



## Diversity, Equality & Inclusion Policy

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### **Purpose**

Battery Mineral Resources Corp. ("BMR" or the "Company") is a company that believes its workforce should reflect the diversity of the countries and communities in which we operate. BMR believes that diversity promotes the inclusion of different perspectives and ideas, encourages independent thinking and ensures that the Company benefits from all available talent. BMR values the benefits that diversity can bring to its Board of Directors (the "Board"), members of senior management and employees of the Company and its subsidiaries. This commitment to diversity and inclusion contributes to making our Company a more successful business and employer of choice.

### **Objectives**

At BMR it is our objective to behave according to our values, to embrace diversity and inclusion, and to foster a culture based on merit and free of conscious and unconscious bias. We strive to achieve:

- a diverse and skilled workforce at all levels of the Company reflective of the talent available in the areas we operate;
- a diverse environment where the ability to contribute and access employment opportunities is based on performance, skill and merit, while recognising the benefits of and actively promoting greater representation of diversity in leadership positions throughout the organization, including at the Board level and in executive officer positions;
- a respectful work environment where our employees honour differences in backgrounds, experiences and perspectives;
- elimination of any systemic biases that are exclusive or could be a barrier to the selection, assessment, or professional development of diverse talent;
- engagement practices that value the perspectives of diverse stakeholders in the communities where we operate;
- investment in community initiatives that reflect our commitment to diversity and inclusion;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- zero tolerance for all forms of discrimination and harassment in our workplaces; and
- the maintenance of confidential and, if desired, anonymous mechanisms for our employees, contractors and external stakeholders to report actual or suspected incidents of unlawful discrimination and harassment without fear of retaliation or reprisal.

### **Director and Senior Management Diversity**

BMR believes that the promotion of diversity at the highest levels of our Company sets the "tone at the top" in demonstrating BMR's commitment to diversity at all levels within the organization.

BMR seeks to have directors and executive officers that are comprised of talented and dedicated individuals with a diverse mix of experience, skills, knowledge, education, personal qualities and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Company operates.

When assessing Board and committee composition or identifying suitable individuals for appointment or re-election to the Board or as executive officers, the Corporate Governance, Compensation and Nominating Committee (the "CGCNC"), the Board and/or the Company (as applicable) will consider candidates using objective criteria and on their merit, having due regard to the needs of the Board or the Company (as applicable) and to diversity, including the current level of representation of each of the designated groups on the Board or among the Company's executive officers (as applicable).

### **Reporting**

As part of its consideration of Board and senior management succession and in furtherance of BMR's commitment to diversity, the CGCNC will: (i) monitor the proportion of the Company's directors and executive officers and other members of senior management that are members of each of the designated groups; and (ii) monitor compliance with this Policy and the annual and cumulative progress made by the Company in achieving the objectives of this Policy. The CGCNC will provide reports to the Board on these matters on a periodic basis. It will also review and, if necessary, recommend amendments to this Policy on an annual basis.

Reviewed and approved by the Board of Directors on the 1st day of February, 2023.