

Equal Opportunity Policy

Lynas is committed to maintaining an inclusive workplace that embraces a culture of equality. Equality encompasses acceptance and respect of the variety of differences between people in an organisation, including differences in gender, gender identity, sexual orientation, age, ethnicity, religion, disability, family responsibilities and cultural background.

We believe that a culture of equality will promote recruitment of employees and directors, enhance employee retention, encourage innovation, and ensure that the Company benefits from all available talent. We believe that this approach positions the Company to attract and retain the best possible workforce, based on merit and on the requirements of the position, consistent with applicable law.

Scope of Application

This Policy applies to all Lynas sites and to all Lynas employees and contractors on our sites, and our equal opportunity strategies apply to all Lynas employees and contractors, including senior management, in each case, subject to and in accordance with applicable law. For questions regarding the applicability and scope of this Policy, contact the Company Secretary.

Our Actions:

- Ensuring that recruitment of employees and directors is made from a broad pool of qualified candidates, taking into account the laws and regulations where the Company operates;
- Providing equal opportunities for all individuals;
- Setting measurable objectives of the Company;
- Providing equal pay for equal work;
- Identifying programmes that assist in the development of a broader pool of skilled and experienced management candidates;
- Taking action against inappropriate workplace and discriminatory behaviour, as well as behaviour that is inconsistent with our policies regarding discrimination, harassment and intimidation under the Code of Conduct of the Company.

A handwritten signature in black ink, appearing to read "Amanda Lacaze".

Amanda Lacaze
Chief Executive Officer
Date of issue: 4 June 2025