



COMMUNITY RELATIONS POLICY

This Policy was approved by the Board of Vulcan Energy Resources Limited on 25 May 2022

1. Introduction

Vulcan's *raison d'être* is to be a leader in Environmental, Social and Governance (ESG), as part of the Company's goal to develop the world's first Zero Carbon Lithium™ business.

Sustainability and a strict "zero carbon, zero fossil fuels to power our production process once in commercial production, and net zero greenhouse gas emissions at all times across our operations" policy is at the core of Vulcan's values and is predicated on Vulcan's commitment to behave ethically, to create value for its stakeholders, and to have a positive input in the communities and environments in which Vulcan operates.

2. Commitment to communities

Vulcan seeks to build trust and understanding by developing mutually beneficial relationships not only with our host communities, host governments and other key stakeholders but also global communities as part of our social responsibility.

We will use the local knowledge and expertise of our team as we work with local communities to ensure Vulcan's mission and the Zero Carbon Lithium™ Project is understood and accepted. We also aim to continually improve our social performance, strengthen our social licence to operate and deliver enduring value in collaboration with our host communities and governments.

To attain this goal, we commit to:

- inform, on a regular basis, local stakeholders about further project developments;
- provide a platform for dialogue, understanding both stakeholder views and our impacts on those around us;
- identify and create economic opportunities within the regions Vulcan operates by employing local people and purchasing local products and services;
- become an active member of the local communities through involvement in social, recreational, wellbeing, charitable and cultural initiatives;
- capitalise on local knowledge and expertise to make a positive contribution to the energy transition in the regions in which we plan to operate;
- network and raise awareness of renewable energy and E-mobility;
- work with research partners and other institutions to clarify geological parameters and optimise lithium extraction processes during the scale up of the project;
- aim to materially contribute to global efforts to combat climate change;
- comply with all applicable legal and regulatory requirements as a minimum standard;
- measure our contribution to socio-economic development and diversity as well as our relations with host communities and governments;
- implement impact, risk and crisis management strategies and systems to avoid, prevent, minimise, mitigate and/ or remedy impacts to communities, cultural heritage, and the environment; and
- ensure that appropriate Vulcan employees can undertake training on this and other relevant policies to ensure clear understanding of expectations and to mitigate foreseeable breaches.

Although this policy has a strong local community focus, Vulcan is conscious of its responsibility to support global community networks that can be negatively affected by a lack of climate resilience or economic stability. We see this as part of our commitment to the UN Sustainable



Development Goals (SDGs) and therefore, as the company grows, we will extend our focus globally.

To fully understand Vulcan's position on community relations, this policy should be read in conjunction with other corporate governance policies, including our Sustainable Supplier Policy which provides our expectations of suppliers and their supply chain.

Any suspected breaches of Vulcan's Corporate Code of Conduct and relevant policies, procedures and standards relating to any aspect of, or affecting, our community relations should be reported via the details in our Whistleblower Protection Policy, available to employees, suppliers, and the community.

Everyone working for and on behalf of, and third parties to Vulcan plays a role in these commitments by:

- adhering to this Community Relations Policy; and
- undertaking activities in a manner that avoids harm, builds respectful relationships with communities and other key stakeholders and delivers enduring value in collaboration with them.

If you have any questions, comments, requests, or concerns, please contact us at:

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As an ASX listed company with an office in Perth, Western Australia, we acknowledge the First Nations Peoples of Australia as the Traditional Owners, Custodians and Lore Keepers of the world's oldest living culture and pay respects to their Elders past, present and emerging.