

STATEMENT OF VALUES



1. Introduction

- 1.1 Critica Limited (Company) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2. Statement of values

2.1 Statement of values

The Company has adopted this Statement of Values to express the standards and behaviours it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

As per Principle 3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition:

- A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly; and
- A listed entity should articulate and disclose its values.

This Statement of Values applies to the Company, and its subsidiaries.

2.2 Our business (mission)

Supplying the critical magnet and heavy rare earths essential to modern life, decarbonisation, electrification, security and advanced technologies — creating long-term shareholder value and return through disciplined execution and strategic alignment

2.3 Our commitment and values

I. Credibility

Integrity and transparency. We do what we say — consistently. Everything else depends on this.

II. Technical Rigor

Evidence-based decisions grounded in data, testwork and justified assumptions.

III. Commercial Focus

Capital efficiency, disciplined sequencing and value-led outcomes.

IV. Ownership

We act like owners — accountable, long-term focused and responsible for results.

V. Alignment

One team. One direction. Partnerships only with those aligned to our Western strategy.

VI. Momentum

Urgency with intent. Visible, measured progress that turns strategy into action.

VII. Innovation

Practical, execution-led innovation that improves outcomes across the value chain — built on credibility and discipline.