

SUSTAINABILITY COMMITTEE CHARTER

February 2025

1. PURPOSE

2. The purpose of the Sustainability Committee (the “Sustainability Committee”) of the Board of Directors (the “Board”) of IperionX Limited (the “Company”) is to oversee the Company’s environmental, social and governance strategy and initiatives, including the Company’s reporting on its commitment to sustainability, social responsibility and other related matters.

3. FUNCTIONS AND RESPONSIBILITIES

- 3.1 The Sustainability Committee is a committee of the Board with its principal functions being to:

- (a) Oversee the development of, and periodically review, assess and discuss with management, the Company’s environmental, social and governance policies, practices, goals and opportunities, including the Company’s: (i) social responsibility efforts, (ii) environmental and sustainability efforts, (iii) philanthropic activities and (iv) community engagement.
- (b) Ensure that consideration of environmental, social and governance matters is an integral part of the strategic planning process.
- (c) Oversee the Company’s engagement and communications with internal and external stakeholders regarding the Company’s environmental, social and governance policies, practices and values.
- (d) Discuss with management significant stakeholder concerns or proposals regarding environmental, social and governance matters.
- (e) Discuss with management important trends in environmental, social and governance practices and opportunities.

4. COMPOSITION

- 4.1 The Sustainability Committee shall comprise at least three members of the Board the majority of whom will be non-executive directors. The Board shall designate one member as chairperson or delegate such authority to designate a chairperson to the Sustainability Committee.

5. MEETINGS

- 5.1 The Sustainability Committee will meet as often as may be deemed necessary or appropriate, in its judgment, at such times and places as the Sustainability Committee or its Chairperson determines. A majority of the members of the Sustainability Committee constitutes a quorum. The Sustainability Committee will report regularly to the Board with respect to its activities.

North Carolina

129 W Trade Street, Suite 1405
Charlotte, NC 28202

Tennessee

279 West Main Street
Camden, TN 38320

Virginia

1092 Confroy Drive
South Boston, VA 24592

Utah

1782 W 2300 S
West Valley City, UT 84119



6. SUBCOMMITTEES

6.1 The Sustainability Committee may delegate its duties and responsibilities to one or more subcommittees as it determines appropriate.

7. OUTSIDE ADVISORS

7.1 The Sustainability Committee has the authority to retain such outside counsel, consultants, experts and other advisors as it determines appropriate to assist it in the performance of its functions and will receive appropriate funding, as determined by the Sustainability Committee, from the Company for the payment of compensation to any such advisors and for the payment of ordinary administrative expenses that are necessary or appropriate in carrying out the Sustainability Committee's duties.