

Social Media Policy

Hastings Technology Metals Ltd (Hastings or the Company) recognises that social media provides for digital access and easy means of connecting and engaging with a vast online community of stakeholders. This Policy covers the use of electronic media for engagement within and between Hastings and its stakeholders by directors, employees, and contractors of the Company (Staff). To preserve the reputation of the Company, this Policy applies to the wide range of technologies referred to as 'social media' to manage risks associated with the use of technology platforms and tools of this nature.

This policy should be read in conjunction with the Continuous Disclosure Policy, Shareholder Communications Policy, Code of Conduct and Acceptable Use of ICT Resources Policy.

Only Staff authorised by the Executive Chairman or CEO are permitted to release Company content via Hastings social media platforms. When using social media, authorised Staff shall:

- Seek approval from the Executive Chairman or CEO or authorised representative prior to release of any company information or in responding to comments on posts in the social or printed media
- Only disclose material information that has already been released via the ASX platform
- Comply with relevant laws, regulations, and Hastings' corporate policies!
- Not disclose intellectual property, commercially sensitive, confidential, or personal information
- Not post offensive, false, misleading, or discriminatory information
- Promote and reinforce the reputation, achievements, and holistic values of the Company.

Hastings cannot prohibit Staff from posting personal opinions and content on private social media accounts, however we do expect Staff, in relation to Hastings subject matter, to:

- Only share or repost approved, legal content distributed on Hastings social media platforms
- Respond in a manner that demonstrates pride in the Company, conforms with our policies, is not in breach of any laws or brings Hastings into disrepute and is representative of our values
- Clearly state that personal opinions/content regarding Hastings are not those of the Company
- Not post intellectual property and confidential Company information. Only information classed as 'Public' or is in the public domain as defined in the Information Classification Guideline is permitted to be shared on social media

- Abstain from discussing company-related information on personal social media accounts
- Avoid sharing or responding to abusive, offensive, discriminatory, misleading and/or slanderous content on any individual or on the Company.

Hastings' directors, employees, contractors, and any other personnel working for or on behalf of Hastings are responsible for the observance and implementation of this policy.

This Policy will be reviewed every two years or as required.



Charles Lew

Executive Chairman

Approved by the Board (20 September 2023)