



REX MINERALS LTD

ACN 124 960 523

REX: VISION | PURPOSE | VALUES

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Vision

We produce the minerals needed for the world we all envision.

Purpose

We explore and mine responsibly to benefit our stakeholders and contribute to a more sustainable world.

Values

We value:

Responsibility – The health, safety and prosperity of people, communities and the environment are of utmost importance. By always acting responsibly, we will develop our assets sustainably and positively impact lives.

Teamwork – We work together with colleagues, partners and communities, learning from each other to improve performance and drive success.

Respect – We respect and foster diversity of people and perspectives, and treat each other fairly and with dignity.

Integrity – We have the commitment and courage to do what is right, not what is easiest. Our ethics and transparency help us to build trust and foster strong relationships with everyone we work with.

Growth – We challenge ourselves to approach each day with a drive for individual and team growth. Each day, we aim to do and be better.

This Vision, Purpose, Values Statement was approved by the Rex Minerals Board on 23 July 2021.

Our Values mean ...

Responsibility

The health, safety and prosperity of people, communities and the environment are of utmost importance. By always acting responsibly, we will develop our assets sustainably and positively impact lives.

What it means to Rex

- Safety first in everything we do, big or small
- Minimise, mitigate, and where possible, eliminate negative impacts and optimise benefits
- Reduce consumption and emissions, promote cleaner processes
- Respect human rights and people's connections to their land and natural resources
- Involve communities in asset development, actively listen and act, create jobs, buy locally and give back

Teamwork

We work together with colleagues, partners and communities, learning from each other to improve performance and drive success.

What it means to Rex

- Continually seek and give feedback to learn from others, to share knowledge and to optimise operations
- Encourage teams to share and embody Rex's values and culture
- Get buy-in and work towards a common and beneficial goal

Respect

We respect and foster diversity of people and perspectives, and treat each other fairly and with dignity.

What it means to Rex

- Actively seek out different perspectives and opinions
- Listen with respect to everyone and value their contributions
- Create an open forum where we can constructively challenge assumptions and biases

Integrity

We have the commitment and courage to do what is right, not what is easiest. Our ethics and transparency help us to build trust and foster strong relationships with everyone we work with.

What it means to Rex

- Be brave and relentless in our commitment to act honestly and communicate transparently
- Be accountable for our words, actions and decisions
- Speak up – challenge things when the situation calls for it

Growth

We challenge ourselves to approach each day with a drive for individual and team growth. Each day, we aim to do and be better.

What it means to Rex

- Adapt and be responsive to our colleagues, shareholders, communities, and partners to meet and exceed expectations
- Set high expectations for ourselves and teammates and continually aim to meet or surpass them
- Bring innovation and improvement to everything we do
- Seek out opportunities to continually learn