

# Gender Pay Gap Report 2022-2023

Lynas Rare Earths Ltd today publishes gender pay gap results for employees in its Australian operations in line with the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023*.

This data represents an overview of Lynas Rare Earths' Australian operating sites and offices which employed 221 people (excluding the CEO) in the 2022–2023 reporting period. Of these employees, 26% were women and 74% were men.

As noted by the Workplace Gender Equality Agency (WGEA): “*The gender pay gap is the **difference in average earnings** between women and men in the workforce. It is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay.*”

It is also important to note that while significant efforts are being made to increase gender diversity at Lynas and in the industry more broadly, the median is “*the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest*”. The median is therefore influenced by the composition of our current workforce where men represent 74% of employees.

Key figures from the results are:

- **Average** total remuneration gender pay gap of 16.9% vs industry average of 23.1%
- **Median** total remuneration gender pay gap of 25.7%, consistent with industry at 25.7%

Pleasingly, the data also shows that the gender pay gap for managers and senior managers at Lynas is closer to zero than the average for the industry comparison group.

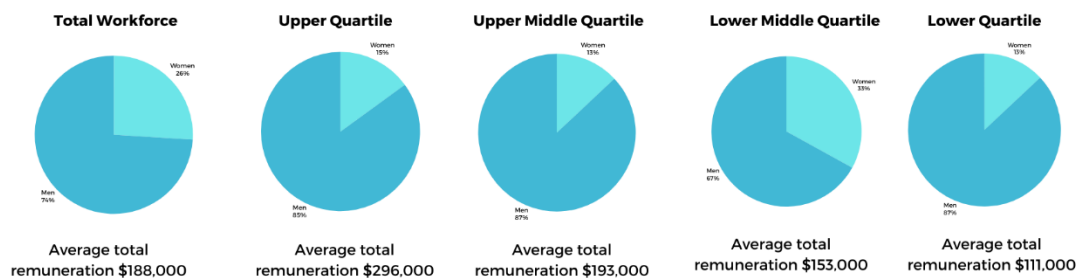


|                           | Median | Average |
|---------------------------|--------|---------|
| Gender Pay Gap            | 25.7%  | 16.9%   |
| Industry comparison group | 25.7%  | 23.1%   |



## Gender composition by pay quartile

(Total remuneration full time equivalent pay of all employees)





Lynas is committed to gender equality and to working to continue to reduce gender pay gaps in our organisation. We recognise there is work to be done in our organisation and across the critical minerals industry to attract and retain women and we have set a target of 30% women in our workforce by the end of 2024.

We are proud to have launched a range of initiatives over the past 12 months to support gender diversity at Lynas including:

- Holding our inaugural International Women's Day event in Australia to celebrate and provide networking opportunities for the growing number of women at Lynas;
- A new Flexible Working Procedure which includes opportunities for flexible work arrangements for people with caring responsibilities;
- A new employee Parental Leave Policy which includes full pay for the first 18 weeks of parental leave for the primary caregiver of the child (biological or adoption related); a Return-to-Work Payment of 1 month's pay after completion of 3 months of service for the primary caregiver of the child; and full pay for three weeks of parental leave where an employee's partner, de facto or spouse, has given birth to a child and is the primary caregiver.
- An updated Leave Procedure which includes the 10 days of paid family and domestic violence leave that is now available to all employees and compassionate and bereavement leave available if a baby in an employee's immediate family or household is stillborn, or if they have a miscarriage or their current spouse or de facto partner has a miscarriage.
- A Family and Domestic Violence Procedure to assist employees and ensure that managers and supervisors are equipped to support employees experiencing family and domestic violence.
- Providing wellness rooms on all sites which are equipped with a fridge and provide a private space for breastfeeding or expressing.

We continue to progress initiatives to ensure Lynas is an employer of choice for women and look forward to continuing to provide updates on our gender equality initiatives and outcomes.

A handwritten signature in dark ink, appearing to read "Amanda Lacaze", written over a light blue horizontal line.

Amanda Lacaze  
Chief Executive Officer & Managing Director

27 February 2024