

## Statement of Vision, Mission and Values

Approved by the Board with effect from 11 February 2022

### 1. Introduction

- 1.1 Solstice Minerals Limited (the **Company**) instils and reinforces a culture across the Company and its controlled entities of acting lawfully, ethically and responsibly. It seeks to operate in line with the Vision, Mission and Values set out below and ensures the Board, officers and senior personnel engaged in executive roles (**Executive Management**), other employees and consultants reinforce these values as they work together to achieve the Company's Vision.
- 1.2 The Company's Board and Executive Management have responsibility for instilling the Vision, Mission and Values across the Company.

### 2. Statement of Vision, Mission and Values

Item	Description
<b>Vision</b>	The Company's ultimate vision is to be a Western Australian mid-tier mining company, generating superior returns for our shareholders, while providing positive benefits for our stakeholders, through exploration, acquisition, development and mining with a focus on gold and base metals.
<b>Mission</b>	<p>The Company will achieve this vision through a purposeful focus on the following themes in its business:</p> <ul style="list-style-type: none"> <li>• Identifying and/or acquiring projects within prospective mineral provinces;</li> <li>• Exploring in a scientifically rigorous, innovative, environmentally and socially responsible manner;</li> <li>• Developing and mining in a cost-effective, sustainable, efficient and responsible manner to realise stakeholder value;</li> <li>• Respecting the rights and interests of native title holders and Traditional Custodian groups to protect and promote Indigenous history and culture;</li> <li>• Upholding the Company's strong principles of governance and adherence to Company policies;</li> <li>• Safeguarding the health and safety of all stakeholders;</li> <li>• Continuously improving its systems and processes;</li> <li>• Developing its people and recognising superior performance; and</li> <li>• Fostering mutually beneficial relationships with its stakeholders.</li> </ul>
<b>Values</b>	<ul style="list-style-type: none"> <li>• <b>Teamwork</b> – collaborating and working safely and responsibly in partnership with all stakeholders</li> <li>• <b>Integrity</b> – acting lawfully, ethically and responsibly with fairness and transparency</li> <li>• <b>Respect</b> – valuing diversity and inclusiveness, treating others with care and dignity</li> <li>• <b>Innovation</b> – encouraging innovation and entrepreneurship</li> <li>• <b>Commitment</b> – giving our all to all that we do</li> <li>• <b>Delivery</b> – doing what we say we will do</li> </ul>