

Hastings Technology Metals Limited

Board Charter

Function

The Company's core focus is creating value for shareholders through a combination of exploration success and project development.

The Board's role is to govern the Company in the best interests of the shareholders as a whole, including setting the Company's strategy, promoting and protecting the Company's interests and overseeing the management of the Company.

Board Composition

In accordance with the Company's Constitution, the Company shall have not less than three and not more than 10 directors.

The Board recognises that best practice is to have a majority of non-executive directors who are independent of judgement and character and free of material relationships with the Company and other entities.

The Board will review membership and composition of the Board periodically with a view to progressively increase the independent directors on the Board as the Company grows.

Criteria for determining the identification and appointment of new directors shall include experience and achievement, professional skills, potential conflicts, intellectual and physical ability to undertake Board's duties and responsibilities and the overall mix of skills, experience and backgrounds represented on the Board, including gender and the requirement for independence.

Directors will be engaged through a letter of appointment and provided with an induction program upon appointment. Directors will also be provided with a deed of indemnity and insurance providing them with rights to Director and Officer insurance and Company books.

The level of remuneration paid to directors will be determined by the Board, within any limits approved by shareholders.

Conduct

Directors are required to disclose to the Board actual or potential conflicts that may or might reasonably be thought to exist between the interests of the Director and the interests of the Company. Disclosures are made upon appointment, on an ongoing basis and as a standing item at the commencement of each Board meeting. Directors will ensure that no decision or

action is taken that has the effect of placing his or her interest in priority to the interests of the Company.

Directors are expected to utilise their skills, knowledge and experience for and apply their judgment to all matters discussed at Board meetings. Directors have a duty to question, request information, raise issues and fully canvas all aspects of any issue confronting the Company, while respecting the contributions of other Directors. Directors will keep confidential all Board discussions and deliberations.

Access to Professional Advice

The Board has determined that individual Directors have the right in connection with their duties and responsibilities as Directors, to seek independent professional advice at the Company's expense. The engagement of an outside adviser is subject to prior approval of the Chairman and this will not be withheld unreasonably. Any advice so received will be made available to all Board members.

Self-Assessment

The Board undertakes an annual performance evaluation of itself that:

- compares the performance of the Board with the requirements of its Charter; and
- effects any improvements to the Board Charter deemed necessary or desirable.

The performance evaluation will be conducted in such manner as the Board deems appropriate.

Responsibilities of the Board

The Board is responsible for:

- Overseeing, approving and monitoring the Company's strategic and operating objectives, acquisitions and divestments;
- Reviewing and approving the Company's systems of risk management and internal compliance and control, including the integrity of the Company's accounting and corporate reporting systems, and monitoring the performance of the Company in these areas;
- Approving and monitoring annual budgets, major capital expenditure and capital management;
- Approving and adopting documents required by laws or external regulation, including annual and financial reports and statements to shareholders;
- Monitoring the operational and financial position and performance of the Company;
- Appointment and removal of a CEO and/or Managing Director, Executive Directors and the Company Secretary, as well as evaluating their respective performances and approving the terms and conditions of employment including remuneration;
- Delegating authority to ensure the effective day-to-day management of the business of

- the Company and monitoring the exercise of such delegated authority;
- Ratifying the appointment and removal of senior executive positions reporting to the managing or executive directors and determining whether the terms and conditions (including remuneration) are appropriate;
- Ensuring that policies and procedures are in place consistent with the Company's objectives, corporate governance standards and relevant laws and monitoring compliance in these areas;
- Ensuring corporate accountability to the shareholders through an effective shareholder communications strategy.

The Board retains ultimate authority to vary or revoke delegations of authority, whether to an executive director, CEO or otherwise, at any time.

The Chairman

The Board will select one of its members to be Chairman.

The Chairman will preferably be an independent, non-executive director.

The Chairman will lead and manage the Board and utilises his or her experience, skills and leadership abilities to facilitate the governance processes.

The role of the Chairman is to:

- establish the agenda for Board meetings in consultation with the Company Secretary and the Board;
- preside over Board meetings and general meetings of shareholders;
- ensure that the Board is operating to the highest governance standards,
- ensure that at Board meetings:
 - all matters are considered carefully and thoroughly;
 - all Directors are given the opportunity to effectively contribute; and
 - the Board comes to clear decisions;
 - all resolutions are noted;
- initiate and oversee the annual process of Board and Director evaluation;
- undertake appropriate public relations activities, including as the spokesperson for the Company at the AGM and in the reporting of performance;

The Company Secretary

The Company Secretary is accountable to the Board on all governance matters and reports directly to the Chairman as the representative of the Board.

The Company Secretary is appointed and dismissed by the Board.

The Company Secretary' advice and services shall be available to all directors and committees.

The Company Secretary supports the Board by:

- maintaining the information systems that are appropriate for the Board to fulfill its role and functions, including coordinating the timely completion and dispatch of board and committee papers and minutes;
- monitoring that Board policy and procedures are followed; and
- developing and implementing the Company's governance, legal and regulatory compliance program and ensuring all relevant obligations are met.

Executive Directors

An executive director's primary objective is to ensure the ongoing success of the Company through being responsible for those aspects of the management and development of the Company delegated to the executive director by the Board in accordance with his or her terms of engagement.

Executive directors report to the Board, through the Chairman.

Duties of Executive Director's, unless otherwise agreed, are to:

- devote sufficient time, attention and skill to the duties of the office;
- develop with the Board the ongoing corporate strategy; implementing and monitoring strategy and reporting to the Board on current and future initiatives;
- be accountable for planning, coordinating and directing the operations of the Company to achieve strategic, financial and operating objectives as agreed with the Board;
- promote the interests of the Company;
- advise the Board regarding the most effective organizational structure and oversee its implementation;
- assess business opportunities of potential benefit to the Company;
- recommend policies to the Board in relation to a range of organisational issues including delegations of authority;
- ensure statutory, legal and regulatory compliance and comply with corporate policies and standards;
- ensure appropriate risk management practices and policies are in place.

Board Committees

The Board has determined that it will delegate certain of its functions and responsibilities to the following committees to assist with performance of those functions and responsibilities.

Accordingly the following Board committees will review and oversee matters pertaining to:

Audit and Risk

- The Company's financial statements and external reporting requirements;
- The auditor and audit process, including appointment, independence and performance of external auditors;
- Internal control and risk management; and

- The Company's systems for compliance with legal and regulatory requirements;

Nomination and Remuneration

- The size, composition and performance of the Board;
- Nomination, appointment and re-election of directors;
- Succession planning generally; and
- Induction, performance evaluation and remuneration of directors and senior executives.

Project Review

- Monitor project progress and identify project risks and opportunities; and
- Oversees detailed technical aspects of project construction as well as obtaining regular updates from management regarding progress and performance.

ESG

- Receive reports from management regarding any material exposure to environmental or social risks and the management of those risks;
- Review and report to Board on external material industry trends which may have significant implications for the Company;
- Review the Company's strategy and provide advice to the Board with respect to best practice ESG matters (including climate related matters); and
- Other ESG related functions as may be included in the committee charter from time to time.



Charles Lew

Executive Chairman

Approved by the Board (20 September 2023)