



# Community Relations Policy

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## Purpose

We, Patriot Battery Metals, care about cultivating mutual positive relationships with our host communities. We strive to maintain ongoing dialogue with Indigenous and non-Indigenous stakeholders, from citizens to local representatives and organizations. We value the communities in which we operate and we work to ensure our activities provide meaningful benefits. This Policy reflects our commitment to deliver on measurable objectives and targets aimed at the continual improvement of our stakeholder engagement.

## Scope

This Policy applies to all:

1. Directors, executives, employees, contractors, business partners and visitors.
2. Business units, including subsidiaries.
3. Project sites and corporate offices.
4. Project life cycle.

## Commitments

We, Patriot Battery Metals, are committed to:

1. Implementing an engagement approach based on a culture of respect, and communicating our values and expectations.
2. Identifying, informing and consulting, at an early stage, the stakeholders potentially affected by our activities in a structured and culturally appropriate manner.
3. Recording shared information, questions, comments, expectations and interests to reach mutual understanding, to work in collaboration to address concerns and to enhance participation in our projects.
4. Complying with the human rights, laws and regulations of the jurisdiction in which we operate.
5. Fulfilling the commitments of our negotiated agreements.
6. Developing corporate objectives, targets and key performance indicators (KPIs) and communicating them to our employees, contractors, business partners, visitors and our host communities.
7. Identifying and assessing potential social risks and impacts and designing and implementing proper avoidance, mitigation or compensation measures.
8. Avoiding operations in known cultural heritage sites and lands that have special value for Indigenous, local, and regional authorities.



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9. Looking for opportunities to generate or enhance positive impacts such as contribution to the social and economic growth of our host communities through the prioritization of local procurement and employment, and investment in sustainable community and educational initiatives.
10. Ensuring that we interact with our host communities with integrity and respect.
11. Providing training to our employees to improve awareness and acceptance toward diversity, equity and inclusion, and where relevant, extending these programs to contractors, business partners, visitors and host communities.
12. Putting communication channels in place to encourage employees, contractors, business partners, visitors and host communities to report emergencies, raise concerns, file complaints and suggest possible solutions. Assessing comments that may be received and, if required, conducting appropriate investigations, identifying corrective actions and updating our processes accordingly.
13. Providing diverse, equitable, inclusive and culturally safe workplaces with a continuous improvement perspective.
14. Developing, implementing, and maintaining stakeholder engagement processes and protocols complying with industry standards tailored to our workplaces.
15. Keeping ongoing records and, on a regular basis, reviewing regulatory requirements, analyzing KPIs and assess compliance and performance.
16. Annually reviewing processes, commitments, objectives, targets, KPIs, and the content of this policy.
17. Ensuring that the necessary human, material, technological and financial resources are available to implement this policy.

## Responsibilities

To achieve our commitments and objectives, we, Patriot Battery Metals will ensure that:

1. The Board of Directors meet on a regular basis to monitor:
  - a. The application of this policy by Patriot Battery Metals.
  - b. The stakeholder engagement performance of the Company.
  - c. The implementation of preventive actions and corrective measures.
2. The executives, managers and supervisors will:
  - a. Be visible in the promotion of a sound respectful culture through engagement with the workforce.
  - b. Be responsible for the analysis and treatment of potential risks.
  - c. Develop objectives and monitor performance targets to make informed decisions.
  - d. Ensure that the necessary resources are available.



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3. The Community Relations Team will:
  - a. Support the application of this policy, on-site activities and managers.
  - b. Develop, implement and update processes and corrective measures to ensure diverse, equitable, inclusive and culturally safe workplaces.
  - c. Ensure effective communication and engagement amongst all levels of the workforce.
  - d. Keep records and develop KPIs to ensure achievement of targets.
4. The employees, contractors, business partners and visitors will:
  - a. Carry out their activities according to this policy.
  - b. Be ambassadors of a respectful and inclusive culture.
  - c. Intervene when a situation goes against integrity and diversity-based values and report any event or non-compliance with this policy.
  - d. Give feedback on the identification of potential risks and how to improve performance.

## Approval & Review

This Community Relations Policy is to be reviewed periodically and updated as required.

Rev. No.	Prepared / Updated by	Reviewed	Approved	Date	Description / Changed Effected
0	ESG Department	CEO & President Executive VP ESG	PMET Board	September 2024	Initial Document