

Subject: Diversity and Inclusion Policy

Identification: POL-001

Usage: Public

Date: 08/2024

Version: 01

Approval: 19/08/2024

Executive Summary

The companies of Lithium Ionic Group (including MGLIT Empreendimentos Ltda., Neolit Minerals Participações Ltda., Salit Mineração Ltda., among others) (hereinafter referred to, jointly, simply as “LI Companies”) are firmly committed to cultivating an inclusive work environment where all people are treated with equal respect and dignity. Our Diversity and Inclusion Policy outlines strategic guidelines and commitments to promote appreciation for human diversity.

We recognize diversity as encompassing various social and cultural characteristics that make each person unique. Our approach aims to ensure fair treatment through all aspects of employment without bias or prejudice. Senior leadership will champion these priorities by leading with visionary action.

Areas of focus include establishing equitable recruitment and development processes, combating harassment, and valuing every individual. Continuous monitoring includes annual reporting on progress toward our goal to increase women's representation in the workforce and leadership over the mine life.

Additional mechanisms will be developed to further embed inclusion. Employees must comply with our Codes prohibiting discrimination. Engagement and training will raise awareness of our commitment to respecting diversity across operations and throughout the community.

1. Goal

Establish guidelines and commitments to ensure LI Companies' actions are driven by respect, inclusion, equity, and appreciation for human and cultural diversity. Diversity encompasses various human differences, including race, ethnicity, gender, identity, sexual orientation, age, social class, disability, religion, nationality, and political beliefs. Equity ensures fairness by providing resources and opportunities tailored to individual needs, promoting balanced outcomes. Inclusion fosters a work environment where everyone is treated fairly and has equal access to opportunities. This approach will guide our activities, partnerships, and production chains across all regions where LI Companies

operate. We are dedicated to advancing gender equality and respecting internationally recognized human rights while considering the interests of all stakeholders—employees, customers, suppliers, investors, communities, and government entities.

2. Scope and Application

The Diversity and Inclusion Policy applies to all Administrators, Board members, Directors, Employees, Service Providers, Subsidiaries, Contractors, and Supply Chain partners. The policy, owned by Lithium Ionic Group, is intended for both internal and external use and is accessible on the corporate website. To ensure the most current version is used, dissemination will be exclusively digital, and the policy will be updated as needed. The normative instruments within this policy are designed to be a dynamic and ongoing source of guidance for the execution of LI Companies' work processes.

3. References

1. Universal Declaration of Human Rights (1948);
2. Law No. 9,029 - Combating Discrimination (1995);
3. Law No. 8,213/91 – People with Disabilities (1991);
4. Law No. 10,097/2005 – Apprentice (2005);
5. Law No. 13,146/2015 - Brazilian Inclusion Law (2015);
6. UN (United Nations) Sustainable Development Goals (SDGs) - 5,8,10,16, 17 (2015);
7. ILO (International Labor Organization) Conventions (1981);
8. UN Guiding Principles on Business and Human Rights (2011);
9. Canadian Human Rights Act (1977, amended 2017);
10. Canadian Charter of Rights and Freedoms (1982);
11. Canadian Employee Equity Act (1986, amended 2017);
12. IRMA Standard for Responsible Mining (2018).

4. Strategic Guidelines and Commitments to Diversity and Inclusion

I. Institutional and Leadership Commitment

- Respect and value the uniqueness of all employees and stakeholders, fostering an inclusive work environment free from discrimination and prejudice. Lead by example, making decisions based on objective factors, promoting inclusivity, and taking a stand against exclusionary conduct.

II. Promotion of Inclusive and Equitable Processes

- Ensure equitable practices across all internal processes—such as recruitment, dismissal, promotion, rewards and benefits, training, and retirement—to attract and cultivate a diverse talent pool. Maintain inclusive, prejudice-free policies that treat everyone fairly, irrespective of race, ethnicity, gender, identity, sexual orientation, age, social class, disability, religion, nationality, or political beliefs.

III. Valuing Diversity and Building Trust

- Create an environment that values individuality and encourages open dialogue, where employees feel safe to express their ideas and perspectives. Recognize and appreciate the diverse contributions of all employees and stakeholders, ensuring that the workplace remains a space where everyone has equal opportunities to thrive.

IV. No Tolerance for Discrimination or Harassment

- Uphold the dignity and human rights of all individuals within the workplace. Any violation of this policy is a breach of the LTH Code of Business Conduct and Ethics and the MGLIT Code of Conduct (PO-001) and will be subject to the prescribed penalties.

V. Promotion of Diversity, Equity, and Inclusion

- Actively facilitate dialogue to raise awareness about diversity and combat discrimination through internal and external campaigns, training, and educational initiatives. Monitor the effectiveness of these efforts through annual reporting, with a specific goal of increasing the proportion of women in the workforce by 1% annually throughout the life of the mine (LOM), starting from a 29% baseline in 2023. This commitment extends to enhancing female representation in senior management and the Board of Directors.

VI. Monitoring, Evaluation, and Support Mechanisms

- Continuously review the policy's effectiveness based on ongoing assessments and workplace reporting results. Develop and implement additional support mechanisms and management plans to ensure the fulfillment of these commitments, guided by continuous feedback and evaluation.

5. Engagement and Communication with Stakeholders

Lithium Ionic Group’s senior management team is committed to disseminating the Diversity and Inclusion Policy to all recipients and adequately reporting violations.

6. Management Commitment

Senior Management is responsible for upholding the values and principles set forth in this policy, while also guiding the development of projects and initiatives that align with these commitments.

7. Disclosure, Revision, and Implementation

This Policy will be disseminated, archived, and published on the website, coming into effect on the date of its publication and replacing any previous versions. It will be reviewed within a maximum of two years, or as needed, to ensure its content remains current.

8. Version Histories

Date	Elaborate	Version
19/08/2024	Idalia S. Rodrigues & Katrina Diez	01