

Community Policy

Hastings Technology Metals Ltd (Hastings or the Company) is committed to developing and maintaining a reputation as a highly trusted rare earths company. Hastings is committed to balancing its business needs with those of the communities within which we operate. This Policy applies to all Employees, Directors, officers and Contractors and Subcontractors and anyone working for or on behalf of the Company.

Purpose

Hastings seeks to work with our Communities to achieve their future aspirations. As a member of the Communities in which we operate, we strive to make a positive difference and to earn the trust of all with whom we interact.

Scope

This policy applies to all Hastings Directors, Employees, and any Contractors, Consultants or other service providers who interact with community stakeholders whilst representing Hastings.

Policy

Appropriate Behaviour

- The way we behave is integral to building trusting relationships with our stakeholders. That is why we place as much emphasis on our behaviour as we do on our results.
- Any person interacting with a community stakeholder whilst representing Hastings is required to conduct themselves in accordance with Hastings Values, Code of Conduct, Community procedures and other relevant policies.

Community principles

Our approach to our stakeholders must always be guided by Hastings Community Principles:

- Everyone has a role to play in building positive community relations.
- We consider our community impact with each decision that we make.
- We strive to ensure that every interaction with our community stakeholders is positive and Hastings Technology Metals Ltd HA-0-0000-HE-HS-POL-00001 Rev02 ACN 122 911 399 aligned with our values.
- We communicate regularly with our stakeholders with integrity in an open, timely and transparent way.
- We work closely with our stakeholders, we share ideas and we actively seek opportunities to collaborate.
- We value the diversity of our stakeholders, respect their culture, backgrounds, and aspirations, and we strive to achieve outcomes of mutual benefit.

Individual responsibility

Every person covered by this policy recognises, understands, and accepts their individual responsibility to:

- Comply with all applicable laws, internal policies, and other commitments to our stakeholders to which we subscribe. For example, commitments relating to safety, environment, cultural heritage, Native Title, land access (neighbouring properties), Indigenous land use, and use of community facilities.
- Avoid any behaviour that could harm Hastings reputation or relationship with our local communities.
- Respect the Aboriginal cultural heritage of the Communities in which we operate and attend cultural heritage training.
- Consider the community impact with each decision that is made.
- Immediately record any incidents they become aware of that have (or may have) a negative impact on the community.
- Support Hastings aim of sharing the economic benefit with our local Communities by, where possible, maximising local procurement.

Company commitments

Hastings is committed to working with our Communities to achieve their future aspirations, including:

- Identifying opportunities for partnerships that create shared value, both for Hastings and for our community stakeholders. •
- Sharing the economic benefit with our local communities where possible by maximising local procurement and local employment and training opportunities, particularly for our local Indigenous communities.

Leaders at all levels in the Company are required to communicate this policy to Employees and involve them in its implementation.



Charles Lew

EXECUTIVE CHAIRMAN

Approved by the Board (26 July 2023)