

Human Rights Policy

Lynas is committed to protecting the human rights of our employees, business partners and their families, the communities in which we operate, and all other people with whom we have dealings.

Lynas recognises that our responsibility to protect human rights applies to our own global operations and to our supply chains.

Commitment

The Lynas Human Rights Policy is based on the United Nations Global Compact (UNGC), the International Labour Organization's (ILO) core conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights, and the International Bill of Human Rights.

We are committed to respecting all internationally recognised human rights in our operations as set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the ILO Declaration on Fundamental Principles and Rights at Work, in line with the United Nations Guiding Principles on Business and Human Rights.

We will continue to identify opportunities to strengthen our human rights approach, including through relevant external engagement and initiatives. This includes preventing modern slavery, including forced labour and human trafficking, and ensuring that security at all operations is managed in line with the protection of human rights.

Scope of Application

This Policy applies to all Lynas sites and to all Lynas employees and contractors on our sites. Lynas will communicate this Policy to employees, contractors and external stakeholders including suppliers.

Declaration of Commitment

In line with UN Guiding Principles for Business and Human Rights, Lynas has policies and processes in place to meet our responsibility to respect human rights. This includes:

1. A commitment to respecting human rights;
2. A human rights due diligence process to identify, prevent, mitigate and address actual or potential human rights impacts from our activities, including by monitoring indicators such as grievances lodged, resolved and remediated;
3. Maintaining mechanisms for dealing with human rights grievances and processes to enable the remediation of any adverse human rights impacts which are caused by, contributed to, or directly linked to Lynas' operations.

Our Actions:

- **Anti-discrimination** – not discriminating against any person based on race, origin, religion, disability, sex, gender identification, sexual orientation, native language, medical condition, marital status, citizenship, genetic information, pregnancy, union membership, political affiliation, age or any other characteristic protected by law;
- **Civil and political rights** – respecting civil and political rights of individuals including the right to express their views and participate in organised labour activities;
- **Cultural values** – recognising and respecting the cultural values, traditions and beliefs of the communities where we operate including First Peoples;
- **Economic, social and political rights** – respecting economic, social and political rights necessary for

human dignity, including the right to water, personal security, property rights and resettlement (should it be required), and First Peoples' rights;

- **Rights at work** – providing fair working conditions for all employees, including in relation to health and safety and working hours, and never using forced or child labour;
- **Empowering our people through rights, skills and opportunities** – encouraging our people to participate within and outside the Company on an equal basis; and
- **Respecting First Peoples' right to consultation** – implement engagement and consultation processes for the meaningful participation of First Peoples in decision making where projects are on lands traditionally owned by or under customary use of First Peoples.

Governance

This Human Rights Policy is overseen by Lynas' Board of Directors, including the Chief Executive Officer, and implemented by the Lynas Leadership Team.

A handwritten signature in grey ink, appearing to read 'A. Lacaze'.

Amanda Lacaze
Chief Executive Officer
Date of issue: 29 April 2025