COMMUNITY POLICY

PURPOSE

As a leading Australian mining services and resource development company, Mineral Resources Limited (MinRes) recognises the value of building positive relationships with key stakeholders and the communities in which we operate. We seek to build sustainable partnerships with business partners, governments, non-government organisations, host communities and other stakeholders to support mutually beneficial outcomes.

SCOPE

This Policy applies to all stakeholders including employees, directors, officers, and contractors of MinRes and its subsidiaries.

OUR COMMITMENT

MinRes is committed to:

- Engaging early, openly, honestly, transparently, and regularly with the communities impacted by our operations and consider their views in our decision-making.
- Working proactively to foster and maintain positive relationships with communities affected by our operations.
- Respecting the cultural heritage, customs and traditions of our host communities including those of Aboriginal Peoples associated with our activities and working to build cultural awareness across all of our operations.
- Seeking to develop and maintain respectful relationships with Aboriginal Peoples.
- Understanding and managing the impacts and opportunities associated with our activities on the communities we operate in.
- Entering into agreements with Traditional Owners that provide for the identification and management of heritage values, including good faith consultation, complying with all applicable legal requirements and supporting mutually beneficial outcomes from our activities.
- Building a workforce that includes and represents the diverse communities that host our activities.
- Prioritising where possible local recruitment, business development and contractor opportunities.
- Establishing working relationships with local suppliers to build community capability and value through the delivery of safe and effective services for our activities.
- Providing compensation to landholders and asset owners in accordance with applicable legal requirements and negotiated agreements where our activities directly impact their land or assets.
- Reporting transparently, and in a timely manner, on our social and sustainability performance.
- Maintaining accessible and transparent mechanisms to address and respond to stakeholder grievances.
- Supporting our host communities through mutually agreed initiatives for the duration of our operational activities.

OUR GOALS

We aim to build sustainable and positive relationships with key stakeholders and host communities to support mutually beneficial outcomes.

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OUR RESPONSIBILITY

Leaders at all levels in the Company are required to communicate this Policy to employees and involve them in its implementation.

MinRes employees have a responsibility to comply with the principles of this Policy and any associated policies, procedures or processes.

RELATED DOCUMENTS

- Human Rights Policy Health and Safety Policy
- Whistleblower Policy
- Whistleblower Procedure
- Anti-Bribery and Corruption Policy Sustainability Policy
- Aboriginal Peoples Policy

REVIEW OF POLICY

This Policy will be reviewed, revised, and re-published where necessary, to ensure that it remains relevant and appropriate to MinRes' activities.

Sarah Standish
Company Secretary

14th October 2026

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