

Indigenous and Native Title Policy

Approved by the Board on 27 February 2023

Hexagon Energy Materials recognises and accepts the rights of indigenous people and will at all times comply with and be considerate of Legislation, Regulations, culture and heritage. We are committed to promoting the culture and protecting heritage of indigenous people and recognise indigenous peoples' strong relationship to the land in which we operate.

We consider excellence in environment and community as essential to our long term success and will achieve this by:

- Engaging and empowering our employees, contractors and stakeholders to actively identify opportunities for indigenous people and the community within the business.
- Complying with all applicable Heritage and Native Title legislation, regulations and standards in the locations in which we operate.
- Conserving heritage sites and places of cultural significance.
- Engaging and empowering local indigenous people, contractors and stakeholders to actively identify opportunities for indigenous employment and involvement within the business.
- Reporting any activities where there has been an unlawful disturbance to any areas of cultural or heritage significance.

This policy is applicable to all Hexagon Energy Materials' operations, sites, tenements, activities and services and shall be communicated to all employees, contractors and communities in which we operate.