ioneer

Annual Report 2022

Contents

AGM

The 2022 Annual General Meeting of shareholders of Ioneer Limited (Company) will be held on Friday, 4 November 2022 at 10:00am (Sydney time). Shareholders are invited to attend the AGM at Cliftons Venues Sydney, Level 13, 60 Margaret Street, Sydney and online at https://web.lumiagm.com/330319604.

Providing the materials for a sustainable and thriving planet

Ioneer is the owner of the Rhyolite Ridge Lithium-Boron Project located in Nevada, USA, the only known lithium-boron deposit in North America. Rhyolite Ridge is a world-class project that is expected to become a globally significant, long-life source of lithium and boron vital to a sustainable future. The Project is anticipated to come onstream in 2025.

FY22 Highlights

A year of strong delivery against the backdrop of continuing permitting and Covid-19 challenges.

- Offtake – EcoPro increases binding lithium offtake agreement to 7000 tpa
- U.S. Listing – Ioneer commences trading on Nasdaq
- Funding – US$490 million Strategic Partnership signed with Sibanye-Stillwater
- Debt – U.S. Department of Energy's Loan Program office invites Ioneer into due diligence
- Engineering – Key contracts awarded to ABB, FL Smidth, Veolia, and MECS
- Permitting – Issued State Water Pollution Control Permit

Chairman's Letter

> No place is our dedication clearer than in our work to address the permitting process in the United States. We are committed to the environment including, biodiversity, water recycling, low emissions, and sustainability measures essential to combatting climate change.

Fiscal year 2022 has been another year of great effort and significant progress by team Ioneer. It is with pleasure that we present to shareholders the Company's 2022 Annual Report.

As we move ever closer to Final Investment Decision (FID) and start of construction, the scale and complexity of our work grows. Our job is to manage numerous workstreams and bring them together like a conductor brings together sections of an orchestra to make great music. This year has tested our expanding team and has required complete focus and commitment to help advance the Rhyolite Ridge project. I am proud of our team, who, working with dedicated contractors and consultants in an environmentally sensitive manner, are delivering on the goal of developing the critical resources necessary to help enable electrification of transportation. And by doing it responsibly, we leave behind a positive story of who we are and what we stand for.

No place is our dedication clearer than in our work to address the permitting process in the United States. We are committed to environmental protection, low water usage, low emissions, and sustainability measures essential to combatting climate change.

In our case, we have faced an important challenge to find a solution that ensures the successful co-existence of Tiehm's buckwheat and our lithium mine. Over the year, we worked diligently with regulatory authorities and stakeholder groups, to find a considered way to make this co-existence both lasting and economically viable. We have pursued solutions that ensure no direct, and minimal indirect, impact on Tiehm's buckwheat populations. The culmination of this extraordinary work effort is the revised "Plan of Operations", that was submitted to the U.S. Government in July 2022. We expect this revised plan to move forward into the National Environmental Policy Act (NEPA) process soon. The plan will allow Rhyolite Ridge to be seen for what it in fact is – a prime example of "responsible mining".

Our growing engineering and operations team, working with our EPCM, Fluor Corporation, and other world-leading sub-contractors, continued to drive the project towards construction readiness. We are now at a high state of engineering readiness, which will enable Ioneer to start construction as soon as the federal permit is issued.

Our finance team has also had a productive year. We completed a Joint Venture agreement with Sibanye-Stillwater (Sibanye) to provide US$490 million in equity for the project in exchange for a 50% ownership interest. In addition, Sibanye provided a further US$70 million via a placement in Ioneer stock. Since September we have developed a strong and effective working relationship with Sibanye.

We have also made considerable progress with our Department of Energy Loan Program Office application (DOE). We remain optimistic that we will reach agreement to partner in the U.S. Government's efforts to support the establishment of a U.S. EV supply chain. The DOE process has several milestones. Our application was deemed complete in December 2021, and we have since been in the formal due diligence phase with the DOE engaging external engineering, economic, and legal experts to assist in detailed review. Should both parties decide to move forward, we would anticipate entering into a conditional term sheet with DOE in the coming months.

We also completed the listing of our shares on Nasdaq under the symbol IONR. The listing utilizes the American Depository Receipt (ADR) process, with each ADS representing 40 ASX shares of Ioneer. Completing the SEC registration process and beginning the listing on Nasdaq allows Ioneer to continue its efforts to expand our shareholder reach to North American capital markets.

Another key accomplishment has been the completion of our lithium offtake strategy. We have now placed under binding off-take agreement all volumes we plan to contract prior to debt funding. Following agreements with EcoPro announced in June 2021 and February 2022, we completed multi-year binding off-takes, with two of the world's leading OEMs, Ford and PPES, a battery joint venture between Toyota and Panasonic, early in FY 2023. All of the lithium sold is expected to go into supply chains for U.S. made electric cars. Ioneer's patience in holding off on rushing to sign lithium offtakes has allowed us to achieve this major milestone. It is important to note that Ioneer's offtake agreements are detailed binding agreements that support project debt financing.

For the industry, the year has to some extent been filled with conflicting messages. At a fundamental level, the year was filled with important commitments by OEMs to the electrification transition. These commitments resulted in a dizzying array of announcements for various supply chains, new factories and stunning cumulative demand requirements. At another level, the industry once again overestimated production additions for 2025-2030. If there is one thing I have learned, it is that all lithium projects are harder and take longer to deliver than expected. This is increasingly true for lower quality projects, where processing flowsheets become more challenging. It's for these reasons, we are thrilled to have the most mature project in the U.S., with minimal process risk, and high confidence that we will support demand in the critical demand period of 2025-2030 and beyond.

I am thankful to be the Chairman of our able Board, who once again provided wise counsel and a strong commitment to good governance. At the end of this fiscal year Julian Babarczy decided to retire from our board. We thank Julian for his excellent service on our board.

I also want to take a moment to thank the team. First and foremost, I want to thank Bernard Rowe. One never knows for sure the measure of a person until you get into a foxhole with them. Bernard and team have lived in a foxhole for the past year, and what we learned is that Bernard is the calmest and most resolute when incoming fire is raining down. Our Board thanks him for this. I would also like to say thank you to all members of the Ioneer team. The workload has been immense, and yet across all functions the team has united and never quit.

Finally, thanks to all our shareholders that have stood with us through this long and challenging process. We are confident that your patience will be rewarded.

Sincerely yours,

James D. Calaway
Executive Chairman

Our Story and Purpose

Our Story

We are Ioneers – a group intent on pioneering where and how our earth's ions are resourced for a sustainable future. This dedication drives us to be leaders in a new energy revolution. Our diverse team brings expertise from the mining, finance and energy industries. And together we have pledged to improve how the vital materials for energy solutions are developed. As Ioneers, we understand the importance of being kind to our planet while ensuring every person is able to enjoy the benefits of clean energy.

It is not easy to take a leadership role in tackling a global challenge, but we are up for this job. We do this not just for ourselves and our families, but each generation yet to come. Because we believe that what we leave behind tells the story of who we were and what we stood for. And it is our privilege as Ioneers to make a positive contribution to the story of a sustainable planet earth.

Our Purpose

To responsibly provide the materials for a sustainable & thriving planet

Our purpose is underpinned by 'what we believe' and 'how we act', commitments that are the heart of our culture and how we work together to achieve our purpose

What we believe

- That every individual is entitled to affordable, clean energy
- We have a responsibility to be custodians of our planet
- What we do today will have consequences for decades to come
- Doing good is the right thing to do
- We thrive when we are helping others to thrive

How we act

- We recognise each of our actions has implications
- We put our imaginations to work in service of better energy solutions
- We know our reputation is on the line every day
- We work for what is in the best interest of all
- We strive to make our actions match our words

About Ioneer

Ioneer is an emerging lithium-boron producer that is set to become a globally significant supplier of two critical minerals, lithium and boron. The Company's Rhyolite Ridge Lithium-Boron Project in Nevada, which has expansion potential, provides a substantial foundation for Ioneer to become a responsible and profitable producer of the materials necessary for a sustainable future.

Rhyolite Ridge is one of only two known large lithium-boron deposits globally. In 2022, Ioneer announced Sibanye-Stillwater as a strategic partner in the Rhyolite Ridge Project, commenced trading on NASDAQ, was invited into due diligence by the U.S. Department of Energy Loans Program Office, increased the amount of lithium offtake under binding agreement, advanced engineering, and was issued the second of the three key environmental permits required for operations.

Ioneer delivered a DFS in 2020, which confirmed the Project's scale, long life and potential to become a globally significant producer of both lithium and boron products.

Rhyolite Ridge's unique mineralogy and physical properties of the ore allows for a flowsheet that combines commercially available processes and equipment to produce lithium and boron end-products at the mine site without the need for solar evaporation or high-temperature roasting.

Revenue generated from the operation is forecast to be split between lithium and boron, ensuring a diversified and stable revenue mix.

Importantly, the Project's substantial boron revenue offsets the operating cost to produce lithium carbonate, resulting in a competitive all-in sustaining cash cost for lithium globally.

Lithium and boron are used in a diverse range of everyday items and innovative technologies that are essential to modern life. Lithium in particular is linked directly to emerging clean technologies and is an irreplaceable component for batteries essential to electric vehicles. Ioneer is well-positioned to capitalise on the lithium supply deficit forecast to rapidly accelerate by 2025.

Lithium and boric acid end products will be produced at site, differentiating this from most other projects.

Nevada is one of the most attractive, mining-friendly jurisdictions globally with a large pool of skilled labour, well-established infrastructure, and proximity to the U.S. car manufacturing industry and California ports. Rhyolite Ridge is a strategically important deposit as the USA works to secure and diversify its supply of battery metals and other critical metals essential to modern life and the future.

The Company has a highly experienced board and management with the necessary skills to develop, build and operate a world-class lithium-boron mine in the United States. The Ioneer team is complemented by top-tier mining, engineering, processing and environmental partners including Fluor, Golder, Veolia, SNC Lavalin, FL Smidth, MECS, ABB and CAT.

The Ioneer advantage

1. Compelling Project Economics

Long mine life with rapid payback of capital: 5.2 years from first production

2. High Margin Lithium Producer Globally

Competitive all-in sustaining cash cost globally for lithium with co-production of boron

3. Large, Expandable, Deposit

26-year mine life with verified expansion potential

4. Well Defined Process Flowsheet

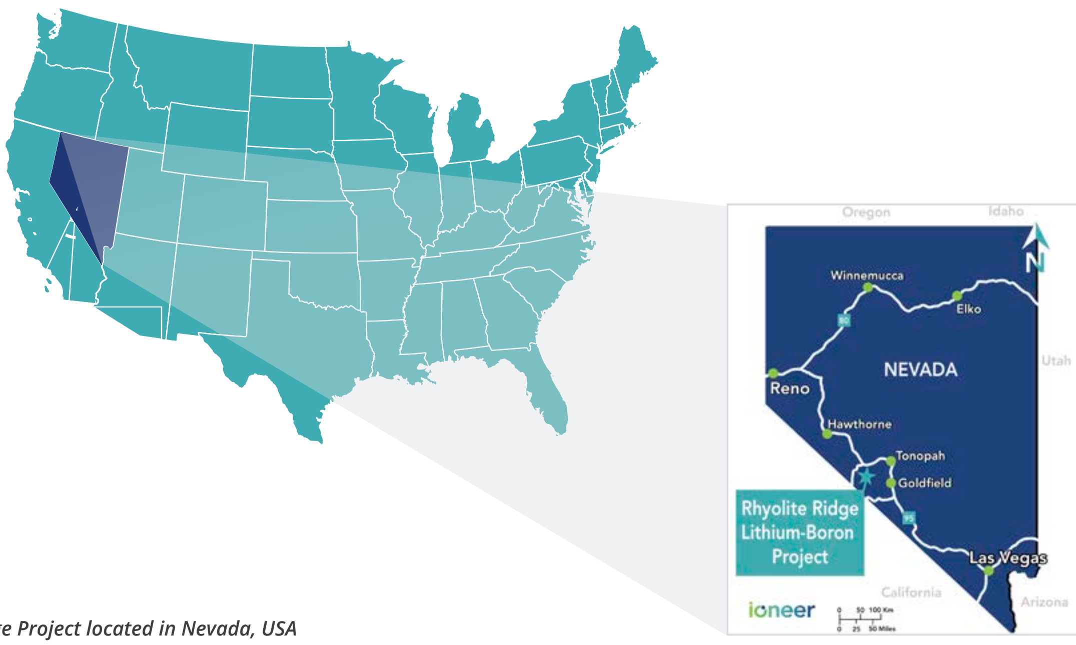
Open pit, low cost, no new technology mining

5. Low Risk Location

U.S. Advantage, mining friendly jurisdiction proximal to U.S. car industry and Californian export ports

6. Sustainable Project

Small footprint, low emissions, low water usage



The Rhyolite Ridge Project located in Nevada, USA

Year in Review

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The announcement a 50:50 joint venture with Sibanye-Stillwater to develop the flagship Rhyolite Ridge Lithium-Boron Project for US$490 million in the first quarter of FY 2022 set the tone for further significant milestones in the funding workstream. In the second quarter, there was news that the U.S. Department of Energy's Loan Programs Office had invited ioneer into a due diligence process, a process that continued through the balance of the financial year and was capped off on 30 June 2022 with ioneer commencing trading on Nasdaq.

Whilst the permitting workstream is delayed a clear path to navigating roadblocks emerged and we anticipate progress soon. Lithium offtake discussions benefitted from continuing strong pricing and the transition to an electric future. U.S. support for lithium's role in renewable and emission reduction technologies continues.

I'm excited for the year ahead.

Bernard Rowe

CEO and Managing Director,

Our goal is to take a Final Investment Decision (FID) on the Rhyolite Ridge Project, which we are hopeful will occur at the end of 2023. There are 5 key workstreams to deliver, in order to take the FID. These workstreams include:

- U.S. listing on Nasdaq
- Sales & Marketing
- Project funding
- Engineering
- Permitting & Environmental

Each workstream is discussed in more detail below.

US listing on Nasdaq

Secondary listing of shares on a major US stock exchange

At the end of the financial year, we were pleased to announce the commencement of trading on the Nasdaq under an American Depositary Receipt (ADR) listing. The ADR program complements Ioneer's existing primary listing on the Australian Securities Exchange. The ADRs began trading on Nasdaq on June 30, 2022, under the symbol IONR. The SEC registration and Nasdaq listing process did not include a capital raise.

We believe this secondary listing will be greatly beneficial to the Company and its shareholders. There is a growing desire among North American investors to take part in the clean energy supply chain. We are pleased Ioneer will gain greater visibility through a leading North American capital market trading platform that is suited for future-forward companies like ours.

Ioneer also entered into a depositary agreement with The Bank of New York Mellon (BNY Mellon) under which BNY Mellon act as depositary, custodian and registrar for the ADRs. For shareholders interested in depositing their ASX securities to participate in the ADR program, instructions and BNY Mellon contact information can be found on our website.

Sales and Marketing

First Lithium Offtake Agreement Signed

In June 2021, the Company announced that it had signed a three-year, binding offtake supply agreement with EcoPro Innovation Co Ltd (EcoPro), a leading global-cathode manufacturer. The volume comprised an initial and firm 2000 tpa and an additional and optional 5000 tpa (subject to mutual agreement, no later than Q1 2022).

In February 2022, EcoPro exercised the additional 5000 tpa of lithium carbonate offtake, confirming an increase to the initial 2000 tpa annual volume in the agreement to 7000 tpa. The offtake agreement is conditional on Ioneer reaching an FID on Rhyolite Ridge.

The increased total offtake represents approximately 34% of Ioneer's annual lithium carbonate production from Rhyolite Ridge in the first three years of operation. EcoPro expects to convert Ioneer's lithium carbonate into high purity lithium hydroxide at its recently complete integrated cathode plant in Korea.

Discussions with other potential lithium offtake partners continued throughout the year. Soon after the year end, the Company announced two additional lithium offtake agreements, with Ford and PPES, a joint venture between Toyota and Panasonic, that will ensure our Nevada produced lithium is committed to the U.S. EV supply chain.

During the year the company signed Memorandums of Understanding (MOU) with several U.S.-based companies to support development of the U.S. EV supply chain. These included an MOU with NexTech Batteries, a lithium-sulphur battery technology company based in Carson City, Nevada as announced in March 2022.

Boric acid offtake

Ioneer has three offtake agreements in place for its boric acid production, which were announced in FY 2020 and together account for 100% of Ioneer's first year of boric acid production and over 80% of years two and three boric acid production.

The contracts include:

1. A binding offtake agreement with Dalian Jinma Boron Technology Group Co. Ltd for 105,000 tonnes per annum of boric acid for five years and include a distribution agreement for the territories of China and Taiwan.

2. A three-year sales and distribution agreement with Kintamani Resources Pte Limited for the territories of Malaysia, Indonesia, Singapore, Thailand, Vietnam and the Philippines.

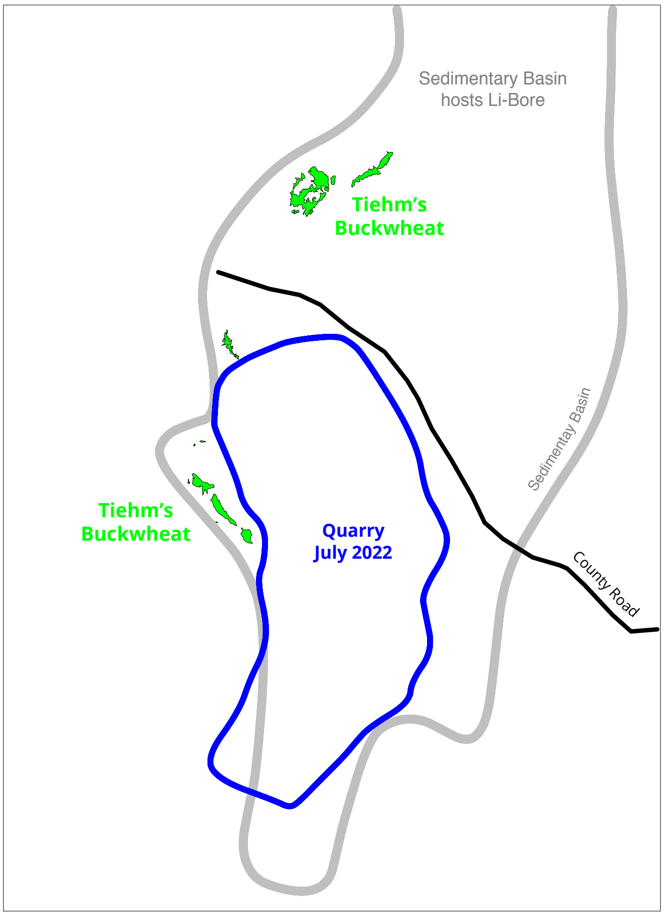
3. A three-year sales and distribution agreement with another distributor for the territories of Bangladesh, India, Pakistan and Myanmar.

Project Funding

As noted above, the financial year was marked out for progress in the funding workstream. Several milestones were achieved as detailed below:

Strategic Partnering

In September 2021, we announced that the Company had reached an agreement to establish a joint venture with Sibanye Stillwater Limited (Sibanye) to develop the Rhyolite Ridge Lithium-Boron Project. Under the terms of the agreement, Sibanye will contribute US$490 million for a 50% interest in the Joint Venture, with Ioneer to maintain a 50% interest and retain operatorship. Ioneer has also agreed to provide Sibanye with an option to participate in 50% of the North Basin, upon the election of Sibanye to contribute up to an additional US$50 million, subject to certain terms and conditions.



Updated Plan of Operation that avoids Tiehm's buckwheat

We were extremely pleased to welcome Sibanye, a leading international mining company, as a strategic partner in the Rhyolite Ridge Project. Sibanye, one of the world's largest primary producers of platinum, palladium and rhodium and gold, with operations in the U.S., has a commitment to developing and maintaining an inclusive and sustainable culture, and a determination to become a major force in the battery materials supply chain. They are an excellent partner for Ioneer to jointly realize the promise of Rhyolite Ridge.

With a strong strategic partner in place, we can now look to finalise debt financing for the Project and move towards construction. We are confident in the alignment of our companies. Our partnership with Sibanye will allow Ioneer to unlock the tremendous, long-term value of Rhyolite Ridge.

Department of Energy Loans Program Office

In December 2021, Ioneer announced that the U.S. Department of Energy (DOE) Loan Programs Office (LPO) had invited Ioneer USA Corporation into the LPO's due diligence process. The invitation was based on the LPO's determination that the Company's application for a loan from the DOE to finance the proposed Rhyolite Ridge Lithium-Boron Project was 'substantially complete.'

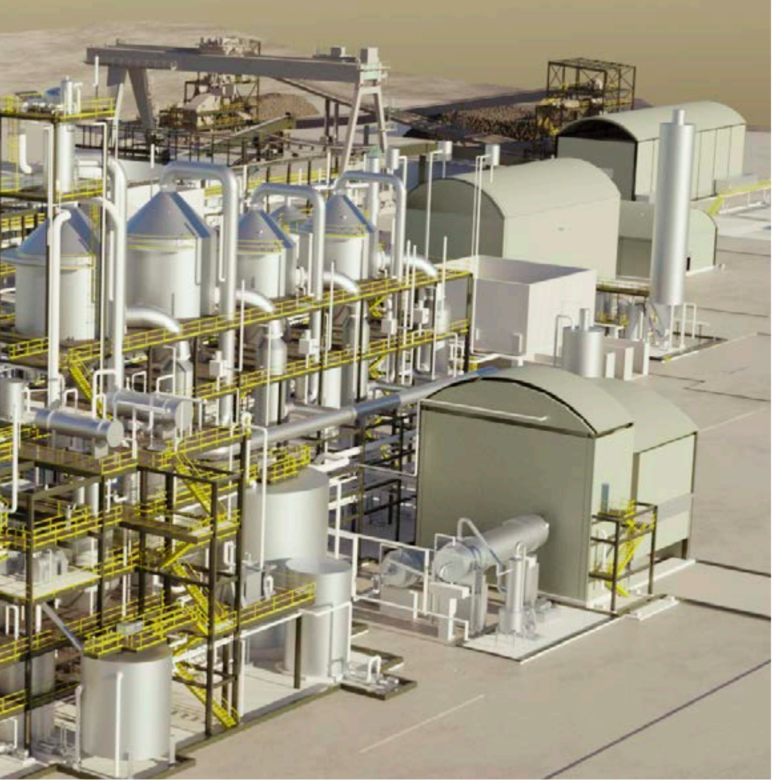
Ioneer commenced the LPO process in Q1 2021 with pre-application consultations and later moved into the formal application process which involved the submission of in-depth project engineering, financial and commercial information in order to demonstrate project eligibility.

Ioneer celebrates ringing the closing bell on Nasdaq

The LPO ATVM program currently has approximately $17B in authority that can be used to finance qualifying critical materials projects to help reinvigorate, advance and transform America's energy infrastructure.

The March and June quarters saw good progress on the LPO due diligence process. We have been working closely with the DOE's external advisors on due diligence and are nearing the end of this process. Should the process be successful it would be followed by negotiation of a term sheet and consideration in the LPO's credit approval process.

Additional steps remain in the process and the DOE's invitation is not an assurance that the Project will secure a loan.



Schematic of the Sulphuric Acid Plant at Rhyolite Ridge

Other Debt Discussions

In addition to the DOE Loans Program Office application, the Company continues to engage with a number of potential debt funders and is encouraged by feedback to date. This includes working with project finance banks and vendors to assess Export Credit Agency (ECA) financial support. This work has been prioritised behind the DOE LPO work which is expected to be a lower cost of capital.

Equity Raising

In October 2021, we announced the completion of a US$70 million strategic investment by Sibanye-Stillwater in Ioneer. The placement was overwhelmingly supported by shareholders at the Extraordinary General Meeting held 21 October 2021. The funds secured from the placement were to fund costs necessary to advance the Project to commencement of construction, the purchase of certain long lead items and for general working capital purposes.

We were pleased to welcome Sibanye-Stillwater to our register.

Engineering

Veolia awarded major engineering design and equipment supply contract

In August 2021, we were pleased to announce that Veolia Water Technologies had been selected to complete detailed engineering design wand supply of evaporation, crystallization and dewatering equipment for the development of the Rhyolite Ridge Lithium-Boron Project.

It is the largest single supply contract that Ioneer will award as part of the Rhyolite Ridge build. The contract was awarded on a limited notice to proceed basis. Phase one, the supply of engineering services for detailed design, has commenced whilst phase two, the supply of equipment, is conditional on a FID on the Project by Ioneer's Board of Directors.

Veolia and Ioneer have been working together since 2018, including in the design and operation of Ioneer's full simulation pilot plant and Veolia's laboratory testing and simulated key unit operations. The results obtained from this work further confirmed the design parameters, reduced the technical risks and boosted the project economics.

Sulphuric Acid Plant Contract awarded to MECS

In September 2021, Ioneer awarded a contract for the license, engineering, and supply of proprietary equipment for the planned sulphuric acid plant at the Rhyolite Ridge Project.

Specialty technology provider MECS will work with engineering partner SNC-Lavalin on the plant design, providing best-in-class MECS® sulphuric acid production technology for a plant with a capacity of 3,500 tonnes per day, and controls that limit emissions to among the lowest in the world for this type of facility.

The MECS contract is conditional on an FID on the Project by the Ioneer Board of Directors.

ABB Inc. awarded engineering, project management and equipment contract

In February 2022, Ioneer announce it had awarded a major engineering and equipment supply contract to ABB Inc. Under the contract, ABB will work on systems engineering and optimization for equipment packages, including the steam turbine generator, medium and low voltage electrical distribution, power management and plant-wide process automation and instrumentation systems for the acid and lithium processing plants.

The contract has been awarded on a limited notice to proceed (LNTP) basis, with the supply of the equipment packages being conditional on a FID on the Project by Ioneer's Board of Directors.

Engineering update

Work during the year focused on further progressing detail and vendor engineering. The key aim of ongoing activities is to be construction ready to support construction mobilisation following the Full Notice to Proceed (FNTP) award.

Procurement activity has focused on long lead items and items required for initial construction. Currently about 17 of the equipment and material packages are active in the procurement process. An open book contracting strategy has been frequently employed to minimize escalation risks.

State and Federal Permitting Process

Whilst this has been an area of delay, it has not been without progress.

Water Pollution Control Permit

Ioneer has now obtained two of the three key permits required to commence construction at Rhyolite Ridge:

- A Class II Air Quality Permit issued by the Nevada Division of Environmental Protection
- A Water Pollution Control Permit issued by the Nevada Division of Environmental Protection

Having received the Class II Air Quality Permit in June 2021, the Water Pollution Control Permit followed quickly thereafter in July 2021. The Water Pollution Control Permit was issued following a detailed project review, which included an assessment of the impact to surface and subsurface water during and after closure of the operation.

Plan of Operations

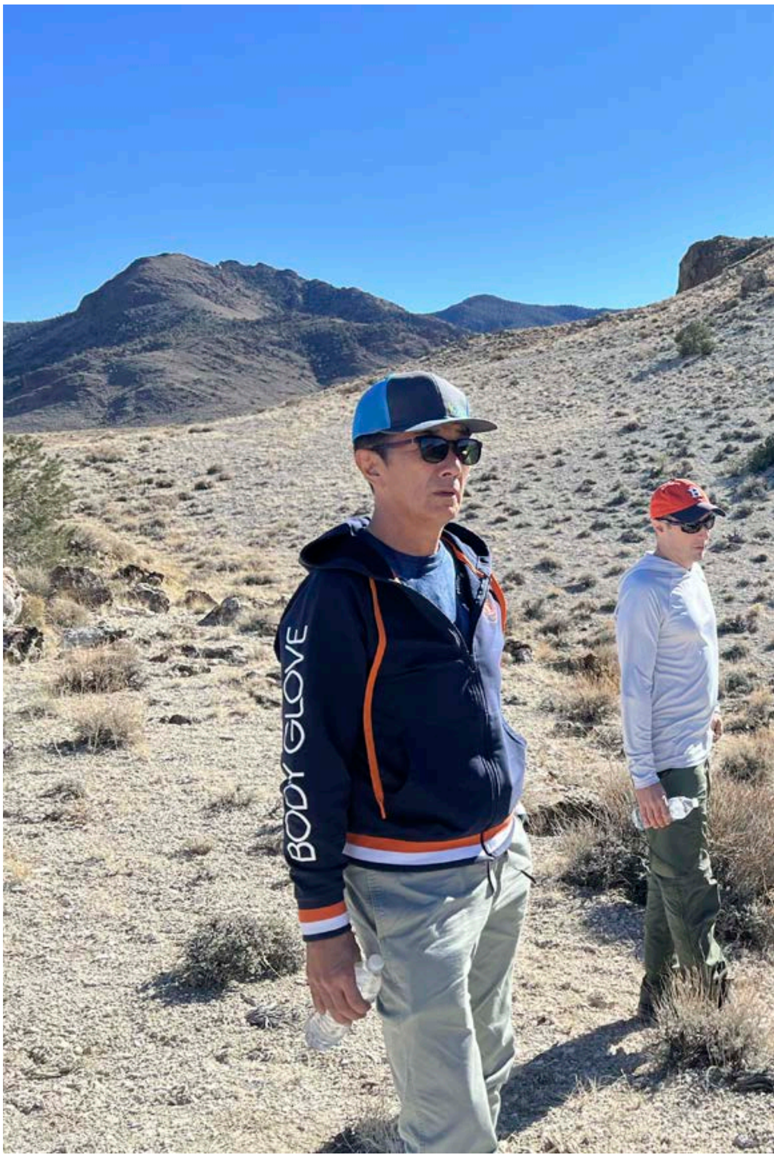
The third key permit, still outstanding, is the Plan of Operation (Plan) that must be approved by the federal U.S. Department of the Interior (DOI).

The Plan requires assessment under the National Environmental Policy Act (NEPA) process, which includes public consultation and preparation of an Environmental Impact Statement.

In March 2021, the Nevada State Bureau of Land Management (BLM) sought DOI approval to publish a Notice of Intent (NOI) for the Rhyolite Ridge Project. After consultation with BLM, it was decided to revise the Plan to completely avoid all Tiehm's buckwheat (the 2020 version required moving some plants). This resulted in the need to update various aspects of the Plan. The updated Plan was resubmitted to the BLM in July 2022. The revised NOI is anticipated to be published thereafter starting the NEPA process.

Once the NOI is published, the BLM will hold a series of public meetings to provide a description of the Project and allow for public comment. Comments are then collated and reviewed with potential changes and mitigants made to the Plan in response to comments. This process ultimately culminates in an EIS and a Record of Decision (ROD). Our best estimate of time taken from the publishing of a NOI through to the ROD is approximately 12 months.

Once the Plan has been approved via a ROD, construction of the Rhyolite Ridge Project can begin.



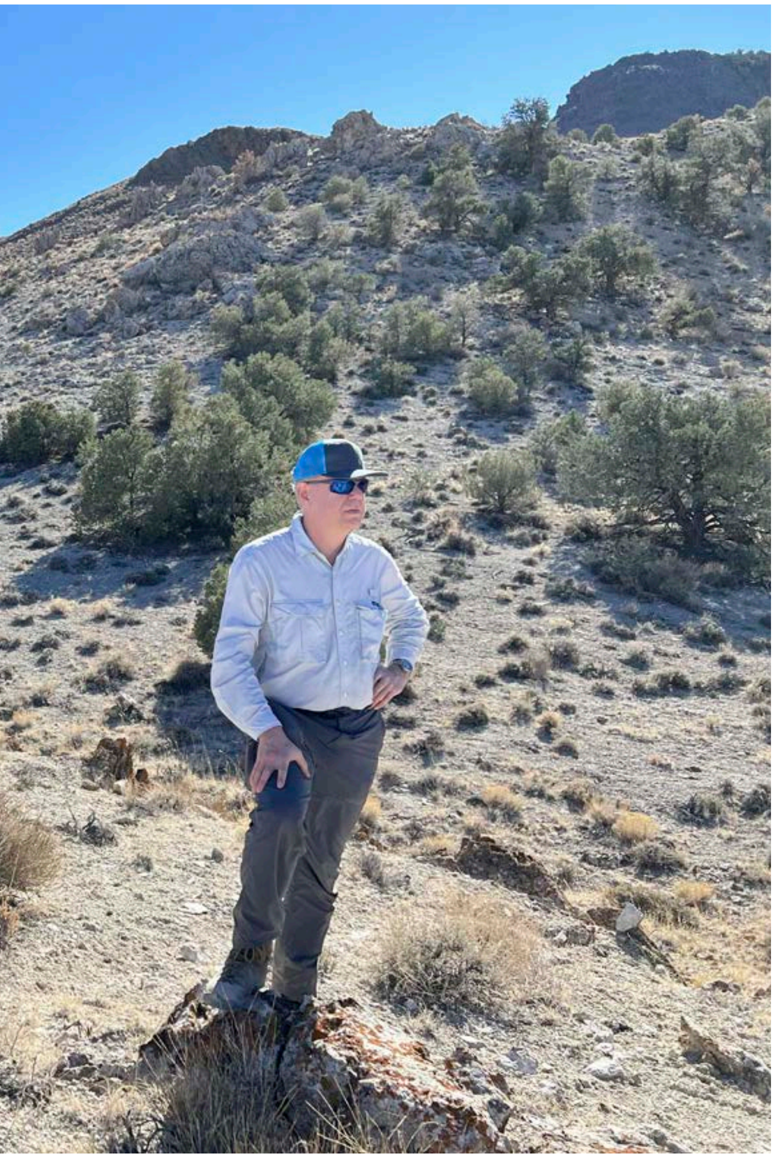
Ioneer executives at site

Tiehm's buckwheat Conservation

In February 2022, the U.S. Fish and Wildlife Service announced that it had proposed critical habitat to accompany its proposed rule to list Tiehm's buckwheat as an endangered species under the Endangered Species Act (ESA).

Ioneer had long anticipated the potential listing of Tiehm's buckwheat under the ESA due to the relative rarity of the species. This has been factored into every aspect of the Rhyolite Ridge Project's planning including its design, engineering, operational and environmental considerations.

During the year, we undertook considerable work to advance the available science and information about Tiehm's buckwheat, allowing protection and preservation programs for Tiehm's buckwheat to be established. The additional information collected about Tiehm's buckwheat and similar buckwheat species provides fact-based support for our protection programs.



The Ioneer team at a recent community event

A commitment to Tiehm's buckwheat conservation

The protection of Tiehm's buckwheat is firmly incorporated into our Project environmental plans and approvals, and we will ensure the species is managed and protected irrespective of its listing status. Ioneer's buckwheat management and conservation plan incorporates a strategy to minimise impact to buckwheat habitat. Our research gives the Company high confidence we can ensure the continuance of a viable population through proven mitigation measures to address the impact from Ioneer's operations, as well as serious natural threats such as extreme drought and herbivory that threaten the plant population regardless of the Company's operations.

Bernard Rowe
CEO and Managing Director

Sustainability and ESG Report

“We are committed to responsible and ethical business practices, safety and sustainability

At Ioneer, we believe that sustainability and ESG must be built into the fabric of who we are and what we do. Our commitment to sustainability and ESG starts at the Board and permeates the whole company. It is a commitment founded in the principle that sustainable mining is good business and a critical component of the global economy.

Contents

1. Our Approach to Sustainability & ESG

1.1. Overview

During financial year 2022, Ioneer, joined the ***Minerals Council of Australia* (MCA),** under which member companies accept 10 principles of enduring value – the Australian minerals industry's framework for sustainable development. In addition, after reviewing best-in-class sustainability practices and reporting frameworks, Ioneer adopted the ***Toward Sustainable Mining* (TSM)** framework for ESG. MCA has adopted the TSM system to deliver, demonstrate and enhance the Australian minerals industry's sustainability and ESG performance at site level.

In financial year 2020, Ioneer developed sustainability pillars as guideposts for our environmental and social responsibility reporting. These sustainability pillars were: Clean Energy; Environment; and People & Community.

We have amended our sustainability pillars to align them with MCA's enduring value principles and the TSM framework.

1.2. Reporting Framework

Our approach starts with our corporate governance structures. Ioneer, its directors and management recognise that commitment to sustainability & ESG is crucial to having a successful business that generates sustainable returns.

TSM focuses on eight operational areas for which tools, referred to as TSM Assessment Protocols (Protocols), assist mining companies in understanding and achieving the TSM Guiding Principles. The Protocols can be grouped under three pillars:

Communities & People

Environmental Stewardship

Energy Efficiency

We have amended our approach to sustainability & ESG reporting as follows:

Each Protocol is made up of a set of indicators that help mining facilities build, measure and publicly report on the quality of their management systems and their performance in the TSM focus areas. MCA has endorsed TSM.

This framework represents our core tenets which will direct our business decisions and are the touchstones we rely on to guide our actions into the future. The Ioneer team understands that modern mineral extraction companies need to be accountable to many stakeholders beyond those who monitor our regulatory requirements, while supporting a broader goal of being in the forefront of providing the materials needed to allow the global transition to new renewable sources of energy.

1.3. FY2022 Highlights

- ***ESG Committee formalised*** to assist the Board with ensuring accountability for material issues, risks, and performance of the Company with respect to health, safety, environment, and community.
  - ***Ms. Rose McKinney-James named to lead*** the ESG Committee, providing accountability and expert leadership. Throughout her career, including her recent role as Managing Principal of Energy Works Consulting LLC and McKinney-James & Associates, Ms. McKinney-James has had the opportunity to address a variety of ESG-related challenges for similar companies.
- ***TSM and Enduring Value Principles*** selected by the Board and initiated as a voluntary reporting framework to provide for a yardstick of the Company's commitment to sustainable development.
  - ***Redirected focus*** based on the requirements of TSM and Enduring Value Principles. Ioneer is focusing on improving energy efficiency in its designs, promoting environmental stewardship (particularly water and biodiversity management), and ensuring transparency in its actions through active and ongoing communication with various stakeholders.
- ***Ongoing study and conservation of Tiehm's buckwheat***, a proposed USFWS endangered species, through various investigations and construction planning for a greenhouse to generate additional seedlings.
- ***Community Support*** – Ioneer continued to enthusiastically support various events and organizations in the Fish Lake Valley and surrounding areas, while providing forums for community members and others to learn more about the Project and provide input on its optimisation.

1.4. FY2023 Priorities

Target Setting

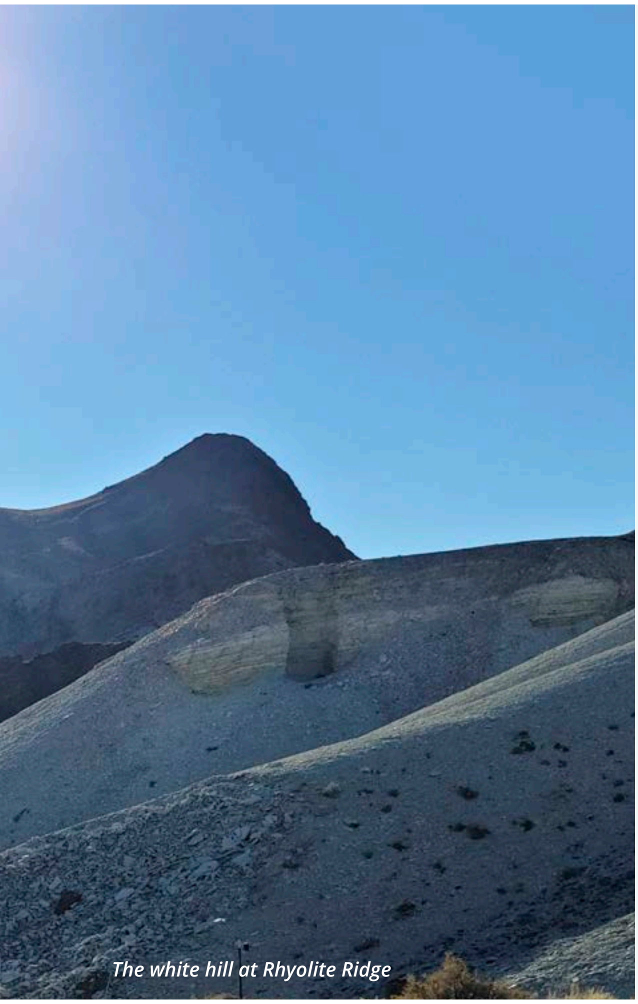
- Establish baseline carbon footprint for Rhyolite Ridge
- Develop TSM-compliant climate and decarbonization targets and goals in alignment with Ioneer's corporate goals and objectives
- Confirm key material ESG risks and opportunities
- Identify applicable key sustainability metrics beyond TSM
- Develop specific key performance indicators (KPIs) to track performance
- Life Cycle Analysis of Project

ESG Program Development

- Develop detailed ESG disclosure summary report to disclose targets, goals, and performance tracking measures
- Complete and implement various action plans to gain compliance with TSM

Tiehm's buckwheat

- Continue studies to support efforts to ensure its survival
- Revise Plan of Operations to avoid Tiehm's buckwheat
- Grow seedlings to support studies and possible transplant trials
- Commission greenhouse
- Pollinator study
- Development of Conservation Agreement



The white hill at Rhyolite Ridge

TSM: Globally Recognised Performance System

Initially released in 2004, TSM has since been adopted by ten mining associations around the world, including Australia. More recently, standards have been developed that can be applied in the U.S., consistent with those developed for other countries.

TSM is a globally recognized performance system that helps extractive companies evaluate and manage their environmental and social responsibilities. It includes a set of tools and indicators to drive performance and ensure that key mining risks are managed responsibly and transparently to the public. Accountability is ensured through implementation of both self-audits as well as third-party audits of the Company's processes and operations relative to various approved plans, all guided by an external Advisory Council. The intent of meeting these standards is to go above and beyond the requirements of the various operating permits to allow Ioneer to be an exceptional operator as measured against world-standards while allowing for continuous improvement by progressing through various levels of scrutiny within the performance system.

The TSM initiative allows companies to turn high-level environmental and social commitments into action on the ground, while at the same time providing stakeholders with valuable information on how operations are faring in important areas, such as community outreach, water management, and biodiversity. By operating under the TSM umbrella, Ioneer will provide transparent reporting to clearly defined ESG targets to stakeholders, that help drive operational improvement and efficiencies, reduce our environmental impacts, and monitor and publicly report material ESG-related issues, risks, and performance.

Towards Sustainable Mining is:

Transparent

Minerals operations publicly report their performance against the TSM indicators on an annual basis and results are externally verified every three years.

Accountable

Assessments are conducted at site level where mining and minerals processing activity takes place.

Credible

TSM is overseen by an independent Community of Interest Advisory Panel of key industry stakeholders to support the program's credibility, future growth and refinement.

Measurable

TSM includes requirements to measure, demonstrate and communicate continual improvement.

1.5. Ioneer and TSM

The TSM performance system includes a series of compliance levels to be achieved over time as the Project advances through construction into operations and into closure, allowing for continuous improvement by "raising the bar" for operators in terms of such elements as water conservation, energy efficiency, biodiversity enhancement, and others. Ioneer's goal is to develop systems and processes that comply with TSM under "Level A".

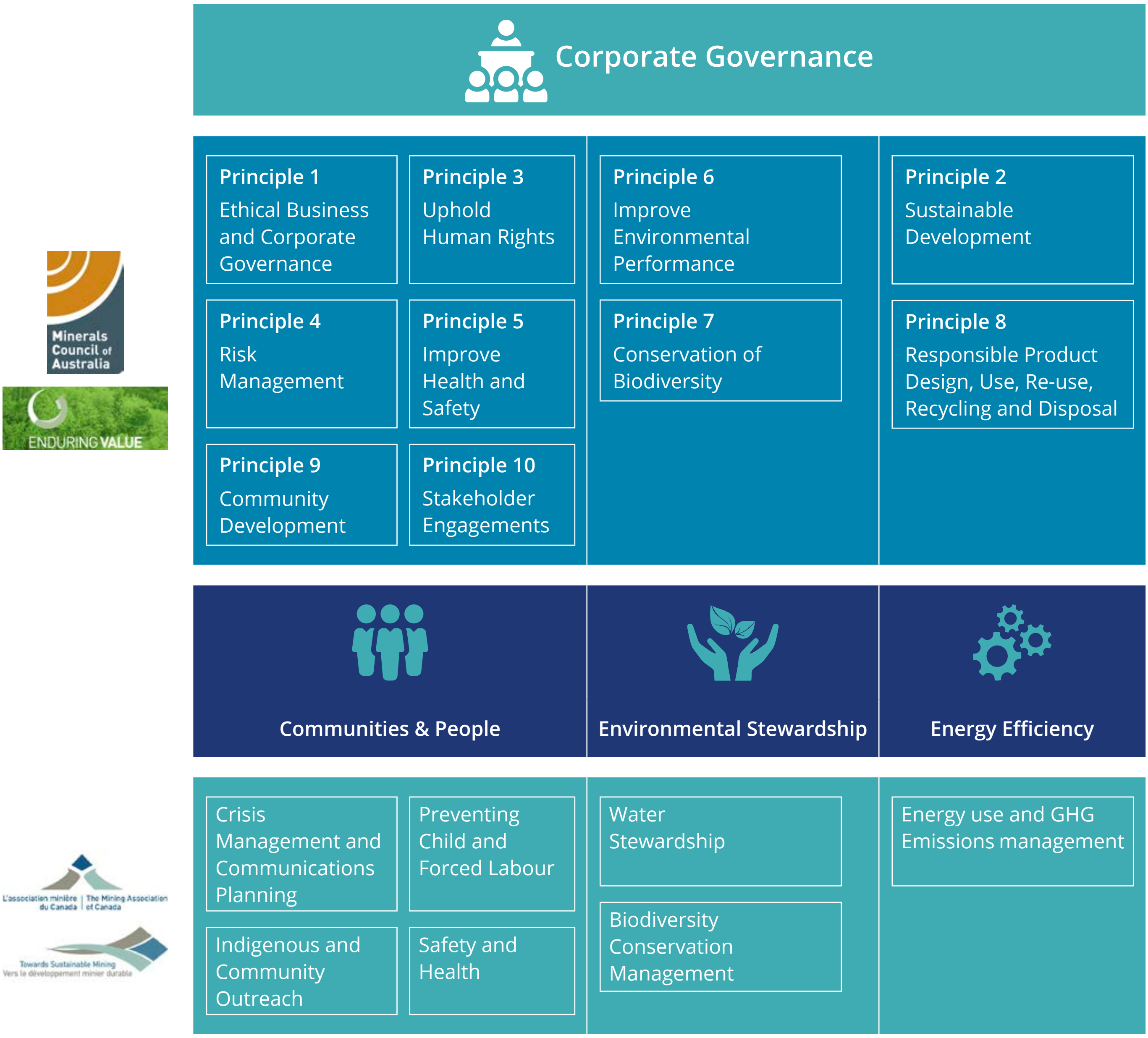
Once the protocols are implemented, Ioneer will use the TSM framework to report on seven protocols with 30 indicators of social and environmental performance. Qualified external verifiers will review and confirm compliance with TSM every three years.

1.6. Enduring Value Principles

Beyond our commitments under TSM, Ioneer recently joined the Minerals Council of Australia (MCA) who provide an Enduring Value Principles framework within which the minerals industry can operationalise its commitment to sustainable development.

Using similar tenets to that of TSM, the Enduring Value Principles include a range of detailed guidance to support both site managers and corporate executives in adhering to sustainable development principles at all levels within the business. Generally modeled on the International Council on Mining and Metals' (ICMM's) 10 Principles for Sustainable Development as well as the United Nations Sustainable Development Goals, these principles represent the global industry's commitment to manage social, health, safety, environmental, and economic issues to deliver sustainable shareholder value, improve performance, and publicly report on the industry's progress.

Relationship between Ioneer's Sustainability Pillars, Enduring Value Principles, and TSM

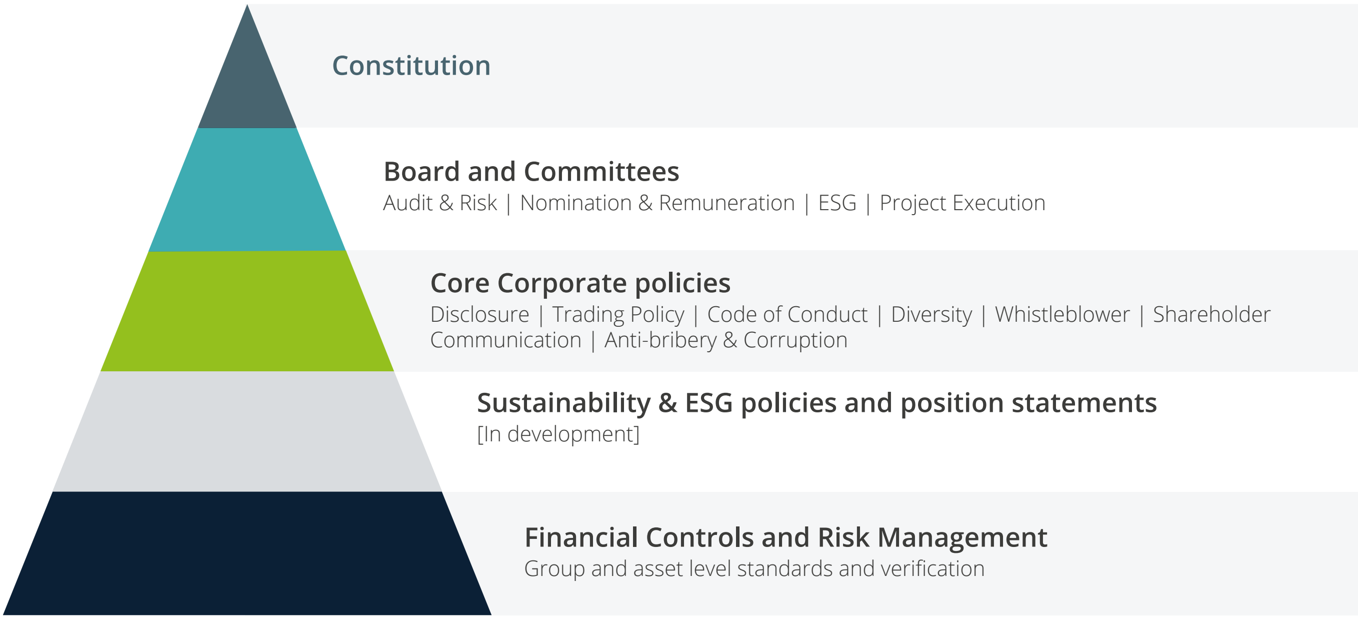


2. Corporate Governance

The Board of Ioneer Limited has ultimate responsibility for the management of Ioneer's business, including ensuring appropriate governance arrangements are in place.

Ioneer has established a framework for managing the company, including corporate governance policies and practices, relevant internal controls and risk management processes, collectively designed to promote the responsible management and conduct of the Company and its business activities. Ioneer's governance framework was developed having regard to the ASX *Corporate Governance Council's Corporate Governance Principles and Recommendations* (4th Edition).

Figure 2 – Ioneer corporate governance framework



Further information regarding corporate governance at Ioneer is set out in ioneer's 2022 Corporate Governance Statement – June 2022, a copy of which is available on ioneer's website at https://www.ioneer.com/about/governance-policies

Ioneer's Appendix 4G identifying, on an *if not why not* basis, the extent to which Ioneer has followed the ASXCGC Principles and Recommendations, is available on Ioneer's website at https://www.ioneer.com/investors/announcements

Instilling a culture of excellence in corporate and operational governance has been a focal point of Ioneer in advancing the Rhyolite Ridge Project to promote our collective desire to operate responsibly, ethically, and transparently. This effort starts at the top of our organization with Ioneer's Board of Directors. The Board takes this responsibility seriously, seeking to instil a culture of excellence into their own actions as well as throughout the Ioneer organization.

In FY 2022, Ioneer implemented its ESG Committee to assist the Board in monitoring concerns, risks, and performance of the Company with respect to health, safety, environment, and community.

A key area of Sustainability & ESG Governance is Leadership.

Our Leadership

The Board of Directors	Ioneer has a majority independent Board of Directors. The Board has ultimate responsibility for: • The Company's strategy, including in relation to Sustainability & ESG; and • The Company's governance framework. The Board has delegated responsibility for the day-to-day implementation and execution of the Company's strategy (including in relation to Sustainability & ESG) to the Managing Director & CEO and, through the Managing Director and CEO, the Executive and Senior Leadership Team of the Company. Through the Company's governance framework, the Board oversees the implementation and execution of the Company's strategy (including in relation to Sustainability & ESG) by Management.
Board Committees	The Board has established four standing Board Committees (Committees), each of which plays an important role in Sustainability & ESG: • The Audit & Risk Committee – provides advice and recommendations to the Board regarding the financial statements and oversees the Company's risk management framework; • The Nominations & Remuneration Committee - provides advice and recommendations to the Board regarding people and remuneration matters, inclusion and diversity objectives and strategies, and the composition of the Board; • The ESG Committee - provides advice and recommendations to the Board regarding health, safety, environment and community matters, including action on climate change, and verses managements development and implementation of systems and processes to manage health, safety, environment and community risks; • The Project Execution Committee - brings transparency, focus and independent judgement to the execution of the Rhyolite Ridge Project. Its role is to oversee the adequacy of the company's Project execution processes and to provide guidance to the management Project Execution Steering Committee. Each of the Committees is chaired by an Independent Non-executive Director, and a majority of Committee members are Non-executive Independent Directors.
Managing Director & CEO	The Managing Director & CEO has the delegated authority of the Board for the day-to-day management of the Company, other than those matters expressly reserved to the full Board.
Executive Leadership Team	The Executive Leadership Team, led by the Managing Director & CEO, has the responsibility for the implementation and execution of the Company's strategy, including in relation to Sustainability & ESG, across the Company The role of the Executive Leadership Team includes the development and implementation of management systems and processes to manage Sustainability & ESG risks and achieve the Company's Sustainability & ESG objectives.
Senior Leaders	The Senior Leaders are responsible for implementing the Company's management systems and processes to manage Sustainability & ESG risks and achieve the Company's Sustainability & ESG objectives.

3. Communities and People

Indigenous and Community Outreach	Crisis Management and Communications Planning	Safety and Health	Preventing Child and Forced Labour

Our people

We strive to create a work environment where everyone feels safe, valued and empowered.

At Ioneer, we aim to build a culture that reflects our values of being an innovative, caring, committed and responsible organisation.

Ioneer is committed to:

- Providing a healthy and safe workplace for employees, contractors and business partners, minimising incidents and accidents, and eliminating serious injuries and illnesses
- Promoting a diverse workplace that better reflects the community in which we conduct our business, by:
  - Fostering a workplace which encourages and supports inclusivity and diversity, and does not tolerate bias or inappropriate behaviour
  - Promoting a workplace environment that provides opportunity for all workplace participants to perform and succeed.

Diversity

Ioneer endeavours to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. Our commitment to this contributes to achieving our corporate objectives and embeds the importance and value of diversity within the culture of the Company.

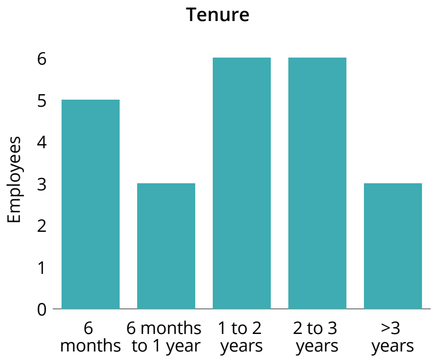
The Company recognises that workplace diversity, including gender, age, ethnicity, cultural background, qualifications and experiences is a key contributor to our business success.

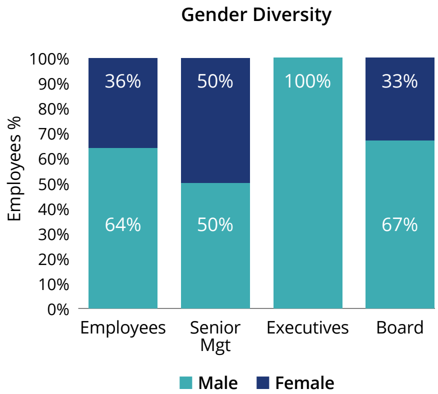
In FY 2022, 43% of our workforce was female, up from 36% in FY 2021. Female representation on the Board in FY 2022 comprised 33%, (FY21: 33%). The executive team has no female representation (FY21: Nil) and the senior management team 59% female representation (FY21: 50%).

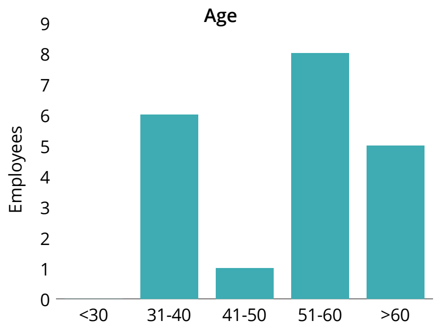
The Company's future is tied to our ability to complete the permitting, financing, construction, ramp-up, and operations at Rhyolite Ridge. We will expand our team significantly as we develop the Project. The Board will seek to increase gender diversity at senior levels of management as opportunity allows. As part of our annual remuneration process, gender pay equity is reviewed.

Our culturally diverse leadership team

Workforce Snapshot (30 June 2022)







A key component of TSM is engagement with the various communities and individuals potentially affected by the Rhyolite Ridge Project as well as other stakeholders. Ioneer is committed to being transparent in its communications, and to reporting progress against predefined ESG targets.

3.1 Indigenous & Community Outreach

Beyond its reporting of progress and performance metrics to stakeholders, Ioneer continues to be actively involved in supporting the local communities and events held in Fish Lake Valley and nearby Tonopah, relishing its role as an active contributor in advancing the prosperity of individuals who live in or visit the region.

Ioneer awards the winner of the women's individual mucking event at the Nevada State Mining Championships

Our 2022 Ioneer Sustainable World Scholars

During this past year, Ioneer has contributed significant time and financial resources, supporting several activities and events:

- Funding delivery of meals to seniors and shut-ins during the pandemic
- Annual donation of turkeys to Fish Lake Valley residents for Thanksgiving
- Holiday meals and gifts for local children in nearby communities
- Funding for the Veterans Memorial Wall in Tonopah
- Contributing to the Tonopah Historic Mining Park
- Sponsor of Fish Lake Valley's 4th of July Celebration and Rodeo
- Sponsor of Tonopah's Jim Butler Days and National Mining Championships
- Academic scholarships to graduating seniors from Tonopah High School
- Contributing to women in mining

In support of the requirements of TSM, Ioneer is preparing several community-related action plans that address:

- Indigenous and community relationships
- Health and safety of the public and our workers

Our management team is fully cognizant of the emphasis being placed on environmental justice in the extractive industries and have met with members of various local indigenous tribes as well as others who may be marginalized through development of the Project. We are developing our community engagement plans in full consideration of any disproportionate social or environmental impacts that could potentially occur to certain community members.

This past year has seen Ioneer's involvement with the Esmeralda County Land Use Advisory Committee, comprised of local citizens that have been tasked with updating the County's Master Plan, Water Resources Plan, and the Public Lands Policy Plan. This group is providing input on various matters that potentially could affect local residents as a result of the Project's development as well as other existing and potential projects in the county. Topics such as public access, grazing rights, water rights, dust, night skies, visual impacts, traffic, and others are discussed. Input received at these committee meetings is being used by Ioneer to help shape various aspects of the Project design, allowing active participation of community members to be put into action.

The positive predicted economic impact the Rhyolite Ridge Project will have on the local, regional, and state economy remains robust.

400-500
Construction Jobs

200-300
Operation Jobs

Bernard Rowe speaking at a recent community event

Such an economic boost will greatly enhance the welfare of the local citizenry, providing additional amenities and business opportunities for support services and suppliers in addition to the direct Project-related jobs. The Project's tax revenue will greatly enhance existing County services as well as afford the opportunity to provide additional services desired by local residents.

3.2 Crises Management and Communications Planning

Crises Management and communications plans are being developed in advance of Project needs. These plans are expected to be prepared and reviewed in FY 2023.

3.3 Safety & Health

The safety and health of the public and Ioneer's workers and contractors is of first importance. We are pleased to report zero reportable injuries in the 278,895 hours worked on the Project to date, which includes 106,991 hours worked in FY 2022.

0
Reportable Injuries to Date

Ioneer is in the process of developing a comprehensive Health and Safety Plan, consistent with the requirements of TSM, to guide its efforts into construction and through the operational and closure phases. The plan will include policies, protocols, and training requirements to minimise the likelihood of personal injury while providing for well-planned responses in the case of various natural and human-caused events. Board-level oversight will ensure accountability related to the health and safety of all Project personnel and stakeholders.

3.4 Preventing child and forced labour

In support of the requirements of TSM, Ioneer is preparing plans that address the prevention of forced and child labour. To date, all material contracts and purchase orders entered have included language preventing such practices.

4. Environmental Stewardship

Environmental Stewardship

Tailings Management	Biodiversity Conservation Management	Water Stewardship

Environmental stewardship is at the core of the Company's mission in developing the Rhyolite Ridge Project. Water stewardship and biodiversity conservation are highlighted by TSM as areas of focus for minimising environmental impacts associated with development, operations, and closure phases of the Project.

4.1 Tailings Management

The Project has no evaporation ponds or tailings dam. The spent ore storage facility has been designed as a "dry facility" with liners, seepage collection systems, and leak detection systems to collect and appropriately manage all contact water.

4.2 Biodiversity Conservation Management

Ioneer has expended considerable time and money in fully characterizing the flora and fauna of the Project Area and beyond, effectively establishing a solid understanding of current conditions related to biodiversity. Particular attention has been placed on understanding the various characteristics of Tiehm's buckwheat, a plant for which the U.S. Fish and Wildlife Service has announced a proposed rule to list it as endangered under the Endangered Species Act. Ioneer anticipated this proposed listing and, in response, completed numerous studies to characterize the habitat of the plant and those of related buckwheat species, significantly advancing the science of buckwheat throughout the region. This data provides a solid base for development of mitigation and protection measures.

Tiehm's buckwheat grown from seeds by Ioneer

Conservation of Tiehm's buckwheat

In addition to scientific research, the Company is pursuing the following conservation initiatives:

- Developing comprehensive protection and conservation plans in coordination with the U.S. Fish and Wildlife Service and BLM
- Developing a Biodiversity Conservation Action Plan, a critical document in achieving alignment with the requirements of TSM
- Constructing a greenhouse to grow Tiehm's buckwheat seedlings for future use in expanding its footprint and supporting additional scientific studies
- Revising our Plan of Operations to completely avoid existing Tiehm's buckwheat populations, providing a final measure of insurance for the plant's survival
- An agriculture engineer has joined the Ioneer team to focus the Company's efforts on conservation and propagation of Tiehm's buckwheat as part of the Project's development.

Collectively, Ioneer's engagement with Tiehm's buckwheat will provide much greater protections to the plant and markedly increase its chances for survival.

Greenhouse growing Tiehm's buckwheat from seeds

4.3 Water Stewardship

Ioneer has diligently characterized the surface water and groundwater resources of the Project Area as well as adjacent areas through completion of extensive baseline studies involving sampling, flow measurement, aquifer testing, and measurements of depth to water.

14 Sampling Events

65 Parameters Analyzed

21 Sample Locations

Monitoring of the water resources in the area is ongoing as the Company is intent on fully understanding variability in the natural hydrologic and hydrogeologic systems prior to commencement of site development.

As part of its focus on protecting water resources within the Project Area and beyond, Ioneer is preparing a Water Stewardship Action Plan, consistent with the requirements of TSM. Key elements of this plan include:

- A commitment by Ioneer to water stewardship by designating an individual within the Company accountable for implementing the various water stewardship protocols and communicating this commitment to stakeholders
- Design and construction of a water management system that maintains a water balance and a pledge by the Company to proactively manage water quantity and quality
- A plan to engage with other water users and stakeholders in governing and developing management plans for the broader watershed beyond the Project site
- Establishment of water-related objectives to measure and report on the performance of this Plan to various stakeholders

Ioneer considers water stewardship one of its key responsibilities in consideration of the importance of water in western Nevada. We are committed to lessening our consumption through continued optimization of our processes through reduction, recycling, and other means, as well as supporting broader efforts throughout the Fish Lake Valley to promote water quality and conservation.

5. Energy Efficiency

Energy Efficiency

Energy Efficiency	Energy use and GHG Emissions management

Producing the materials for a sustainable future

The reality of climate change is rapidly changing the way in which the world generates, stores, uses and distributes energy.

The U.S. Government has increasingly emphasised the need for the electrification of the country's transportation fleet to reduce greenhouse gas emissions. A domestic manufacturing supply chain, from raw materials to car production and ultimately through to recycling allows the U.S. to reach this goal while maintaining national security, creating high-quality jobs, fostering social justice and ensuring compliance to rigorous environmental standards. Electrification requires lithium, and Rhyolite Ridge will be a secure source of minerals ready to be utilized in the lithium-ion battery supply chain.

Ioneer is set to become a globally significant supplier of lithium carbonate and boric acid, which are vital materials to produce end products that reduce greenhouse gas emissions and create a more sustainable future.

Ioneer sponsors the Las Vegas leg of Charge Across America

Our design team has been diligent in considering alternatives that will both provide for greater energy efficiency in ore extraction and processing as well as transportation including, tier 4 engines for mining equipment, and automated mining equipment that reduces fuel consumption. The team settled on methods that will produce lithium carbonate, and boric acid using off-grid, energy-neutral processes that have minimal carbon dioxide (CO2) emissions from heat and electricity generation, resulting in a processing plant with low emissions of greenhouse gases and negligible hazardous air pollutants. The selected processing design was derived after full cycle pilot plant testing involving numerous iterations to optimise the systems.

Ioneer has selected power and automation technologies for Rhyolite Ridge to ensure optimised energy efficiency and utilization. The electrical switchgear and motor control equipment have built-in smart devices tightly integrated with the Power and Energy Management System. This will allow operations to optimise the use of electrical energy at the facility through data collection and implementation of load management schemes. Furthermore, the selected unified platform for the Process Automation and Power and Energy Management systems will facilitate energy management in line with process load requirements, optimising energy utilisation in the mine, acid plant, lithium/boron processing facilities as well as the on-site power generation plant.

Extraction of ore and transport of the final products will be accomplished using the lowest emission class of mobile equipment. In addition, Ioneer is evaluating several technologies to reduce dust emissions along the access and haul roads caused by vehicular traffic as well as from retired agricultural fields in the Fish Lake Valley.

Ioneer is currently preparing a Climate Change Action Plan that provides an inventory of the various Scope 1 and Scope 2 greenhouse gas (GHG) emission sources associated with the Project as well as a strategy for reducing such emissions. The plan provides for transparency in the Company's efforts to reduce GHG emissions, consistent with the requirements of the National Greenhouse and Energy Reporting Act of 2007.

Board of Directors

James D Calaway

Executive Chairman
BA (Econ), MA (PP&E)

Former: Non-exec Chairman of Orocobre

James Calaway has considerable experience and success in building young companies into successful commercial enterprises. He was the non-executive chairman Orocobre Ltd for 8 years, helping lead the company from its earliest development to becoming a significant producer of lithium carbonate and a member of the ASX 300. He is also Chairman of privately held Distributed Power Partners and related entities.

Bernard Rowe

Managing Director
BAppSc (Geology) (Hons)

Founding Managing Director of INR since IPO in 2007

Bernard Rowe is a geologist, manager and company director with more than 30 years' international experience in mineral exploration and mine development. His diverse mineral industry experience includes gold, copper, zinc, diamond, lithium and boron exploration in Australia, Europe, Africa, North America and South America.

Alan Davies

Independent Non-executive Director
B.Bus (Accounting), LLB, LLM

Former: CEO Energy & Industrial Minerals, Rio Tinto

Alan Davies has 20 years of experience in running and leading mining businesses, most recently as chief executive, Energy & Minerals with Rio Tinto. He has significant experience in industrial minerals businesses including borates where he led the Rio Tinto Borax business and the Jadar lithium-boron deposit in Serbia.

Stephen Gardiner

Independent Non-executive Director
BEc (Hons), FCPA

Former: CFO, Oil Search Limited

Stephen has over 40 years of corporate finance experience at major international companies listed on the ASX, culminating in 17 years at Oil Search Limited. He has significant experience in corporate finance and control, treasury, tax, audit and assurance, risk management, investor relations and communications, and sustainability. He also held senior corporate finance roles at CSR Limited and Pioneer International Limited.

Rose McKinney-James

Independent Non-executive Director
Juris Doctorate law, BA Liberal Arts

Former: President and CEO of Corporation for Solar Tech & Renewable Resources, Commissioner with the Nevada Public Service Commission

Rose McKinney-James is an experienced and accomplished public company director, clean energy advocate, and small business leader with a broad history in public service, private sector corporate sustainability, social impact, and non-profit volunteerism. She also served as Nevada's first Director of the Department of Business and Industry.

Margaret R Walker

Independent Non-executive Director
BS Chem Engineering, NACD Fellow

Former: VP Engineering and Technology Centers, Dow Chemical

Margaret Walker brings over 40 years' experience and leadership in large-scale chemical engineering, project management, supply chain, business leadership and organisational development gained through a career as a chemical engineer with The Dow Chemical Company. She has deep experience in constructing and successfully bringing into production complex projects.

Executive Team

James D Calaway

Executive Chairman
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Former: Non-exec Chairman of Orocobre

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Ian Bucknell

Chief Financial Officer & Company Secretary
B.Bus (Accounting), FCPA, GAICD

Former: CFO & Company Secretary AWE Limited and Drillsearch Energy Limited

Ian Bucknell is responsible for the finance, investor relations, IT and company secretarial functions of the company. He has more than 20 years of international resource sector experience, most recently as chief financial officer and company secretary of AWE Limited.

Ken Coon

Vice President Human Resources
BS Bus. Administration (Human Resources)

Former: HR VP Shell Downstream Technologies and Entergy HR Director Nuclear Division

Ken Coon is responsible for the human resource function of the company. He has more than 30 years of human resources experience holding international and regional leadership roles with Royal Dutch Shell's downstream refining and chemicals organization and Entergy, a large US Gulf Coast utility company.

Matt Weaver

Senior Vice President of Engineering & Operations
BS Mech Engineering, MBA

Former: Project Manager BHPB, Guinea Alumina Corp

Matt Weaver is responsible for all engineering and operational aspects of the Rhyolite Ridge lithium-boron Project in Nevada and for delivering the project through the DFS and project execution and into full commercial production. He has 30 years international mining and operations experience, having worked with BHP, Rio Tinto and Newmont, and several junior mining companies.

Yoshio Nagai

Vice President Commercial Sales & Marketing

Former: MD Fenic International Pte Ltd, Sales VP Rio Tinto

Yoshio Nagai is responsible for the sales and marketing function of the company. He has more than 20 years chemical and mining industry sales and marketing experience, most recently as Sales Vice President at the Rio Tinto Group Company accountable for borates, salt and talc products, in Asia and the USA.

Senior Management Team

Tamer Atiba

Project Director

BS (Eng.), MA (Bldg Eng.), Dip. Environmental Studies

Tamer has 28 years of engineering, projects and operations experience in mining & metals, and oil & gas. He has held positions covering the project life cycle, from project controls manager, project manager, to VP of risk engineering services for major EPCMs (Bechtel, Hatch, SNC Lavalin) and owners (Baffinland Iron Ore, Rio Tinto) in Africa, Europe and N. America. Tamer's operational experience includes roles as superintendent of continuous improvement and operations' principal advisor within Rio Tinto.

Kori Iverson

Supply Chain Director

Kori has over 30 years' Supply Chain experience in the precious minerals mining space. She has previous experience as Materials Manager at Placer Dome, Regional Manager at Barrick Gold Corporation, Contract/Procurement Manager for Sibanye-Stillwater, and Supply Manager at Hycroft Mining Corporation.

Paul Fink

Sales Director – Americas

BS (Chem), MA (Chem)

Paul has 15 years of experience in the mining and chemical marketplace, including various roles within Rio Tinto. Most recently Paul was leading Speciality Granules, a Standard Industries Company, agriculture business unit.

Jane Foo

Commercial Director

BA (Communications)

Jane has over 15 years' experience in international trade, working in the minerals, diamonds, and iron ore business units of Rio Tinto. She has held various positions gaining extensive commercial, marketing, logistics, customer service and team management experience in Asia. In addition, she has established good track records of leading medium to large projects including transitioning Customer Service operations and setting up of distribution stock-points' in Malaysia and China.

Sasha Meyer

Mining Operations Director

BS (Mining Eng. and Eng. Mgt)

Sasha brings over 15 years of experience in the mining and manufacturing industry to Ioneer. She has direct experience in mine development, construction, and operation phases, where responsibilities have included contract management, team building, employee development and engineering planning for both open pit and underground mines.

Jeira Mujica

Finance Controller

BA (Accounting), MA (taxation)

Jeira joined Ioneer in March 2022 and brings over 20 years of international finance and accounting experience. Prior to joining Ioneer Jeira served as the Mine Controller for Rochester mine, corporate controller for Klondex Mine and Tahoe Resources Inc, she spent 13 years with Hecla Mining Company in a variety of senior management roles.

Rebecca Sawyer

Environmental & Community Director

Rebecca is responsible for the permitting, compliance, and Tiehm's Buckwheat conservation efforts for the Rhyolite Ridge Project. She has more than 35 years' experience in mining and environmental permitting, most recently as VP Sustainability for Excelsior Mining Corp where she permitted the first new copper mine in the U.S. in 10 years.

Darice Shafer

Logistics Director

BS (Ops Research), MBA (Supply Chain Concentration)

Darice is responsible for design, contract negotiation, management, and execution of the outbound supply chain functions of the company. She has more than 15 years of mining logistics experience, most recently as the Distribution Manager for Rio Tinto in the Borates and Talc division. Darice also served in the U.S. Air Force and worked as an officer overseeing the Aircraft Maintenance B-2 unit.

Rob Stepper

Process Operations Director

BS (Metallurgical/Materials Eng.)

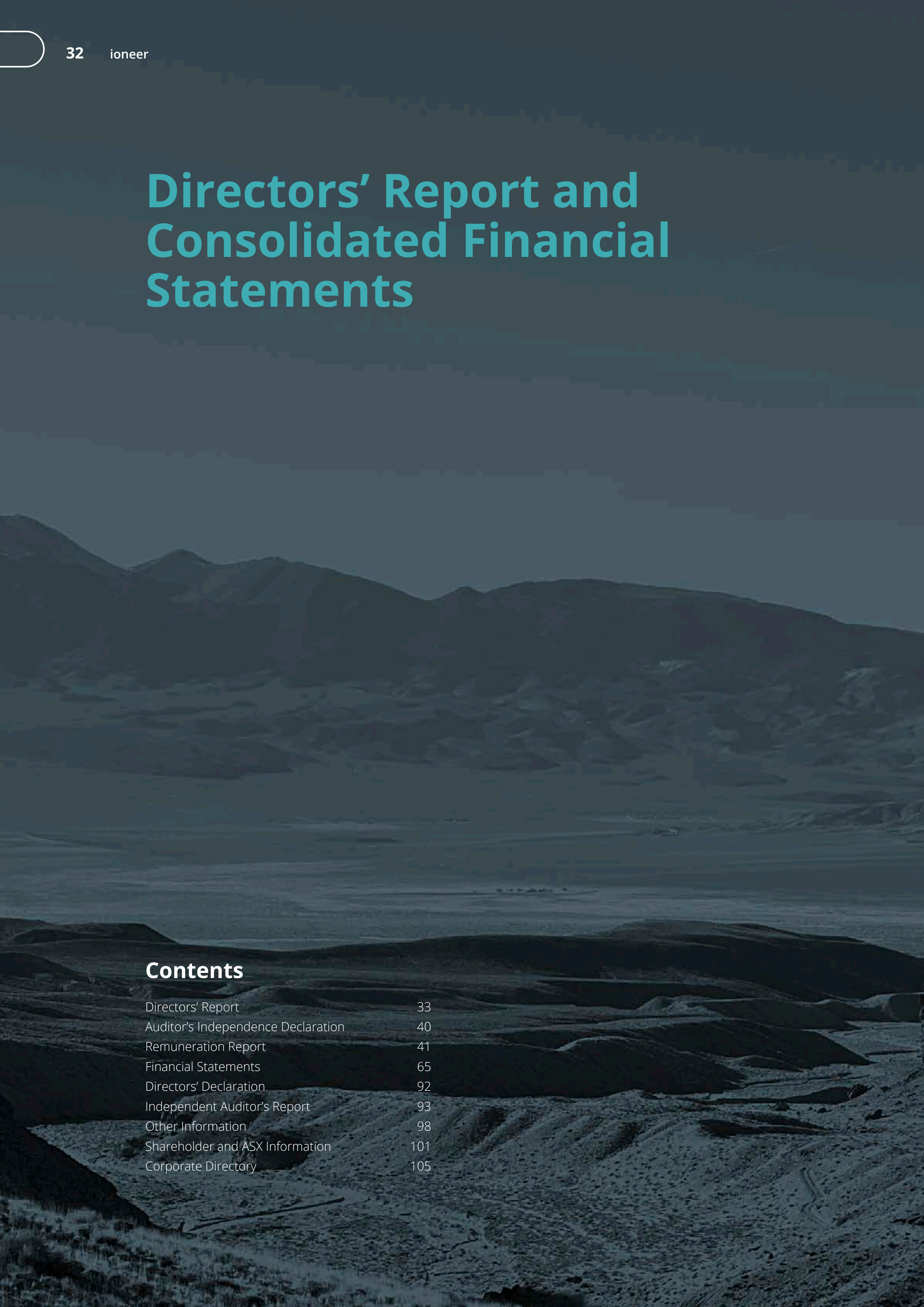
Robert has more than 35 years of experience in the mining industry. His varied experience includes recovery of precious metals, base metals, mill management, mill start-up, process engineering, and underground and surface mining. Previously he has worked with Newmont, Montana Resources, Stillwater Mining, The Centre for Advanced Mineral & Metallurgical Processing, and was VP/Regional GM Nevada Operations for Coeur Mining.

Chad Yeftich

Director of Business Development

BA (Economics), BS (Accounting, International Studies)

Chad Yeftich has over 20 years finance and investment industry experience. Chad has held several analyst and portfolio management roles over that time at firms such as Maverick Capital, H.I.G. Capital, Trafelet Brokaw & Company, and PwC. For the last seven years, he has focused on investing in and helping develop projects around the world that support the electrification of transportation.



Directors’ Report and Consolidated Financial Statements

Contents

Directors' Report

The directors of ioneer Ltd present their report together with the consolidated financial statements of ioneer Ltd ('ioneer' or the 'Company') and its controlled entities (collectively the Group) for the financial year ended 30 June 2022 and the Auditor's report thereon.

Operating and financial review

The operating and financial review forms part of the Directors' Report and has been prepared in accordance with section 299A of the Corporations Act 2001 (Cth). The information provided aims to assist users to better understand the operations and financial position of the Group. To assist users, financial information included in this review contains non-IFRS financial information.

The principal activity of the Group continues to be the development of the Rhyolite Ridge Lithium-Boron Project (Project) in Nevada, United States of America.

Highlights of the financial year ended 30 June 2022

- Lithium Offtake Agreement
  - Korea's EcoPro Innovation Co increases binding lithium offtake agreement to 7,000 tpa
- US Listing on Nasdaq
  - Ioneer commences trading on NASDAQ
- Project Funding
  - US$490 million Strategic Partnership signed with Sibanye-Stillwater Limited
  - US$70 million strategic investment by Sibanye-Stillwater Limited in ioneer
  - US Department of Energy's Loan Program office invites ioneer into due diligence
- Engineering
  - Key engineering contracts awarded to ABB, FLSmidth, Veolia, Dupont Clean Technologies
  - On target to be construction ready in line with permitting
- Permitting & Environmental
  - Issued State Water Pollution Control Permit
  - Mine Plan of Operation reworked to avoid Tiehm's buckwheat

Summary of performance and financial position

Year ended 30 June	Unit	2022	2021	Change
Mineral Resource: Measured and Indicated	mt	127.0	127.0	-
Inferred	mt	19.5	19.5	-
Mineral Resource: Total (1)	mt	146.5	146.5	-
Total operating cash flows	A$'000	(15,096)	(6,487)	(8,609)
Investing cash flows	A$'000	(36,319)	(23,644)	(12,675)
Financing cash flows - equity	A$'000	100,559	76,378	24,181
Total cash used in the financial year	A$'000	49,144	46,247	2,897
Net cash	A$'000	136,568	83,078	53,490
Capitalised exploration	A$'000	46,474	27,805	18,669
Net assets	A$'000	295,396	191,055	104,341
Net loss after tax	A$'000	(12,583)	(10,326)	(2,257)

(1) For further detail on Mineral Resources and Ore Reserves refer to Other Information set out on page 98.

Directors' Report
continued

Business strategy

Our Purpose - we exist to enable a sustainable world for all.
Our Mission - we responsibly and profitably provide the materials necessary for realising a sustainable planet.
Our Vision - we see a world in which our global population, our environment and all future generations are thriving.
Our Values - we are imaginative, caring, committed and responsible.

ioneer's business strategy is focused on developing the 100%-owned Rhyolite Ridge Lithium-Boron Project in Nevada, USA. We believe in an electrified future and the strategic imperative for the USA to develop a domestic battery materials supply chain. We actively promote the development of this battery materials supply chain and look to be a thought leader in this space.

Opportunities

The focus of the company is developing Rhyolite Ridge. After successfully delivering this Project, ioneer will pursue other growth initiatives from its existing portfolio (the current estimated resource is open to the north, south and east and does not include the north basin tenements) as well as new opportunities where they are value accretive and where balance sheet capacity exists to support future development.

Material business risks

The following material business risks have been identified as key issues that have the potential to impact the Company's performance:

- Health, safety and environmental risks, are of critical importance in ensuring we safely and responsibly build and operate a sustainable business.
- Execution of the Project, including meeting schedule, permitting and budget, could be subject to changes in industry and economic conditions.
- Offtake risk, including volume and price risks associated with the sale of technical grade lithium carbonate and boric acid, counterparty risk and contract terms. Pricing of lithium is likely to be largely subject to the rate of uptake in electric vehicles.
- Continuing access to debt and capital markets to fund the Project.
- Sovereign risk relating to the expected fiscal, tax and regulatory environment in jurisdictions that ioneer does business.
- Maintaining the company's social licence to operate by proactively engaging communities, regulators and other key stakeholders.
- COVID-19 has significantly increased uncertainty in markets.

Directors' qualification and experience

The following persons were directors of ioneer Ltd during the whole of the financial year and up to the date of this report. Their qualifications and experience are:

James D Calaway **Executive Chairman** BA (Econ), MA (PP&E) Member of the ESG Committee	James was appointed a director in April 2017 and has served as Chairman since June 2017. He was appointed executive-chairman in July 2020. James was the non-executive chairman of Orocobre Ltd for eight years until his retirement in July 2016. He led Orocobre from early development to become a significant producer of lithium carbonate and a member of the ASX 300. James is currently chairman of Distributed Power Partners Inc (appointed 2014), a US international distributed power development company which is a leader of clustered distributed solar power development. He has also been a chair of several other U.S. corporate boards including the Centre for Houston's Future, and the Houston Independent School District Foundation.
Bernard Rowe **Managing Director** BAppSc (Geology) (Hons) Member of the Project Execution Committee	Bernard was appointed managing director in August 2007. He has more than 25 years' international experience in mineral exploration and mine development. His diverse mineral industry experience includes gold, copper, zinc, diamond, lithium and boron exploration in Australia, Europe, Africa, North America and South America. He led the Company's listing on the ASX in 2007 with a focus on gold and copper exploration in Nevada and Peru. In early 2016 Bernard visited a little-known lithium-boron deposit in southern Nevada – later to be renamed Rhyolite Ridge. He realised the potential opportunity and quickly secured a 12-month option over the Project to give the Company sufficient time to fully assess and evaluate the unique and poorly understood deposit. Bernard is a member of the Australian Institute of Geoscientists, the Society of Economic Geologist and the Geological Society of Nevada.

Alan Davies
Director
B.Bus (Accounting), LLB, LLM

Chair of the Nomination and Remuneration Committee

Member of the Audit & Risk Committee

Member of the Project Execution Committee

Alan joined the board as a non-executive director in May 2017.

He has expertise in running and leading mining businesses with Rio Tinto, most recently as chief executive, Energy & Minerals. Former roles include chief executive, Diamonds & Minerals and chief financial officer of Rio Tinto Iron Ore. Alan held management positions in Australia, London and the US for Rio Tinto's Iron Ore and Energy businesses, and has run and managed operations in Africa, Asia, Australia, Europe and North and South America. He is also a former director Rolls Royce Holdings plc.

He is currently the chief executive officer of the Moxico Resources PLC a Zambian copper and zinc explorer and developer. He is also Chairman of Trigem DMCC, a vertically integrated diamond and coloured stone service provider.

Alan is a Fellow of the Institute of Chartered Accountants in Australia.

Rose McKinney-James
Director
Juris Doctorate (Antioch School of Law)
BA (Olivet College)

Chair of the ESG Committee

Member of the Nomination and Remuneration Committee

Rose joined the board as a non-executive director in February 2021.

Rose is a Nevada-based expert in environmental business and technology policy, renewable and clean energy advocacy, and sustainable development.

She directed the Department of Business and Industry, Nevada's largest state agency and was recognised for her innovation providing efficient and advanced services to the Nevada business community. As the former CEO of CSTRR, a solar and renewable energy company, she is credited with authoring the strategy to fast track the integration of renewable resource into utility energy portfolios. Rose also is the former Commissioner, Nevada Public Service Commission.

Rose currently serves as a non-executive director of MGM Resorts International (appointed 2005), Toyota Financial Savings Bank (appointed 2006), ClearResult (appointed November 2020) and is the Chair of the Energy Foundation.

Margaret R Walker
Director
B. Chemical Engineering (Texas Tech University)
Fellow NACD

Chair of the Project Execution Committee

Member of the Audit & Risk Committee

Margaret joined the board as a non-executive director in February 2021.

Margaret is a chemical engineer with significant experience working across the chemical, engineering and construction sectors. She spent 36 years at NYSE-listed Dow Chemical Co, including six years (2004-2010) as Vice President Engineering and Technology Centers. Her experience spans operations, engineering, supply chain and business leadership.

Margaret currently serves as a non-executive director of Methanex Corporation (appointed April 2015), and the board of Independent Project Analysis, Inc, a privately held firm that drives improvement in capital performance (appointed January 2011).

Margaret holds a Bachelor of Science in Chemical Engineering from Texas Tech University, and in 2018 became a National Association of Corporate Directors Board Leadership Fellow.

The following person ceased being a director of ioneer Ltd after the financial year. Their qualifications and experience are:

Julian Babarczy
Director
B.Bus (Marketing)
Grad Dip. (Mineral Exploration Geosciences), CFA

Julian joined the board as a non-executive director in June 2020 and retired from the role on 4 July 2022. He was the Chairman of the Audit & Risk Committee and member of the Nomination & Remuneration Committee before his resignation.

He has over 20 years finance and investment industry experience, over two-thirds of which was as a key member of the investment and leadership team at Sydney-based Regal Funds Management, one of Australia's largest actively managed and hedge funds. Julian has broad investment experience across a range of sectors, with a notable speciality in natural resources.

He is currently the chief investment officer at a private investment company, Jigsaw Investments, non-executive chairman of database collaboration technology company IXUP Limited (appointed November 2020), executive chairman of silica sand project developer Perpetual Resources Limited (appointed June 2018), and a non-executive director of privately held video media technology company Oovvuu Pty Ltd (appointed June 2020).

Julian is a graduate of the CFA Institute.

Directors' Report
continued

The following person was appointed a director of ioneer Ltd after the financial year. Their qualifications and experience are:

Stephen Gardiner
Director
BEc (Hons), Fellow of CPA Australia

Chair of the Audit & Risk Committee

Member of the Nomination and Remuneration Committee

Stephen joined the board as a non-executive director in August 2022.

He has over 40 years of corporate finance experience at major international companies listed on the ASX, culminating in 17 years at Oil Search Limited including eight years as Chief Financial Officer. Stephen has covered a range of executive responsibilities including corporate finance and control, treasury, tax, audit and assurance, risk management, investor relations and communications, ICT and sustainability. He also served as Group Secretary for ten years while performing his finance roles. Prior to Oil Search, he held senior corporate finance roles at major multinational companies including CSR Limited and Pioneer International Limited, including being based in the US for a period.

Stephen currently serves as a non-executive director of Central Petroleum Limited (appointed July 2021), Stephen holds a Bachelor of Economics from Sydney University and is a fellow of CPA Australia.

Company secretary

Mr Ian Bucknell
B.Bus (Accounting), FCPA, GAICD

Chief Financial Officer and Company secretary

Ian joined ioneer in November 2018 as chief financial officer and became Company Secretary in April 2019.

Ian is responsible for the finance, investor relations, IT and company secretarial functions of the company. He has more than 20 years of international resource sector experience, most recently as chief financial officer and company secretary of AWE Limited and previously held the position of chief financial officer of Drillsearch Energy Limited.

Directors' interests in shares, options and performance rights

Directors' interests in shares, options and performance rights (PRs) as at 30 June 2022 and at the date of this report are set out in the table below:

Director	Shares held At 30 June 2022	Options held At 30 June 2022	PRs held At 30 June 2022	Shares held At report date	Options held At report date	PRs held At report date
James D Calaway	56,268,106	1,010,830	1,327,710	56,268,106	1,010,830	1,327,710
Bernard Rowe	64,107,962	-	7,478,113	66,874,234	-	4,711,841
Julian Babarczy	13,600,000	326,323	46,407	13,600,000	326,323	-
Alan Davies	3,250,152	1,010,830	46,407	3,250,152	1,010,830	46,407
Stephen Gardiner	-	-	-	-	-	200,000
Rose McKinney-James	-	-	346,407	-	-	346,407
Margaret R Walker	-	-	346,407	-	-	346,407

Directors' meetings

Director's attendance at Directors' meetings are shown in the following table:

	Board		Audit & Risk		Remuneration		Project Execution		ESG	
Directors	Mtgs eligible to attend	Mtgs attended	Mtgs eligible to attend	Mtgs attended	Mtgs eligible to attend	Mtgs attended	Mtgs eligible to attend	Mtgs attended	Mtgs eligible to attend	Mtgs attended
James D Calaway	5	5	-	-	-	-	-	-	4	4
Bernard Rowe	5	5	-	-	-	-	4	4	-	-
Julian Babarczy	5	5	5	5	4	3	-	-	-	-
Alan Davies	5	5	5	4	4	3	4	3	-	-
Stephen Gardiner	-	-	-	-	-	-	-	-	-	-
Rose McKinney-James	5	5	-	-	4	4	-	-	4	4
Margaret R Walker	5	5	5	4	-	-	4	4	-	-

(1) Julian Babarczy resigned from the board in July 2022. Stephen Gardiner was appointed to the board on 25 August 2022.

Committee membership

As at the date of this report, the Company had an audit and risk committee, a remuneration committee, a project execution committee, and an ESG committee.

Members acting on the committees of the board at the end of the financial year are:

	Committee			
Director	Audit & Risk	Nom & Rem	Project Execution	ESG
James D Calaway				1
Bernard Rowe			1	
Julian Babarczy	1 *	1		
Alan Davies	1	1 *	1	
Stephen Gardiner				
Rose McKinney-James		1		1 *
Margaret R Walker	1		1 *	

(1) Chairs of each Committee are denoted by an asterisk. They are all independent non-executive directors.
(2) Julian Babarczy resigned from the board in July 2022. Stephen Gardiner was appointed to the chair of the Audit & Risk Committee and member of the Nomination and Remuneration Committee on 25 August 2022.

Indemnification and insurance of directors and officers

Indemnification
The Company has not, during or since the end of the financial period, in respect of any person who is or has been an officer of the Company or a related body corporate, indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings.

Insurance premiums
During the financial period the Company has paid premiums to insure each of the directors and officers against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director or officer of the Company, other than conduct involving a wilful breach of duty in relation to the Company. The premiums paid are not disclosed as such disclosure is prohibited under the terms of the contract.

Directors' Report
continued

Remuneration report

The remuneration report set out on pages 41 to 64 forms part of the Directors report for the year ended 30 June 2022.

Corporate governance statement

Details of the Company's corporate governance practices are included in the Corporate Governance Statement set out on the Company's website.

Dividends

No dividend has been proposed or paid since the start of the year.

Shares – issued and unissued

	30 June 2022 Number	30 June 2021 Number
Issued shares	2,091,299,420	1,896,676,204
Unissued shares:		
Options	4,369,643	45,369,643
Performance rights	31,227,386	30,801,865

Since the end of the financial year the following additional shares, options or performance rights have been granted:

- 6,834,656 Performance rights have vested, and new shares issued.
- 7,297,693 Performance rights have been granted (including deferred 2022 STI and retention on employment awards).

Environmental performance

The Group holds exploration licences issued by the relevant government authorities which specify guidelines for environmental impacts in relation to exploration activities. The licence conditions provide for the full rehabilitation of the areas of exploration in accordance with regulatory guidelines and standards. There have been no known breaches of the licence conditions.

Audit and non-audit services

The directors are satisfied that the provision of non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*. As disclosed at Note 9.3, the auditors provided non-audit services during the financial year in running a cyber analysis tool on ioneer's IT systems.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* forms part of this report and is set out on page 40.

Matters subsequent to the end of the financial period

Other than where stated at Note 9.5 to the Financial Statements, there were at the date of this report no matters or circumstances which have arisen since 30 June 2022 that have significantly affected or may significantly affect:

- the operations of the Company,
- the results of those operations, or
- the state of affairs of the Company.

Rounding off

The Group is of a kind referred to in ASIC Corporations (rounding in Financial / Directors' Report) Instrument 2016/191 and in accordance with that Class Order, amounts in the financial statements and directors' reports have been rounded off to the nearest thousand dollars, unless otherwise stated.

Signed at Sydney this 21st day of September 2022 in accordance with a resolution of the Directors.

James D Calaway
Executive Chairman

Bernard Rowe
Managing Director

Auditor's Independence Declaration

Building a better working world

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Fax: +61 2 9248 5959
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Auditor's independence declaration to the directors of ioneer Ltd

As lead auditor for the audit of the financial report of ioneer Ltd for the financial year ended 30 June 2022, I declare to the best of my knowledge and belief, there have been:

a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit,

b. No contraventions of any applicable code of professional conduct in relation to the audit; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of ioneer Ltd and the entities it controlled during the financial year.

Ernst & Young

Ernst & Young

Scott Nichols
Partner
Sydney
21 September 2022

Remuneration Report

1. Letter from Committee Chair

Dear fellow shareholders,

On behalf of the board, I am pleased to present the FY22 remuneration report for ioneer Ltd ("ioneer" or the "Company").

Board fees

No changes were made to board fees.

Changes to the Board and KMP executives

There have been no new additions to KMP over the 2022 financial year.

On 4 July 2022, Mr. Julian Babarczy resigned as a non-executive director. Mr. Babarczy was previously the Audit and Risk Committee chair and a member of the Nomination and Remuneration Committee.

On 25 August 2022, Mr. Stephen Gardiner was appointed as a non-executive director. In addition, Mr. Gardiner was appointed chair of the Audit and Risk Committee and a member of the Nomination and Remuneration Committee.

Incentive framework changes

There have been no changes to the incentive framework during FY22. The majority of the KMP executive remuneration framework remains contingent on performance.

FY22 STI Performance

FY22 KMP executive STI scorecard KPIs that met or exceeded the Board's expectations included: delivering on a strategic partner in Sibanye-Stillwater; being invited into the U.S. Department of Energy's Loan Program Office due diligence process; listing on Nasdaq; an increased lithium offtake with EcoPro; finalising a number of key engineering contracts with ABB, FL Smidth, Veolia, MECS and CAT; and being issued the second of three key environmental permits being the State Water Pollution Control Permit. Additionally, vital work was progressed on other critical fronts such as the revision of the mine plan to avoid all Tiehm's buckwheat and assist in the permitting process, continuing negotiations on binding lithium offtake agreements targeted at supplying the U.S. battery supply chain and advancing engineering and business readiness workstreams with the target of being construction ready when we are permitted. While several objectives where delivered and critical work advanced, we also faced challenges, especially in federal permitting and to a lesser extent in delays to lithium offtake agreements. This meant a small number of significant goals and outcomes set for the review period were not met, for an outcome that neither the Team nor Board desired. We believe the lack of progress in federal permitting weighed on shareholder value to the end of June 2022. While disappointing, "ioneers" are resilient; we remain convinced that work progressed in FY22 will result in strategic offtake agreements, advancement of federal permits, and positive debt funding outcomes during FY23.

LTI Performance

For the first time, the Company vested a proportion of long term incentives (LTIs) at the end of the period that included performance-based performance Rights. LTI targets during our pre-production and development phase are focused on incentivising the team to achieve permitting, funding, technical feasibility and engineering design, to move into construction and in-time production. Unfortunately, the Project has faced unexpected headwinds in the form of a global pandemic and federal permitting delays. Consequently, multiple aspects of the 2019 LTI scorecard did not achieve threshold performance requirements. This included construction schedules, Health, Safety, Environment and community performance, project construction expenditures, recruitment, and relative share price performance.

The Company did, however, exceed the maximum goal for forward sales, signing offtakes for 80% of product produced in the first 3 years of operation.

The Board did not exercise any discretion in these awards as it was believed that the outcomes appropriately balance employee rewards with shareholder experience.

KMP executive remuneration outcomes

The executive and senior management team conducted a detailed review of FY22 goals and performance outcomes (see section 4.4.2). A formulaic approach would derive an annual STI award at or above target levels for executive Key Management Personnel (KMP). Nevertheless, the Nomination and Remuneration Committee, together with the Board, agreed to apply downward discretion for an incentive payout to below target. Consequently, the executive KMP 2022 STI award was 35% of maximum target. This adjustment was primarily based upon lack of tangible progress in the U.S. federal land use permit review process even though this is largely outside of management's control. To a lesser extent, the negative discretion also recognises slower than anticipated progress with strategic offtake agreements and debt

Remuneration Report
continued

funding. Despite this, we believe that the work completed towards these ends during FY22 will result in tangible positive outcomes during FY23.

The realisation of the Company's underlying value depends on access to capital during its development phase. To this end the executive chairman initiated and successfully negotiated, with the support of the leadership team, a strategic partnership agreement with Sibanye-Stillwater. This ultimately led to the announcement of a strategic partnership on 16 September 2021. In recognition of its importance and criticality, the Nomination and Remuneration Committee recommended, and the board approved a special recognition bonus of US$100,000 to the executive chairman.

The 2019 LTI performance rights (PRs) grant vested at 17% of maximum. As noted above, components of the LTI scorecard critical to value were not met due to unexpected headwinds resulting in Project delays. These headwinds were largely outside the Project team's control but have weighed on shareholder value as of the end of the three-year 2019 LTI performance period. Consequently 83% of the LTI lapsed. The Nomination and Remuneration Committee and the Board felt the quantum of PRs approved for vesting appropriately aligned with shareholder outcomes. Hence, no discretion to over-ride vesting outcomes was judged necessary. The 2019 time-based PRs, which are based upon U.S. market practice, in lieu of a cash alternative, aligned with shareholder interests, assist in retention and at grant comprise about 8% of maximum potential remuneration, vested.

Overall, the Board assessed executive rewards as aligned with shareholders' experience and consistent with performance.

Response to 2nd strike

Last year, we received 67.3% of votes in support of our remuneration report. While an improvement on the prior year, it nevertheless constituted a 2nd year in a row in which more than 25% of votes were not in support, for a 2nd "strike".

Feedback from shareholders indicated that some were dissatisfied with one or more of executive salary increases, subjective performance assessments for LTI vesting, and the overall lack of disclosure on performance requirements and achievements. The reasons for insufficient support are further summarised in section 3.4 of this report. In response we have:

- Only made salary and a small number of incentive target adjustments that are consistent with market movements to maintain executive remuneration relative to market remuneration levels.
- Improved disclosure of STI targets and annual incentive outcomes.
- Made no discretionary executive KMP equity grants outside our routine LTI program.
- Improved disclosures on equity grants terms and conditions.
- Independently verified to be between the market 50th and 75th percentile for comparable companies. Hence, we made no adjustments to NED fees.

On balance, we believe executive KMP remuneration is conservatively configured to meet most market standards while conserving cash, and appropriate for a resources company in the development stage. That is, it provides for a low proportion of remuneration to be received as cash, a higher proportion as equity, and is mostly contingent on performance. Further, the performance requirements were reviewed and found to be appropriate for our current stage of development, and robust.

I trust that you find the remuneration report informative and explains any queries you have. Any further questions are welcomed and will be encouraged at the upcoming Annual General Meeting.

Alan Davies
Chair, Nomination & Remuneration Committee

Key terms used in this report

Act	Corporations Act 2001 (Cth)	**LTI**	Long-term incentive
AGM	Annual General Meeting	**MD**	Managing director
ASX	Australian Securities Exchange	**NED**	Non-executive director
FID	Final Investment Decision	**PRs**	Performance Rights
INR	Ioneer	**Equity Plan**	Equity Incentive Plan
KMP	Key management personnel	**STI**	Short-term incentive

2. Introduction

The directors of ioneer Ltd ("ioneer" or the "Company") present the Remuneration Report (the Report) for the Company for the year ended 30 June 2022. The Report forms part of the Directors' Report and has been prepared and audited in accordance with Section 300A of the Australian *Corporations Act 2001* to ensure it meets best practice remuneration reporting and practices for ASX listed companies.

This Remuneration Report which forms part of the Directors Report outlines the remuneration strategy, framework and practices adopted by the consolidated entity in accordance with the requirements of the Act and its regulations. This information has been audited as required by section 308 (3C) of the Act.

2.1. Key Management Personnel

Key management personnel (KMP) covered in this report are detailed below (See pages 28 and 29 for details of each director and executive):

Table 1: Key Management Personnel

Name	Position Held	Tenure
Executive Directors		
James D Calaway [(1)]	Executive chairman	Appointed 5 April 2017
Bernard Rowe	Managing director	Appointed 23 August 2007
Non-Executive Directors		
Julian Babarczy	Non-executive director	Appointed 1 June 2020 Retired 4 July 2022
Alan Davies	Non-executive director	Appointed 23 May 2017
Rose McKinney-James	Non-executive director	Appointed 1 February 2021
Margaret R Walker	Non-executive director	Appointed 1 February 2021
Executives		
Ian Bucknell	Chief financial officer & company secretary	Appointed 14 November 2018
Ken Coon	Vice president human resources	Appointed 1 July 2019
Yoshio Nagai	Vice president commercial sales and marketing	Appointed 1 August 2019
Matt Weaver	Senior vice president engineering and operations	Appointed 28 November 2017

(1) Mr Calaway assumed an executive role on 1 July 2020.

3. Remuneration governance

3.1 Nomination & Remuneration Committee

Remuneration governance is overseen by the Nomination & Remuneration Committee. The Committee is a committee of the Board established in accordance with the Company's constitution and authorised by the Board to assist it in fulfilling its statutory, fiduciary and regulatory responsibilities.

The ASX Corporate Governance Council's "Corporate Governance Principles and Recommendations" (ASX Recommendations) recommend that the Company has formal and rigorous processes for the appointment and reappointment of directors to the Board. The Committee was established to assist the Board by undertaking the roles and exercising the responsibilities set out in the Nomination & Remuneration Committee Charter. A copy of this Charter is available on the Company's website.

The Committee aims to bring transparency, focus and independent judgment to these roles. The Committee will review and make recommendations to the Board on matters relevant to these roles and responsibilities, and as required to satisfy the Corporations Act, ASX Recommendations and ASX Listing Rule requirements relevant to these roles and responsibilities. The Committee currently comprises the following independent non-executive directors:

- Alan Davies (Chairman);
- Stephen Gardiner (Appointed 25 August 2022); and
- Rose McKinney-James.

Remuneration Report
continued

3.2 Remuneration advisors

The Nomination and Remuneration Committee engages external advisors as required. External advisors provide advice on market remuneration levels and mix, market trends, incentives and performance measurement, governance, taxation and legal compliance.

None of the Committee's engagements with remuneration advisors were for work that constituted a remuneration recommendation for the purposes of the Australian *Corporations Act 2001*.

3.3 Share trading policy

The ioneer securities trading policy applies to all NEDs and executives. The policy prohibits employees from dealing in ioneer securities while in possession of material non-public information relevant to the Company.

Executives must not enter into any hedging arrangements over unvested equity under the Company's equity plan. The Company would consider a breach of this policy as gross misconduct, which may lead to disciplinary action and potentially dismissal.

3.4 Reasons for remuneration "strike"

33.5% of votes were against the remuneration report. While an improvement on the prior year, this was the second consecutive year in which more than 25% of votes were against the remuneration report resolution. Table 2 summarises the issues identified by shareholders and the Company's response.

Table 2: Review of feedback

Feedback	Response
Large increases in fixed remuneration	The remuneration of the executive KMP is reviewed annually. Adjustments are made to maintain market positioning consistent with independent board commissioned surveys. This is necessary to manage and mitigate risk associated with the potential for unwanted executive turnover, and to ensure levels are appropriate for any vacancy that may arise. The Company also reviewed remuneration against market levels and can verify that current remuneration levels remain conservative by market standards. This year adjustments were made to maintain relative market positioning for a company of our size and scope. No large increases were made.
Disclosures of performance hurdles	In previous reports, the details of the STI calculation and measurement were not disclosed. This year, we have provided the FY22 STI requirements and the calculation that determines the outcome of these measures. The details of the first Performance Rights LTI award calculation and measurement are provided.
The makeup grants have no performance conditions and have too short a vesting period	No makeup grants were made in FY22.
High NED fees	An independent review of NED fees was made during the year, and it verified that the current board fees are between the 50th and 75th percentile against comparable peer companies. There was no FY22 increase in fees. In addition, a proportion of director fees have been provided to NEDs as equity rather than cash. This aligns the interests of NEDs with shareholders and conserves cash during our development phase.

Feedback	Response
	The Board chairman has had to assume temporary full-time duties as executive chairman in order to facilitate outcomes and operations critical to shareholder value. During the global pandemic when global travel for the Managing Director was impossible the executive chairman was needed to provide an on-going executive presence in the US over the course of changes in the US administration. It is expected that the executive chairman's experience and leadership will continue until the critical milestones of receiving project funding and permitting already under way have been finalised. Once these milestones are achieved it is expected that the need for an executive chairman will no longer exist and the chairman will return to a non-executive chairman role. This is expected by the end of FY23.
Executive Chairman	During the period when the Chairman has had to assume executive duties, the Board has maintained a majority of independent directors to ensure sound governance. In addition, protocols to manage any conflicts of interest have been strictly enforced. Board members have a duty to recuse themselves at any time if they have a sense that topics in the next meeting are a possible conflict of interest. Hence the board is satisfied that in this instance the role of executive chairman does not compromise board function or overall independence. On balance, it is believed that the ability for a non-executive director to undertake an executive role in certain unusual situations as described above on a temporary basis, while the majority of the board maintains independent status with established governance protocols to manage conflicts of interest, is appropriate.

4. Executive Remuneration

4.1 Remuneration strategy

The principles of the ioneer remuneration policy are to:

- attract, retain and motivate directors, executives and employees who will create value for shareholders by providing remuneration packages that are aligned with shareholder interests, are equitable and externally competitive;
- provide a remuneration balance weighted toward risk to align with shareholders;
- clearly align short and long-term company objectives to financial awards;
- be fair and appropriate having regard to the performance of the Company and the relevant director, executive or employee and the interests of shareholders;
- conserves cash in the development phase of the business by granting equity in lieu where appropriate; and
- comply with relevant legal requirements.

4.2 Relationship with company performance

The ioneer executive compensation framework provides for fair, competitive remuneration that aligns potential rewards with the Company's objectives while being transparent to shareholders. We are a Company with a single, pre-development project, and the majority of our people in the US. The structure is aligned with US standards. Typically, this means proportionately less cash and higher equity than the Australian market standard, with some of the equity contingent on service to make up for the relatively low cash proportion. Performance objectives for STI and equity vesting are set such that achievement would accelerate development during our current pre-production phase for higher shareholder value. This means that the value of remuneration realised at vesting is highly aligned with the value realised by investors.

Key remuneration elements are reviewed annually to determine appropriate awards based upon factors such as individual performance, Company results and competitive benchmark survey data. The following is a brief description of the approach for each element:

- Base salary is reviewed annually and adjusted based upon individual performance and benchmarks that may be reviewed from time to time to ensure competitiveness. The only post-employment benefit, is the higher of six months base pay or respective country severance payments, required by legislation for loss of employment due to redundancy.
- Short term incentives are reviewed annually with awards granted based upon individual performance and Company results. STI targets are benchmarked from time to time to ensure competitiveness. STIs may range from 0 to 200% of target. The Board reserves the right to grant STIs greater than 200% of target for exceptional contributions to Company objectives, as well as exercise negative discretion when formulaic outcomes do not align with the shareholder experience. As part of a program that covers all employees, executives are encouraged to receive the STI in PRs as by opting to do so, they will receive an additional 20% in STI value. The PRs are deferred for a year to encourage retention, conserve cash, and enhance alignment with shareholders.

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- Equity grants are reviewed annually. The Board has a current practice of granting a ratio of 60% performance-based PRs and 40% time-based PRs. A key risk to ioneer is not being able to attract and retain qualified experienced executives. The remuneration is structured to mirror US market standards. This is also well suited to shareholder alignment and cash conservation.
  - Performance-based PRs make up 60% of the annual target grant value. The final vesting may range between 0% to 200% of grant based upon achievement of a scorecard of business objectives suited to the Company's current pre-production phase, such that if all were achieved, they would add substantially to market value.
  - Time-based PRs make up the remaining 40% of the annual target grant value, equivalent to 25% of maximum potential grant value. Vesting is based on the executive remaining employed to the vesting date. The grant aligns employees with shareholders, conserves cash that would otherwise have to be used for higher salaries and meets US market standards.

4.3 Remuneration framework

Remuneration information is derived from relevant remuneration surveys conducted by independent third parties. Remuneration is benchmarked against a peer group of direct competitors and a sector peer group.

ioneer's remuneration framework and executive reward strategy provides a mix of fixed and variable remuneration with a blend of short-term incentives and long-term equity grants. The key elements of the remuneration packages are as follows:

- **Fixed (TFR):** Annual base salary.
- **Short-term incentive (STI):** Remuneration for performance measured over one year or less, including any deferred amounts
- **Equity incentive grants:** Equity granted under shareholder approved equity plans.
- **Post-employment benefits:** superannuation contributions and similar retirement benefits savings for non-Australian executives.

At maximum, the remuneration mix is as follows:

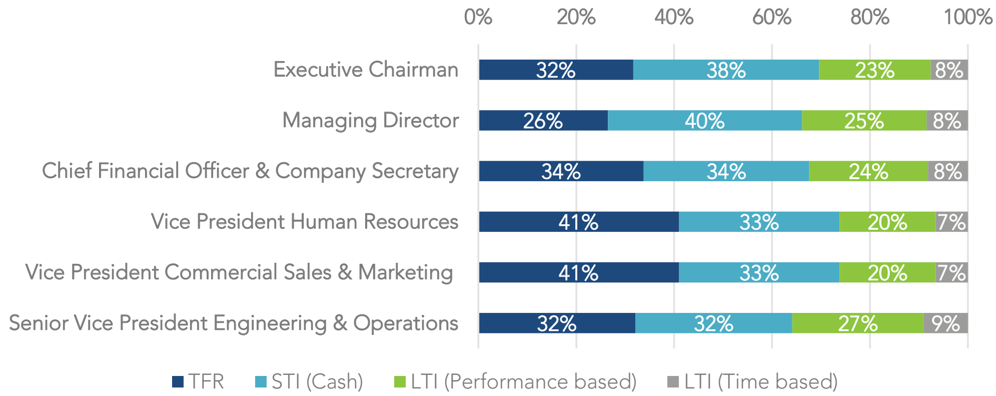

Figure 1: Executive KMP remuneration mix at maximum

4.3.1 Base Salary

Base salary is reviewed annually and adjusted based upon individual performance and competitive benchmarks that may be reviewed from time to time to ensure competitiveness.

Adjustments to base salary were agreed for all KMP to standardise their base salaries to benchmarked comparatives. The base salaries for FY22 are approved by the Board on the recommendation of the Nomination and Remuneration Committee and are as follows:

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Table 3: Executive KMP Base Salary

Base salary (1)	% Increase	30-Jun-22		30-Jun-21	
		A$	US$	A$	US$
James D Calaway	0%		300,000		300,000
Bernard Rowe	3%	536,000	-	521,000	-
Ian Bucknell	3%	384,000	-	372,000	-
Ken Coon	3%	-	242,000	-	235,000
Yoshio Nagai	3%	-	257,500	-	250,000
Matt Weaver	3%	-	293,500	-	285,000

(1) Base salaries are shown in the above table at contract amounts, where KMP have not worked a full year or superannuation caps have been met and excess amounts taken as salary, it will not agree to Table 16: Statutory Remuneration.

4.3.2 Short-Term Incentive (STI)

Executive KMP have the opportunity to earn an annual STI. This is based on a percentage of the base salary. The STI percentage increases with seniority to ensure a higher proportion of remuneration is "at risk" for more materially accountable employees.

The table below presents the features and approach for the ioneer STI plan.

Table 4: ioneer STI plan

Feature	Approach
Purpose	Align team and individual performance and behaviours with short-term Group objectives. Provide individuals with a competitive market position for total reward (i.e. variable and fixed pay components).
Eligibility	Those considered for participation in the program must be able to impact the performance of their own work area, their business or function and contribute to the Group's overall performance.
Form of payment	The default payment is cash. Executive KMP can elect to receive STI awards as cash or equity (PRs) deferred for 12 months, as part of an STI conversion program that covers all employees. If an employee elects to receive all or a part of an STI award in PRs instead of cash, ioneer will grant an additional 20% in value. This encourages greater alignment with shareholders, increases retention, and conserves cash.
Opportunity	The maximum STI opportunity as a proportion of base salary for the executive KMP are as follows: Executive chairman: 120% Managing Director: 150% Senior Vice President Engineering & Operations: 100% Chief Financial Officer and Company Secretary: 100% Vice President Human Resources: 80% Vice President Commercial Sales & Marketing: 80% Target STI opportunity is half of the maximum STI opportunity.
Performance period	1 year, 1 July to 30 June
Performance measures	Annual Executive KMP performance is set and assessed based upon a set of key targets that directly affect shareholder value and are directly linked to the ioneer Strategic Plan. Each scorecard goal is measured, weighted according to its importance, and is assessed quantitatively. At the start of each year, the Board determines hurdles with base and maximum target levels of performance which form the STI goal. The target levels of performance set by the Board are challenging and are driven by an annual target setting exercise and longer-term strategic objectives. Achievement of base target levels of performance delivers the payment of 50% of STI maximum opportunity. Payments from threshold to maximum opportunity are on a straight-line basis consistent with the level of performance attained.
Board discretion	The Board reserves the right to grant above 200% of target STI for truly exceptional contributions to the business or to exercise negative discretion in the event that the formulaic outcome does not accord with the shareholder experience, behaviours not consistent with the Company's code of conduct, reputational damage, safety or environmental expectations, or the Board's overall assessment of performance on a holistic basis.

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Feature	Approach
Treatment on termination	If the executive is deemed a good leaver, STI is rewarded on a pro rata basis for time served. PRs lapse if an employee resigns.

Details of the STI scorecard are disclosed in the table below. The STI scorecard is reflective of ioneer's current stage of development in obtaining approval for environmental permits, obtaining the necessary funding and preparing the company to take a Final Investment Decision and begin construction on the Project.

Table 5: STI scorecard for FY22

Measure	Description	Threshold	Stretch	Weighting
Environmental Permitting Progress	National Environmental Policy Act review process	Preliminary Draft Environmental Impact Statement	Record of Decision received	30%
	Candidate Conservation Agreement Progress	Final Draft	Signed	
	Develop ESG compliance structure	Develop Roadmap	Implement first steps	
Funding	Progress on funding solutions (Bank, Export Credit Agency, Dept. of Energy)	50%	80%	25%
	Strategic partner	Announced	Announced	
	US listing	ADR Level 2	ADR Level 3 (Cap. Raise)	
Lithium Offtake	Product sold for the first 3 years of production	10,000 tpa	>15,000 tpa	15%
Engineering Progress	Process piping & instrumentation diagrams issued for design	60%	90%	10%
	Caterpillar, automation agreement	Draft contract	Signed contract	
	Construction execution plan	Reviewed	Approved	
	Equipment contracts	35%	50%	
	Decision on lithium hydroxide plant size and timing	Concept	Final and required engineering if near start up	
Spend (non-construction)	Spend compared to budget	At budget	-5%	10%
Business Readiness	ERP utilisation	Implemented	Efficient use	10%
	Implementation of department policies & procedures	30%	50%	
	Workforce plan re-reviewed	Org & roles confirmed at ~DFS levels	Talent acquisition plan agreed	

4.3.3 Long-Term Incentive (LTI) Equity Grants

The executive KMP LTI equity grant comes in 2 parts, a performance-based PR grant and a time-based PR grant. The tables below present the features and approaches for both components of the grant.

4.3.3.1 Performance Based PRs

Table 6 presents the term and conditions of the performance-based PRs for FY22.

Table 6: FY22 performance-based PRs

Feature	Approach
Purpose	To align executive accountability and remuneration with the long-term interests of shareholders by rewarding for the delivery of sustained performance.

Feature	Approach
Participants	All executive KMP and senior management members. The Board may at its discretion make invitations to or grant awards to eligible persons. Eligible persons include executive directors or executive officers of the Group, employees, contractors or consultants of the group or any other person.
Instruments issued	Performance rights (PRs) to acquire ordinary shares in the Company for nil consideration. Within 30 days after the vesting date in respect of a vested instrument, the Company must either allocate shares or procure payment to the participant of a cash amount equal to the market price of the shares which would have otherwise been allocated.
Allocation value	10-day VWAP prior to start of the performance period
Maximum value	The maximum number of performance-based PRs that can vest is based on the following proportion of base salaries: Executive Chairman: 72% Managing Director: 96% Chief Financial Officer and Company Secretary: 72% Vice President Human Resources: 48% Vice President Commercial Sales & Marketing: 48% Senior Vice President Engineering & Operations: 84% Executive KMP are granted 50% of the maximum number of PRs to vest.
Performance period	3 years
Performance measurement date	30 June 2025
Vesting Date	1 July 2025
Performance measures	Annually Executive KMP performance targets are set and then assessed on a range of key measures that are critical to shareholder value and are directly linked to the ioneer Strategic Plan. At this point in the Rhyolite Ridge Project, targets are focused on moving through the Project's objectives of permitting, engineering, funding and construction. Each scorecard measure is measured, weighted according to its importance, and is assessed objectively. At the grant date, the Board determines the hurdles and minimum, target and maximum levels of performance which form the LTI scorecard. The target levels of performance set by the Board are challenging and are driven by an annual goal setting exercise and the longer-term strategic plan. Achievement of target levels of performance delivers the payment of 50% of LTI maximum opportunity. Payments from threshold to maximum opportunity are on a straight-line basis consistent with the level of performance attained. Details can be found in Table 7.
Acquisition of performance rights	The PRs are issued by the company and held by the participant subject to the satisfaction of the vesting conditions. The number of PRs held may be adjusted pro-rata, consistent with ASX adjustment factors for any capital restructure. If the PRs vest, executives receive newly issued shares.
Treatment of dividends and voting rights	Unvested PRs do not have voting rights or accrue dividend benefits.
Restriction on hedging	Hedging of PRs by executives is not permitted
Treatment on termination	If the executive is deemed a good leaver, PRs are prorated for time served. PRs lapse if an employee resigns.
Board Discretion	The board may apply up or down discretion as appropriate. The Company may adjust downwards the number of performance-based PRs where there has been a material negative misstatement of results to align executive awards with shareholder outcomes.
Minimum Share ownership	Executive KMP are expected to achieve a minimum share ownership in the Company over a 5-year period. The minimum level for the Managing Director is 5 times his base salary. The minimum level for other executives is 3 times their base salaries.
Change of control	Vesting is subject to board discretion, taking into account performance to the date of change in control.

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Details of the scorecard are disclosed in the table below. The scorecard reflects the Company's desire to move through initial project phase, into construction, and in time production.

Table 7: FY22 performance-based PRs scorecard

Measure	Weighting
Assumes ROD, FID, Construction	
Top quartile HSE & Community performance (North American Mining Projects)	19%
Construction schedule on pace for start-up as stated at FID	19%
Operational readiness (hiring, policies, systems, etc) on track	19%
Project spend within margin established at FID	18%
TSR	
INR shareholder return compared to competitors. The competitors are: Vulcan Energy resources, Core Lithium, Lake Resources, Sigma Lithium, Sayona Mining, Liontown Resources, American Lithium, Frontier Lithium Inc, Standard Lithium, Lithium Americas Corp, Piedmont Lithium, Pilbara Minerals, Critical Elements Lithium, and Bacanora.	25%

4.3.3.2 Time Based PRs

Table 8 presents the terms and conditions of the time-based PRs in the Equity Plan for FY22.

Table 8: FY22 time-based PRs

Feature	Approach
Purpose	To provide equity in lieu of cash salary for shareholder alignment, cash conservation, consistency with non-KMP employee remuneration, and consistency with market practice.
Participants	All executive KMP and senior management members The Board may at its discretion make invitations to or grant awards to eligible persons. Eligible persons include executive directors or executive officers of the Group, employees, contractors or consultants of the group or any other person.
Instruments issued	PRs to acquire ordinary shares in the Company for nil consideration. Within 30 days after the vesting date in respect of a vested instrument, the Company must either allocate shares or procure payment to the participant of a cash amount equal to the market price of the shares which would have otherwise been allocated.
Allocation value	10-day VWAP prior to start of the performance period
Value at grant	The time-based PRs granted as a proportion of base salary for the executive KMP are as follows: Executive Chairman: 24% Managing Director: 32% Chief Financial Officer and Company Secretary: 24% Vice President Human Resources: 16% Vice President Commercial Sales & Marketing: 16% Senior Vice President Engineering & Operations: 28%
Service period	3 years
Service measurement date	30 June 2025
Vesting Date	1 July 2025
Acquisition of PRs	The PRs are issued by the company and held by the participant subject to the satisfaction of the vesting conditions. The number of instruments held may be adjusted pro-rata, consistent with ASX adjustment factors for any capital restructure. If the PRs vest, executives receive newly issued shares.
Treatment of dividends and voting rights	Unvested PRs do not have voting rights or accrue dividend benefits.
Restriction on hedging	Hedging of PRs by executives is not permitted
Treatment on termination	If the executive is deemed a good leaver, PRs are prorated for time served. PRs lapse if an employee resigns.

Feature	Approach
Adjusting Awards	The Company may adjust downwards the number of time-based PRs where there has been a material negative misstatement of results to align executive awards with shareholder outcomes.
Minimum Share ownership	Executive KMP are expected to achieve a minimum share ownership in the Company over a 5-year period. The minimum level for the Managing Director is 5 times base salary. The minimum level for other executives is 3 times base salaries.
Board Discretion	The board may apply discretion as appropriate.
Change of control	Vesting is subject to board discretion, taking into account performance to the date of change in control.

4.4 Performance and remuneration outcomes for 2022

4.4.1 Company Performance

Table 9: Historical Financial Performance

	2022	2021	2020	2019	2018
Net Loss after tax	(12,583)	(10,326,033)	(5,446,257)	(940,904)	(2,494,084)
Basic loss per share	(0.62000)	(0.59000)	(0.00341)	(0.06000)	(0.0030)
Diluted loss per share	(0.62000)	(0.59000)	(0.00341)	(0.06000)	(0.0030)
Dividends per share	-	-	-	-	-
Closing share price	0.41	0.35	0.13	0.135	0.360
5-year TSR	182.76%	600.00%	3150.00%	410.50%	1805.88%

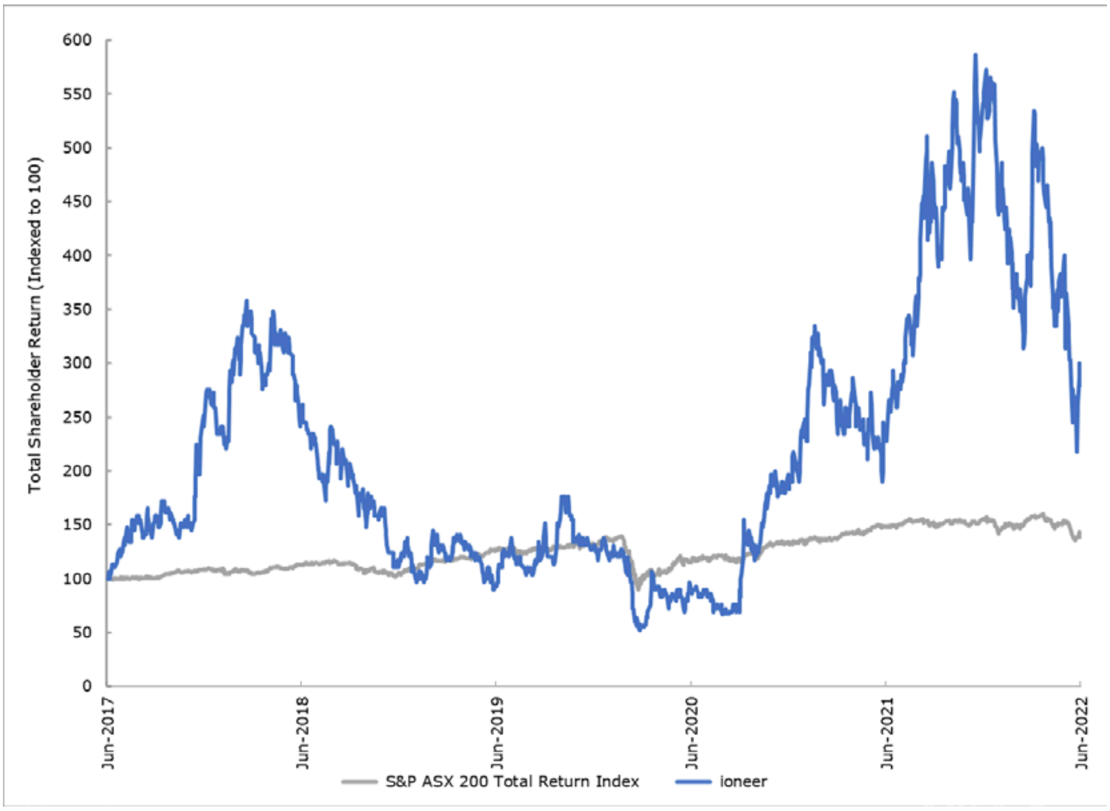

Figure 2: ioneer total shareholder return against the S&P ASX200 Index

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4.4.2 Annual performance and STI outcome

At the end of the FY22 performance period, we conducted a thorough assessment of performance outcomes relative to established targets. The below table reflects this assessment and the translation into STI awards.

Table 10: FY22 STI scorecard outcome

Measure	Outcome as % of target	Outcome as % of Maximum
Permitting Progress (30%):		
NEPA Review: During the year it was determined that a revised mine plan was required. This revised plan required significant geological, geo-tech and geo-chem work to meet federal regulator requirements. While significant work/effort has taken place, the revised plan was not re-submitted until after the year end, meaning NOI is not anticipated until FY23.	PDEIS	ROD Rec'd
Conservation Agreement: A final draft has been tabled but the need to have it signed within the financial year changed and is no longer required.	Final draft	Signed (not required)
ESG structure: TSM has been chosen for our ESG framework and is being expanded to include ISO 140001. TSM protocols are being drafted and are under review.	Develop Roadmap	Implement first steps
Funding (25%):		
Funding solutions: Significant progress was made to be invited into the final stage of the DOE loan process. Discussions with other debt providers are also well advanced.	50%	80%
Strategic Partner: A Partner bringing exceptional value was finalized in Sept' FY22	Announced	No stretch
US Listing: ADR level 2 listing commenced trading 30 June. Due to $70M SSW investment, an ADR level 3 listing was deemed not required.	ADR 2	ADR 3 (not required)
Lithium Offtake (15%):		
Product sold (3 yrs): Offtake agreements involving large/strategic automakers are well developed. Offtake agreements could have been delivered sooner with less visible customers but have been deferred. Extensions and larger volume was agreed with EcoPro and extension agreements were achieved with Boric Acid customers.	10k tpa	>15k tpa
Engineering Progress (10%):		
Process P&IDs issued: Approximately 75% of P&IDs have been reviewed and released for final engineering	60%	90%
Caterpillar automation: Caterpillar automation agreement has been finalized.	Draft K	Signed K
Construction exec plan: An execution plan has been developed, reviewed by INR and consultant and is being readied for approval.	Reviewed	Approved
Equipment Contracts: Well over 50% of equipment contracts have been awarded. Some of the major suppliers include Veolia, Dupont Clean Technologies, and ABB Inc.	35%	50%
LiOH Plant Decision: Determined that INR's near-term plans will not include production of LiOH.	Design not required	Design not required
Spend (non-construction) (10%):		
Spend to Corporate Budget: Spending levels are in-line with expectations,	Budget	-5%
Spend to Capex Budget: in-line with Project expectations	Budget	-5%
Business Readiness (10%)		

Measure	Outcome as % of target	Outcome as % of Maximum
ERP: The Ellipse ERP finance module was implemented. It is being used for the entire requisition to pay process, providing greater spend analysis and reporting.	Implemented	Efficient
Department PSOPS implemented: The Original FY22 PSOPS targets were established to provide focus/direction. A Business Readiness team was created and has developed a roadmap with ~25% of policies developed and in place.	30%	50%
WFP Re-review: A detailed workforce plan review was completed in Q4/Q1 FY22. A talent plan is in development.	DFS level Org/Roles	Talent Plan

Table 11 provides the calculated outcome for each measure in the FY22 STI scorecard.

Table 11: Overall FY22 STI scorecard outcome

Measure	Weighting	Outcome as a % of		Weighted Outcome
		Target	Stretch	At target
Environmental Permitting Progress	30%	25%	25%	7.5%
Funding	25%	100%	50%	25.0%
Lithium Offtake	15%	100%	75%	15.0%
Engineering Progress	10%	100%	75%	10.0%
Spend (Non-construction)	10%	85%	0%	8.5%
Business Readiness	10%	100%	50%	10.0%
Total	**100%**	-	-	**76.0%**

The scorecard outcome is 76% of target. Given no delivery of the U.S. Federal land use permit and the extended time taken to complete the strategic offtake agreements and funding, discretion was applied to reduce the outcome to 70% of target.

The payout to each executive is as follows:

Table 12: STI payout

Executive	Grant Date	Target STI (% of base salary)	Maximum STI (% of base salary)	Award (% of target)	Award (% of max.)	Payout[1]	% taken as12 mth PRs
James D Calaway	1/07/2022	60%	120%	70%	35%	182,715	0%
Bernard Rowe	1/07/2022	75%	150%	70%	35%	281,400	0%
Ian Bucknell	1/07/2022	50%	100%	70%	35%	134,400	0%
Ken Coon	1/07/2022	40%	80%	70%	35%	98,260	100%
Yoshio Nagai	1/07/2022	40%	80%	70%	35%	104,553	100%
Matt Weaver	1/07/2022	50%	100%	70%	35%	148,963	100%

(1) This is the cash value of the incentive payout. If the executive elects to receive the incentive in PRs instead, the additional 20% will be reflected in the grant value

During the year, the board approved a special US$100,000 recognition award to the executive chairman for the critical lead role he played in concluding the strategic partnership. Under the agreement, ioneer and Sibanye-Stillwater have agreed, subject to condition precedents being met, a joint venture to develop the Rhyolite Ridge Lithium-Boron Project.

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4.4.3 Legacy PRs – vested in FY22

Table 13 describes legacy PRs granted in prior years that vested in FY22. For the number of PRs that vested refer to section 4.4.6.

Table 13: PRs vesting in FY22

Grant to vest	Description
Make-up LTI grants	No make-up PRs were granted during FY22. LTI grants to the Managing Director for 2018 were not made in that year. In 2020, make-up LTI grants were awarded and approved by shareholders. The grants were time-based. These make-up LTI grants to Bernard Rowe vested on 1 July 2021
Retention on employment grants	Agreements with early recruits included vesting in equal instalments after 12, 24, and 36 months. Ian Bucknell's final grant vested in FY22. Since mid-2019 a standard approach of vesting after 3 years has been implemented.
Bonus 2020 conversion grants	All KMP had the option to take the 2020 bonus as cash or as a 12-month deferred equity with a 20% premium. Ken Coon and Matt Weaver both have deferred equity vesting based on their 2020 STI.

4.4.4 LTI PRs vesting

Table 14 shows the scorecard outcome for performance-based PRs granted as LTIs in FY19 with a performance period from 1 July 2019 to 30 June 2022. The grant vested 1 July 2022 (FY23).

Table 14: FY19 Performance Based PR Scorecard Outcome

Measure	Weighting	Measure Outcome	Overall Outcome
ROD, FID, Construction			
Construction schedule on pace as stated at FID	15%	0%	0%
Top Quartile HSE & Community performance (compared to North American mining projects)	15%	0%	0%
Project spend within margin stated at FID	15%	0%	0%
Recruiting on track per FID	15%	0%	0%
Not tied to ROD, FID, Construction			
80% products sold for first 3 years	15%	200%	30%
INR share price compared to competitors	25%	15%	4%
Total	**100%**		**34%**

Discretion was applied to reduce the outcome to 33%. Thirty-three percent of the performance-based PRs granted in 2019 vested on 1 July 2022. In addition, all of the time-based PRs vested.

Table 15 presents the vesting outcome of the 2019 LTI.

Table 15: FY19 LTI vesting

Executive	Time-based PR	Performance-based PR			Total	
	No. to vest	No. granted	% to vest	No. to vest	% to vest	No. to vest
Bernard Rowe	1,106,509	1,659,763	33%	547,722	60%	1,654,231
Ian Bucknell	517,751	776,627	33%	256,287	60%	774,038
Ken Coon	956,145	-	-	-	100%	956,145
Yoshio Nagai	741,120	-	-	-	100%	741,120
Matt Weaver	607,683	899,736	33%	296,913	60%	904,596

Note, the time-based PRs to Ken Coon and Yoshio Nagai were equity at hire grants as part of their executive contracts.

4.4.5 Statutory remuneration

Table 16 sets out KMP remuneration for the 2022 and 2021 Financial Year in Australian Dollars and has been prepared in accordance with the requirements of Section 300A of the Australian Corporations Act 2001 and associated accounting standards.

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Table 16: Statutory remuneration

Name (Position)	Year	Base Salary	Super-annuation, Health & Life Benefits	Non-Monetary Benefits	STI	Long Service Leave	Share Based Payment Options & Rights	Total Statutory Remuneration	% of performance-based rem.
Non-Executive Director									
Julian Babarczy	2022	87,878	-	-	-	-	39,441	127,319	31%
	2021	66,642	-	-	-	-	30,000	96,642	31%
Alan Davies	2022	89,734	-	-	-	-	39,441	129,175	31%
	2021	66,516	-	-	-	-	45,000	111,516	40%
Rose McKinney-James	2022	89,863	-	-	-	-	57,441	147,304	39%
	2021	30,144	-	-	-	-	13,750	43,894	31%
Margaret R Walker	2022	89,975	-	-	-	-	57,441	147,416	39%
	2021	30,144	-	-	-	-	13,750	43,894	31%
Executive Director									
James D Calaway	2022	618,698	-	-	320,871	-	365,071	1,304,640	53%
	2021	601,322	-	-	-	-	45,000	646,322	7%
Bernard Rowe	2022	560,725	27,500	-	281,400	-	652,103	1,521,728	61%
	2021	545,495	25,000	-	273,525	-	1,261,756	2,105,776	73%
Executives									
Ian Bucknell	2022	393,800	27,500	8,112	134,400	-	259,598	823,410	48%
	2021	382,340	25,000	8,112	148,800	-	254,385	818,637	49%
Ken Coon	2022	350,082	1,489	46,679	98,260	-	139,742	636,252	37%
	2021	208,389	-	51,109	66,684	-	118,930	445,112	42%
Yoshio Nagai	2022	372,498	29,573	-	104,553	-	282,176	788,800	49%
	2021	332,535	28,997	-	106,411	-	112,219	580,162	38%

Matt Weaver	2022	424,582	29,736	-	148,963	-	456,119	1,059,400	57%
	2021	379,090	32,389	-	151,636	-	411,868	974,983	58%
Total	**2022**	**3,077,835**	**115,798**	**54,791**	**1,088,447**	**-**	**2,348,573**	**6,685,444**	
	2021	**2,642,617**	**111,386**	**59,221**	**747,056**	**-**	**2,306,659**	**5,866,940**	

4.4.6 KMP shareholdings

The movements in Share and other Equity Holdings for KMP are disclosed in the table below.

Table 17: KMP shareholdings

Name	Ordinary shares					Performance rights			Options		
	Balance at 30/06/21	Acquired[1]	Disposed[2]	Other	Balance at 30/06/22	Balance at 30/06/21	Net change	Balance at 30/06/22	Balance at 30/06/21	Net change	Balance at 30/06/22
Non-Executive Directors											
Julian Babarczy	13,600,000	-	-	-	13,600,000	-	46,407	46,407	326,323	-	326,323
Alan Davies	2,750,152	500,000	-	-	3,250,152	-	46,407	46,407	1,510,830	(500,000)	1,010,830
Rose McKinney-James	-	-	-	-	-	300,000	46,407	346,407	-	-	-
Margaret R Walker	-	-	-	-	-	300,000	46,407	346,407	-	-	-
Executive Directors											
James D Calaway	31,600,000	40,000,000	(15,331,894)	-	56,268,106	-	1,327,710	1,327,710	41,010,830	(40,000,000)	1,010,830
Bernard Rowe	61,341,690	2,766,272	-	-	64,107,962	8,893,834	(1,415,721)	7,478,113	-	-	-
Executives											
Ian Bucknell	1,884,622	488,756	-	-	2,373,378	3,580,236	236,914	3,817,150	-	-	-
Ken Coon	-	632,161	(160,907)	-	471,254	2,688,734	(224,717)	2,464,017	-	-	-
Yoshio Nagai	-	-	-	-	-	1,911,788	837,617	2,749,405	-	-	-
Matt Weaver	1,789,321	2,221,609	(539,012)	-	3,471,918	5,730,871	(851,746)	4,879,125	-	-	-
Total	112,965,785	46,608,798	(16,031,813)	-	143,542,770	23,405,463	95,685	23,501,148	42,847,983	(40,500,000)	2,347,983

(1) All ordinary shares acquired during the financial year were the direct result of KMP exercising options or PRs vesting.
(2) All disposals were made by KMP in their capacity as shareholders.

Remuneration Report
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Equity vesting

All options are exercisable following vesting. The following table presents all the options that have vested or been granted that have not lapsed. Options are exercised into ordinary shares on a 1-for-1 basis. The option terms are set out in section 5.1 of the notes to and forming part of the financial statements.

Table 18: Option movement during the year

Name	Grant Date	Vesting Date	Expiry Date	Fair value at grant	Exercise Price	Balance at 30/06/21	Options Granted	Options Exercised	Options Lapsed	Balance at 30/06/22	Financial year to vest
James D Calaway	13/04/2017	13/04/2017	13/04/2022	0.122	0.150	16,000,000	-	(16,000,000)	-	-	2017
	13/04/2017	13/04/2017	13/04/2022	0.113	0.200	12,000,000	-	(12,000,000)	-	-	2017
	13/04/2017	13/04/2017	13/04/2022	0.106	0.250	12,000,000	-	(12,000,000)	-	-	2017
	9/11/2018	9/11/2019	9/11/2023	0.126	0.242	357,710	-	-	-	357,710	2020
	14/11/2019	14/11/2020	14/11/2024	0.138	0.243	326,797	-	-	-	326,797	2021
	16/11/2020	16/11/2021	16/11/2025	0.138	0.185	326,323	-	-	-	326,323	2022
Sub Total						**41,010,830**	**-**	**(40,000,000)**	**-**	**1,010,830**	
Julian Babarczy	16/11/2020	16/11/2021	16/11/2025	0.138	0.185	326,323	-	-	-	326,323	2022
Sub Total						**326,323**	**-**	**-**	**-**	**326,323**	
Alan Davies	23/05/2017	23/05/2018	23/05/2022	0.063	0.200	200,000	-	(200,000)	-	-	2018
	23/05/2017	23/05/2019	23/05/2022	0.088	0.200	200,000	-	(200,000)	-	-	2019
	23/05/2017	23/05/2020	23/05/2022	0.105	0.200	100,000	-	(100,000)	-	-	2020
	9/11/2018	9/11/2019	9/11/2023	0.126	0.242	357,710	-	-	-	357,710	2020
	14/11/2019	14/11/2020	14/11/2024	0.138	0.243	326,797	-	-	-	326,797	2021
	16/11/2020	16/11/2021	16/11/2025	0.138	0.185	326,323	-	-	-	326,323	2022
Sub Total						**1,510,830**	**-**	**(500,000)**	**-**	**1,010,830**	
Total						**42,847,983**	**-**	**(40,500,000)**	**-**	**2,347,983**	

The following table presents all PRs that have vested or been granted that have not lapsed. The rights terms are set out in section 5.1 of the notes to and forming part of the financial statements.

Table 19: PR movement during the year

Name Plan	Grant Date	Vesting Date	Fair value at grant	Balance at 30/06/21	Rights Granted	Rights Vested	Balance at 30/06/22	% vested	Financial year to vest
Julian Babarczy									
In lieu of director fees	5/11/2021	5/11/2022	0.790	-	46,407	-	46,407	-	2023
Sub Total				**-**	**46,407**	**-**	**46,407**		
James D Calaway									
In lieu of director fees	5/11/2021	5/11/2022	0.790	-	64,970	-	64,970	-	2023
2021 LTI - time based	1/07/2021	1/07/2024	0.790	-	505,096	-	505,096	-	2024
2021 LTI - performance based	1/07/2021	1/07/2024	0.724	-	757,644	-	757,644	-	2024
Sub Total				**-**	**1,327,710**	**-**	**1,327,710**		
Alan Davies									
In lieu of director fees	5/11/2021	5/11/2022	0.790	-	46,407	-	46,407	-	2023
Sub Total				**-**	**46,407**	**-**	**46,407**		
Rose McKinney-James									
Granted on employment	1/02/2021	1/02/2024	0.330	300,000	-	-	300,000	-	2024
In lieu of director fees	5/11/2021	5/11/2022	0.790	-	46,407	-	46,407	-	2023
Sub Total				**300,000**	**46,407**	**-**	**346,407**		
Margaret R Walker									
Granted on employment	1/02/2021	1/02/2024	0.330	300,000	-	-	300,000	-	2024
In lieu of director fees	5/11/2021	5/11/2022	0.790	-	46,407	-	46,407	-	2023
Sub Total				**300,000**	**46,407**	**-**	**346,407**		
Ian Bucknell									
Retention on employment	8/08/2019	14/11/2021	0.175	488,756	-	(488,756)	-	100%	2022
2019 LTI - time based	8/08/2019	1/07/2022	0.175	517,751	-	-	517,751	-	2023
2019 LTI - performance based	1/07/2020	1/07/2022	0.140	776,627	-	-	776,627	-	2023
2020 LTI - time based	1/07/2020	1/07/2023	0.125	718,841	-	-	718,841	-	2024

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2020 LTI - performance based	1/07/2020	1/07/2023	0.137	1,078,261	-	-	1,078,261	-	2024
2021 LTI - time based	1/07/2021	1/07/2024	0.330	-	290,268	-	290,268	-	2025
2021 LTI - performance based	1/07/2021	1/07/2024	0.371	-	435,402	-	435,402	-	2025
Sub Total				**3,580,236**	**725,670**	**(488,756)**	**3,817,150**		
Ken Coon									
2020 cash bonus conversion	1/07/2020	1/07/2021	0.125	632,161	-	(632,161)	-	100%	2022
Retention on employment	1/07/2019	1/07/2022	0.135	956,145	-	-	956,145	-	2023
2020 LTI - time based	1/07/2020	1/07/2023	0.125	440,171	-	-	440,171	-	2024
2020 LTI - performance based	1/07/2020	1/07/2023	0.137	660,257	-	-	660,257	-	2024
2021 LTI - time based	1/07/2021	1/07/2024	0.330	-	162,978	-	162,978	-	2025
2021 LTI - performance based	1/07/2021	1/07/2024	0.371	-	244,466	-	244,466	-	2025
Sub Total				**2,688,734**	**407,444**	**(632,161)**	**2,464,017**		
Yoshio Nagai									
2021 cash bonus conversion	1/07/2021	1/07/2022	0.330	-	404,077	-	404,077	-	2023
Retention on employment	1/08/2019	1/08/2022	0.186	741,120	-	-	741,120	-	2023
2020 LTI - time based	1/07/2020	1/07/2023	0.125	468,267	-	-	468,267	-	2024
2020 LTI - performance based	1/07/2020	1/07/2023	0.137	702,401	-	-	702,401		2024
2021 LTI - time based	1/07/2021	1/07/2024	0.330	-	173,416	-	173,416	-	2025
2021 LTI - performance based	1/07/2021	1/07/2024	0.371	-	260,124	-	260,124	-	2025
Sub Total				**1,911,788**	**837,617**	**-**	**2,749,405**		
Bernard Rowe									
2018 make up LTI Grant	6/11/2020	1/07/2021	0.195	2,766,272	-	(2,766,272)	-	100%	2022
2019 LTI - time based	6/11/2020	1/07/2022	0.195	1,106,509	-	-	1,106,509	-	2023
2019 LTI - performance based	6/11/2020	1/07/2022	0.1695	1,659,763	-	-	1,659,763	-	2023
2020 LTI - time based	6/11/2020	1/07/2023	0.195	1,344,516	-	-	1,344,516	-	2024
2020 LTI - performance based	6/11/2020	1/07/2023	0.1665	2,016,774	-	-	2,016,774	-	2024
2021 LTI - time based	5/11/2021	1/07/2024	0.790	-	540,220	-	540,220	-	2025
2021 LTI - performance based	5/11/2021	1/07/2024	0.724	-	810,331	-	810,331	-	2025
Sub Total				**8,893,834**	**1,350,551**	**(2,766,272)**	**7,478,113**		

Matt Weaver									
Catch up LTI	8/08/2019	1/07/2021	0.175	1,519,208	-	(1,519,208)	-	100%	2022
2020 cash bonus conversion	1/07/2020	1/07/2021	0.125	702,401	-	(702,401)	-	100%	2022
2019 LTI - time based	1/07/2020	1/07/2022	0.175	607,683	-	-	607,683	-	2023
2019 LTI - performance based	1/07/2020	1/07/2022	0.140	899,736	-	-	899,736	-	2023
2021 cash bonus conversion	1/07/2021	1/07/2022	0.330	-	505,096	-	505,096	-	2023
2020 LTI - time based	1/07/2020	1/07/2023	0.125	800,737	-	-	800,737	-	2024
2020 LTI - performance based	1/07/2020	1/07/2023	0.137	1,201,106	-	-	1,201,106	-	2024
2021 LTI - time based	1/07/2021	1/07/2024	0.330	-	345,907	-	345,907	-	2025
2021 LTI - performance based	1/07/2021	1/07/2024	0.371	-	518,860	-	518,860	-	2025
Sub Total				**5,730,871**	**1,369,863**	**(2,221,609)**	**4,879,125**		
Total				**23,405,463**	**6,204,483**	**(6,108,798)**	**23,501,148**		

Remuneration Report
continued

4.5 Key terms of Executive KMP employment contracts

4.5.1 Notice and termination payments

Table 20 sets out for the contractual provisions for current Executive KMP

Table 20: KMP contracts

Position	Contract Type	Notice Period for Company	Notice Period for Employee	Termination Payment for Change of control	Treatment of STI on termination	Treatment of unvested LTI on termination
Executive Chairman	12 months	1 month	1 month	Nil	Pro-rata for time served as executive	Lapses
MD	Open term agreement	6 months	6 months	12 months	Pro-rata for good leavers	Lapses
Executive KMP	Open term agreement	6 Months	3 Months	12 months	Pro-rata for good leavers	Lapses

Termination payments are calculated based upon base salary at the date of termination. No payment is made for termination due to gross misconduct.

4.5.2 Executive Directors' employment agreements

Table 21: Executive chairman contract

Feature	Approach
Term	Expected to continue until critical milestones have been accomplished. It is expected to be achieved by the end of FY23.
Base Salary	US$300,000 per annum. This is in addition to the existing non-executive chairman remuneration of US$185,000. Base salary does not include pension and non-cash benefits.
STI	For FY22, the executive chairman was eligible for a maximum STI that is 120% of base salary. Target is 50% of maximum. Further details are discussed in section 4.3.2
Equity Grants	For FY22, the executive chairman was eligible for an equity grant at 60% of base salary in the form of PRs. 60% of the PRs will be performance based. 40% of the PRs will be time based. As the executive chairman's contract is defined in US dollars, the number of PRs awarded is calculated using a VWAP up to and including 30 June each year and the closing exchange rate as at 30 June. Performance based awards may range from 0 to 200% of grant based upon achievement of pre-established targets. Further details are discussed in section 4.3.3
Termination	Either party may terminate the contract with one month's notice. The Company may also terminate the contract without notice in circumstances such as material breach or serious misconduct.
Other	Mr Calaway will receive a one-off recognition award of US$100,000 in recognition of the critical role he has played in the strategic partner process.

Table 22: Managing director contract

Feature	Approach
Term	Open term agreement
Base Salary	AU$536,630 per annum. Base salary does not include superannuation and non-cash benefits.
STI	For FY22, the MD was eligible for a target bonus that is 75% of base salary. Maximum STI is 200% of target. Further details are discussed in section 4.3.2

Feature	Approach
Equity Grants	For FY22, the MD was eligible for an equity grant at 75% of base salary in the form of PRs. 60% of the PRs will be performance based. 40% of the PRs will be time based. Performance based awards may range from 0 to 200% of grant based upon achievement of pre-established targets. Further details are discussed in section 4.3.3
Termination	By executive: 6 months' notice By company: 6 months' notice

Table 23: Other executive contracts

Feature	Approach
KMP	Senior vice president engineering & operations Chief financial officer Vice president human resources Vice president commercial sales & marketing
Term	Open-term agreements
Base Salary	See section 4.3.1. Base salary does not include superannuation and non-cash benefits.
STI	For FY22, the: • Senior vice president engineering & operations was eligible for a target bonus that is 50% of base salary. Maximum STI is 200% • Chief financial officer was eligible for a target bonus that is 50% of base salary. Maximum STI is 200% • Vice president human resources was eligible for a target bonus that is 40% of base salary. Maximum STI is 200% • Vice president commercial sales & marketing was eligible for a target bonus that is 40% of base salary. Maximum STI is 200% of target. Further details are discussed in section 4.3.2
Equity Grants	For FY22, the: • Senior vice president engineering & operations was eligible for an equity grant at 70% of base salary in the form of PRs • Chief financial officer was eligible for an equity grant at 60% of base salary in the form of PRs • Vice president human resources was eligible for an equity grant at 40% of base salary in the form of PRs • Vice president commercial sales & marketing was eligible for an equity grant at 40% of base salary in the form of PRs 60% of the PRs will be performance based. 40% of the PRs will be time based. Performance based awards may range from 0 to 200% of grant based upon achievement of pre-established targets. Further details are discussed in section 4.3.3
Termination	By executive: 3 months' notice By company: 6 months' notice

Remuneration Report
continued

5. Non-Executive Director remuneration policy

5.1 Remuneration Policy

Remuneration for Non-Executive Directors (NEDs) is subject to the aggregate limit of A$1,000,000 per annum which was set by shareholders at the 2017 Annual Meeting. This includes superannuation and other retirement benefits and does not include any payments made to the executive chairman for his role as an executive. Equity payments made to NEDs are considered a part of the aggregate limit as per the terms in the previous Notice of Meeting.

Fees for Non-Executive Directors are fixed and are not linked to the financial performance of the Company. In addition to Board and Committee fees, non-executive directors are entitled to be reimbursed for all reasonable travel, accommodation and other expenses incurred in attending meetings of the Board, Committees, or shareholders or while engaged on ioneer business.

Table 24 sets out the Board fee structure effective 1 July 2021. The fees do not include superannuation or other retirement benefits.

Table 24: Board fees (in USD)

	Chair		Member	
	Cash	Equity	Cash	Equity
Board	$150,000	$35,000	$60,000	$25,000
Audit & Risk committee	$5,000	-	-	-
Nomination & Remuneration committee	$5,000	-	-	-
Project Execution committee	$5,000	-	-	-
Environment, sustainability & governance committee	$5,000	-	-	-

5.2 NED equity

As discussed in Table 24, a portion of the NED fees are paid in the form of performance rights. Table 25 presents the terms of the NED equity arrangement.

Table 25: NED equity terms

Feature	Approach
Purpose	Issued in lieu of paying remuneration in cash
Participants	The executive chairman and NEDs
Instruments issued	Performance Rights (PRs)
Allocation value	10-day VWAP up to the AGM
Value of PRs to be granted	Executive Chairman: US$35,000 (18.9% of total non-executive chairman fees) NEDs: US$25,000 (27.7% of total NED fees)
Vesting Date	1 year from date of approval
Acquisition of PRs and shares	PRs are issued by the company and held by the participant subject to the satisfaction of the vesting conditions. The number of PRs held may be adjusted pro-rata, consistent with ASX adjustment factors for any capital restructure. If the PRs vest, NEDs receive newly issued shares.
Treatment of dividends and voting rights	PRs do not have voting rights or provide dividend payments.
Equity Incentive Plan and/or clawback	NA
Restriction on hedging	Hedging of PRs by NEDs is not permitted
Treatment on termination	Some or all of the grants may remain on foot.

Consolidated statement of profit and loss and other comprehensive income for the year ended 30 June 2022

	Note	30-Jun 2022 A$'000	30-Jun 2021 A$'000
Exploration expenditure written off	2.2	(24)	(48)
Employee benefits expensed	7.1	(6,658)	(5,899)
Other expenses	2.3	(9,877)	(3,008)
Loss from operating activities		(16,559)	(8,955)
Finance income	2.4	4,000	97
Finance costs	2.4	(24)	(1,468)
Net finance income/(costs)	2.4	3,976	(1,371)
Loss before tax		(12,583)	(10,326)
Income tax expense	3.1	-	-
Loss for the year		(12,583)	(10,326)
Loss attributable to equity holders of the company		(12,583)	(10,326)
Items that may be reclassified subsequently to profit and loss			
Foreign currency translation difference on foreign operations		12,836	(8,040)
Other comprehensive income/(loss) (net of tax)		12,836	(8,040)
Total comprehensive profit / (loss) for the year		253	(18,366)
Total comprehensive income / (loss) attributable to the owners of the company		253	(18,366)

Earnings per share		**2022 Cents**	**2021 Cents**
Basic loss per ordinary share	2.5	(0.62)	(0.59)
Diluted loss per ordinary share	2.5	(0.62)	(0.59)

The consolidated statement of profit and loss and other comprehensive income should be read in conjunction with the accompanying notes.

Consolidated statement of financial position

as at 30 June 2022

	Note	30-Jun Consolidated 2022 A$'000	30-Jun Consolidated 2021 A$'000
Current assets			
Cash assets	4.1	136,568	83,078
Receivables	4.2	213	359
Total current assets		136,781	83,437
Non-current assets			
Receivables	4.2	282	266
Plant and equipment	4.3	-	3
Right of use asset	4.4	356	309
Exploration and evaluation expenditure	4.5	171,819	114,375
Total non-current assets		172,457	114,953
Total assets		309,238	198,390
Current liabilities			
Payables	4.6	12,752	6,630
Lease liabilities - current	4.6	243	251
Provisions	4.7	721	375
Total current liabilities		13,716	7,256
Non-current liabilities			
Lease liabilities - non-current	4.6	126	79
Total Non-current liabilities		126	79
Total liabilities		13,842	7,335
Net assets		295,396	191,055
Equity			
Contributed equity	5.1	337,494	230,730
Reserves	5.2	13,892	3,732
Accumulated losses		(55,990)	(43,407)
Total equity		295,396	191,055

The consolidated statement of financial position should be read in conjunction with the accompanying notes.

Consolidated statement of cash flows

for the year ended 30 June 2022

	Note	2022 A$'000	2021 A$'000
Cash flows from operating activities			
Payment to suppliers and employees		(15,089)	(6,487)
Interest and other finance costs paid		(7)	-
Net cash flows used in operating activities (inclusive of GST)	4.1	(15,096)	(6,487)
Cash flows from investing activities			
Expenditure on mining exploration		(36,384)	(23,677)
Purchase of equipment	4.3	(4)	(6)
Interest received		69	39
Net cash flows used in investing activities		(36,319)	(23,644)
Cash flows from financing activities			
Proceeds from the issue of shares	5.1	95,584	80,000
Proceeds from exercise of options	5.1	7,900	-
Equity raising expenses	5.1	(2,697)	(3,515)
Payments of lease liability		(228)	(107)
Net cash flows received from financing activities		100,559	76,378
Net increase (decrease) in cash held		49,144	46,247
Cash at the beginning of the financial year		83,078	38,268
Effect of exchange rate fluctuations on balances of cash held in USD		4,346	(1,437)
Closing cash carried forward	4.1	136,568	83,078

The consolidated statement of cash flows should be read in conjunction with the accompanying notes.

Consolidated statement of changes in equity

for the year ended 30 June 2022

	Note	Issued capital A$'000	Foreign currency translation reserve A$'000	Equity compensation reserve A$'000	Accumulated losses A$'000	Total equity A$'000
As at 1 July 2020		153,290	1,391	8,446	(33,081)	130,046
Loss for the year ended 30 June 2021		-	-	-	(10,326)	(10,326)
Other comprehensive income						
Foreign currency translation differences for foreign operations		-	(8,040)	-	-	(8,040)
Total other comprehensive income		-	(8,040)	-	-	(8,040)
Total comprehensive income for the year		-	(8,040)	-	(10,326)	(18,366)
Issue of share capital						
Ordinary shares cash	5.1	80,000	-	-	-	80,000
Ordinary shares non-cash		374	-	-	-	374
Share-based payments						
Share-based payments expensed/capitalised	5.2	-	-	2,516	-	2,516
Fair value of performance rights vested	5.2	581	-	(581)	-	-
Share issue costs	5.1	(3,515)	-	-	-	(3,515)
As at 30 June 2021		230,730	(6,649)	10,381	(43,407)	191,055
As at 1 July 2021		230,730	(6,649)	10,381	(43,407)	191,055
Loss for the year ended 30 June 2022		-	-	-	(12,583)	(12,583)
Other comprehensive income						
Foreign currency translation differences for foreign operations		-	12,836	-	-	12,836
Total other comprehensive income		-	12,836	-	-	12,836
Total comprehensive income for the year		-	12,836	-	(12,583)	253
Issue of share capital						
Ordinary shares cash	5.1	95,584	-	-	-	95,584
Proceeds from unlisted options exercised	5.1	7,900	-	-	-	7,900
Share-based payments						
Share-based payments expensed/capitalised	5.2	-	-	3,300	-	3,300
Fair value of unlisted options exercised	5.2	4,617	-	(4,616)	-	1
Fair value of performance rights vested	5.2	1,360	-	(1,360)	-	-
Share issue costs	5.1	(2,697)	-	-	-	(2,697)
As at 30 June 2022		337,494	6,187	7,705	(55,990)	295,396

The consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

Notes to and forming part of the financial statements

Section 1. Basis of preparation

1.1. Reporting entity

The financial report of ioneer Ltd for the year ended 30 June 2022 was authorised for issue in accordance with a resolution of the Directors on 21 September 2022.

ioneer Ltd is a for profit company limited by shares and incorporated in Australia whose shares are publicly traded on the Australian Securities Exchange under the ticker code “INR”. The registered office of the Company is suite 5.03, 140 Arthur Street, North Sydney, NSW 2060 Australia.

The Company is principally engaged in the development of the Rhyolite Ridge lithium-boron deposit in the state of Nevada, United States of America. Further information about the nature of the Group’s operations and activities is provided in the directors’ report. Information on the group structure is set out in Section 8 of this report and information on other related party disclosures of the Group is provided in Section 9.

1.2. Basis of preparation

- The financial report is a general-purpose financial report, which has been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for for-profit oriented entities.
- These financial statements comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board ('IASB'), including new or amended accounting standards effective for reporting periods beginning 1 July 2021.
- Unless otherwise stated, the accounting policies disclosed have been consistently applied.
- The financial report has been prepared on a historical cost basis.
- The financial statements have been presented in Australian dollars which is the parent entity’s functional currency.
- The financial statements have been prepared on the going concern basis which assumes the company and consolidated entity will have sufficient cash to pay its debts as and when they become payable for a period of at least 12 months from the date the financial report was authorised for issue.
- The group is of a kind referred to in ASIC Corporations (Rounding in Financial / Directors Reports) Instrument 2016/191, and as such amounts presented in the financial and directors have been rounded to the nearest $1,000 (where rounding is permitted), unless otherwise stated.

1.3. New and amended accounting standards and interpretations

The Group has adopted all the new or amended Accounting Standards and Interpretations issued by the International Accounting Standards Board (“IASB”) that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Group.

The following standards and interpretations that have recently been issued but are not yet mandatory, have not been early adopted by the Group for the annual reporting period ended 30 June 2022. The Group’s assessment of the impact of these new or amended Accounting Standards and Interpretations, which are most relevant to the Group are set out below:

Amendments to IAS 1 – Classification of Liabilities as Current or Non-current	A liability is classified as current if the entity has no right at the end of the reporting period to defer settlement for at least 12 months after the reporting period. The IASB issued amendments to IAS 1 Presentation of Financial Statements to clarify the requirements for classifying liabilities as current or non-current. Specifically: • The amendments specify that the conditions which exist at the end of the reporting period are those which will be used to determine if a right to defer settlement of a liability exists. • Management intention or expectation does not affect classification of liabilities. • In cases where an instrument with a conversion option is classified as a liability, the transfer of equity instruments would constitute settlement of the liability for the purpose of classifying it as current or non-current. These amendments had no material impact on the financial statements.
Amendments to IAS 8 – Disclosure of Accounting Estimates	The definition of a change in accounting estimates is replaced with a definition of accounting estimates. Under the new definition, accounting estimates are “monetary amounts in financial statements that are subject to measurement uncertainty”. Entities develop accounting estimates if accounting policies require

Notes to and forming part of the financial statements
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	items in financial statements to be measured in a way that involves measurement uncertainty. These amendments had no material impact on the financial statements.
Amendments to IAS 12 - Deferred Tax related to Assets and Liabilities arising from a Single Transaction	The initial recognition exemption has been narrowed such that it no longer applies to transactions that, on initial recognition, give rise to equal amounts of taxable and deductible temporary differences. These amendments had no material impact on the financial statements.

1.4. Basis of consolidation

Controlled entities

Controlled entities are entities controlled by the Company. Control exists when the Company has the power, directly or indirectly to govern the financial and operating policies of an entity so as to obtain benefits from its operations. The financial statements of controlled entities are included in the consolidated financial statements from the date control commences until the date that control ceases. With the exception of the wind up of three Canadian entities during the financial year there has been no change in the control of any subsidiaries during the financial period. All subsidiaries are 100% owned by the Company (2021: 100%).

Transactions eliminated on consolidation

All inter-company balances and transactions, including unrealised profits arising from intra-group transactions, have been eliminated in full.

Accounting polices

The financial statements of subsidiaries are prepared for the same reporting period as the parent company, using consistent accounting policies.

1.5. Critical accounting estimates and judgements

The preparation of these financial statements in conformity with Australian Accounting Standards has required management to make judgements, estimates and assumptions which impact the application of policies and reported amounts of assets and liabilities, income and expenses. These estimates and associated assumptions are based on historical knowledge and various other factors that are believed to be reasonable in the circumstance. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed regularly and revisions to accounting estimates are reviewed in the period in which the estimate is revised. The most significant estimates and assumptions which have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year relate to:

Reserve estimates

Reserves are estimates of the amount of product that can be economically and legally extracted, processed and sold from the Groups properties under current and foreseeable economic conditions. The group determines and reports reserves under the standards incorporated in the Australian Code for Reporting Exploration Results, Mineral Resources and Ore Reserves, 2012 edition (the JORC code).

The determination of ore reserves includes estimates and assumptions about a range of geological, technical and economic factors including quantities, grades, production techniques, recovery rates, commodity prices and exchange rates. Change in ore reserve impact the assessment of recoverability of exploration and evaluation assets.

Estimating the quantity and /or grade of reserves requires the size, shape and depth of ore to be determined by analysing geological data. This process may require complex and difficult judgements to interpret the data. Additional information about the Group's Reserves and Resources is set out on page 98.

Exploration and evaluation assets

The Group's policy for exploration and evaluation expenditure is set out in note 4.5. The application of this policy requires certain judgements, estimates and assumptions as to the future events and circumstances, in particular the assessment of whether economic quantities of reserves will be found. Any such estimates and assumptions may change as new information becomes available. If, after capitalisation of expenditure under the policy, it is concluded that the capitalised expenditure will not be recovered by future exploitation or sale, then the relevant amount will be written off in the statement of profit or loss. Changes in assumptions may result in a material adjustment to the carrying amount of exploration and evaluation assets.

Share-based payment transactions

The Group measures the cost of equity-settled transactions with employees by reference to the fair value of the equity investments at the date on which they are granted. Additional information is set out in note 7.3, Share-based payments.

1.6. Foreign Currency Transactions and Balances

Functional and presentation currency

The functional currency of each of the Group's entities is measured using the currency of the primary economic environment in which that entity operates.

The functional currency of the entities in the Group is predominantly US Dollars, with the exception of ioneer Limited which has a functional currency of Australian Dollars.

The consolidated financial statements continue to be presented in Australian dollars, which is the parent entity's functional currency. However, in FY2023 it is the Group's intention to change the presentation currency to United States Dollars.

Transactions and balances

Foreign currency transactions are translated at the foreign exchange rate at the date of the transaction. Monetary assets and liabilities denominated in a foreign currency at the end of the reporting period are translated at the year-end exchange rate. Exchange differences arising on the translation of monetary items are recognised in the statement of profit or loss.

Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Exchange differences arising on the translation of non-monetary items are recognised directly in other comprehensive income to the extent that the underlying gain or loss is recognised in other comprehensive income; otherwise the exchange difference is recognised in profit or loss.

Presentation of foreign exchange gains and losses in the statement of profit or loss

The Group presents its foreign exchange gains and losses within net financing income /(costs) in the statement of profit or loss.

Section 2. Financial performance

2.1. Operating segments

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. An operating segment's operating results are reviewed regularly by the Chief Operating Decision Maker (CODM) to make decisions about resources to be allocated to the segment and assess its performance, and for which discrete financial information is available. The Managing Director is considered to be the CODM and is empowered by the Board to allocate resources and assess the performance of the Group.

Segment results that are reported to the CODM include items directly attributable to a segment as well as those that can be allocated on a reasonable basis.

Description of segments

The Company operates predominantly as a mineral exploration and development company. The operating segments are based on the reports reviewed by the Managing Director for assessing performance and determining the allocation of resources and strategic decision making within the Group.

North America	Represents activity in the US, primarily in relation to Rhyolite Ridge and the Reno office.
Australia	Represents head office expenditure, including ASX listing costs, exchange gains and losses and corporate assets (predominantly cash).

Notes to and forming part of the financial statements
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Segment information provided to the CODM:

Segment information	North America		Australia		Total	
	2022	2021	2022	2021	2022	2021
	$'000	$'000	$'000	$'000	$'000	$'000
Exploration expenditure - non core	(24)	(48)	-	-	(24)	(48)
Other expenses	(3,997)	-	(5,880)	-	(9,877)	-
Reportable segment profit / (loss)	(4,021)	(48)	(5,880)	-	(9,901)	(48)
Employee benefits and other expenses	(1,832)	(3,366)	(4,826)	(5,541)	(6,659)	(8,907)
Net financing (expense) / income	4	(2,880)	3,972	1,509	3,976	(1,371)
Net loss before income tax	(5,849)	(6,294)	(6,734)	(4,032)	(12,583)	(10,326)
Segment assets						
Exploration assets	171,819	114,375	-	-	171,819	114,375
Other assets	8,931	18,019	128,488	65,996	137,419	84,015
Total assets	180,750	132,394	128,488	65,996	309,238	198,390
Segment liabilities						
Payables	11,813	5,857	1,182	1,024	12,995	6,881
Provisions	480	215	241	160	721	375
Total current liabilities	12,293	6,072	1,423	1,184	13,716	7,256
Payables	126	-	-	79	126	79
Total non-current liabilities	126	-	-	79	126	79
Total liabilities	12,419	6,072	1,423	1,263	13,842	7,335
Net assets	168,331	126,322	127,065	64,733	295,396	191,055

Major customers

The Company has no major customers and nil revenues (2021: nil)

2.2. Impairment

	30 June 2022 $'000	30 June 2021 $'000
Exploration expenditure written off	(24)	(48)
	(24)	(48)

2.3. Other expenses

General and administrative expenses	4,133	1,805
Consulting and professional costs	5,504	967
Depreciation and amortisation	240	236
Total other expenses	9,877	3,008

	30 June 2022 $'000	30 June 2021 $'000
Interest income from external parties	85	39
Other revenue	68	58
Net foreign exchange gain	3,847	-
Finance income	4,000	97
Bank charges	(17)	(20)
Net foreign exchange loss	-	(1,436)
Lease interest	(7)	(12)
Finance costs	(24)	(1,468)
Net finance income/(costs)	3,976	(1,371)

Interest income is recorded at the effective interest rate applicable to the financial instrument. Interest is recognised as it accrues (using the effective interest method, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument) to the net carrying amount of the financial asset.

2.5. Earnings per share

Earnings used in calculating earnings per share		
Basic and diluted loss	(12,583)	(10,326)
Weighted average number of ordinary shares used as the denominator	Number	Number
Issued ordinary shares - opening balance	1,896,676,204	1,680,202,466
Effect of shares issued	117,750,170	69,056,018
Weighted average number of ordinary shares	2,014,426,374	1,749,258,484
Weighted average number of ordinary shares (diluted)		
Weighted average number of ordinary shares at 30 June for basic EPS	2,014,426,374	1,749,258,484
Effect of dilution from options and rights on issue	-	-
Weighted average number of ordinary shares adjusted for effect of dilution	2,014,426,374	1,749,258,484

The options and performance rights are antidilutive and have been excluded from the diluted EPS calculation below.

	Cents	Cents
Basic loss per share attributable to the ordinary equity holders of the company	(0.62)	(0.59)
Diluted loss per share attributable to the ordinary equity holders of the company	(0.62)	(0.59)

Basic EPS is calculated by dividing the profit for the year attributable to ordinary equity holders of the parent by the weighted average number of ordinary shares outstanding during the year.

Diluted EPS is calculated by dividing the profit attributable to ordinary equity holders of the parent by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares. The effect of dilution from options and rights on issue in the financial year would be 35,597,029 (2021: 76,171,508). The impact the potential ordinary shares is treated as dilutive only when their conversion to ordinary shares would decrease EPS.

Notes to and forming part of the financial statements
continued

Section 3. Taxation

3.1. Taxation

Income Tax

	30 June 2022 $'000	30 June 2021 $'000
Tax expense comprises:		
Income tax		
Current tax benefit / (expense)	-	-
Tax expense related to movements in deferred tax balances	-	-
Total tax (expense) / benefit	-	-
Numerical reconciliation between tax (expense) / benefit and pre-tax net result:		
Profit /(Loss) before tax	(12,583)	(10,326)
At statutory income tax rate of 30%	(3,775)	(3,098)
Decrease / (increase) in income tax benefit due to:		
Non-deductible expenses	1,501	728
Foreign exchange and other translation adjustments	(1,177)	432
Additional tax deductible expenditure	(190)	(113)
Unrecognised tax losses relating to current year	3,859	2,160
Adjustments for prior years	(218)	(109)
Income tax (expense) / benefit	-	-

No provision for income tax is considered necessary in respect of the Company for the year ended 30 June 2022. No recognition has been given to any future income tax benefit which may arise from operating losses not claimed for tax purposes. The Group has estimated tax loss positions across the group as follows:

Deferred Tax

Deferred tax relates to the following

	30 June 2022 $'000
Deferred tax relates to the following	
Foreign exchange gain/loss	(1,177)
Losses available for offsetting against future taxable income	1,177
Net deferred tax asset	-

The Group has tax losses for which no deferred tax asset has been recognised on the Statement of Financial Position that amounted to $37.6 million.

Total tax losses	41,606
Deferred tax recognised	(3,927)
	37,679

	Jurisdiction		
	Australia	USA	Canada
	Revenue	Revenue	Revenue
	AUD$'000	US$'000	CAD$'000
Non-recognised tax losses - revenue			
Balance at the beginning of the period	17,608	8,977	216
Movement during the period	3,536	2,853	3
Balance at the end of the period	21,144	11,830	219
	Capital	Capital	Capital
	AUD$'000	US$'000	CAD$'000
Non-recognised tax losses - capital			
Balance at the beginning of the period	7,307	-	-
Movement during the period	-	-	-
Balance at the end of the period	7,307	-	-
Total revenue and capital losses not recognised	28,451	11,830	219

These amounts will only be obtained if:

- the Company and Controlled Entities derive future assessable income of a nature and of an amount sufficient to enable the benefit from the deductions for the losses to be realised,
- the Company and Controlled Entities continue to comply with the conditions for deductibility imposed by the law, and
- no changes in tax legislation adversely affect the Company and Controlled Entities in realising the benefit from the deductions for the losses, i.e. current tax legislation permits carried forward tax losses to be carried forward indefinitely.

ioneer Ltd is not part of an Australian tax-consolidated group. Current and deferred tax amounts (if any) are measured as a stand-alone taxpayer. There are no tax funding arrangements or tax sharing agreements in place.

The group has additional tax value embedded in the Rhyolite Ridge exploration asset. Future deductibility is expected against anticipated assessable income from the Project once in production.

Section 4. Invested and working capital

4.1. Cash assets

	30 June 2022 $'000	30 June 2021 $'000
Cash at bank	100,276	83,078
Short term deposits	36,292	-
Total cash assets	136,568	83,078
Cash flow reconciliation		
Reconciliation of net cash outflow from operating activities to operating loss after tax		
Loss for the period	(12,583)	(10,326)
Adjustments to reconcile profit to net cash flows:		
Depreciation	7	13
Exploration expenditure written-off	-	48
Share-based payments	2,063	2,034
Net foreign exchange differences - unrealised	(6,292)	1,437
Interest income	(85)	(39)
Interest expense	7	-
Amortisation of Right of use assets	221	107
Change in assets and liabilities during the financial year:		
Increase/ (decrease) in trade and other receivables	163	(230)
Increase in accounts payable	1,403	469
Net cash used in operating activities	(15,096)	(6,487)

Notes to and forming part of the financial statements
continued

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand and short-term highly liquid deposits with a maturity of three months or less, that are readily convertible to a known amount of cash and subject to an insignificant risk of changes in value.

4.2. Receivables

	30 June 2022 $'000	30 June 2021 $'000
Current		
Interest receivable	16	-
Other debtors	155	29
Prepayments	42	330
Total current trade and other receivables	213	359
Non-current		
Other debtors	282	266
Total non-current trade and other receivables	282	266
Total current and non-current trade and other receivables	495	625

Receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest rate method less provision for impairment. Impairment losses are recognised in the profit and loss.

4.3. Plant and equipment

	30 June 2022 $'000	30 June 2021 $'000
Plant and equipment - at cost	89	84
Less accumulated depreciation	(89)	(81)
Total plant and equipment	-	3
Reconciliation of the movement		
Opening balance	3	9
Additions	4	6
Disposals	-	-
Depreciation expense	(7)	(12)
Foreign exchange translation difference	-	-
Closing balance	-	3

Tangible plant and equipment assets are stated at cost less accumulated depreciation and any impairment in value. Depreciation is calculated on a straight-line basis over the useful life of the asset being between 1-4 years.

An item of plant and equipment is derecognised upon disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the item) is included in the statement of comprehensive income in the period the item is derecognised.

At each reporting date, the Group assesses whether there is any indication that an asset may be impaired. Where an indicator of impairment exists, the Group makes a formal estimate of recoverable amount. Where the carrying amount of an asset exceeds its recoverable amount the asset is considered impaired and is written down to its recoverable amount. Recoverable amount is the greater of fair value less costs to sell and value in use.

4.4. Right of Use Asset

	30 June 2022 $'000	30 June 2021 $'000
Premises - at cost	511	465
Less accumulated depreciation	(155)	(156)
Total Right of Use Asset	356	309
Reconciliation of the movement		
Opening balance	309	322
Additions	281	230
Disposals	-	(177)
Depreciation expense	(234)	(45)
Foreign exchange translation difference	-	(21)
Closing balance	356	309

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Unless the Group is reasonably certain to obtain ownership of the leased asset at the end of the lease term, the recognised right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term. Right-of-use assets are subject to impairment.

4.5. Exploration and evaluation expenditure

Exploration and evaluation expenditure incurred by or on behalf of the Group is accumulated separately for each area of interest. Such expenditure comprises net direct costs and an appropriate portion of related overhead expenditure but does not include general overheads or administrative expenditure not having a specific connection with a particular area of interest.

Exploration and evaluation costs in relation to separate areas of interest for which rights of tenure are current are brought to account in the year in which they are incurred and carried forward provided that:

- such costs are expected to be recouped through successful development and exploitation of the area, or alternatively through its sale; or
- exploration and/or evaluation activities in the area have not yet reached a stage which permits a reasonable assessment of the existence or otherwise of economically recoverable reserves.

The types of costs recognized as exploration and evaluation assets include costs to acquire the legal rights to explore in the specific area and costs incurred in respect of the search for mineral resources, determination of technical feasibility and the assessment of commercial viability of an identified resource, in accordance with AASB 6.

A Final Investment Decision (FID) to develop the Project is expected to be made after considering the following key factors: required permits are in place, engineering has reached construction ready status, adequate offtake agreements have been signed to underwrite any debt requirements, and the Project is funded through a mix of equity and debt. In order to attract funding, the Project will need to demonstrate technical feasibility and commercial viability.

Once FID has been taken, all past and future exploration and evaluation assets in respect of the area of interest are tested for impairment and transferred to the cost of development. To date, no development decision has been made.

The Directors assess at each reporting date whether there is an indication that an asset has been impaired and for exploration and evaluation costs carried forward whether the above carry forward criteria are met. No indicator of impairment has been identified as at 30 June 2022.

When the above criteria do not apply or when the Directors assess that the carrying value may exceed the recoverable amount the accumulated costs in respect of areas of interest are written off in the Statement of profit and loss and other comprehensive income.

Notes to and forming part of the financial statements
continued

	30 June 2022 $'000	30 June 2021 $'000
Exploration and evaluation expenditure	171,819	114,375
Reconciliation of movement		
Opening balance	114,375	94,824
Additions - Rhyolite Ridge	46,474	27,805
Exploration expenditure - non core	970	293
Exploration expenditure - written off	(309)	(285)
Foreign exchange translation difference	10,309	(8,262)
Carrying amount at the end of the financial year	171,819	114,375

The above amounts represent costs of areas of interest carried forward as an asset in accordance with the accounting policy described above. The ultimate recoupment of exploration and evaluation expenditure in respect of an area of interest carried forward is dependent upon the discovery of commercially viable reserves and the successful development and exploitation of the respective areas or alternatively sale of the underlying areas of interest for at least their carrying value. Amortisation, in respect of the relevant area of interest, is not charged until a mining operation has commenced.

All exploration and evaluation costs carried forward relate in large part to the Rhyolite Ridge Lithium–Boron Project in Nevada, USA. Exploration and evaluation expenditure on all other tenements owned by the Company has been fully impaired where applicable.

4.6. Payables

Current		
Trade creditors and other payables	11,423	5,462
Accrued expenses	1,329	1,168
Lease Liabilities	243	251
Total current payables	12,995	6,881
Non-current		
Lease Liabilities	126	79
Total non-current payables	126	79
Total current and non-current payables	13,121	6,960

All financial liabilities are recognised initially at fair value net of directly attributable transaction costs.

After initial measurement, financial liabilities are subsequently measured at amortised cost. Current payables, other than lease liabilities, due to their short-term nature are measured at amortised cost and are not discounted.

The current payables, other than lease liabilities, are unsecured and are non-interest bearing generally on 30-60 day terms. The carrying amounts approximate fair value.

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in - substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating a lease, if the lease term reflects the Group exercising the option to terminate. The variable lease payments that do not depend on an index or a rate are recognised as expense in the period on which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset.

4.7. Provisions

Employee entitlements

	30 June 2022 $'000	30 June 2021 $'000
Current		
Provision for employee benefits	721	375
Total provisions	721	375

Provision is made for the Group's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wages increases and the probability that the employee may satisfy vesting requirements. Those cash flows are discounted using market yields on high quality corporate bonds with terms to maturity that match the expected timing of cash flows.

Section 5. Capital structure

5.1. Share capital

Ordinary shares

	30 June 2022 $'000	30 June 2022 $'000
2,091,299,420 (2021: 1,896,676,204) ordinary shares, fully paid	337,494	230,730

	Year ended 30 June 2022 Number	Year ended 30 June 2021 Number	Year ended 30 June 2022 $'000	Year ended 30 June 2021 $'000
Reconciliation of movement:				
Balance at the beginning of the financial year	1,896,676,204	1,680,202,466	230,730	153,290
Ordinary shares	145,862,742	210,526,316	95,584	80,000
Ordinary shares non-cash	-	2,766,272	-	374
Exercise of unlisted options (1)	40,500,000	-	12,517	-
Performance rights vested (2)	8,260,474	3,181,150	1,360	581
Share issue costs	-	-	(2,697)	(3,515)
Balance at the end of the financial period	2,091,299,420	1,896,676,204	337,494	230,730

(1) Value of unlisted options exercised equals the sum of the exercise price received plus the fair value transferred from the equity compensation reserve

(2) Ordinary shares issued to employees upon vesting of performance rights

Ordinary shares are classified as equity. There are no restrictions on voting rights. On a show of hands every member present or by proxy shall have one vote and upon a poll each share shall have one vote. Where a member holds shares, which are not fully paid, the number of votes to which that member is entitled on a poll in respect of those part paid shares shall be that fraction of one vote which the amount paid up bears to the total issued price thereof. They have the right to receive dividends as declared and, in the event of winding up the Company, to participate in the proceeds from the sale of all surplus assets in proportion to the number of and amounts paid up on shares held.

Incremental costs directly attributable to the issue of new shares, options or rights are shown in equity as a deduction from the proceeds.

Management controls the capital of the Group in order to maintain a sustainable debt to equity ratio, generate long-term shareholder value and ensure that the Group can fund its operations and continue as a going concern.

The Group is not subject to any externally imposed capital requirements.

During the year ended 30 June 2022 the Company issued:

- 145,862,742 shares as a consequence of a share placement in October 2021
- 8,260,474 shares as a consequence of Performance Rights vesting under the Equity Incentive Plan.
- 40,500,000 shares as a consequence of Options exercised under the Share Options Plan.

Notes to and forming part of the financial statements
continued

During the year ended 30 June 2021 the Company issued:
- 210,526,316 shares as a consequence of a share placement in March 2021
- 2,766,272 shares as a consequence of 2017 make-up LTI grant issued to Bernard Rowe and approved at the 2020 AGM
- 2,694,725 shares as a consequence of Performance Rights vesting under the Equity Incentive Plan.
- 486,425 shares as a consequence of Performance Rights vesting under the Performance Rights Plan

Share schemes

The Company has two share schemes in operation:
- The Share Option Plan; and
- The Equity Incentive Plan.

Under these plans ordinary shares have been granted to senior executives, employees and a number of consultants. Further details about the operation of these plans are set out in note 7.3, Shared-based payments. The Equity Incentive Plan is capable of issuing both options and performance rights. The pre-existing Share Option Plan will be phased out as existing options are issued or expire. The movement in options and performance rights issued under these plans is set out in the following tables.

Share options

Movement in options on issue for the year ended 30 June 2022

	Grant date	Vesting date	Expiry date	FV per option at grant date $	Exercise price $	Opening balance	Issued	Exercised	Expired	Closing balance
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.122	0.150	16,000,000	-	(16,000,000)	-	-
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.113	0.200	12,000,000	-	(12,000,000)	-	-
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.106	0.250	12,000,000	-	(12,000,000)	-	-
NED's(1)	23-May-17	23-May-18	23-May-22	0.063	0.195	200,000	-	(200,000)	-	-
Ex-NED's (2)	23-May-17	23-May-18	23-May-22	0.063	0.195	200,000	-	-	(200,000)	-
NED's(1)	23-May-17	23-May-19	23-May-22	0.088	0.195	200,000	-	(200,000)	-	-
Ex-NED's (2)	23-May-17	23-May-19	23-May-22	0.088	0.195	200,000	-	-	(200,000)	-
NED's(1)	23-May-17	23-May-20	23-May-22	0.105	0.195	100,000	-	(100,000)	-	-
Ex-NED's (2)	23-May-17	23-May-20	23-May-22	0.105	0.195	100,000	-	-	(100,000)	-
NED's (1)	09-Nov-18	09-Nov-19	09-Nov-23	0.126	0.242	715,420	-	-	-	715,420
Ex-NED's (2)	09-Nov-18	09-Nov-19	09-Nov-23	0.126	0.242	715,420	-	-	-	715,420
NED's(1)	14-Nov-19	14-Nov-20	14-Nov-24	0.138	0.243	653,594	-	-	-	653,594
Ex-NED's (2)	14-Nov-19	14-Nov-20	14-Nov-24	0.138	0.243	653,594	-	-	-	653,594
NED's(1)(3)	16-Nov-20	16-Nov-21	16-Nov-25	0.138	0.185	978,969	-	-	-	978,969
Ex-NED's (2)	16-Nov-20	16-Nov-21	16-Nov-25	0.138	0.185	652,646	-	-	-	652,646
Movement for the year ended 30 June 2022						45,369,643	-	(40,500,000)	(500,000)	4,369,643

Movement in options on issue for the year ended 30 June 2021

	Grant date	Vesting date	Expiry date	FV per option at grant date $	Exercise price $	Opening balance	Issued	Exercised	Expired	Closing balance
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.122	0.150	16,000,000	-	-	-	16,000,000
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.113	0.200	12,000,000	-	-	-	12,000,000
NED's(1)	13-Apr-17	13-Apr-17	13-Apr-22	0.106	0.250	12,000,000	-	-	-	12,000,000
NED's(1)	23-May-17	23-May-18	23-May-22	0.063	0.195	200,000	-	-	-	200,000
Ex-NED's (2)	23-May-17	23-May-18	23-May-22	0.063	0.195	200,000	-	-	-	200,000
NED's(1)	23-May-17	23-May-19	23-May-22	0.088	0.195	200,000	-	-	-	200,000
Ex-NED's (2)	23-May-17	23-May-19	23-May-22	0.088	0.195	200,000	-	-	-	200,000
NED's(1)	23-May-17	23-May-20	23-May-22	0.105	0.195	100,000	-	-	-	100,000
Ex-NED's (2)	23-May-17	23-May-20	23-May-22	0.105	0.195	100,000	-	-	-	100,000
NED's (1)	09-Nov-18	09-Nov-19	09-Nov-23	0.126	0.242	715,420	-	-	-	715,420
Ex-NED's (2)	09-Nov-18	09-Nov-19	09-Nov-23	0.126	0.242	715,420	-	-	-	715,420
NED's(1)	14-Nov-19	14-Nov-20	14-Nov-24	0.138	0.243	653,594	-	-	-	653,594
Ex-NED's (2)	14-Nov-19	14-Nov-20	14-Nov-24	0.138	0.243	653,594	-	-	-	653,594
NED's(1)(3)	16-Nov-20	16-Nov-21	16-Nov-25	0.138	0.185	-	978,969	-	-	978,969
Ex-NED's (2)(3)	16-Nov-20	16-Nov-21	16-Nov-25	0.138	0.185	-	652,646	-	-	652,646
Movement for the year ended 30 June 2021						43,738,028	1,631,615	-	-	45,369,643

(1) NED's refers to Non-executive directors.
(2) Ex-NED's refers to former Non-executive directors.
(3) During the financial year ended 30 June 2021 each non-executive director was granted 326,323 options under the new Equity Incentive Plan in lieu of director fees. No options were granted in the financial year ended 30 June 2022.

Performance rights

Movement in performance rights on issue for the year ended 30 June 2022

	Grant date	Vesting date	Market Value per right at grant date $	Opening balance Number	Issued Number	Exercised Number	Forfeited Number	Closing balance Number
Catch-up LTIs - KMP	06-Nov-20	01-Jul-21	0.1950	2,766,272		(2,766,272)		-
2020 cash bonus conversion - KMP	01-Jul-20	01-Jul-21	0.1250	1,334,562		(1,334,562)		-
2020 cash bonus conversion - staff	01-Jul-20	01-Jul-21	0.1250	1,475,042		(1,475,042)		-
Catch-up LTIs - KMP	08-Aug-19	01-Jul-21	0.1750	1,519,208		(1,519,208)		-
Retention on employment- staff	01-Jul-19	01-Jul-21	0.1350	169,457		(169,457)		-
Retention on employment- staff	15-Jul-19	15-Jul-21	0.1850	256,156		(256,156)		-
Retention on employment - KMP [(1)]	08-Aug-19	14-Nov-21	0.1750	244,378		(244,378)		-
Retention on employment - KMP	08-Aug-19	14-Nov-21	0.1750	244,378		(244,378)		-
Retention on employment- staff	06-May-19	06-May-22	0.1900	251,021		(251,021)		-
2019 LTI - performance based - KMP	06-Nov-20	01-Jul-22	0.1695	1,659,763				1,659,763
2019 LTI - time based - KMP	06-Nov-20	01-Jul-22	0.1950	1,106,509				1,106,509
2019 LTI -performance based - KMP	01-Jul-20	01-Jul-22	0.1400	1,676,363				1,676,363
LTI - KMP	08-Aug-19	01-Jul-22	0.1750	1,125,434				1,125,434
Sign on Performance Rights - KMP	01-Jul-19	01-Jul-22	0.1352	956,145				956,145
Retention on employment- staff	01-Jul-19	01-Jul-22	0.1352	169,457				169,457
Retention on employment- staff	15-Jul-19	15-Jul-22	0.1850	256,156				256,156
Retention on employment- KMP	01-Aug-19	01-Aug-22	0.1862	741,120				741,120
Retention on employment- staff	14-Oct-19	14-Oct-22	0.1835	169,699			(169,699)	-
Special award	30-Jun-20	30-Jun-23	0.1300	280,000				280,000
Special award	30-Jun-20	30-Jun-23	0.1300	200,000				200,000
2020 LTI - performance based - KMP	06-Nov-20	01-Jul-23	0.1665	2,016,774				2,016,774
2020 LTI - time based - KMP	06-Nov-20	01-Jul-23	0.1950	1,344,516				1,344,516
2020 LTI - performance based - staff	01-Jul-20	01-Jul-23	0.1370	1,588,715			(61,460)	1,527,255
2020 LTI - time based - staff	01-Jul-20	01-Jul-23	0.1250	2,354,570			(184,380)	2,170,190
2020 LTI - performance based - KMP	01-Jul-20	01-Jul-23	0.1370	3,642,025				3,642,025
2020 LTI time based - KMP	01-Jul-20	01-Jul-23	0.1250	2,428,016				2,428,016
Retention on employment- staff	30-Sep-20	30-Sep-23	0.1200	226,129				226,129
Retention on employment- directors	01-Feb-21	01-Feb-24	0.3300	600,000				600,000
2021 LTI - performance based - KMP	01-Jul-21	01-Jul-24	0.3710		1,458,852			1,458,852
2021 LTI - time based - KMP	01-Jul-21	01-Jul-24	0.3300		972,569			972,569
Retention on employment- staff	01-Jul-21	01-Jul-24	0.3300		679,146			679,146
2021 LTI - performance based - staff	26-Aug-21	01-Jul-24	0.4570		627,854		(22,729)	605,125
2021 LTI - time based - staff	26-Aug-21	01-Jul-24	0.5100		1,096,228		(68,188)	1,028,040
2021 LTI - performance based - KMP	05-Nov-21	01-Jul-24	0.7240		1,567,975			1,567,975
2021 LTI time based - KMP	05-Nov-21	01-Jul-24	0.7900		1,045,316			1,045,316
2021 LTI time based - directors	05-Nov-21	05-Nov-22	0.7900		250,598			250,598
Retention on employment- staff	16-Nov-21	16-Nov-24	0.7050		115,000			115,000
2021 cash bonus conversion - KMP	01-Jul-21	01-Jul-22	0.3300		909,173			909,173
2021 cash bonus conversion - staff	01-Jul-21	01-Jul-22	0.3300		469,740			469,740
Movement for the year ended 30 June 2022				30,801,865	9,192,451	(8,260,474)	(506,456)	31,227,386

Notes to and forming part of the financial statements
continued

Movement in performance rights on issue for the year ended 30 June 2021

	Grant date	Vesting date	Market Value per right at grant date $	Opening balance Number	Issued Number	Exercised Number	Forfeited Number	Closing balance Number
Retention on employment - KMP (1)	08-Aug-19	14-Nov-19	0.1750		244,382	(244,382)		-
Retention on employment- staff	01-Jul-19	01-Jul-20	0.1350	169,457		(169,457)		-
STI - KMP	01-Jul-19	01-Jul-20	0.1352	1,284,953		(1,284,953)		-
Retention on employment- staff	15-Jul-19	15-Jul-20	0.1850	256,156		(256,156)		-
Retention on employment - KMP (1)	08-Aug-19	14-Nov-20	0.1750		244,378	(244,378)		-
Retention on employment - KMP	14-Nov-18	14-Nov-20	0.1750	244,378		(244,378)		-
Performance Rights - Class C - KMP	27-Nov-17	27-Nov-20	0.2250	486,425		(486,425)		-
Retention on employment- staff	06-May-19	06-May-21	0.1900	251,021		(251,021)		-
Catch-up LTIs - KMP	06-Nov-20	01-Jul-21	0.1885		2,766,272			2,766,272
2020 cash bonus conversion - KMP	01-Jul-20	01-Jul-21	0.1242		1,334,562			1,334,562
2020 cash bonus conversion - staff	01-Jul-20	01-Jul-21	0.1242		1,475,042			1,475,042
Catch-up LTIs - KMP	08-Aug-19	01-Jul-21	0.1750	1,519,208				1,519,208
Retention on employment- staff	01-Jul-19	01-Jul-21	0.1350	169,457				169,457
Retention on employment- staff	15-Jul-19	15-Jul-21	0.1850	256,156				256,156
Retention on employment - KMP (1)	08-Aug-19	14-Nov-21	0.1750		244,378			244,378
Retention on employment - KMP	08-Aug-19	14-Nov-21	0.1750	244,378				244,378
Retention on employment- staff	06-May-19	06-May-22	0.1900	251,021				251,021
2019 LTI - performance based - KMP	06-Nov-20	01-Jul-22	0.1695		1,659,763			1,659,763
2019 LTI - time based - KMP	06-Nov-20	01-Jul-22	0.1950		1,106,509			1,106,509
2019 LTI -performance based - KMP	01-Jul-20	01-Jul-22	0.1400		1,676,363			1,676,363
LTI - KMP	08-Aug-19	01-Jul-22	0.1750	1,125,434				1,125,434
Sign on Performance Rights - KMP	01-Jul-19	01-Jul-22	0.1352	956,145				956,145
Retention on employment- staff	01-Jul-19	01-Jul-22	0.1352	169,457				169,457
Retention on employment- staff	15-Jul-19	15-Jul-22	0.1850	256,156				256,156
Retention on employment- KMP	01-Aug-19	01-Aug-22	0.1862	741,120				741,120
Retention on employment- staff	14-Oct-19	14-Oct-22	0.1835	169,699				169,699
Retention on employment- staff	31-Mar-20	31-Mar-23	0.0850	555,435			(555,435)	-
Special award	30-Jun-20	30-Jun-23	0.1300	280,000				280,000
Special award	30-Jun-20	30-Jun-23	0.1300	200,000				200,000
2020 LTI - performance based - KMP	06-Nov-20	01-Jul-23	0.1665		2,016,774			2,016,774
2020 LTI - time based - KMP	06-Nov-20	01-Jul-23	0.1950		1,344,516			1,344,516
2020 LTI - performance based - staff	01-Jul-20	01-Jul-23	0.1370		1,588,715			1,588,715
2020 LTI - time based - staff	01-Jul-20	01-Jul-23	0.1250		2,354,570			2,354,570
2020 LTI - performance based - KMP	01-Jul-20	01-Jul-23	0.1370		3,642,025			3,642,025
2020 LTI time based - KMP	01-Jul-20	01-Jul-23	0.1250		2,428,016			2,428,016
Retention on employment- staff	30-Sep-20	30-Sep-23	0.1200		226,129			226,129
Retention on employment- directors	01-Feb-21	01-Feb-24	0.3300		600,000			600,000
Movement for the year ended 30 June 2021				9,586,056	24,952,394	(3,181,150)	(555,435)	30,801,865

(1) These retention on employment awards represent 50% increase in entitlement due to an administrative error.

For further details regarding the Equity Incentive Plan (2018) and the Option Plan refer to note 7.3.

5.2. Reserves

	30 June 2022 $'000	30 June 2021 $'000
Equity compensation reserve		
Balance at the beginning of period	10,381	8,446
Share based payment expensed/capitalised	3,300	2,516
Fair value of unlisted options exercised	(4,616)	-
Fair value of performance rights vested	(1,360)	(581)
Balance at the end of the financial period	7,705	10,381
Foreign currency translation reserve		
Balance at the beginning of period	(6,649)	1,391
Foreign currency translation differences for foreign operations	12,836	(8,040)
Balance at the end of the financial period	6,187	(6,649)
Total reserves	13,892	3,732

The equity compensation reserve is used to recognise the value of equity settled share-based payments provided to employees, directors and consultants. The fair value of such compensation is measured using generally accepted valuation methodologies for pricing financial instruments, and incorporates all factors and assumptions that knowledgeable, willing market participants would consider in setting the price. The fair value of instruments granted is recognised as an expense or capitalised if appropriate over the vesting period with a corresponding increase in equity.

The foreign currency translation reserve comprises all foreign exchange differences arising from the following:

- The translation of the financial statements of foreign operations where the functional currency is different to the functional currency of the parent entity; and
- Exchange differences arise on the translation of monetary items which form part of the net investment in the foreign operation.

Section 6. Financial instruments

6.1. Classification and measurement

The carrying values of financial assets and liabilities of the Group approximate their fair value.

The Group measures and recognises in the statement of financial position on a recurring basis certain assets and liabilities at fair value in accordance with IFRS 13 Fair value measurement. The fair value must be estimated for recognition and measurement or for disclosure purposes in accordance with the following hierarchy:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities;
Level 2: Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and
Level 3: Inputs for the asset or liabilities which are not based on observable market data (unobservable inputs).

The Group has no financial assets where the carrying amount exceeds net fair values at balance date. The Group's receivables at balance date are detailed in Section 4.2 of this report.

6.2. Financial risk management

Framework

The Group is involved in activities that expose it to a variety of financial risks including:

a) Credit risk
b) Liquidity risk
c) Capital management risk
d) Market risk related to commodity pricing, interest rates and currency fluctuations.

The Board of Directors has overall responsibility for the establishment and oversight of the financial risk management framework of the Group. Management is responsible for monitoring the financial risks.

Notes to and forming part of the financial statements
continued

The objective of the financial risk management strategy is to minimise the impact of volatility in financial markets on the financial performance, cash flows and shareholder returns. This requires the identification and analysis of relevant financial risks and possible impact on the achievement of the Group's objectives.

The Group does not undertake any hedging activities.

a) Credit risk

Credit risk is the risk of sustaining a financial loss as a result of the default by a counterparty to make full and timely payments on transactions which have been executed, after allowing for set-offs which are legally enforceable.

Credit risk arises from investments in cash and cash equivalents with banks and credit exposure to customers and/or suppliers. Receivables and cash and cash equivalents represent the Group's maximum exposure to credit risk.

There are no trade receivables past due or impaired at the end of the reporting period (2021: Nil).

b) Liquidity risk

Liquidity risk is the risk that the Group will not have sufficient liquidity to meet its financial obligations as they fall due.

The Group manages liquidity risk by continually monitoring forecast and actual cash flows and matching maturity profiles of financial assets and liabilities. Short and long-term cash flow projections are prepared periodically and submitted to the Board.

Contractual cash flows	Note	Less than 1 year $'000	1-2 years $'000	2-5 years $'000	More than 5 years $'000	Total $'000
Consolidated - 2022						
Payables	4.6	12,752	-	-	-	12,752
Lease Liabilities	4.6	243	126	-	-	369
Total		**12,995**	**126**	**-**	**-**	**13,121**
Consolidated - 2021						
Payables	4.6	6,630	-	-	-	6,630
Lease Liabilities	4.6	251	79	-	-	330
Total		**6,881**	**79**	-	-	**6,960**

c) Capital management risk

The overriding objective of the Group's capital management strategy is to increase shareholder returns whilst maintaining the flexibility to pursue the strategic initiatives within a prudent capital structure.

The primary objective of the capital management policy is to ensure the Group maintains a strong credit profile and appropriate capital ratios to support the development of the Company's assets.

The Company manages its capital structure and makes adjustments to it in light of economic conditions. During the financial year the Company undertook a capital raise through the issue of new shares. The Board believes that this capital raise secures the Company's financial position until the 'decision to mine' stage of the Rhyolite Ridge Lithium-Boron Project.

d) Market risk

The method and assumptions remain consistent with prior periods.

Foreign exchange risk

The Group operates internationally and is exposed to foreign exchange risk arising from foreign currency exposures, primarily with respect to United States dollars.

The Company operates bank accounts in US Dollars. Over 46% of the Company's cash reserves are held in US Dollars.

	Average rate for the year ended 30 June 2022	Spot rate at the end of the reporting period 2022
Exchange rates applied during the year:		
AUD / USD	0.7238	0.6896

Financial instruments denominated in United States dollars	2022 A$'000	2021 A$'000
Financial assets		
Cash	63,334	61,992
Trade and other receivables	29	32
Financial liabilities		
Trade and other payables	12,163	5,954
Lease liabilities	270	118

An increase in the AUD:USD foreign exchange rate of 10% would result in a:

- $5,750,000 increase in current year loss (30 June 2021: $5,636,000) and decrease US dollar currency bank balances.
- $3,000 decrease in US dollar receivables (30 June 2021: $3,000) with nil impact on current year loss because the impact is taken to foreign currency translation reserve
- $1,106,000 decrease in payables (30 June 2021: $538,000)

A decrease in the AUD:USD foreign exchange rate of 10% would result in:

- a $7,028,000 decrease in current year loss (30 June 2021: $6,888,000) and increase US dollar currency bank balances.
- a $3,000 increase in US dollar receivables (30 June 2021: $4,000) with nil impact on current year loss because the impact is taken to foreign currency translation reserve.
- a $1,351,000 increase in payables (30 June 2021: $657,000) with nil impact on current year loss because the difference is taken to foreign currency translation reserve.

Interest rate risk

The Company's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of reasonable possible changes in the market interest rates arise in relation to the Company's bank balances.

The Company does not engage in any hedging or derivative transactions to manage interest rate risk.

An increase of interest rates of 1% will result in a $1,291,000 (30 June 2021 $451,000) decrease in the current year loss and an increase in interest income related to cash deposits. A decrease of interest rates of 1% will result in a $1,291,000 (30 June 2021 $451,000) increase in current year loss and decrease in interest income related to cash deposits.

Commodity price risk

The Company is exposed to future commodity price risk. This risk arises from its activities directed at exploration and development of mineral commodities. If commodity prices fall, the market for companies exploring for these commodities is affected. The Company does not hedge its exposures.

Notes to and forming part of the financial statements
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Section 7. Employee benefits and KMP disclosures

7.1. Employee benefits expensed

	30 June 2022 $'000	30 June 2021 $'000
Non-Executive Director fees	565	489
Executive Director fees	732	402
Employee benefits expense	3,298	2,974
Share-based payments	2,063	2,034
Total employee benefit expense	6,658	5,899

7.2. Key management personnel disclosure

Key management personnel (KMP) remuneration comprised the following:

Salary & Short-term incentive	4,221	3,545
Post-employment benefits	115	111
Share-based payments	2,349	2,397
Total payments to KMP	6,685	6,053

Transactions with directors and KMP

With the exception of the disclosures within this note, no director or executive has entered into any material contracts with the Group since the end of the previous financial year and there were no material contracts involving director or executive interests existing at year end.

The Company has entered into indemnity deeds to indemnify executives and directors of the Company against certain liabilities incurred in the course of performing their duties.

7.3. Share-based payments

Share-based compensation is provided to employees via rights or options to acquire shares in the Company. As described in note 5.1 Share capital, the Company has two share schemes in operation. Under these plans, options or performance rights which may be converted into ordinary shares have been granted to non-executive directors, senior executives, employees and a number of consultants.

The cost of these equity-settled transactions is determined by reference to the fair value at the date at which they are granted. The fair value of the options granted is determined using the Black & Scholes option pricing model. The fair value of the performance rights granted with time based hurdles is determined by using the 10 day VWAP of the Company's fully paid share capital, up to and including the date the performance rights are granted, and for the performance based performance rights the fair value is determined by using a Monte Carlo model for the valuation of the performance rights subject to the relative performance hurdle and for those rights subject to the business objectives, the valuation is equal to the value of the share price at grant date, multiplied by the number of shares anticipated to vest.

The cumulative expense recognised for equity-settled transactions at each reporting date reflects:

i. the extent to which the vesting period has expired, and
ii. the number of awards that, in the opinion of the directors of the Company, will ultimately vest.

This opinion is formed based on the best available information at balance date. Where an equity-settled award is cancelled, the estimate is treated as if it had vested on the date of cancellation, and any expense not yet recognised for the award is recognised immediately.

Each plan is described in more detail below.

Equity Incentive Plan – established at the 2018 AGM

A new Equity Incentive Plan was established following the AGM held on 31 October 2018. The purpose of the new Equity Incentive Plan ("the Plan") is to provide eligible persons the opportunity to participate in the growth and profits of the Company and to attract, motivate and retain their services to promote the Company's long-term success.

Under the terms of the Plan, the Board may at its discretion invite eligible persons to participate in a grant of awards. An award may be either an option or performance right, to acquire a share in the capital of the Company in accordance with the Plan rules.

Type	Key terms	Expiry Date
Options		
Non-Executive Directors	The options were issued at an exercise price equal to the VWAP for the Company's shares over the 10 trading days immediately before the date of the AGM. The options vest after 12 months and expire 60 months from the date of issue.	Tranche 1: 9 Nov 23 Tranche 2: 14 Nov 24
Performance rights – time-based		
Retention on Employment	• Agreements with early recruits included vesting in equal instalments after 12, 24 and 36 months. However, since mid-2019 a standard approach of vesting after 3 years has been implemented. • Conditional on the achievement of continuing employment	N/A
Deferred STI	• 12 month vesting period from 1 July the year following the relevant STI period • Conditional on the achievement of continuing employment	N/A
Make-up LTI grants for 2017 & 2018	• 36 month vesting period from 1 July 2017 & 1 July 2018 respectively • Conditional on the achievement of continuing employment	N/A
LTI grants	• 36 month vesting period from 1 July of relevant period • Conditional on the achievement of continuing employment	N/A
Performance rights – performance-based		
LTI grants	• 36 month vesting period from 1 July of relevant period • The Board will employ discretion in assessing Project results and determining vesting of performance units; below, at or above targets: ○ **HSE:** Top quartile HSE & Community performance (North American Mining Projects) ○ **Construction:** Construction schedule on pace for start-up as stated at FID ○ **Ops Readiness:** Operational readiness (hiring, policies, systems etc) on track ○ **Cost Control:** Project spend within margin established at FID ○ **Share price:** INR share price compared to comparator group	N/A

Notes to and forming part of the financial statements
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Type	Key terms	Expiry Date
Performance rights – performance-based (continued)		
LTI grants (continued)	• Unlike producing organizations with established operations that typically aim to deliver performance conditions tied to anticipated revenues, production levels and growth objectives, ioneer has a single pre-production project with less certainty or control over key deliverables. Providing the Board with the discretion to assess the extent of delivery, the importance/value of the various targets delivered (or not) allows the ability to balance shareholder expectations and KMP reward, motivation and retention. • The Board will employ discretion in assessing Project results and determining the vesting of performance units; below, at or above targets (up to 200%)	N/A

Key features include:

- The Board may at its discretion make invitations to or grant awards to eligible persons.
- Award means an option or a performance right to acquire a Share in the capital of the Company.
- Eligible Persons include executive directors or executive officers of the Group, employees, contractors or consultants of the group or any other person.
- A participant may not sell or assign awards.
- Within 30 days after the vesting date in respect of a vested performance right, the Company must either allocate shares or procure payment to the participant of a cash amount equal to the market price of the shares which would have otherwise been allocated.
- At any time during the exercise period a participant may exercise any or all their vested options by paying the exercise price.

Whilst there are a number of options and performance rights remaining on issue under the terms and conditions of previous schemes, no further options or rights will be issued under these pre-existing schemes which are described below.

Share Option Plan

The Group established a Share Option Plan in 2010 (and reconfirmed it at the 2016 AGM) to assist in the attraction, retention and motivation of KMP and in the retention of key consultants. Key features include:

- Full or part time employees or consultants of the Group are eligible to participate.
- Options issued pursuant to the plan will be issued free of charge.
- Options are time based and there are no performance conditions.
- Options cannot be transferred and are not quoted on the ASX.
- Options expire if not exercised 90 days after a participant resigns from the Company.
- The exercise price of the options, at grant date, shall be as the directors in their absolute discretion determine, provided the exercise price shall not be less than the weighted average of the last sale price of the Company's shares on ASX at the close of business on each of the 5 business days immediately preceding the date on which the directors resolve to grant the options.
- The directors may limit the total number of options which may be exercised under the plan in any year.

A summary of options and performance rights on issue is set out in note 5.1.

Section 8. Group structure

8.1 Parent entity disclosures

	30 June 2022 $'000	30 June 2021 $'000
Result for the parent entity		
Profit/(Loss) for the period	1,701	(4,033)
Total comprehensive loss for the period	1,701	(4,033)
Financial position of the parent entity		
Current assets	319,984	213,831
Non-current assets	89	293
Total assets	320,073	214,124
Current liabilities	1,423	1,184
Non-current liabilities	-	79
Total liabilities	1,423	1,263
Net assets	318,650	212,861
Contributed equity	337,494	230,730
Reserves	7,705	10,381
Accumulated losses	(26,549)	(28,250)
Total equity	318,650	212,861

Parent entity contingencies and disclosures

Commitments of the Company as at reporting date are disclosed in note 9.1 to the financial statements.

Parent entity guarantees in respect of debts of its subsidiaries

No guarantees have been entered into by the Company in relation to the debts of its subsidiaries.

8.2 Controlled entities

Controlled entities of ioneer Ltd	Country of incorporation	2022 ownership interest	2021 ownership interest
ioneer USA Corporation	USA	100	100
ioneer Minerals Corporation	USA	100	100
ioneer Holdings USA Inc.	USA	100	100
ioneer Holdings Nevada Inc.	USA	100	100
Gerlach Gold LLC	USA	100	100
Paradigm AZ LLC	USA	100	100
ioneer Rhyolite Ridge Holdings LLC	USA	100	-
ioneer Rhyolite Ridge Midco LLC	USA	100	-
ioneer Rhyolite Ridge LLC	USA	100	-
ioneer SLP LLC	USA	100	-
ioneer Canada ULC	Canada	100	100

Notes to and forming part of the financial statements
continued

Section 9. Other disclosures

9.1 Capital and other commitments

	30 June 2022 $'000	30 June 2021 $'000
Payable within one year		
Water rights	302	274
Non-cancellable lease commitments	52	161
Exploration and evaluation expenditure commitments	245	176
Sub total	599	612
Payable after one year but not later than five years		
Water rights	496	553
Non-cancellable lease commitments	42	230
Exploration and evaluation expenditure commitments	491	353
Sub total	1,029	1,136
Payable later than five years		
Water rights	-	-
Non-cancellable operating lease rental commitments	-	-
Exploration and evaluation expenditure commitments	-	-
Sub total	-	-
Total commitments	1,628	1,748

Water rights

The Company has secured water rights via exclusive options to enter into long-term leases. In addition, there is an option to purchase these water rights and associated land at any time at the Company's sole election. This is a discretionary purchase and is excluded from the commitments disclosed above.

Non-cancellable lease commitments

Included within non-cancellable lease commitments is the lease of a neighbouring property to the Rhyolite Ridge Lithium-Boron Project. The Company has entered an option agreement to purchase this property. The cost of this discretionary purchase is excluded from the commitments disclosed above.

Exploration licence expenditure requirements

In order to maintain the Company's tenements in good standing with the various mines departments and comply with the underlying option agreements, the Company will be required to pay annual claim maintenance fees. It is likely that the granting of new licenses and changes in license areas at renewal or expiry will change the expenditure commitment to the Company from time to time.

9.2 Contingent assets/liabilities

Settlement of Rhyolite Ridge

The Company entered an option agreement to purchase Rhyolite Ridge from Boundary Peak Minerals LLC on 3 June 2016. The Company has made 4 progress payments to Boundary Peak under the agreement. A final payment will fall due following Board making a 'decision to mine' the Rhyolite Ridge property. Once this decision is made, the Company is required under the terms of the contract to either:

- Pay Boundary Peak LLC US$3 million, or
- Issue shares (or a mix of both shares and cash) to Boundary Peak LLC, to the equivalent of US$3 million at a fixed exchange rate of USD $0.75 = AUD$1.00.

At the date of this report the decision to mine has not yet been made by the Company.

There are no other known contingent liabilities as at 30 June 2022.

9.3 Auditors' remuneration

	30 June 2022 $	30 June 2021 $
Audit services		
Ernst & Young		
Audit and review of financial statements	161,600	60,500
Other Assurance services	189,280	-
Non-audit services	6,950	-
Total Audit services	357,830	60,500

9.4 Related Party disclosures

Non-key management personnel disclosures

The Group has a related party relationship with its controlled entities, refer to note 8.2. The Company and its controlled entities engage in a variety of related party transactions in the ordinary course of business. These transactions are conducted on normal terms and conditions.

Key management personnel disclosures

For all related party transactions with key management personnel, refer to note 7.2, Key management personnel disclosures.

9.5 Events after reporting date

In the period since 30 June 2022 and up to the date of this report, Julian Babarczy resigned as a Non-Executive Director and Stephen Gardiner was appointed. In addition, the Company announced binding lithium offtake agreements with Ford Motor Company and Prime Planet Energy & Solutions, a joint venture battery company between Toyota Motor Corporation and Panasonic Corporation.

There has not been any other item, transaction or event of a material and unusual nature likely in the opinion of directors, to substantially affect the operations of the Group, the results of those operations or the state of affairs of the Group in subsequent financial years.

Directors' Declaration

In accordance with a resolution of the Directors of ioneer Ltd, I state that:

(1) In the opinion of the Directors:

(a) The financial statements and notes of the Consolidated Entity are in accordance with the *Corporations Act 2001*, including:

(i) giving a true and fair view of the Consolidated Entity's financial position as at 30 June 2022 and of its performance for the year ended on that date; and

(ii) complying with Accounting Standards and the Corporations Regulations 2001; and

(b) there are reasonable grounds to believe that the Consolidated Entity will be able to pay its debts as and when they become due and payable.

(2) This declaration has been made after receiving the declarations required to be made to the Directors in accordance with section 295A of the *Corporations Act 2001* for the financial year ended 30 June 2022.

On behalf of the Board

James D Calaway
Executive Chairman
Sydney, 21 September 2022

Independent Auditor's Report

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Independent auditor's report to the members of ioneer Ltd

Report on the audit of the financial report

Opinion

We have audited the financial report of ioneer Ltd (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2022, the consolidated statement of profit and loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

a. Giving a true and fair view of the Company's financial position as at 30 June 2022 and of its financial performance for the year ended on that date; and

b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independent Auditor's Report
continued

Building a better working world

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.

Carrying value of capitalised exploration and evaluation expenditure

Why significant	How our audit addressed the key audit matter
At 30 June 2022 the Group recorded capitalised exploration and evaluation (E&E) assets of $171.8 million. The carrying value of this asset is assessed for impairment when facts and circumstances indicate that it may exceed its recoverable amount. The determination as to whether there are any indicators that require the Group's E&E assets to be assessed for impairment involves judgment, including: ▸ Whether the Group's exploration licenses are current; ▸ The Group's ability and intention to continue to evaluate and develop the Rhyolite Ridge project; and ▸ Whether the results of the Group's exploration and evaluation work to date are sufficiently progressed for a decision to be made as to the commercial viability or otherwise of the project. Given the value of the asset and the judgmental nature of impairment indicator assessments associated with E&E assets, we considered this to be a key audit matter.	Our audit procedures included the following: ▸ Considered the Group's right to explore in the relevant exploration area which included obtaining and assessing relevant documentation such as license agreements; ▸ Considered the Group's ability and intention to carry out significant exploration and evaluation activity in the relevant exploration area which included assessment of the Group's cash-flow forecast models and discussions with senior management and Directors as to the intentions and strategy of the Group; ▸ Assessed whether any evidence existed that would indicate that the carrying value of capitalised exploration and evaluation expenditure is unlikely to be recovered through development or sale and understanding whether any contradictory events or conditions had arisen since its release; ▸ Considered the adequacy of disclosures included within the notes of the financial report including those made with respect to judgments and estimates.

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Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2022 annual report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

Independent Auditor's Report
continued

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included within the directors' report for the year ended 30 June 2022.

In our opinion, the Remuneration Report of ioneer Ltd for the year ended 30 June 2022, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Scott Nichols
Partner
Sydney
21 September 2022

Other Information

Mineral Resources and Ore Reserves

Summarised below are the current Mineral Resources and Ore Reserves for the South Basin at ioneer's 100%-owned Rhyolite Ridge Lithium-Boron Project in Nevada, USA.

Following completion of the DFS program, ioneer released the lithium-boron (searlesite) Mineral Resource & Ore Reserve Estimates tabulated below.

Summary of 2022 Mineral Resource & Ore Reserve Estimates Rhyolite Ridge Lithium-Boron Project

	Metric Tonnes	Li Grade	B Grade	Equivalent Grade		Equivalent Contained Tonnes	
	(Mt)	(ppm)	(ppm)	Li_2CO_3 %	H_3BO_3 %	Li_2CO_3 kt	H_3BO_3 kt
Mineral Resource							
Measured Resource	39.0	1,700	14,550	0.9	8.3	360	3,240
Indicated Resource	88.0	1,550	14,150	0.8	8.1	730	7,110
Measured and Indicated Resource	127.0	1,600	14,270	0.8	8.2	1,090	10,350
Inferred Resource	19.5	1,600	13,800	0.9	7.9	170	1,530
Total Mineral Resource	146.5	1,600	14,200	0.9	8.1	1,250	11,890
Ore Reserve							
Proved Reserve	29.0	1,900	16,250	1.0	9.3	290	2,700
Probable Reserve	31.5	1,700	14,650	0.9	8.4	280	2,620
Total Proved and Probable Ore Reserve	60.0	1,800	15,400	1.0	8.8	580	5,310

Note: Totals may not add due to rounding. Mineral Resources reported on a dry in-situ basis.

Golder Associates Inc. ('Golder') estimated the Ore Reserve and Mineral Resource and provided the mining study for the Rhyolite Ridge Definitive Feasibility Study ('DFS').

The 2020 Mineral Resource is similar to the 2019 Mineral Resource and is now estimated to contain:

- 146.5mt at 1,600ppm lithium (equivalent to 0.9% lithium carbonate) and 14,200ppm boron (equivalent to 8.1% boric acid)
- 1.2mt of equivalent lithium carbonate and 11.9mt of equivalent boric acid.

Lithium grades are highest in the southwest portion of the South Basin, where the planned Stage 1 quarry of the DFS is located. The Stage 1 quarry will source ore exclusively from the Proved Ore Reserve detailed below.

The Ore Reserve is now estimated to contain:

- 60.0mt at 1,800ppm lithium (equivalent to 1.0% lithium carbonate) and 15,400ppm boron (equivalent to 8.8% boric acid)
- Containing 0.6mt of equivalent lithium carbonate and 5.3mt of equivalent boric acid.

Approximately half of the Ore Reserve is now classified as Proved, the highest confidence category, with lithium and boron grades in the Proved Reserve being higher than those in the Probable Reserve.

The 60mt Ore Reserve provides the foundation for a very long mine life at the Rhyolite Ridge Project, with clear potential for expansion and extension further underpinned by the 146mt Mineral Resource.

Importantly, the planned Stage 1 quarry is exclusively Proved Reserves with higher than average lithium grades which will provide higher cash flow in the early years of the Project.

The lithium-boron mineralisation remains open, particularly to the south where it continues to shallow and is generally higher in grade, and we expect further increases to Resources and Reserves with additional drilling.

Glossary and Abbreviations

B	Boron
Carbonate minerals	Calcite and dolomite
DFS	Definitive Feasibility Study
H_2BO_3	Boric acid
GSC	Global Geoscience Limited
INR	ioneer Ltd
K-feldspar	Potassium feldspar
km	Kilometre
kt	Kilotonne
K_2SO_4	Potassium sulphate
Li	Lithium
Li_2CO_3	Lithium carbonate
LCE	Lithium carbonate equivalent
mt	Million tonnes
Mt	Metric tonnes
PFS	Pre-Feasibility Study
ppm	Parts per million
Searlesite	Sodium borosilicate mineral
Sepiolite	Magnesium silicate

Schedule of Tenements

As at 30 June 2022

Project	Country	Tenement ID	Tenement Name	Area (km2)	Interest at 30 June 2022	Interest at end of quarter	Note
Rhyolite Ridge	USA	NMC1118666	NLB claims (160)	13.00	100%	100%	No change
Rhyolite Ridge	USA	NMC1117360	SLB claims (199)	16.50	100%	100%	No change
Rhyolite Ridge	USA	NMC1171536	SLM claims (122)	9.70	100%	100%	No change
Rhyolite Ridge	USA	NMC1179516	RR claims (65)	5.40	100%	100%	No change
Rhyolite Ridge (1)	USA	NMC1129523	BH claims (81)	7.00	0%	0%	No change
Rhyolite Ridge	USA	105272779	RMS claims (23)	0.50	100%	100%	New claims
Rhyolite Ridge	USA	105272053	PR claims (11)	0.92	100%	100%	New claims
SM	USA	NMC1166813	SM claims (96)	7.70	100%	100%	No change
GD	USA	NMC1166909	GD claims (13)	1.10	100%	100%	No change
CLD	USA	NMC1167799	CLD claims (65)	5.20	100%	100%	No change

(1) There is an option to purchase 100%

Shareholder and ASX Information

Information relating to shareholders at 19 September 2022 (per ASX Listing Rule 4.10)

Issued capital

The Company has 2,098,134,076 fully paid shares on issue.

Options on issue including holders of more than 20%

The Company has on issue 4,369,643 options and 29,608,812 performance rights.

There are no listed options or performance rights.

ASX listing

Listed on the Australian Securities Exchange
19 December 2007
ASX Code: INR (previously GSC)
ABN: 76 098 564 606

Nasdaq listing

Listed on the Nasdaq Securities Exchange, under a level two American Depositary Receipt
30 June 2022
Nasdaq Code: IONR

Voting rights

There are no restrictions on voting rights. On a show of hands every member present or by proxy shall have one vote and upon a poll each share shall have one vote. Where a member holds shares, which are not fully paid, the number of votes to which that member is entitled on a poll in respect of those part paid shares shall be that fraction of one vote which the amount paid up bears to the total issued price thereof. Option and performance right holders have no voting rights until the options are exercised or performance rights vest.

Shareholder and ASX Information
continued

Top 20 shareholders as at 19 September 2022

Name	Shares	%
CITICORP NOMINEES PTY LIMITED	404,405,319	19.275%
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	311,440,825	14.844%
SIBANYE BATTERY METALS PTY LTD	145,862,742	6.952%
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	126,607,176	6.034%
BNP PARIBAS NOMS PTY LTD <DRP>	81,274,492	3.874%
LITHIUM INVESTORS AMERICAS LLC	56,268,106	2.682%
MOPTI PTY LIMITED <THE ROWE FAMILY A/C>	36,690,902	1.749%
BNP PARIBAS NOMINEES PTY LTD <IB AU NOMS RETAILCLIENT DRP>	30,432,328	1.450%
HOLDREY PTY LTD <DON MATHIESON FAMILY A/C>	27,400,000	1.306%
DECK CHAIR HOLDINGS PTY LTD	25,000,000	1.192%
VISTA GROVE INVESTMENTS PTY LTD <VISTA GROVE S/F A/C>	21,000,000	1.001%
FNL INVESTMENTS PTY LTD <SUPERANNUATION PLAN A/C>	20,000,000	0.953%
QUALITY LIFE PTY LTD <THE VIKING FUND A/C>	19,024,590	0.907%
KOLLEY PTY LTD <LUCAS FAMILY A/C>	19,000,000	0.906%
QUALITY LIFE PTY LTD <THE NEILL FAMILY A/C>	15,000,000	0.715%
MERRILL LYNCH (AUSTRALIA) NOMINEES PTY LIMITED	14,309,676	0.682%
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED-GSCO ECA	13,703,491	0.653%
NATIONAL NOMINEES LIMITED	13,419,551	0.640%
BOMAN ASSET PTY LTD	12,678,356	0.604%
FNL INVESTMENTS PTY LTD	12,000,000	0.572%
Total Securities of Top 20 holdings	1,405,517,554	66.989%

Distribution of shareholders

	Holders	Total Units
1 - 1000	925	654,614
1,001 - 5,000	3,486	9,657,117
5,001 - 10,000	1,869	15,132,582
10,000 - 100,000	4,338	158,315,122
100,001 - over	979	1,914,374,641
	11,597	2,098,134,076

Unmarketable parcels

	Minimum parcel size	Holders
Minimum $500 parcel at $0.62 per unit	806	166

Substantial shareholders

The following are substantial shareholders registered as at 19 September 2022.

Name	Shares	%
Centaurus Capital LP	213,611,108	10.214%
Sibanye Battery Metals Pty. Ltd.	145,862,742	6.952%

On-market buy-back

There is no current on-market buy-back.

Competent Persons Statement

In respect of Mineral Resources and Ore Reserves referred to in this presentation and previously reported by the Company in accordance with JORC Code 2012, the Company confirms that it is not aware of any new information or data that materially affects the information included in the public report titled “Rhyolite Ridge Ore Reserve Increased 280% to 60 million tonnes” dated 30 April 2020 and released on ASX. Further information regarding the Mineral Resource estimate can be found in that report. All material assumptions and technical parameters underpinning the estimates in the report continue to apply and have not materially changed.

In respect of production targets referred to in this presentation, the Company confirms that it is not aware of any new information or data that materially affects the information included in the public report titled “ioneer Delivers Definitive Feasibility that Confirms Rhyolite Ridge as a World-Class Lithium and Boron Project” dated 30 April 2020. Further information regarding the production estimates can be found in that report. All material assumptions and technical parameters underpinning the estimates in the report continue to apply and have not materially changed.

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Corporate Directory

Directors:	James D. Calaway	Executive Chairman
	Bernard Rowe	Managing Director
	Stephen Gardiner	Non-Executive Director
	Alan Davies	Non-Executive Director
	Rose McKinney-James	Non-Executive Director
	Margaret R. Walker	Non-Executive Director

Company Secretary: Ian Bucknell

Auditor:
Ernst & Young
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Sydney NSW 2000

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Sydney NSW 2000
Telephone: 1300 737 760

US Registry
US Depositary Bank
BNY Mellon
www.adrbnymellon.com
www.adrbnymellon.com/resources/dr-basics

Website www.ioneer.com
ASX Ticker ASX : INR
Nasdaq Ticker Nasdaq : IONR

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Providing Materials for a
Sustainable & Thriving Planet