rate. Additionally, we collected 8,000 seeds directly from the Rhyolite Ridge site, further supporting the preservation of this critical species. These seeds are stored at the Rae Selling Berry Seed Bank at Portland State University in Portland Oregon. These efforts underscore our dedication to safeguarding unique flora and enhancing biodiversity in the region.
- **Tiehm's Buckwheat Protection Plan:** We continued to implement our comprehensive Tiehm's Buckwheat Protection Plan, which includes specific measures to protect and enhance the habitat of the endangered Tiehm's Buckwheat. This plan outlines ongoing efforts to monitor plant health, prevent habitat disturbance, and promote species recovery through strategic conservation initiatives.
- **Golden Eagle Protection:** During a spring survey, we identified an occupied Golden Eagle nest within two miles of the project site. In response, we established a protective one-mile buffer zone around the nest to prevent disturbances and control noise, demonstrating our commitment to wildlife protection and responsible project planning.
- **Advancements in Permitting and Regulatory Compliance:** We advanced the Rhyolite Ridge project through key stages of the National Environmental Policy Act (NEPA) permitting process, including the completion of the public comment period for the Draft Environmental Impact Statement (DEIS) and moving closer to the Final Environmental Impact Statement (FEIS) and Record of Decision (ROD).
- **Maintaining Environmental Compliance:** We continued to meet all regulatory requirements for our environmental permits, including the Water Pollution Control Permit and Class II Air Quality Operating Permit. All necessary reports were submitted on time, illustrating our proactive approach to environmental management and compliance.
- **ISO 14001 Environmental Management System:** We maintained our Environmental Management System (EMS) in accordance with ISO 14001:2015 standards, completing a comprehensive Environmental Aspects and Impacts assessment for the entire facility. This assessment is vital for identifying potential environmental risks and opportunities, reinforcing our commitment to ongoing improvement and sustainable operational readiness.

As we move closer to the operational phase, Ioneer remains focused on strengthening our environmental management practices and fostering sustainable development. By prioritising conservation, regulatory compliance, and effective resource management, we are dedicated to minimising our environmental footprint and contributing to a sustainable future.

Stakeholder and community engagement

We are dedicated to maintaining responsible operating practices and value transparency with our stakeholders and communities throughout our planning and operations. In 2024, we provided comprehensive details about the project, including its potential environmental and social impacts, through the publication of the Bureau of Land Management (BLM) Draft Environmental Impact Statement (DEIS). Following this, a 45 day public comment period was initiated, allowing both the BLM and Ioneer to evaluate and address feedback from the communities where we operate. To facilitate effective communication and engagement, we developed a Stakeholder Engagement Plan to guide our interactions with rights holders, communities, and other stakeholders. Additionally, in 2024, we launched Syntrio, a 24/7 confidential grievance submission platform, to ensure that concerns are promptly addressed and responded to by our team.

Workforce

At Ioneer, our employees, contractors, and community stakeholders are central to realising our mission and vision. In response to feedback from our workforce, gathered through employee engagement surveys, we developed our People Pledge in 2023. This pledge focuses on supporting our employees to excel, uphold integrity, embrace one another, and feel heard. To retain top talent and expand our talent pool, we have dedicated significant effort to developing our Talent Acquisition policy,

We are proud to cultivate a workplace where everyone feels welcome, supported, and celebrated. For the third consecutive year, we have exceeded our 30% gender diversity target for our total work force. In 2024, 45% of our workforce identified as female, while 55% identified as male. We remain committed to achieving a diverse workforce and implementing measures for equal opportunities regardless of gender, race, or background across our organisation.

Message from the leadership team

For personal use only

At Ioneer, we are committed to leading the way towards a sustainable future that is built on responsible business practices and that upholds our core values.

We are excited to present our sustainability report for fiscal year 2024. This report outlines Ioneer's commitment to responsible development as we progress through the permitting phase of the Rhyolite Ridge Lithium-Boron Project. This report highlights our efforts to prepare for sustainable operations and our alignment with global sustainability frameworks.

Our commitment to sustainability

At Ioneer, sustainability is central to our mission. As we progress through the permitting process, we are dedicated to building a solid foundation for future operations. We have adopted the Toward Sustainable Mining (TSM) framework and are a proud signatory of the UN Global Compact (UNGC), aligning our actions with internationally recognised sustainability standards.

For personal use only

Current focus: Permitting and preparation

While we are not yet operational, we are actively preparing for the future. This year, we advanced through key stages of the NEPA process, engaged with stakeholders on the Draft Environmental Impact Statement, and strengthened our internal Environmental Management System in line with ISO 14001 standards.

Looking ahead: Building a sustainable future

Our three-year Sustainability Strategic Plan outlines our plan to enhance environmental, safety, and social performance as we prepare for future operations. We are focused on key areas such as biodiversity conservation, greenhouse gas (GHG) emissions reduction, and water stewardship. These efforts, including the development of advanced water management strategies and identification of decarbonisation initiatives, are foundational to our goal of achieving sustainable growth while minimising our environmental footprint.

Engaging with our stakeholders

We recognise the importance of transparent and ongoing dialogue with our stakeholders. In 2024, we expanded our stakeholder engagement efforts, including launching a new 24/7 grievance platform to ensure all concerns are addressed promptly and effectively.

At Ioneer, we are committed to leading the way towards a sustainable future that is built on responsible business practices and that upholds our core values. We are proud of our sustainability achievements and progress this past year and are looking forward to raising the bar in the next reporting period without losing our momentum. Thank you to our employees, investors, and community partners for their ongoing support.

Bernard Rowe
CEO & Managing Director

Rose McKinney-James
EHSS Committee Chair

Approach to sustainability

Sustainability is more than just a cornerstone of our corporate strategy – it is woven into the very fabric of our organisation. It defines our purpose and drives us to help create a sustainable world where the environment and future generations can thrive. Our dedication to sustainability inspires us to be innovative, compassionate, committed, and responsible in every aspect of our mining practices.

For personal use only

Enabling the decarbonisation of the transportation industry

At Ioneer, we contribute to the decarbonisation of the transportation industry by supplying critical minerals. The transportation sector is a major contributor to global GHG emissions, accounting for nearly a quarter of the world's total emissions. In the U.S., the transportation sector alone is responsible for 28 percent of domestic GHG emissions. Decarbonising this sector is essential to tackling the climate crisis and achieving the Paris Agreement's goal of limiting global temperature rise to 1.5°C. Transitioning to electric vehicles (EVs) provides a key opportunity to reduce emissions from transportation and promote a cleaner, more sustainable future. This shift will significantly increase the demand for critical minerals, particularly lithium and boron.

Ioneer is positioned to play a vital role in supporting the decarbonisation efforts of the transportation sector by supplying these essential materials. To achieve this, the Rhyolite Ridge Project will bolster American-led transition technology and responsibly produce the critical materials needed to reduce fossil fuel reliance. This Project is set to quadruple the nation's current lithium supply, reduce the need for imports, and support economic development.

The Rhyolite Ridge Project also stands out due to its world-class operational process, designed with sustainability at its core. The Project requires minimal water usage, recycling contact water to the maximum extent possible. It will operate on a zero-carbon dioxide (CO_2) emission power system through a closed-loop steam process for onsite green power generation. The project will not rely on external power from local grids and has no operating evaporation ponds or tailings ponds ensuring efficient use of water. Rhyolite Ridge is a multi-generational project, supporting the global energy transition and future generations.

Achieving our sustainability goals at Rhyolite Ridge would not be possible without partnerships with various stakeholders and industry leaders who share our vision and are committed to advancing electrification efforts.

For personal use only

Stakeholder engagement

At Ioneer, we prioritise building trust with our stakeholders. We have a responsibility to keep our stakeholders abreast of our plans, understand their questions and concerns, and collaborate with them in a timely and thoughtful manner. Through collaboration, the diverse and unique perspectives of our stakeholders play a crucial role in shaping our sustainability practices, policies, and priorities.

To guide our interactions with rights holders, communities, and stakeholders for the Rhyolite Ridge Project, we developed our Stakeholder Engagement Plan (SEP). This plan includes a comprehensive list of stakeholders who are essential to the development, operations, and ongoing engagement of the Project.

Government and Regulatory Bodies

How we engage

- Meetings
- Formal Project Updates
- Q&A Sessions
- Workshops
- Weekly Meetings with County Liaison

Key topics of engagement

- Economic development and job creation
- Taxation and investment incentivisation
- Biodiversity and land use
- Formal project updates

Community

How we engage

- Community Meetings
- Listening Sessions
- Newsletters / Email Announcements
- Local Publications
- Workshops
- Community Events

Key topics of engagement

- Economic development and job creation
- Local employment
- Community investment and support
- Water stewardship
- Transportation and mobility
- Housing and community development initiatives
- Formal project updates

Indigenous Groups

How we engage

- Direct Consultations
- Indirect Consultations facilitated between the BLM and tribal governments (as part of the NEPA review)
- On-site Cultural Monitoring

Key topics of engagement

- Social and economic inclusion
- Indigenous employment
- Community investment and partnerships
- Potential impacts to Aboriginal and Treaty Rights

Institutions and Associations

How we engage

- Meetings
- Conferences / Symposiums
- Workshops

Key topics of engagement

- Biodiversity and land use
- Environment and emissions reduction
- Process technology
- Housing and community development initiatives
- Workforce development

For personal use only

Investors

How we engage

- Annual Meeting of Shareholders
- Quarterly Analyst Calls
- SEC Filings
- Annual Sustainability Report
- Investor Presentations and Investor Days
- Regular Investor Outreach and Engagement
- Materiality Assessment Exercise

Key topics of engagement

- Biodiversity and land use
- Emissions reductions
- Energy transition
- Water stewardship
- Governance and executive compensation
- Economic development
- Emerging regulations
- Financial discipline and capital allocation
- Transparency/ external reporting
- Safety and operational performance
- Commitment to local communities
- Health, safety, and well being
- Talent attraction

Customers and Supply Chain

How we engage

- Contract Negotiations
- Supplier Enrollment Process
- Supplier Meetings

Key topics of engagement

- Performance expectations
- Cost efficiencies
- Alignment with climate, safety and diversity expectations

Employees

How we engage

- Organisational Health Surveys
- Performance Management
- Career Development
- Health and Safety Training
- Policy Training
- Town Halls
- Integrity Helpline
- Employee Wellness Programs

Key topics of engagement

- Inclusion and diversity
- Health, safety and the environment
- Career development and enhancement
- Ethics and compliance
- Benefits

For personal use only

Our SEP allows us to:

1. Identify issues
2. Reduce conflicts
3. Gain broad community support
4. Demonstrate commitment

The success of our SEP and its implementation, along with the ongoing monitoring of any grievances that arise, is managed by our Engagement Taskforce. This team includes the following members and their associated responsibilities:

Title	Responsibility
Vice President of External Relations and Corporate Development	Direct oversight of project-related stakeholder engagement.
Government and Public Affairs Manager	Responsible for the implementation of the SEP. Manages day-to-day stakeholder engagement activities, main point of contact for concerns, and responsible for coordinating resolutions.
Tribal Liaison	Main point of contact with Indigenous communities, organisations, and enterprises, in addition to environmental permitting, protection and economic development efforts.

We manage our engagements with all rights holders and stakeholders using StakeTracker, our stakeholder tracking tool, which documents and stores data on past interactions and tracks future engagements. Additionally, Ioneer has integrated Syntrio into our SEP as our confidential grievance and reporting platform. This system allows stakeholders and community members to report grievances through a 24/7 hotline service, ensuring that our Task force can respond promptly and effectively through our response management system.

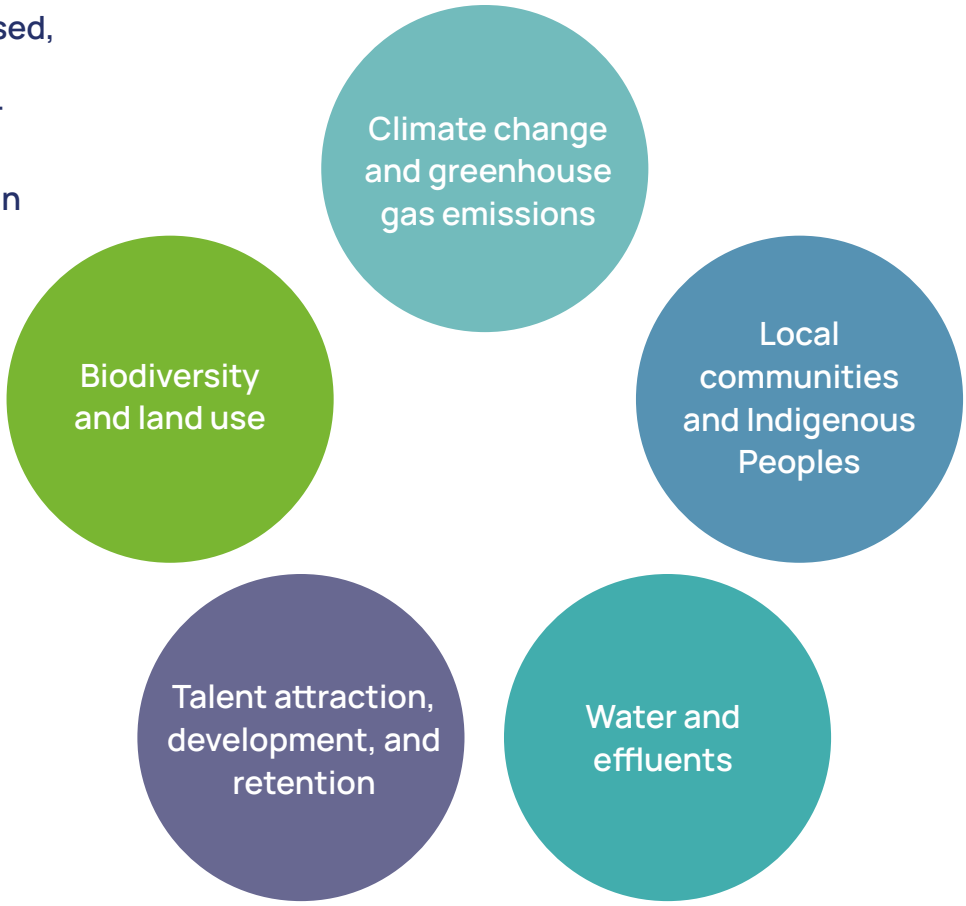
For personal use only

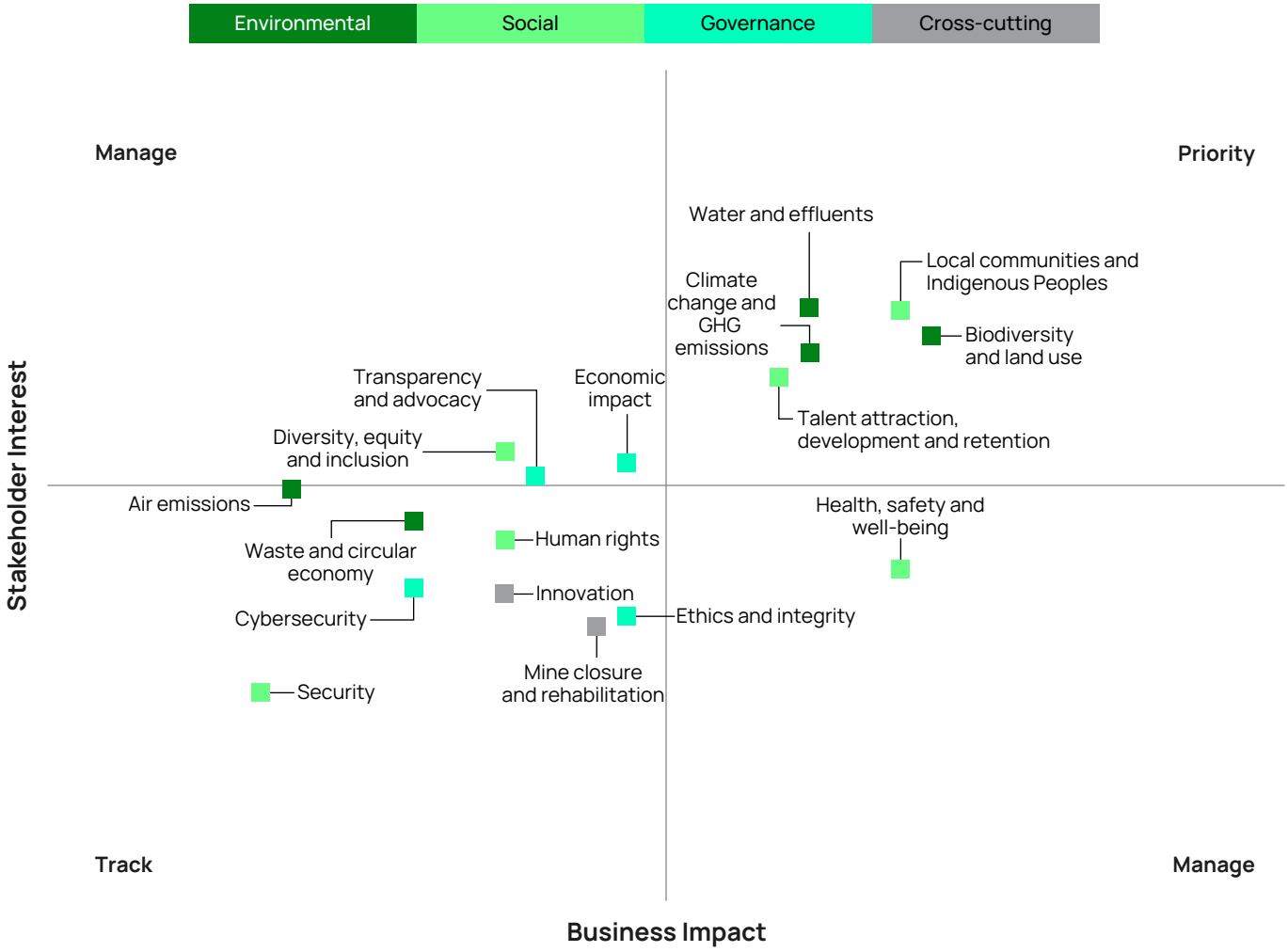
Our material topics

In June 2024, we engaged an independent consultant to identify material sustainability topics that inform this report and our overarching sustainability strategy. We use the Global Reporting Initiative (GRI) definition of materiality, which states that a material topic reflects a reporting organisation's significant economic, environmental, and social impacts, or substantively influences the assessments and decisions of stakeholders. Once identified, these topics were prioritised in terms of importance to our business and stakeholders. The complete assessment process is explained below:

Current State Assessment	Stakeholder Engagement	Synthesis and Validation
• Conducted a thorough review of business drivers and emerging trends • Performed benchmarking against: – Peers – Reporting frameworks and standards – Raters and rankers • Identified a list of seventeen (17) potential material topics	• Engaged with Ioneer's internal stakeholders to refine the list of topics • Gathered insights and evidence on how these topics impact both internal operations and external stakeholders through interview	• Assigned each topic with a value based on importance to Ioneer's business and stakeholders to identify material sustainability topics • Results revealed five priority material topics • Validated the results with the Executive leadership team

Of the 17 topics assessed, the outcomes of our exercise identified our five priority material topics, disclosed within this report.



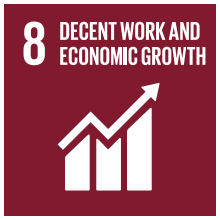


Given the constantly evolving business landscape, we recognise that material topics may shift over time. At Ioneer, our team is committed to regularly reviewing external factors, understanding their implications for our business, and maintaining our competitive edge. We plan to conduct a materiality assessment every two to three years to ensure our strategy reflects the changing environment.

Contribution to UN SDGS

The United Nations Sustainable Development Goals (UN SDGs) provide a blueprint for peace and prosperity for people and the planet. Global challenges — ranging from climate, ecosystem degradation, water, and food crises to poverty and inequality— need targeted solutions. By aligning their strategies, operations, and goals with the SDGs, businesses can contribute significantly to achieving these global objectives.

As a signatory to the UNGC, Ioneer is dedicated to advancing the SDGs. Our sustainability efforts concentrate on five of the 17 SDGs, which we selected based on an assessment of how our key material topics align with these goals and targets.



For personal use only

For personal use only

Reporting framework

TSM

In 2022, we adopted the TSM accountability framework to guide our sustainability strategy, at our Rhyolite Ridge Project as it transitions into the construction phase. Our goal is to achieve a "Level A" rating under this framework by executing transparent, accountable, credible, and measurable actions across eight protocols and 30 indicators.

Our sustainability strategy and reporting framework are shaped by these protocols and organised under four main pillars.

1. Strong Governance
2. Our People
3. Partnering with Communities
4. Environmental Stewardship

This structure enables us to integrate responsible policies, procedures, and actions into the core of our organisation. It lays a strong foundation for ongoing sustainable growth, long-term value creation, and creating a positive impact on both our business and the world.

IFRS

During the reporting period, we assessed the alignment of our reporting strategy and disclosures with the IFRS Sustainability Disclosure Standards. Aligning with IFRS standards will enhance the transparency and consistency of our sustainability-related financial information, ensuring credibility with investors and stakeholders. In the coming years, we will align our disclosures with IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information as well as IFRS S2: Climate-related Disclosures.

3-year sustainability strategic plan

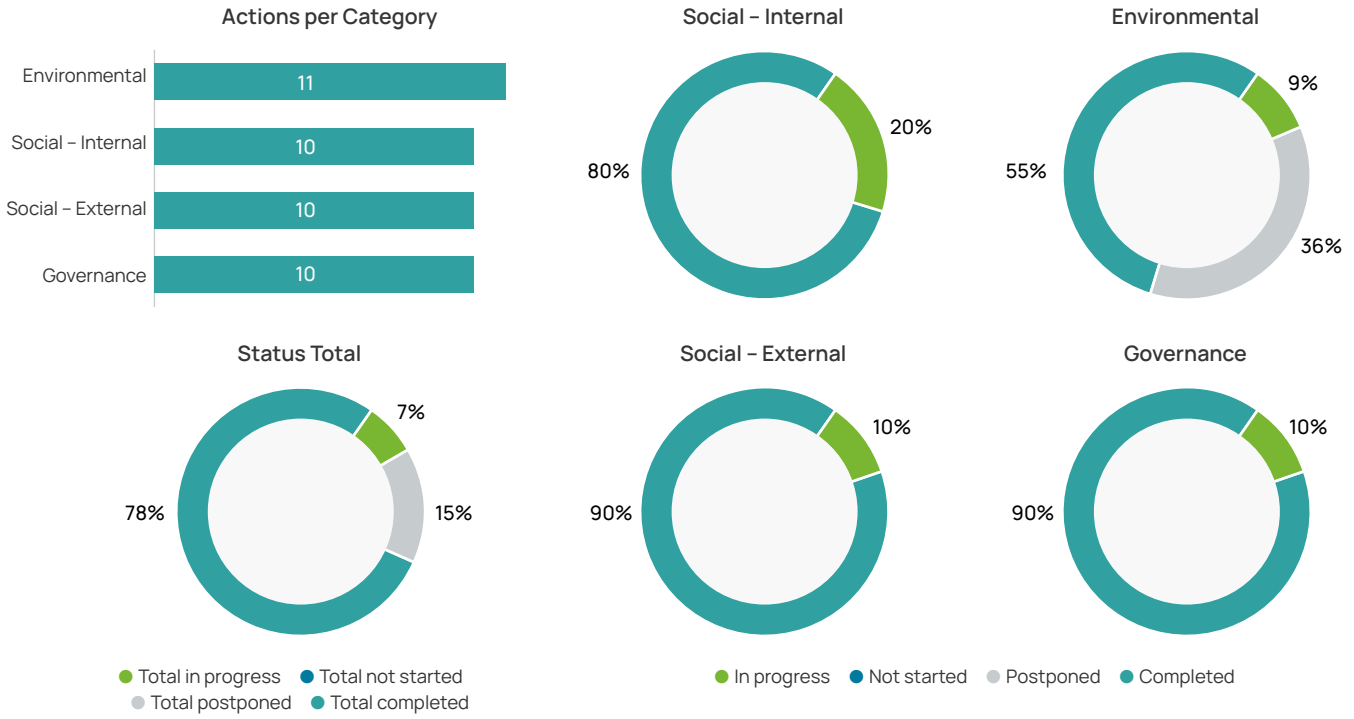
In 2023, Ioneer developed a Sustainability Strategic Plan to align our focus and efforts on the mission, vision, and three (3) year plan towards sustainability. This plan is based on the four main pillars of our sustainability strategy and reporting framework, as outlined in previous sections.

3-year sustainability strategic plan:

We identified a total of 41 initiatives across the four pillars. A high-level overview of progress in each category is provided below.

For personal use only

Sustainability strategic plan achievements



In 2024, we made significant progress on our 3-Year Sustainability Strategic Plan, successfully completing a range of initiatives across social, environmental, and governance categories. These efforts demonstrate our commitment to responsible mining practices, stakeholder engagement, and sustainable development.

Social initiatives:

- **External engagement:** We developed a document register for the TSM Community, Indigenous, and Tribal Nations Action Plan and formalised our community consultation processes, engagement strategy, and grievance mechanisms. A revised Stakeholder Mapping Plan was also completed to better identify and engage with key stakeholders.
- **Internal development:** Initiatives focused on enhancing our internal culture and employee engagement, including the formation of Employee Resource Groups, the introduction of a Volunteer Day policy with paid leave, formalisation of employee performance review processes, and developing diversity tracking metrics. We also improved our Health and Safety (H&S) programs and completed SCATS[1] consultations.
- **Governance enhancements:** We strengthened our governance framework by updating data security policies, developing a Risk Policy and refining our Risk Register, and establishing a 24/7 Whistleblower reporting hotline. Additionally, we implemented Anti-Bribery and Corruption (ABC) training. We began efforts to enhance our sustainability strategy and reporting framework by conducting a materiality assessment and evaluating alignment with IFRS Standards.
- **Environmental initiatives:** In response to community concerns, we incorporated feedback into our TSM Water Stewardship Plan, particularly regarding water use for fugitive dust control. We also developed a Climate Resiliency Plan and identified initiatives to reduce carbon footprint in our operational phase, including exploring recycling alternatives and reviewing low-carbon building supplies. Other environmental efforts included reclamation and invasive plant management efforts, and development of EHSS training programs for contractors and new hires, including Tiehm's Buckwheat, Cultural Resources, and Raptor protection measures.

Continuous improvement and future focus

As we move forward, we remain focused on completing ongoing initiatives such as analysing opportunities in the global supply chain to enforce UN SDGs and other frameworks as well as exploring further reductions in embodied carbon through sustainable building materials and fuel use.

1 Nevada SCATS provides high quality safety and health consultation services focusing on the prevention of injuries and illness.

Strong governance

Ioneer views strong governance practices as essential to our company's success and sustainability. Our governance framework ensures that we build trust with our stakeholders by operating with integrity, transparency, and strict adherence to applicable regulations.

Corporate governance and integrity

Ioneer has an established Corporate Governance framework with delineated roles and responsibilities for the Board and its committees, Executive leadership team, senior management, and other employees. This framework has been defined in accordance with the ASX Corporate Governance Council's Principles and Recommendations.

Our Board of Directors and Committees

Our Board of Directors (the Board) has ultimate responsibility for the Company's business strategy and performance. In doing so, our Board not only takes our employees' and organisation's interests into consideration, but also those of our stakeholders and the communities in which we operate. The Board also reviews the procedures and practices employed in relation to health, safety, and the environment and assesses their adequacy.

To support the Board in its governance role, four standing committees have been established to provide advice and recommendations to assist the Board to discharge its responsibilities:

- the Audit & Risk Committee;
- the Nomination & Remuneration Committee;
- the Project Execution Committee; and
- the Environmental, Health, Safety & Sustainability Committee.

Each Committee operates under a written charter approved by the Board, setting out the roles and responsibilities of the Committees.

For personal use only

For personal use only

As of September 2024, the Board consisted of six members, the majority of whom have been assessed by the Board as independent.

James D. Calaway

Executive Chair

Appointed: Apr 2017

Chair: Board

Member: EHSS Committee

Bernard Rowe

Managing Director & CEO

Appointed: Aug 2007

Member: Project Execution Committee

Alan Davies

Independent non-executive director

Appointed: May 2017

Chair: Nominations & Remuneration Committee

Member: Audit & Risk Committee, and Project Execution Committee

Stephen Gardiner

Independent non-executive director

Appointed: Aug 2022

Chair: Audit & Risk Committee

Member: Nominations & Remuneration Committee

Rose McKinney-James

Independent non-executive director

Appointed: Feb 2021

Chair: EHSS Committee

Member: Audit & Risk Committee, and Nominations & Remuneration Committee

Margaret R. Walker

Independent non-executive director

Appointed: Feb 2021

Chair: Project Execution Committee

Member: Audit & Risk Committee, and EHSS Committee

For personal use only

Our Board Skills Matrix assesses the skills, competencies, experience, and diversity of the Board. It identifies gaps for future appointments and supports upskilling through development and training. Our Board members undergo a self-assessment of their knowledge and expertise associated nine categories, rating themselves on a scale of 0 (no experience) to 10 (advanced experience). The below skills matrix outlines the collective mix of the boards standing against those identified categories:

Category	Rating
Strategy Experience at developing, implementing and delivering on strategy.	●●●●●●
Senior leadership Senior leadership experience.	●●●●●●
Mining, resources & commodities Experience in mining and resources with proven expertise in exploration, development, mine production, mineral processing, distribution of resource products, marketing and development of product and/or customer management strategies	●●●●○○
Stakeholder management Experience in socially responsible development and engagement with investors, local communities, First Nations stakeholders, landholders, regulators, government, industry associations, the media and the general public.	●●●●●○
Risk management Experience in the identification, evaluation, assurance, monitoring and review of key business risks.	●●●●●○
Technology, cyber security & IT Experience in software, programming and data sourcing, analytics, enterprise resource planning, maintenance and storage, digital technology, digital marketing, cyber security, social media, emerging technology and technical innovation.	●●●●○○
Sustainability & ESG (including climate change) Experience in health, safety and wellbeing, the workplace environment, environmental management and sustainability, and community and other stakeholder engagement. Possesses an understanding of the regulatory framework, employer and operator duties, climate-related threats and opportunities (including climate science, the transition to low carbon economy and public policy), and climate and sustainability-related reporting standards and guidance.	●●●●○○
Financial acumen Experience in accounting and finance, tax, financial statements, assessing financial viability, capital management and financial planning, the preparation of budgets and plans, and funding strategies.	●●●●●●
Corporate transactions Experience in identifying and managing corporate transactions including setting strategic direction, undertaking due diligence and transaction execution. Corporate transactions including debt and equity capital funding, restructuring transactions, and mergers, acquisitions and divestments.	●●●●○○

● Directors with strong experience

○ Directors with general experience

Diversity within our Board

At Ioneer, we are dedicated to advancing diversity within our workforce and Board of Directors. We value inclusion and equality across various dimensions, including gender, age, experience, and perspectives, as these factors enrich our culture and talent. Our Diversity Policy affirms our commitment to establishing meaningful, measurable diversity objectives and to reporting progress toward achieving them. In September of 2023, the Board set the following targets toward gender diversity over the next 3 reporting periods:

Our executive leadership team

The Board has delegated responsibility for the day-to-day management of the Company to the Managing Director (MD), and, through the MD, to executive leadership team and senior management.

For personal use only

James D. Calaway

Role: Executive Chairman

Bernard Rowe

Role: Managing Director

Ian Bucknell

Role: Chief Financial Officer and Company Secretary

Matt Weaver

Role: Senior Vice President of Engineering & Operations

Ken Coon

Role: Vice President Human Resources

Yoshio Nagai

Role: Vice President Commercial Sales and Marketing

Chad Yeftich

Role: Vice President Corporate Development and External Affairs

For more information on our Corporate Governance framework, please refer to our **Corporate Governance Statement**.

For personal use only

Our corporate policies

Ioneer maintains a comprehensive set of policies that define the expectations for our directors, employees, and supply chain partners. These policies are regularly reviewed by the relevant Board committees to ensure they align with emerging laws, regulations, and best practices. A snapshot of key policies is provided below:

Anti-bribery and Corruption Policy

Details Ioneer's responsibilities, and the responsibilities of those working for us or on our behalf, in observing and upholding our position on bribery and corruption.

Community, Indigenous Peoples and Tribal Nations Policy

Details the Company's commitment to develop mutually beneficial relationships with local communities, Indigenous Peoples and tribal nations through open engagement and active involvement in the areas in which we operate.

Environmental Policy

Outlines our dedication and commitment toward conserving, respecting, and caring for our environment, and its communities. All employees, contractors, and consultants are expected to abide by the policy and applicable legal requirements and standards in our efforts of protecting our biodiverse environments.

Equal Employment Opportunities and Child Labor Policy

Highlights our commitment to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, pregnancy, national origin, age, disability, genetic information, marital status, veteran status or any other basis protected by regulation where the Company operates.

Harassment in the Workplace Policy

Highlights our zero-tolerance policy for any form of harassment whether sexual or discriminatory in the workplace

Human Rights Integrated Policy

Developed in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and TSM Initiative Indigenous and Community Relationships Protocol to uphold ethical standards and respect human rights across our organisation.

Supplier Code of Ethics Policy

Developed to guide our suppliers to operate in a socially responsible manner, fostering long-term benefits for the communities where we operate, building and maintaining trust, and creating value for all stakeholders and rightsholders.

Whistleblower Policy

Sets out the processes established by Ioneer for reporting unethical or unlawful behavior, and other reportable conduct, its investigation process, and how Ioneer will support and protect persons who make a report under the Policy.

Diversity Policy

Endeavours to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company.

Please refer to https://www.ioneer.com/about/corporate-governance/ to view our corporate policies and charters.

Risk oversight

We recognise that effective management of risk is essential for the achievement of our corporate strategy. Our risk management framework aids in identifying, prioritising, and mitigating current and potential risks to the company, such as strategic, governance, people, project, and construction. Environmental and climate change risks are evaluated as a part of governance risks. In addition, emerging risks in each category are monitored due to the potential of massive economic loss. An emerging risk is a risk that is evolving in areas and ways where the body of available knowledge is weak.

To effectively manage these risks, ultimate responsibility for risk management at Ioneer rests with the Board. Each of the Board's standing Committees plays a role in supporting the Board to discharge its responsibilities regarding risk management. The Audit & Risk Committee assists the Board in its oversight of the Company's risk management framework, including the management of material business risks. The risk management framework is regularly reviewed by the Audit & Risk Committee to ensure that it is appropriate to Ioneer's business operations, and in line with the risk appetite set by the Board.

For personal use only

Sustainability governance

Sustainability is fundamental to our business strategy and governance. The Environmental, Health, Safety, & Sustainability (EHSS) Committee holds ultimate responsibility for overseeing sustainability efforts. This Committee monitors performance and risk management in areas including health, safety, well-being, environmental impact (such as climate action and waste management), community and social engagement, human rights, and security. It also reviews commitments to Indigenous rights and engagements.

The EHSS Committee is comprised of the following Board members:

- Rose McKinney James (chair)
- James D. Calaway
- Margaret R. Walker

During the FY2024, the EHSS Committee held four meetings. Details on the topics discussed, qualifications and attendance of EHSS members can be found in the Directors' Report of the Annual Report. The EHSS Charter is reviewed annually to ensure it remains aligned with the organisation's evolving needs. Details on the topics discussed can be viewed in the Quarterly Activities Report.

Key items and actions that occurred in FY2024 included advances in permitting environmental compliance activities, community and tribal engagements, the development of Occupational Safety and Health Administration (OSHA) and Mine Health and Safety Association (MSHA) Safety management plans, Tiehm's Buckwheat Conservation Center developments, the addition of a 3rd board member to the Committee, and the review and revision of the Committee Charter,

Sustainability-linked remuneration

Ioneer is committed to recognising the achievements and efforts of our Board, executive leadership, senior management, and employees through a robust remuneration framework. This framework rewards contributions to operational, financial, and ESG objectives while supporting the growth of our leadership team.

Our remuneration framework is based on the following key principles:

- Attract, retain and motivate our employees and leaders by providing remuneration packages that align with shareholder interests, are equitable, and externally competitive;
- Provide a remuneration balance weighted towards risk and return to align with shareholders;
- Clearly align short and long-term objectives to financial awards;
- Ensure fairness and appropriateness in relation to the performance of the Company and stakeholder expectations;
- Grant equity-based remuneration during the Company's development phase to conserve cash; and
- Comply with all relevant legal requirements.

The Nomination & Remuneration Committee supports the Board in overseeing, guiding, and making recommendations on remuneration matters. All Ioneer employees are eligible to participate in the short-term incentive plan (STIP) on an annual basis, with performance evaluated against clear goals and objectives set at the start of each fiscal year. Sustainability measures are incorporated into the STIP. For example, in FY2024, initiatives related to Sustainability, and Environmental Stewardship such as permitting, Tiehm's buckwheat conservation and propagation, water stewardships items, and development of sustainability governance structures accounted for 30% of all short-term incentives.

The Capitalize (LTIP) is designed for senior-level roles or critical individual contributors, where performance is assessed against organisational objectives and targets. Sustainability performance made up 19% in the LTIPs scorecard.

Our approach to business ethics and corruption

At Ioneer, we are committed to ensuring that our workforce, contractors, and stakeholders embody our dedication to ethical conduct, compliance with laws and standards and sustainable practices. Our Code of Conduct and Anti-Bribery & Anti-Corruption Policy reinforce our commitment to maintaining the highest levels of integrity and ethical standards throughout our business. These policies, endorsed by the Board and reviewed annually, are mandatory for all contractors, employees, and stakeholders to review and follow.

Additionally, our Supplier Code of Ethics requires our third-party suppliers, contractors, and consultants to adhere to the same ethical principles while supporting the development and operations of the Rhyolite Ridge Project. We provide formal training on our Anti-Bribery & Anti-Corruption Policy to all new employees, and we require all suppliers and third parties to align with our zero-tolerance stance on bribery and corruption by reviewing and complying with the policy.

Our people

We are dedicated to creating a workplace where every team member feels valued, safe, and empowered every day. We support career development through on the job learning, training opportunities and skills development. We value all our employees and offer competitive wages and benefits to ensure our talent feels recognised.

Talent attraction, development and retention

Ioneer recognises the importance of attracting, engaging, and retaining top talent to ensure long-term success and sustainability. We believe that cultivating a corporate culture that encourages excellence and supports employees in achieving their personal and professional development goals is essential for meeting our organisational objectives. This focus is particularly crucial for managing potential challenges related to attracting qualified candidates in rural areas and mitigating increased attrition.

For personal use only

For personal use only

We provide fair, competitive, and equitable compensation, including both base and variable pay, to all our employees. Each year, our human resources team reviews employee base salaries to ensure they are competitive within the market and exceed living wage standards. Adjustments are made as needed to align with industry benchmarks and individual performance. As outlined in the "Sustainability-Linked Remuneration" section of this report, all employees are eligible to receive variable compensation through our STIP, with targets based on industry benchmarks and data from various roles across our organisation. Senior-level roles and key contributors are also eligible to participate in our LTIP. Our employees are not subject to a collective bargaining agreement.

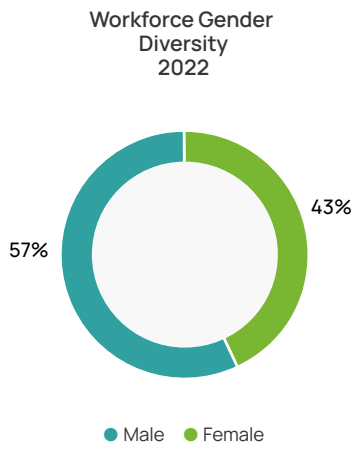
Throughout the reporting period, we concentrated on developing a comprehensive workforce plan that forecasts the required full-time equivalents (FTEs) and roles to support our future operational and strategic growth. This forecast is carefully designed based on anticipated future workforce needs, enabling us to proactively plan for market demands, support the upskilling of our workforce, and create competitive compensation packages to attract and onboard the necessary talent to fill any identified gaps.

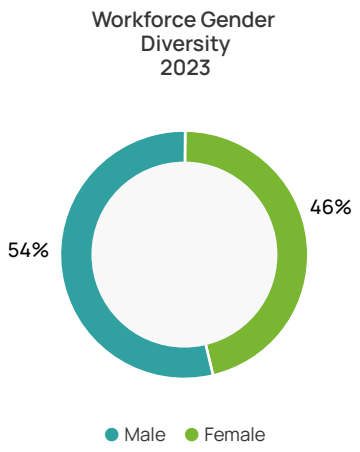
Being a member of a start-up organisation and part of the energy transition can heighten concerns about employment security. To address this apprehension and attract strong talent during our development phase,Ioneer implemented a three-month notice period. This notice period allows us to support our employees during a start-up period that can be viewed as a time of uncertainty. This bespoke approach also reflects our efforts to understand employee needs as circumstances dictate and balance those needs with the needs of the business. As the Project progresses and Ioneer operations grow, unique approaches such as this notice period will likely no longer be necessary.

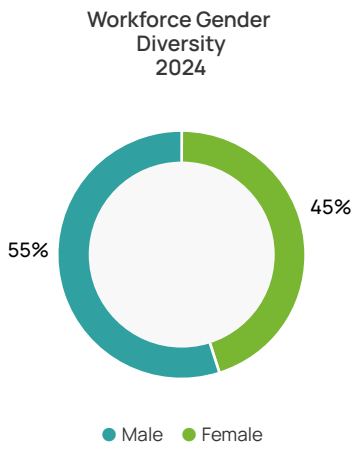
In 2024, we developed a draft Talent Acquisition Plan, which is meant to guide the growth of our team through the future construction and operations phases of the Project. This plan outlines key aspects such as the critical skills required for specific roles, labor supply analysis by jurisdiction, diversity objectives, work schedules, workforce commuting support, resettlement assistance, compensation, team culture, recruitment strategies, and more.

Workforce diversity

In 2023, Ioneer set a gender diversity target for our workforce of 30% for the following three reporting periods. Since 2022, we have exceeded this target, year after year.







In 2024, 66% of our senior managers identified as female.

For personal use only

Employee engagement

To date, we have conducted two employee engagement surveys, Culture Survey of 2022, and the Pulse Check-in Survey of 2023. The results of each survey have been released to our employees for transparency and have resulted in the development of our People Pledge, depicted on page 3.

Employee training and upskilling

In 2024, Ioneer concentrated on creating the first draft of our Training & Development Policy to support the Rhyolite Ridge project as it transitions into the construction phase and begins operations. This policy covers key areas such as required job skills and future development needs. Additionally, our annual performance reviews focus on setting development goals for the coming year. These goals often include participating in training sessions for skill enhancement, fostering future growth, and encouraging continuous education.

In the 2022 Culture Survey, 72% of our staff answered YES, when asked if they are working toward developing skills and abilities on a regular basis within their roles, outlining that they are supported by their teams to allow for professional and personal development.

Health, safety and well-being

Our culture is founded on the core values of inclusion, integrity, collaboration, transparent communication, and a strong drive to deliver innovative results. At Ioneer, we are dedicated to:

1. Ensuring a healthy and safe workplace for employees, contractors, and business partners to minimise incidents and accidents and eliminate serious injuries.
2. Fostering a diverse and inclusive work environment that mirrors the communities in which we operate, supporting equal opportunities for success and growth, and maintaining a zero-tolerance policy for biased or unethical behavior.

The EHSS Committee provides guidance that drives all safety-related processes and practices at Ioneer. This Committee is responsible for addressing health and safety incidents, system failures, and operational concerns, as well as for the development, review, and approval of safety procedures and policies related to the Rhyolite Ridge project.

For personal use only

Benefits and well-being

We deeply care for the physical and emotional well-being of our employees. We do so by providing our employees competitive healthcare benefits, paid time off, and retirement savings investment accounts. All full-time employees are eligible to enroll in group medical, dental, vision, life, and long-term disability benefits, and for their dependents, beginning on their first day of the month after employment of employment at Ioneer. Our voluntary 401K plan is available to our U.S. based full-time employees, in which Ioneer matches contributions for up to 5% of earnings. Benefits begin the first day of the month after employment.

Through our primary health care provider strong support is provided for virtual, and out-patient mental health and substance abuse disorders. Ioneer's suite of health and wellness programs also includes and Employee Assistance Program, through another insurance provider that includes help at no cost for confidential emotional counseling, work-life solutions, financial resources, identity theft services, legal guidance and online will preparation.

Per our time-off policy, we offer our full-time employees vacation time based on experience and years of service, in addition to a sick-time package upon hire. Our employees are eligible for a remote working arrangement if agreed upon with the hiring manager or situational circumstances.

Health and safety

Health and safety are critical priorities for Ioneer, essential not only to our organisation but to the entire industry. We are committed to ensuring that all our employees – full-time, part-time, and contract – return safely to their families. We are pleased to report zero injuries or lost time over the 57,642 hours worked by our full-time employees.

To support this commitment, we have established a Safety Committee composed of members from various departments. We also conduct a series of "lunch and learn" sessions throughout the year, covering topics such as Situational Awareness. In 2024, we began drafting our Safety Management System to document our health and safety protocols, processes, and governance. Additionally, we are developing a Crisis Management program to guide our response to emergency scenarios and ensure prompt, effective action.

Within the reporting year, our employee's participated in both online and in-person safety-related training sessions equating to over 20 hours. Such topics within these training sessions included:

- Working at Heights
- Safe Driving
- Bloodborne Pathogens
- Workplace Violence
- Fire Prevention
- Corporate Policies (Supply Chain Code of Ethics)
- Environmental Awareness and Compliance (incl. Spill prevention and Control, Hazardous Waste, etc.)
- Material Handling

2024 health and safety metrics:

- 20 hours of health and safety related training undergone by our FTEs
- 0 Lost time
- 0 Near misses
- 1 Instance with a contractor requiring medical treatment
- 1 Instance of property damage (minor scratches to company vehicle)

Prevention of child and forced labor across our value chain

Ioneer firmly condemn any forms of human rights violations, including modern slavery, child labor, and forced labor, both within our own operations and among our suppliers. According to our Supplier Code of Ethics, all suppliers are required to adhere to the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. In accordance with the TSM Guiding Principles, suppliers must not participate in, or support forced or child labor practices.

For personal use only

Environmental stewardship

The environment and its ecosystems are crucial to sustaining life on Earth. As an organisation, we are dedicated to safeguarding their health, preserving natural spaces, and supporting biodiversity, as outlined in our sustainability strategy. We are committed to environmental stewardship across all our operations. Our efforts are focused on identifying initiatives to reduce greenhouse gas emissions, improve energy efficiency, use water more effectively, and conserve biodiversity throughout the operational phase. We are working to establish the ISO 14001 Environmental Management System for our operation.

Water and effluents

Water and effluents were identified as a material topic to our organisation in 2024, highlighting our critical role in managing current and future risks, opportunities, and impacts related to water resources. Although the Rhyolite Ridge Project is not yet operational, we are actively planning and enhancing our team's skills in effective water stewardship and management. We are integrating advanced water management and efficiency practices into the Project, to maximise recycling while seeking opportunities to minimise our use of water. We recognise that water in Esmeralda County is not only a vital input for our operations but also a precious resource shared by local communities for agriculture, flora, fauna, and all that call earth home.

Our EHSS Committee and Operations team oversees our water stewardship practices, facilitating collaboration with local rightsholders and a broad range of stakeholders. They help forecast future water demands, assess potential impacts from jurisdictional regulations, and stay compliant with federal legislation. Our Operations department, along with the Board and Committee members, work together to minimise impacts on both surface and groundwater resources and ensure land reclamation meets regulatory standards as outlined in our Environmental Policy.

The Rhyolite Ridge Project is engineered as a zero-discharge facility; meaning no water impacted by our operation will be released to the environment. All water used for processing or that contacts mined materials will be maintained in liners and or engineered containments structures designed, operated and monitored in compliance with State of Nevada and federal regulation. The Project features no evaporation ponds or tailings ponds which minimises our evaporative sources that are typical of other similar operations. Instead, the Spent Ore Storage Facility is designed as a "dry facility," yet, equipped with liners, seepage collection systems, and leak detection systems to manage and collect precipitation that falls on the facility. Throughout the Project design, multiple water diversion and management structures are included to divert non-contact water around facilities and minimise volumes of contact water requiring management.

Committed to continuous improvement in water stewardship, our teams strive to enhance water recycling rates, raise awareness about water resource protection, and boost efficiency as part of our annual capital allocation planning. We assess all water-related impacts, risks, and opportunities annually within in our risk management process, aligning them with our water management plans and Water Pollution Control Permit.

Water-related metrics*:

- 50% anticipated annual water recycling rate
- 5 million m^3 anticipated annual water consumption
- 56.8% cooling water
- 33% crystalline water in final product and spent ore
- 9.6% evaporative loss

* The above water-related metrics are hypothetical estimates based on a business as usual ("BAU") scenario for when the project is fully operational.

Biodiversity and land use

Biodiversity and land use have been integrated into Ioneer's planning process as we are going through our permitting process. Through construction and as we commence mining activities it will be integral to our operations. Mining operations are disruptive by their very nature to natural habitats. Through careful planning and implementation, these effects can be minimised to the maximum extent practicable and mitigated through thoughtful implementation of state-of-the-art monitoring and reclamation actions. This proactive approach supports long-term operational success and fosters the achievement of Ioneer's commitment to environmental stewardship and corporate responsibility.

For personal use only

During the planning and permitting phase of the Rhyolite Ridge Project, Ioneer has developed specific measures to avoid, minimise, and compensate for unavoidable project effects to natural resources and biological diversity, in cooperation with federal, state, and local regulatory authorities and land management agencies. Our operations intersect with the habitat of Tiehm's buckwheat, an endangered species listed by the U.S. Department of Fish and Wildlife in January 2023.

The table below provides a summary of the identified actions and the timing of their implementation relative to the Project's life cycle.

Action	Planning	Construction & Operation	Reclamation & Closure
General Baseline Biological Survey and Inventory	x		
Demographic Studies of Tiehm's Buckwheat	x	x	x
Golden Eagle Surveys	x	x	
Bighorn Sheep Monitoring (funding to NDOW)		x	
Water Development Project for Bighorn and other Wildlife (funding to NDOW)		x	x
Spring and Seep Monitoring and Mitigation – provide replacement water for sites impacted	x	x	
Concurrent Reclamation Program		x	x
Enhanced Pollinator Reclamation in critical habitat		x	x
Lighting Management Plan to minimise impacts to pollinators and reduce overall light effects	x	x	x
Lighting Plan Audits		x	
Light monitoring in critical habitat for Tiehm's buckwheat	x	x	
Noise monitoring in Critical Habitat for Tiehm's buckwheat		x	
Dust Monitoring in Critical Habitat for Tiehm's buckwheat		x	
Access Control within Critical Habitat for Tiehm's buckwheat		x	s
Ex-Situ Conservation Planning for Tiehm's buckwheat including seed collection, propagation, transplant studies, and scientific research	x	x	x
Noxious and Invasive Species Control Program Throughout the Project Area			
Insect Pollinator Monitoring in Tiehm's buckwheat critical habitat	x	x	
Bird and Bat Management Plan that includes		x	
Pre-disturbance clearance surveys for Tiehm's buckwheat within critical habitat prior to clearing activities		x	
Securing water resources that for project operations that does not add to existing groundwater uses but replaces them to result in no net increase in water use from Fish Lake Valley		x	

To aid in the conservation of Tiehm's buckwheat, we have established a Conservation Centre dedicated to seed collection and germination efforts, aiming to support population growth within our project area and enhance germination rates.

For personal use only

Over the reporting year we have:

- Collected 11,600 seeds
- Cold stratified 1,062 seeds, producing 208 new seedlings to date, which corresponds to a 20% germination rate

Over the spring season we conducted a Golden Eagle Survey discovering an occupied nest (with an eaglet) within two miles of the Rhyolite Ridge project. Since then, we have developed a one-mile buffer zone around the nest, where no activities of any kind may occur within the zone. Through ongoing monitoring and evaluation, we will ensure that no activities commence within the area until all occupants have left the nest for a set timeframe.

Climate change

We intend to play a key role in global decarbonisation efforts. Lithium, a crucial resource which we aim to produce at our facilities, to support the transition to electric vehicles and sustainable mobility. In line with our sustainability strategy and our goal of achieving Level A status as a TSM partner, we are committed to integrating climate mitigation and adaptation measures across all our offices and facilities. The Rhyolite Ridge facility will feature a unique closed-loop design for energy optimisation and efficiency. Through our unique electricity generation process, 94% of the electricity produced will be through a steam turbine associated with our on-site sulfuric acid process and waste heat bypass. The remaining 6% of power will be derived from onsite diesel generators. This near-closed loop system enhances operational resilience, reduces GHG emissions, and decreases our reliance on the local electrical grid.

In 2024, Ioneer conducted a GHG emission quantification exercise to assess emissions from our construction and operational phases. This analysis revealed that most of our emissions come from the operational processing phase, leading us to explore various decarbonisation strategies for reducing both direct emissions (Scopes 1 and 2) and indirect emissions (Scope 3) in our value chain. Ioneer identified short-term decarbonisation levers with high suitability and readiness such as small-scale carbon capture and storage, and opportunities in development of sustainable supply chains. Medium-term opportunities include alternative fuel for vehicles. These opportunities will help shape our climate plan, which is currently being developed, focusing on high-impact and effective abatement strategies.

Particulate matter is also a critical aspect of our onsite air quality improvement efforts. Vehicle and dust emissions, including SO2 and NOx impact local air quality for residents, communities and ecosystems broadly. The Ioneer EHSS team is evaluating technologies and practices to be integrated into the construction and operational phase of the Rhyolite Ridge Project, with the goal of reducing all emissions.

As we work towards the next steps of building out our climate plan, Ioneer has also identified the importance of integrating climate-related risks into our company risk management framework, and the development of a comprehensive climate resiliency plan to support the construction and operational phases of the project. Our sustainable procurement strategy will aid in abating indirect emissions (Scope 3) associated with our suppliers and encourage change on a broader scale.

Our EHSS Committee drives our efforts towards climate mitigation and resiliency. The Committee leads Ioneer's climate resiliency planning and reporting efforts, including alignment with emerging regulations. Ioneer aims to align its reporting frameworks with the International Sustainability Standards Board (ISSB) IFRS S2 – Climate-related Disclosures.

For personal use only

Partnering with communities

Engaging with local communities and Indigenous Peoples is vital for building trust and transparency, fostering positive relationships between Ioneer and the local communities. Through consistent engagement, we gain a deeper understanding of their needs, concerns, and expectations, ensuring that our projects align with their interests and values. Gaining community support is essential for obtaining and maintaining our social license to operate.

Local communities and indigenous peoples

Our materiality assessment revealed that engagement with indigenous and local communities is a critical aspect of our business. Therefore, we are committed to advancing our relationships with these stakeholders through consultations, fostering trust with transparency and action, and creating shared long-term economic and social value in the communities where we operate. We prioritise supporting the local economic development of local and tribally owned businesses, ensuring that all communities, stakeholders, benefit from the Project's success.

Through our Stakeholder Engagement Plan, we engage directly with local tribal nations via council meetings, fundraisers, and community events, and indirectly through interactions with the BLM and tribal governments as part of the NEPA review process. Communities are encouraged to use Syntrio, our grievance reporting hotline, as detailed in the Stakeholder Engagement section of our report. Our VP of External Affairs oversees our strategy and governance related to indigenous and local communities, focusing on consultation, relationship building, employment, and investment opportunities. Grievances are addressed promptly through the TSM grievance mechanism and framework. The VP of External Affairs manages relationships with local communities and tribal nations in accordance with our Community, Indigenous Peoples, and Tribal Nations policy.

We are dedicated to making a meaningful, positive impact through engaging with the communities where we operate. The Rhyolite Ridge Project is located within the territory of the Northern Paiute, and Western Shoshone tribal communities. In 2024, Ioneer actively engaged with Tribal Nations through council meetings, department-specific meetings and scheduled events such as the Inter-Tribal Council of Nevada (ITCN) Tribal Leadership Conference, the Reservation Economic Summit, and the Fallon-Paiute Earth Day event. Over the course of the reporting year, Ioneer donated health and safety equipment to local community centers and fire departments (e.g. AEDs), in addition to technology such as televisions and video conferencing equipment for use within the community which also allows for remote training and certification for local emergency responders.

For personal use only

Through consistent engagement with local communities and their elected representatives, four elected government bodies including 3 separate County Commissions provided letters of support for the Rhyolite Ridge Project during the Draft EIS Comment Period in 2024.

Ioneer and Esmeralda County reached a road maintenance agreement whereby Ioneer will be responsible for upgrading and for providing ongoing maintenance of the Project's access road which is a County owned BLM Right-of-way. Ioneer also provided resources for an independent expert to conduct an emergency services assessment. The report was finished in early 2024 and outlines strategies and recommendations for how Ioneer can support local emergency responders once construction activities commence.

Ioneer is committed to nurturing the ambitions, education, and professional development of the next generation of leaders who share our vision for global energy transition and decarbonisation. Since 2020, we have invested over $35,000 in scholarships through the Sustainable World Scholarship Program to support high school graduates. In the reporting year, we awarded scholarships to five outstanding recipients from institutions including Montana Western, Western Welding Academy, University of Nevada Reno, and Hastings College.

Since the Sustainable World Scholarship Program was initiated in 2020, Ioneer has provided scholarships to 13 individuals from nearby communities, and six have graduated with degrees in their chosen fields which include four bachelor's degrees, one associate's degree, and one vocational certificate.

Economic impact

The Rhyolite Ridge Project will not only boost the U.S. supply of critical minerals like lithium and boron but is also expected to revitalise the local economy. Once the Project is fully operational, we anticipate:

- Pay US$22.5 million annually in net proceeds on mineral taxes to Esmeralda County, local School districts and the State of Nevada;
- Provide 1,346 employment opportunities (direct, indirect and induces) for local communities;
- Supply over US$60.4 million USD in local salaries;
- Support local economic development through a total output of US$579 million; and
- Provide charitable donations ranging from US$100,000 to $250,000 annually.

* All metrics above were developed in a medium-case BAU scenario

GRI content index

Statement of use

ioneer has reported the information cited in this GRI content index for the period of July 1, 2023, to June 30, 2024 with reference to the GRI Standards.

GRI 1 Used **GRI 1: Foundation 2021**

Universal standards

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
The organisation and its reporting practices				
GRI 2: General Disclosures 2021	2-1	Organisational details	Ioneer at a Glance Headquarters: Nevada, USA	Page 02
GRI 2: General Disclosures 2021	2-2	Entities included in the organisation's sustainability reporting	About this Report	Page 01
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency, and contact point	About this Report Publication Date: September 18, 2024	Page 01
GRI 2: General Disclosures 2021	2-4	Restatements of information	Not applicable	
GRI 2: General Disclosures 2021	2-5	External assurance	Sustainability Report 2024 has not been externally assured	Page 02
Activities and workers				
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	Ioneer at a Glance	Page 02
GRI 2: General Disclosures 2021	2-7	Employees	Talent Attraction, Development, and Retention Contextual information:	Page 22
GRI 2: General Disclosures 2021	2-8	Workers who are not employees		

For personal use only

For personal use only

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
Governance				
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Corporate Governance and Integrity For more information on our governance structure, please refer to our Corporate Governance Statement	Pages 16-21
	2-10	Nomination and selection of the highest governance body	Corporate Governance and Integrity 2024 Annual Report	
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Corporate Governance and Integrity For more information on our governance structure, please refer to our Corporate Governance Statement	Page 16
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Integrity For more information on our governance structure, please refer to our Corporate Governance Statement	Pages 16-17
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	Page 21
GRI 2: General Disclosures 2021	2-14	Role of the highest governing body in sustainability reporting	Sustainability Governance https://www.ioneer.com/wp-content/uploads/2024/06/12.-INR-EHSS-Committee-Charter-May-2024.vF_.pdf	
GRI 2: General Disclosures 2021	2-15	Collective knowledge of the highest governance body	Corporate Governance and Integrity For more information, please refer to our Corporate Governance Statement	
GRI 2: General Disclosures 2021	2-16	Commincations of Critical Concern	Corporate Governance and Integrity	
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Corporate Governance and Integrity For more information, please refer to our Corporate Governance Statement	
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Corporate Governance and Integrity For more information, please refer to our Corporate Governance Statement	
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Sustainability-linked Remuneration For more information, please refer to Annual Report (Director's Report on Remuneration)	
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Sustainability-linked Remuneration For more information, please refer to Annual Report (Director's Report on Remuneration)	

For personal use only

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
Strategy, policies and practices				
GRI 2: General Disclosures 2021	2-21	N/A		
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the Leadership Team	Pagse 06-07
GRI 2: General Disclosures 2021	2-23	Policy commitments	Our Corporate Policies Risk Oversight Our Approach to Business Ethics and Corruption	Pages 20-21
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Our Corporate Policies	
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Stakeholder Engagement Risk Oversight	Pages 08-15
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement Risk Oversight	Pages 08-15
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Zero cases of instances of non-compliance	
GRI 2: General Disclosures 2021	2-28	Membership associations	Not applicable	
Stakeholder engagement				
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Stakeholder Engagement	Pages 09-11
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Not applicable	
Disclosures on material topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Material Topics	Pages 12-13
GRI 3: Material Topics 2021	3-2	List of material topics	Our Material Topics	Page 12

Topic-specific disclosures

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
Priority topic: energy and emissions				
Emissions				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Climate Change	Pages 22-30
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Please note that the Rhyolite Ridge project is currently not operational. Hence, we are not monitoring our greenhouse gas emissions. We will report our emissions inventory once we start operations	
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Please note that the Rhyolite Ridge project is currently not operational. Hence, we are not monitoring our greenhouse gas emissions. We will report our emissions inventory once we start operations	
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Please note that the Rhyolite Ridge project is currently not operational. Hence, we are not monitoring our greenhouse gas emissions. We will report our emissions inventory once we start operations	Page 28
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Climate Change	Page 28
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	Climate Change Please note that the Rhyolite Ridge project is currently not operational. Hence, we are not monitoring our greenhouse gas emissions as well as impact of emissions reduction initiatives. At this stage, we are working to create a decarbonisation plan, to be implemented in the operational phase. A high-level snapshot of our planned initiatives is provided	Page 28

For personal use only

For personal use only

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
Priority topic: water and effluents				
Water				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Water and Effluents	Pages 12-13, 26
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water and Effluents	Page 26
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water and Effluents	Page 26
Priority topic: biodiversity and land-use				
Biodiversity				
GRI 304: Biodiversity 2016	3-3	Management of material topics	Our Material Topics Biodiversity and Land Use	Pages 12-13, 26-27
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Land Use	Pages 26-27
Priority topic: talent retention, development and attraction				
Employment				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Our People	Pages 12-13, 22-25
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Attraction, Development, and Retention	Pages 24-25
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Health Safety and Well-Being	Pages 24-25
Training and education				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Our People	Pages 12-13, Pages 22-25
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Attraction, Development, and Retention	Pages 12-13, and 22-25

For personal use only

2021 GRI Standard	2021 Disclosure Number	Disclosure Title	Location	Page Number
Priority topic: local community				
Local Communities				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Partnering with Communities	Pages 12-13, 29-30
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Partnering with Communities	Pages 12-13, 29-30
Occupational health and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Material Topics Health, Safety, and Well-being	Pages 24-25
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health, Safety, and Well-being	Pages 24-25
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety, and Well-being	Pages 24-25
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Health, Safety, and Well-being	Pages 24-25
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Health, Safety, and Well-being	Pages 24-25
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	Health, Safety, and Well-being	Pages 24-25

Corporate directory

Directors

James D. Calaway	Executive Chair
Bernard Rowe	Managing Director
Stephen Gardiner	Non-Executive Director
Alan Davies	Non-Executive Director
Rose McKinney-James	Non-Executive Director
Margaret R. Walker	Non-Executive Director

Company Secretary

Ian Bucknell

Offices

Sydney (Registered Office)

Level 16, 213 Miller Street
North Sydney NSW 2060
Australia

Telephone: +61 (2) 9922-5800
Website: www.ioneer.com
Email: info@ioneer.com

Reno

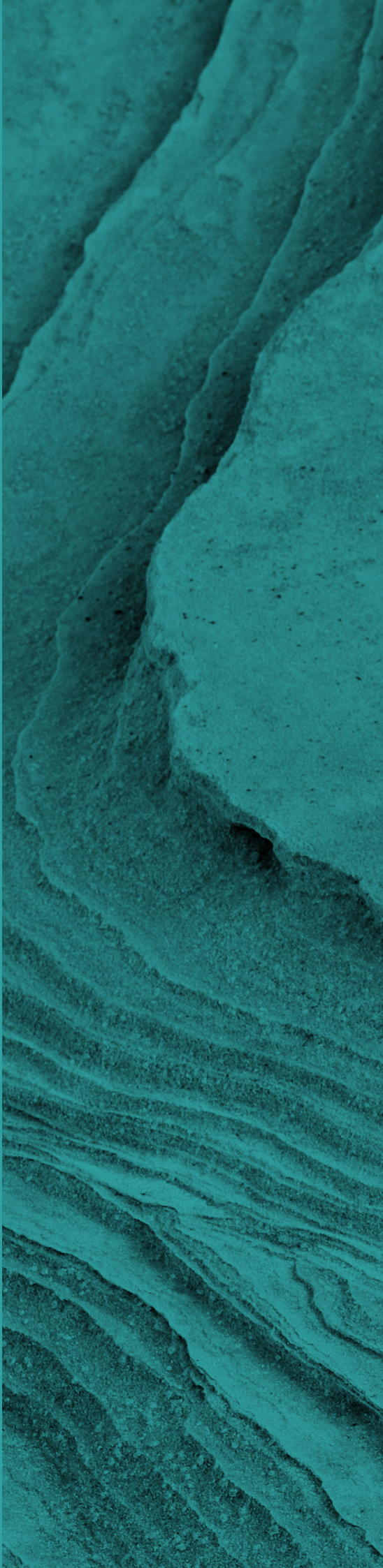
9460 Double R Blvd.
Suite 200
Reno Nevada 89521
United States of America

Share Registrar

Boardroom Pty Limited
Grosvenor Place
Level 12, 225 George Street
Sydney NSW 2000

Telephone: 1300 737 760

For personal use only

ioneer

For personal use only