

Talison Lithium

2022 Sustainability Report



About Talisson Lithium

Talisson mines and produces lithium mineral concentrate at the Greenbushes Lithium Operation in the South West region of Western Australia in the Shire of Bridgetown-Greenbushes.



GREENBUSHES LITHIUM OPERATION

Perth

Bunbury

Donnybrook

Bridgetown

Albany

Indian Ocean

WESTERN AUSTRALIA



Headquartered in Perth Western Australia, Talison¹ is a private company owned by joint venture partners Tianqi Lithium Energy Australia Pty Ltd (TLEA) (Tianqi Lithium Corporation/IGO Limited JV) (51%) and Albemarle Corporation (Albemarle) (49%).

The Greenbushes area is recognised as the longest continuously operated mining area in Western Australia, having been originally mined for tin minerals from 1888, and tantalum minerals² from the 1960's. Talison, and its predecessor companies, have been producing lithium minerals from Greenbushes since 1983, becoming Australia's first lithium mineral producer.

Based on Joint Ore Reserve Committee (JORC) compliant Ore Reserves and including the construction

and operation of an additional two processing plants, the current mine life is 20 years. Exploration programs over our tenements aim to replace Ore Reserves as we consume them and maintain a 20-year mine life.

Talisson supplies lithium mineral concentrates worldwide through the ports of Bunbury and Fremantle, and locally to downstream refining facilities owned and operated by its shareholders. TLEA operates the Kwinana refinery (220 km from Greenbushes), and Albemarle operates the Kemerton refinery (100 km from Greenbushes). Each refinery adds value to Talison's lithium mineral concentrate to produce lithium hydroxide for export. Talison also produces tantalum concentrate containing tin, a by-product which is processed by Global Advanced Metals (GAM)³ whose facility is located adjacent to Talison.

ABOUT THIS REPORT

The scope of this Sustainability Report (Report) covers Talison and its subsidiaries⁴. The reporting period for this Report is from 01 January to 31 December 2022 unless otherwise stated. This Report is prepared with reference to Global Reporting Initiative (GRI) Standards 2021 and provides an overview of Talison's sustainability management approach and performance in 2022. Where appropriate, plans and expectations are also provided in the Report. These forward-looking plans and expectations are not guarantees of future performance, and undue reliance should not be placed on them.

ACKNOWLEDGEMENT OF TRADITIONAL CUSTODIANS'

Talisson acknowledges the Traditional Custodians of the lands and waters of Noongar Country and pays its respects to Elders, past and present. Talison recognises the Traditional Custodians' unique connections to their lands and waters, lore, language, kinship and ceremony, particularly the Gnaala Karla Booja, Karri Karrak and Wagyl Kaip Southern Noongar whose traditional lands intersect the land on which Talison operates and works. Talison also pays its respects to the Aboriginal and Torres Strait Islander peoples from other areas of Australia.







¹ In this report, a reference to 'Talisson', the 'Company', 'we' and 'our' is a reference to Talison Lithium Pty Ltd and its subsidiaries, unless the context requires otherwise. ² Commercial production. ³ GAM is a separate, privately owned business with rights to minerals other than lithium on the Talison tenements. ⁴ The subsidiaries of Talison are: Talison Minerals Pty Ltd; Talison Services Pty Ltd; Talison Lithium Australia Pty Ltd; Talison Lithium (MCP) Pty Ltd; Talison Lithium (Canada) Inc; Inversiones SLI Chile Limitada and Salares de Atacama Sociedad Contractual Minera.



Talison Lithium is the world's leading lithium minerals concentrate producer, supplying product for the global energy transition.

134
 Years experience
 World's largest
 high-grade ore body

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Home to the world's premier lithium hard rock asset.



01.

Overview

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2022 snapshot

Sustainability

- Established a sustainability team
- Progressed the Initiative for Responsible Mining Assurance (IRMA) self-assessment
- Completed a materiality assessment
- Commenced a Life Cycle Assessment (LCA) on lithium mineral products



Environment

CLIMATE CHANGE

- Commenced a climate change project.

EMISSIONS AND ENERGY

- Established a Greenhouse Gas Policy and high-level action plan.

ENVIRONMENTAL MANAGEMENT

- Installed 3 additional real time dust monitors.

WATER STEWARDSHIP

- Commissioned a new Water Treatment Plant¹.

WASTE

- 70% of all waste rock mined was repurposed.
- Commissioned the Tailings Retreatment Plant to reprocess historical tailings to recover the lithium mineral concentrate.

BIODIVERSITY AND ECOSYSTEMS

- Recruited a Rehabilitation and Biosecurity Specialist.

LAND MANAGEMENT

- Recovered and translocated 220 Balga (grass trees) to designated nursery areas.



Social

HEALTH, SAFETY AND WELLBEING

- Established a wellbeing team.
- Developed a Critical Risk Management Program.

ATTRACTING AND RETAINING EMPLOYEES

- Welcomed 303 new employees in 2022.
- Continued delivery of the Foundations of Powerful Leadership Program.

DIVERSITY AND INCLUSION

- 26% female participation.
- 67% female participation in traineeship program.

CULTURAL HERITAGE

- Continued to deliver cultural awareness training.

COMMUNITIES

- Completed scoping for a Social Impact Assessment (SIA).
- Signed two new multi-year community partnerships.
- Received a Certificate of Distinction for supporting firefighters in the February 2022 bushfires in Bridgetown and Kirup.
- Talison allocated \$660,000 to scholarships, partnerships and 71 not-for-profit local community groups.



Governance

BUSINESS ETHICS

- Established an in-house legal team.

SUPPLY CHAIN MANAGEMENT AND HUMAN RIGHTS

- Completed scoping for a Human Rights Impact Assessment (HRIA).

¹. Commissioned in September 2021.

CEO message

It is with great pride that we present Talison Lithium’s inaugural Sustainability Report. This Sustainability Report for 2022 represents a significant milestone in our management of sustainability practices and performance.

The purpose of the report is to provide our commitment to our stakeholders, that we are focused on doing all that we can to continuously improve the sustainability of our operations. Through this report our intention is to provide greater transparency so that the impact we have on our people, the community in which we operate, and on the environment is clearly understood.

To improve the sustainability of our operations it is critical to mitigate our impact as much as possible through assessment, action and measurement. This process is important so that we can be held accountable for the impacts we have and the actions we take to improve our sustainability.

The world is facing challenges in several areas with climate change being amongst the most significant. We fundamentally believe that it is the responsibility of all organisations to operate responsibly and contribute to addressing these global challenges. Talison is at the forefront of the global efforts to address climate change by supplying the lithium needed for the global transition away from fossil fuels to renewable energy.

As the leading producer of lithium in the world for several decades, and with the ability to increase our production further, we believe that the work we do



“To improve the sustainability of our operations it is critical to mitigate our impact as much as possible through assessment, action and measurement.”



each day contributes to creating a better tomorrow. For several years we have been putting in place the building blocks to increase our lithium production as the world requires more supply. These building blocks include not only the construction of infrastructure such as additional processing plants and associated facilities, but most importantly our people, who through their dedication and commitment enable us to continue to lead in lithium.

As our team expands significantly, so too must our relationship with the community and commitment to the environment. This becomes increasingly crucial as our impacts expand in tandem with the growing demand for our product.

All our stakeholders, including the lithium supply chain and ultimately the end user, must have confidence that we are operating, and expanding our operations as sustainably as possible. To illustrate this, I would like to highlight some of our achievements in 2022.

- We continued with our non-negotiable basis of operation, that the safety of our people is our number one priority. We are very proud of the 18% reduction in occupational injury frequency rate (OIFR) achieved in 2022 by the Operations Team. There was a 53% increase in worked hours in line with rising construction activity. Unfortunately, this resulted in a significant increase in the Construction Team OIFR. Thankfully we did not suffer

a serious incident, and as such, considerable focus has been placed on safety in our construction activities.

- We expanded our sustainability and community relations teams and capabilities and committed additional resources to these areas.
- We measured our carbon emissions in 2022 and set it as our base year for our carbon emission reduction ambitions. We acknowledge our obligations to minimise our carbon with the publication of our Greenhouse Gas Policy Statement to guide our action in the future. Our goal is to expand our production without increasing our carbon intensity to 2030, and achieve net zero Scope 1 & 2 emissions by 2050 or earlier.
- We are using the Initiative for Responsible Mining Assurance (IRMA) Mine Measure self-assessment tool to carry out an internal assessment of our performance against the IRMA Standard for Responsible Mining.
- We appointed a General Counsel and Risk Manager to establish an in-house legal team and enhance our internal risk management systems.

We are fully committed to continuously improving the sustainability of our operations and collaboration with stakeholders as we strive to make a meaningful contribution to environmental

preservation, social well-being, and responsible governance.

Finally, I would like to acknowledge that none of our achievements would be possible without the support and commitment of our people. I would like to take this opportunity to thank them for their hard work and dedication to Talison.

We trust that you find our inaugural Sustainability Report informative and encourage you to contact us with any feedback that you have on Talison or this Sustainability Report.

Lorry Mignacca
Chief Executive Officer

GM messages



Talison, as the world's leading lithium minerals supplier, is a key enabler of the global energy transition. The impact that Talison has goes well beyond what it does on a day-to-day basis, it is the bedrock upon which the energy transition is built.

The growing demand for lithium needs the support of Talison, a challenge we are embracing through expansion activities at the Greenbushes Lithium Operation. Production of spodumene concentrates from Greenbushes has doubled over the last five years with record production of 1.35Mt of spodumene concentrate achieved for the 2022 year.

Talison is mindful that it should not be separable from the local communities which support the Greenbushes Lithium Operation and its personnel. Rather, Talison sees itself as an integral and valued member of these local communities. Talison is continually seeking ways to improve its operations to provide enhanced environmental and social outcomes for both its employees and local communities. I look forward to the future challenges, and opportunities, which will present as Talison continues to grow the Greenbushes Lithium Operation in support of the global energy transition.

Craig Dawson
General Manager, Operations



Talison's major projects contribute to a sustainable future at Greenbushes. We are excited by many of our construction projects, such as our new accommodation village with its innovative design and sustainability features. We look forward to the future challenges of innovating to decarbonise our construction and ongoing operations through project developments.

Matt Timbrell
General Manager, Major Projects



As Talison expands its Greenbushes Lithium Operation to meet global demand for renewable energy resources, we have a responsibility to ensure our activities meet the highest global standards for safe, sustainable mining and processing. Our future development activities will be inextricably linked to a long-term goal of carbon neutrality. The projects we design must embrace technological developments that will move our business forward towards a more sustainable, environmentally conscious future.

Ian McGuire
General Manager, Project Development & Strategy



Talison Executive Team: Chris Milford (Chief Information Officer), Matt Timbrell (General Manager, Major Projects), Craig Dawson (General Manger, Operations), Lorry Mignacca (Chief Executive Officer), Donna Charlesworth (General Counsel & Risk Manager), Ian McGuire (General Manager, Project Development & Strategy), Luke Smith (Chief Financial Officer)

Greenbushes

Timeline

1888
Prospector David Stinton pegged the Greenbushes Tinfields on behalf of the Bunbury Tin Mining Company and tin mining commenced.

1893
Tantalite minerals discovered in Greenbushes.

1898 - 1907
The first freehold settlers selected land in the Greenbushes District in 1898. Greenbushes district gazetted as a Road Board District in 1901.

1907
Government and privately owned processing plants in operation.

1911 - 1929
Production declined.



1935 - 1943
Vultan Tin Mines Ltd commenced hydraulic sluicing of weathered tin oxide.

1942 - 1949
Greenbushes Tin, with Government assistance, sluiced tin. Commercial applications developed

for tantalite and mining of tantalite commenced.

1949
Spodumene was identified by the Geological Survey of Western Australia from a specimen collected at Greenbushes in 1928.

1955 - 1961
Tin and Strategic Minerals Company Pty Ltd introduced modern earthmoving technology to tin mining, but due to low tin prices, ceased in 1956.

In 1961, Aberfoyle Tin NL was granted temporary reserve over the Greenbushes district to produce tin and the strategic metal tantalum.

1964 - 1976
In 1964, Greenbushes Tin Limited formed and in operation.

Open-cut mining of large kaolinized pegmatites with processing plants scattered at various locations.

In 1969, The Integrated Plant, dredge and treatment plants were set up at the centre of the mineral field to consolidate operations.

In 1970, soft rock weathered pegmatites became the major ore source as alluvial deposits diminished.

In 1976, South-Western Highway re-routed around the town to enable development of the mineral resource.

1979 - 1983
Lithium Australia Incorporated formed in 1979. Rich lithium deposits discovered during extensive drilling for development of the hard rock tantalite deposit.

1983 - 1986
Australia's first Lithium Processing Plant begins production at Greenbushes.¹



In 1986, Greenbushes Ltd and Lithium Australia Limited operate as two separate companies.

Lithium Australia Pty Ltd formed in 1986.

1988
Greenbushes celebrates 100 years of mining.

1990 - 1999
In 1990, Greenbushes Tin NL and Lithium Australia were incorporated into Gwalia Consolidated Ltd.

In 1992, hard rock mining of tantalum ore commenced with a \$30M expansion for a new processing plant.

Lithium Processing Plant expansion from 1994 to 1996.

Gwalia Consolidated Ltd merged with Sons of Gwalia Ltd in 1999.



2004 - 2007
Administration and restructure of minerals business from 2004 to 2006.

Lithium Processing Plant Expansion to produce chemical grade concentrate independently from technical grade concentrate from 2005 to 2007.

Talison Minerals Pty Ltd formed in 2007.

2009 - 2010
Talison Lithium Pty Ltd formed (lithium). Global Advanced Metals Pty Ltd formed (tantalum and tin).



2011
Commissioning of Chemical Grade Plant (CGP) #1.

2013
Tianqi Corporation purchased Talison Lithium Pty Ltd.

2014
A joint venture company formed with Tianqi Corporation (51%) and Rockwood Holdings (49%).

2015
A joint venture company formed by Tianqi Corporation (51%) and Albemarle Corporation (49%).

2019
Commissioning of Chemical Grade Plant (CGP) #2.

2021
Commissioning of Water Treatment Plant (WTP).

2021
A joint venture company² formed by Tianqi Lithium Energy Australia Pty Ltd (TLEA) (51%), which is a joint venture between Tianqi Lithium Corporation (51%) and IGO Limited (49%), and Albemarle Corporation (49%).

2022
Commissioning of Tailings Retreatment Plant (TRP).



1. Now known as the Technical Grade Plant (TGP).

2. This ownership structure is represented by Windfield Holdings Pty Ltd (The Board).

Talison, leading in lithium

At Talison, we lead Australia's pivotal role in supplying the critical minerals that underpin the global energy transition.

We proudly continue our predecessor companies' legacy of operating the nation's first lithium mine and processing facility in Greenbushes. Talison consistently drives visionary development and plays a crucial role in the production and supply of lithium minerals to the global market.

We are the world's leading producer of high-quality lithium mineral concentrates from the world's premier hard rock lithium mineral resource. Our technical grade concentrates are used for specialist glassware, ceramics and other applications, and our chemical grade concentrates are used in batteries for electric vehicles and energy storage technology. Our reputation endures as a reliable business with solid experience.

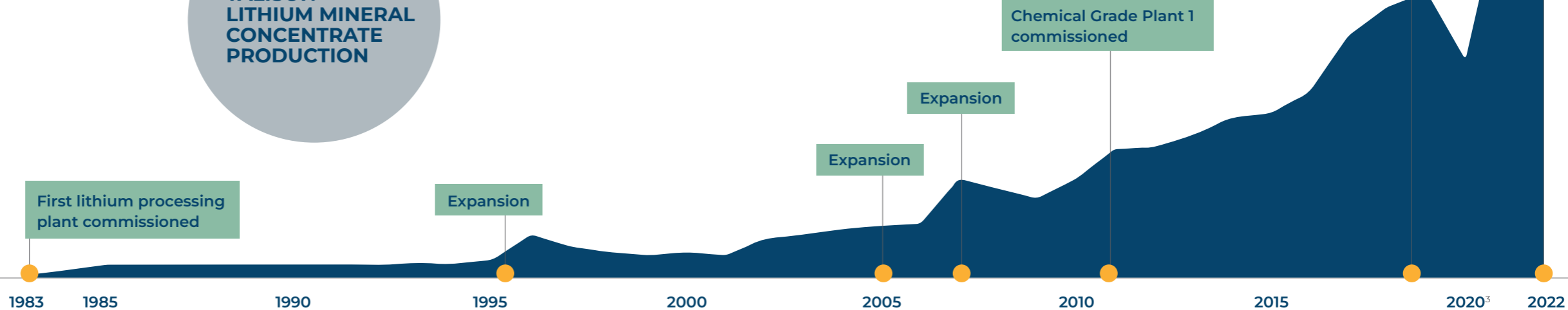
We are proud to be leading in the lithium industry. Leading as a business, as individuals and as teams.



Tailings Retreatment Plant commissioned. Production of lithium mineral concentrate reaches over

1.35 Mt
per annum in 2022

TALISON LITHIUM MINERAL CONCENTRATE PRODUCTION



3. Production in 2020 was impacted by reduced market demand as a result of COVID pandemic.

Leading in lithium for a sustainable future.

We recognise the critical role of sustainability in the future of our business.



02.

Sustainability at Talison

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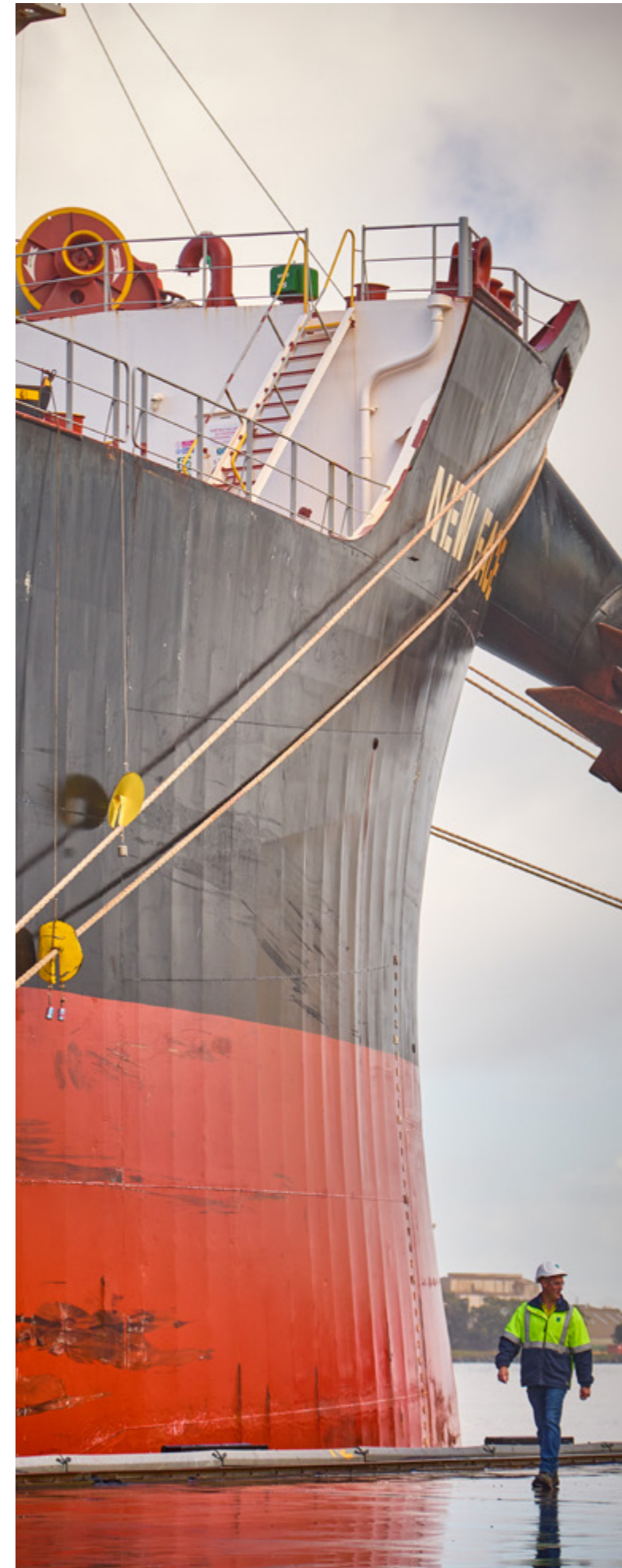
Importance of lithium in decarbonisation

Lithium plays a critical role in global decarbonisation efforts by enabling efficient energy storage for renewable technologies. Currently, lithium is present in most battery chemistries, with lithium nickel manganese cobalt oxide dominating a market share of 60%, followed by lithium iron phosphate (LFP) with a share of just under 30%, and lithium nickel cobalt aluminium oxide (NCA) with 8%¹. Growth in battery demand translates into an increasing demand for critical minerals such as lithium. In a net-zero scenario, demand for lithium for use in batteries is expected to grow 26-fold by 2050². Mining of the lithium mineral spodumene and production of

lithium mineral concentrates must increase rapidly to support the energy transition, not only for electric vehicles but more broadly to keep pace with demand for renewable energy technologies and mobility alternatives. Lithium demand exceeded supply in 2022 despite a 180% increase in global production since 2017³.

Production from Greenbushes accounts for approximately 24%⁴ of the global lithium market. We contribute significantly to this global effort through our expansion of mining, processing, and infrastructure to increase the supply of lithium to customers.

1. Page 57, Global EV Outlook 2023, International Energy Agency. 2. Page 217, 319, World Energy Outlook 2022, International Energy Agency. 3. Global EV Outlook 2023, International Energy Agency. 4. Calculated from data published in Wood Mackenzie Global Lithium Strategic Planning Outlook Q2 2023 Databook.



Sustainability governance

2023 FOCUS AREAS

- Progress IRMA self-assessment through to scheduling an audit
- Complete a full materiality assessment including external stakeholders
- Complete the LCA with independent verification

We acknowledge that we must build towards a sustainable future through careful management of our environmental and social impacts. Our annual sustainability reports will hold us to account, and demonstrate transparency and action across our material topics.

In 2022 the Board formalised our sustainability efforts by establishing a dedicated business function to drive effective sustainability management. Our new sustainability team has led the IRMA self-assessment, developed high level decarbonisation plans, and completed a materiality assessment.

To establish 2022 as a baseline year, we commenced a Life Cycle Assessment (LCA) to quantify the environmental impact of our products in the supply chain within our boundaries of influence. A sustainability business plan was developed and approved by the Board, with quarterly progress reporting.

A key focus of the sustainability team is to influence across the business through awareness, innovation, and action; encouraging all to apply a 'sustainability lens' to decision making processes and embed sustainability into everything that we do. A Sustainability Champions committee was established in 2022 to enable volunteers across the business to participate and support sustainability initiatives.

In 2023 we will focus on finalising our data baseline, progressing on IRMA self-assessment, and further understanding risks and opportunities, to progress our sustainability plans.

Materiality

In 2022 we undertook a materiality assessment to identify and prioritise Environmental, Social and Governance (ESG) issues through assessing the significance of economic, environmental and social impacts and the influence on stakeholder assessments and decisions. The most relevant and meaningful of these impacts informed the scope and material topics of this report, and will be integrated into our business strategies to contribute to long-term sustainable value creation.

In 2023 we will expand our approach to materiality assessment to include external stakeholders.

OUR APPROACH TO THE MATERIALITY ASSESSMENT

IDENTIFICATION

A list of potential material topics was established based on business and current state analysis, external landscape analysis and benchmarking of peers and leaders.

EVALUATION

A frequency analysis was conducted based on a **review of our strategies, policies, procedures, approvals documentation** and a gap analysis to the **IRMA Standard**.

This informed the significance of our economic, environmental and social impacts. Peer trends, global trends and sector trends were also reviewed to inform the importance to stakeholders.

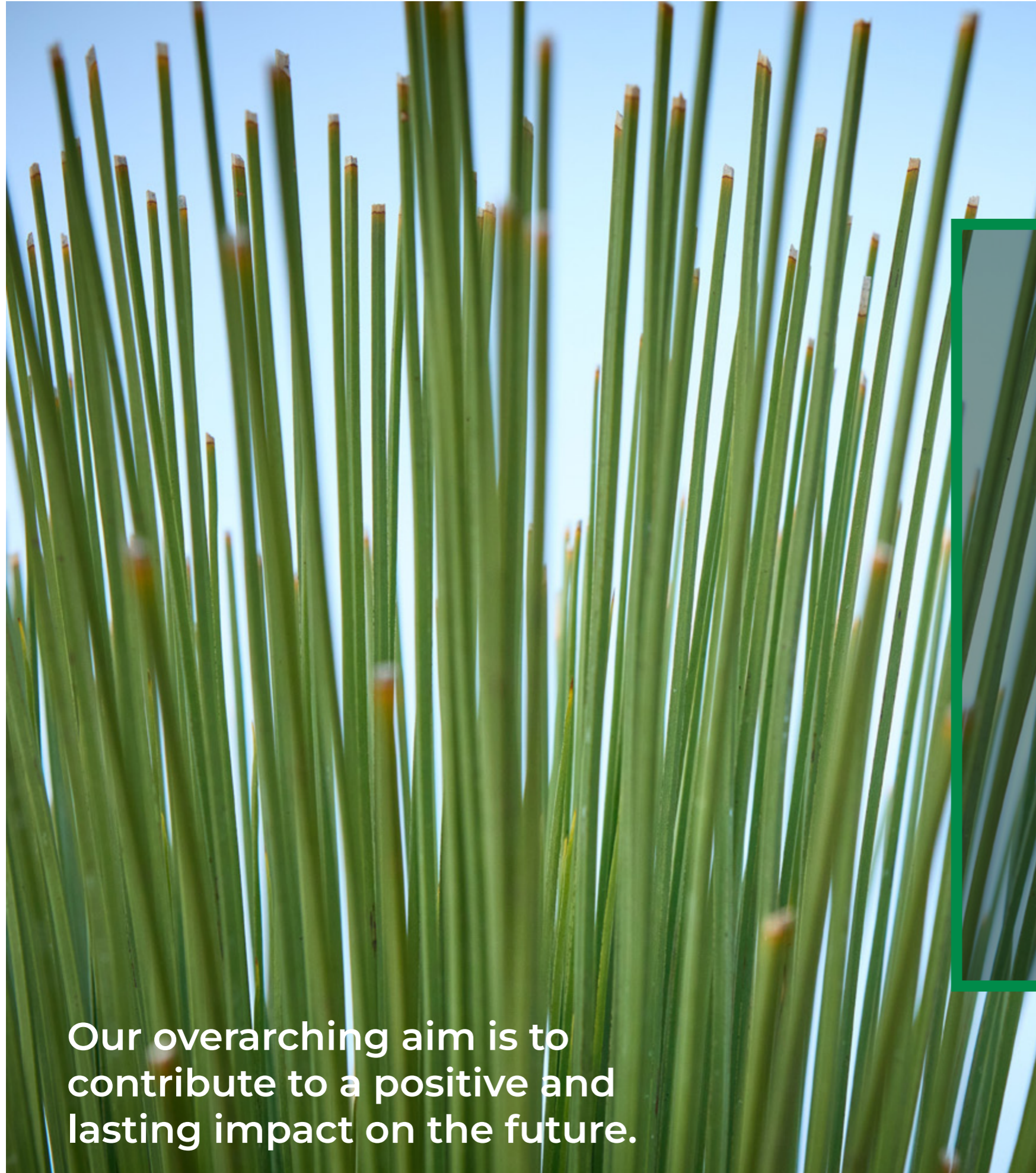
VALIDATION

A validation workshop was held with the management team to **validate and confirm the material topics**, and to discuss the method used to score and rank them.

Following the workshop, the final list of material topics was produced.



ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change	Health, safety and wellbeing	Supply chain management and human rights
Emissions and energy	Attracting and retaining employees	
Water stewardship	Diversity and inclusion	
Waste and tailings management	Communities	
Biodiversity and ecosystems		
Land management		



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Environment

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Our overarching aim is to contribute to a positive and lasting impact on the future.

Environment

2022 Highlights

CLIMATE CHANGE

- Commenced a climate change adaption and mitigation project.

EMISSIONS AND ENERGY

- Established a Greenhouse Gas (GHG) Policy and high-level action plan.
- Achieved Reasonable Assurance for greenhouse gas reporting practices¹.

ENVIRONMENTAL MANAGEMENT

- Developed an environmental standards guideline.
- Installed 3 additional real time dust monitors.

WATER STEWARDSHIP

- Conducted water availability risk assessment.
- Commissioned a new Water Treatment Plant².

WASTE

- Conducted a gap analysis to align with Global Industry Standard on Tailings Management.
- 70% of all waste rock mined was re-purposed.
- Commissioned the Tailings Retreatment Plant which reprocesses historical processing waste to recover lithium mineral concentrate.

BIODIVERSITY AND ECOSYSTEMS

- Recruited a Rehabilitation and Biosecurity Specialist.

LAND MANAGEMENT

- Recovered and translocated 220 Balga (grass trees) to designated nursery areas.

2023 Focus Areas

- Complete the climate change adaption and mitigation project.

- Develop a more detailed decarbonisation plan and review our GHG policy.
- Complete construction and commissioning 132kV incoming power supply with potential to incorporate renewable energy and battery energy storage.

- Investigate improvements to dust and noise monitoring capabilities. Install additional real time dust monitors and deploy additional noise monitors.

- Plan to further increase the mine's water storage capacity.
- Further improve quality of Water Treatment Plant effluent waste.

- Conduct a waste audit to inform design of a new Waste Transfer Station.
- Develop a road map towards compliance with Global Industry Standard on Tailings Management.

- Continue implementation of an active revegetation campaign to increase the density of black cockatoo habitat.

- Continue to translocate high value flora from planned clearing footprints and explore opportunities for replanting on site and in the community.
- Develop monitoring and management plans for new clearing offset properties.

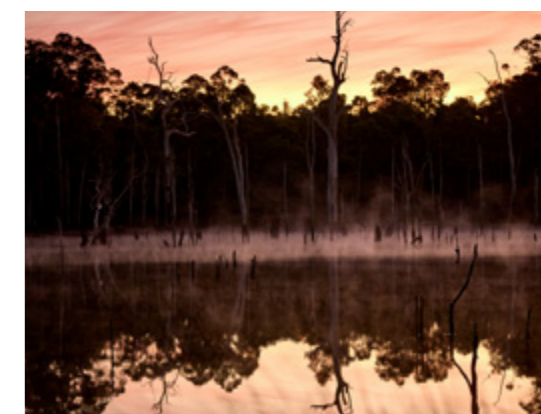


Climate Change

At Talison, we acknowledge the urgency to act on climate change and recognise our responsibility to manage our climate impacts. We will take measures to address climate risks within our sphere of influence.

In 2022 we commenced a project to inform development of our climate change management approach. The project will be completed in 2023 and will include a gap analysis to align with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and a climate risk (physical and transitional) and opportunities assessment.

In the short term, we will build our climate resilience through evaluation of our impacts. Our long-term objective is to continue to assess climate-related risks and opportunities and take measures to minimise adverse impacts on our communities, environment, and business. Our overarching aim is to contribute to a positive and lasting impact on the future.



¹. This refers to greenhouse gas emissions in FY21-22 under the National Greenhouse Emissions Reporting (NGER) scheme.
². Commissioned in September 2021.

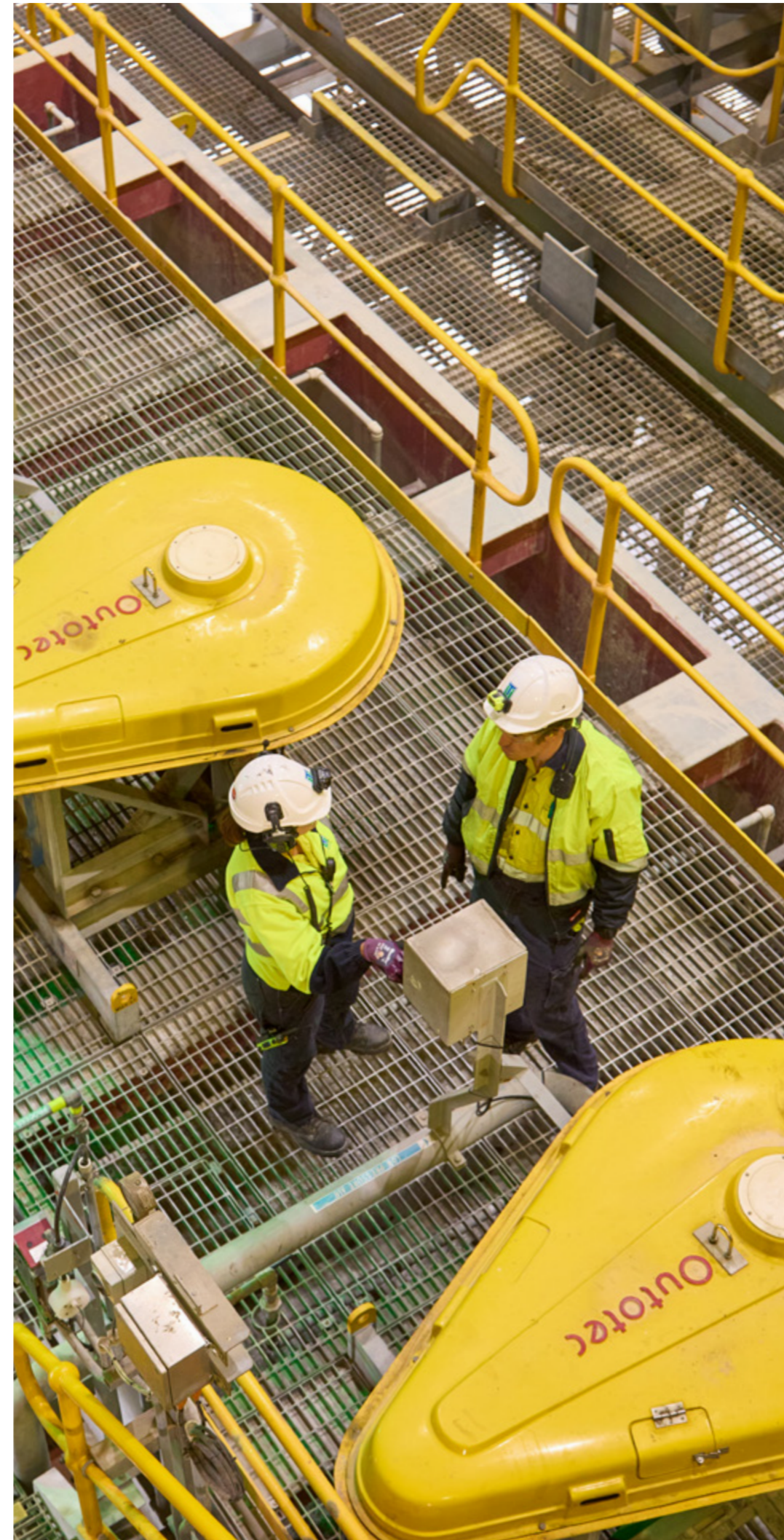
Energy and emissions

We recognise the importance of managing our carbon footprint and planning for the decarbonisation of our mining and processing activities.

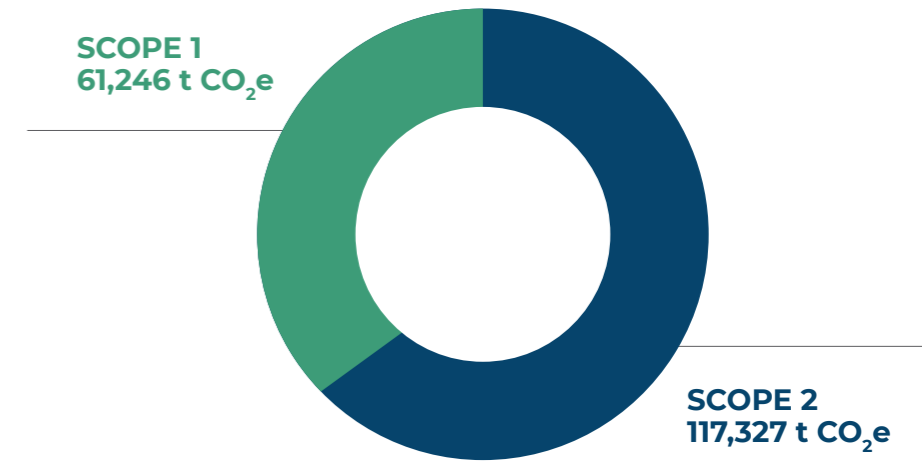


We have developed a greenhouse gas (GHG) Policy Statement³ to outline our commitment and approach to addressing GHG emissions. Our goal is to expand our production without increasing our carbon intensity to 2030⁴, and achieve net zero Scope 1 & 2 emissions by 2050 or earlier⁵. In 2023 we will review our interim 2030 goal in line with recent changes in legislation⁶.

Talison measures and reports Scope 1 and 2 GHG emissions for our Greenbushes Lithium Operation, Bunbury storage facility and Perth office⁷. Two assessments, aligned to the National Greenhouse Emissions Reporting scheme⁸ (NGER), were carried out, one for financial year 2022⁹ and one for calendar year 2022.



TOTAL GHG EMISSIONS GENERATED IN CY2022



Scope 1 emissions from our facilities totaled 61,246 tonnes carbon dioxide equivalent, and Scope 2 emissions totaled 117,327 tonnes carbon dioxide equivalent.

In 2022 we cleared 275 ha of mixed vegetation including pasture representing 64,719 tonnes of carbon dioxide equivalent¹⁰.

We measure and report emissions (other than GHG emissions) and transfers of specific pollutants through The National Pollutant Inventory (NPI) program.¹¹ This includes air emissions, wastewater discharges, and waste transfers.

Our Scope 1 emissions are generated through using fuels such as diesel and Liquefied Petroleum Gas (LPG). Scope 2 emissions are generated through using electricity purchased through connection to the South West Interconnected System (SWIS) electricity grid. In 2022 we reviewed our carbon footprint and commenced

identification of opportunities for reduction. This is incorporated into a high level GHG emissions forecasting tool and high level GHG action plan with initiatives such as adoption of high quality diesel fuel¹² and concept investigations to transition to low emissions vehicles.

In 2022 construction of the new 132kV incoming power supply progressed. This will provide grid connected power required for expanded operations, expected to be completed and commissioned in 2023. A study commenced into the viability of using renewable energy generation and battery energy storage to reduce the impact of grid supply interruptions.

In the short term, Talison will identify and select technologically available emissions reduction opportunities to implement across the business. The long-term objective is to continue development of our decarbonisation plan to include opportunities in line with evolving technologies.

³. Available at Talison website. ⁴. Carbon intensity is measured as tonnes of CO₂ equivalent per tonne of spodumene concentrate and refers to Talison's carbon intensity maintained at CY2022 (baseline) through to 2030. ⁵. This goal pertains to our ambition of pursuing an outcome without existing clear paths, but under specific assumptions. Unlike "target" which is an intended outcome with identified pathways for achievement. Our ability to achieve the goals is subject to the availability of solutions such as low emissions technologies. ⁶. The *Climate Change Act 2022* sets out Australia's greenhouse gas emissions reduction targets to reduce Australia's net greenhouse gas emissions to 43% below 2005 levels by 2030. ⁷. The assessments adopt calculations methods and factors detailed in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008*. ⁸. NGER is a single national framework for reporting of GHG emissions and energy consumption under the *National Greenhouse and Energy Reporting Act 2007*. ⁹. 1 July 2021 to 30 June 2022. Reasonable Assurance was obtained for the assessment for this period.

¹⁰. Emissions from land clearing are calculated using the Full Carbon Accounting Model Guidelines published by the Department of Climate Change, Energy, Environment and Water (DCCEEW). The mass of carbon per hectare is multiplied by the surface of cleared vegetation, and fully oxidised in CO₂ emissions. ¹¹. The NPI is an Australian government initiative that provides information on emissions and transfers of pollutants from various industries across Australia. ¹². Adoption of high quality diesel fuel was implemented in 2022 though emissions reduction is not quantified.

Environmental management

We employ a range of environmental management practices to ensure the responsible use of natural resources and minimise negative environmental impacts.

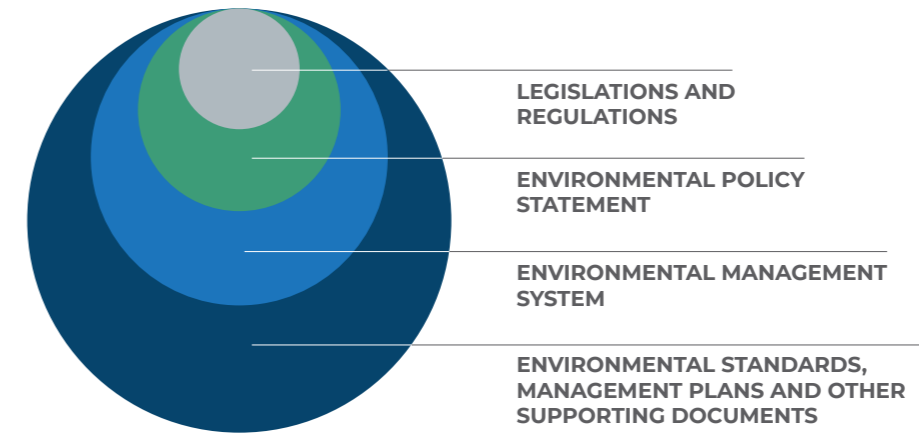
We have implemented a hierarchy management approach which incorporates environmental policies, management system and environmental standards, management plans and supporting documentation. Our Environmental Policy Statement¹³ sets out our overarching principles on environmental compliance and performance across our operations. To provide a structured environmental management approach, we have an established Environmental Management System (EMS) which is certified to the ISO14001 standard. The EMS identifies and quantifies the environmental impacts and risks associated with our operations, and specifies how we minimise these impacts through leadership commitment, planning, performance evaluation and continuous improvement. In 2022 we developed an Environmental Standards Guideline, which defines expectations and requirements to comply with our environmental conditions and commitments during operations. This includes specifying the requirement, responsible party, and timing under the following environmental categories.

ENVIRONMENTAL MANAGEMENT CATEGORIES

- Environmental risk and change
- Native flora and fauna
- Disease (plant pathogen) and weeds
- Visual amenity and lighting
- Noise and vibration
- Hazardous materials
- Progressive rehabilitation
- Environmental incidents and complaints
- Surface water and groundwater
- Dust and air
- Solid and liquid waste
- Bush fire
- Cultural heritage

13. Available at Talison website.

ENVIRONMENTAL MANAGEMENT HIERARCHY



These management systems, standards and plans help facilitate consistent requirements and expectations across our operations. In 2022 there were no reported incidents resulting in financial sanction. One official warning was provided by the environmental regulator for breaches of the Disease Hygiene Management Plan. We have implemented sufficient corrective actions to strengthen disease hygiene protocols and reduce the likelihood of our mining operations causing additional dieback and weed spread.

We have a variety of environmental monitoring programs to manage our environmental impacts

on the local community and meet statutory compliance requirements. Of interest to most local community members is the ambient monitoring of ground and surface waters, dust, and noise. Our monitoring programs are tailored to ensure community impacts from our operations are minimised, by verifying that we are maintaining water quality, dust, and noise, within strictly prescribed limits. In 2022 we installed 3 additional real time dust monitors in the local community, and in 2023 we plan to further increase our dust monitoring capacity and purchase a deployable noise monitor to respond to specific noise investigations.



Water stewardship

Greenbushes is situated in proximity to native forest and agricultural regions in South West Western Australia. To maintain the sustainability of the surrounding environment, it is important Talison prevents significant impact on upstream and downstream ecosystems and communities.



Water is sourced primarily from surface water storage dams fed by rainfall, with a minimal amount of groundwater dewatered from the open pit for safe operation. Several onsite dams are dedicated to recovering and recycling process water from the process plant tailings and operate in a closed circuit. The system includes an innovative Water Treatment Plant (WTP) commissioned in September 2021. A further two water dams provide reserve capacity of non-process water. These two dams are fed only by rainwater and do not accept water from the process water system.

The WTP¹⁴ is designed to continuously remove contaminants from the process water circuit. Treated water remains in the closed circuit, and the solid waste

is disposed of in an offsite licenced landfill facility. The WTP allows us to comply with regulations on discharge limits of lithium and arsenic¹⁵, and plays a crucial role in ensuring we meet our water needs, while preserving environmental water quality and hydrological regimes.

We have developed a Water Management Plan to identify and manage the potential risks to surface water and groundwater from our mining operations. Role-specific responsibilities for Talison employees are clearly defined and communicated. Our Water Dams Operating Manual provides guidelines for regular inspections by qualified personnel for all water dams. We conduct daily monitoring of water usage and storage with regular review and reporting.

All dam operations adhere to the Mine's Operating Licence, which includes quality standards for our impoundments and downstream areas. During the reporting period, there were no unapproved or reportable spills

¹⁴. In 2021 we won the Chamber of Minerals and Energy (CME) Ngwayir award.
¹⁵. Lithium and arsenic present in the orebody are mobilised during processing.

ENHANCING WATER CONSERVATION IN OUR MINING OPERATIONS

At Talison, we recognise water as a valuable resource due to its uncertain long-term availability in the face of climate change. To enhance water security, a water availability risk assessment was conducted in 2021. This assessment considered the current and future water storage capacities, together with the forecast production profile with additional future processing plants and tailings storage facilities. Water balance modelling and availability assessment of these future scenarios was conducted to assess and analyse the potential

outcomes and challenges related to water supply and demand. These measures help us anticipate potential water-related challenges and proactively develop sustainable water management strategies. Water circuit monitoring systems have been further developed in response to the modelling and assessment.

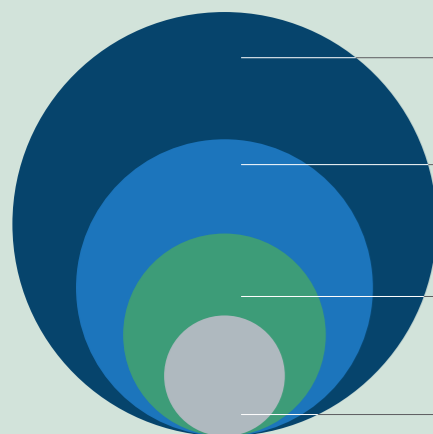
In 2023 we plan to increase the storage volume of existing dams. We are actively investigating and evaluating options and designs for additional new non-process water storage facilities to the east of current mining operations to improve water security through rainfall.



Waste Management

At Talison we are focused on reducing waste generation and promoting recycling and recovery practices.

Production waste generated consists primarily of waste rock, tailings, sewage effluent, and solid crystalline waste and wastewater effluents from the WTP. Other waste generated consists of general and recyclable waste, hydrocarbons, scrap metal, rubber and plastics. Our Waste Minimisation and Management Plan specifies principles for each element under our waste management hierarchy, and our Waste Management Schedule identifies ways in which waste can be re-used, reduced, recycled or disposed of.



SOURCE REDUCTION
Accurate ordering of materials.

REUSE
Maximise using production waste for site construction and rehabilitation.

RECYCLE
Collecting and recycling materials where suitable.

- DISPOSAL**
- Using onsite landfill for inert materials not fit for reuse and recycle.
 - Using offsite landfill for materials which are not suitable for onsite landfill, or if licenced capacity is reached.
 - Disposal must conform to applicable guidelines or licences.

GENERAL AND RECYCLABLE WASTE

The Waste Management Schedule outlines materials to be recycled as commingled waste, and includes paper, cardboard, plastics, glass bottles and metal cans. Soil with hydrocarbons is transferred to a bioremediation pad where it is treated with naturally occurring microorganisms. Used steel drums, oil and grease are recycled by authorised contractors. Scrap metal is separated into different types and grades and recycled offsite. We participate in the Western Australian 'Containers for Change' program, where specified disposable drinking containers are collected for refund. In 2022, 290kg of containers were recycled and proceeds donated to local organisations.

An onsite landfill facility is licenced to a limited annual capacity¹⁶ and accepts inert material only. A full waste audit will be conducted in 2023 which will inform the preparation for design and development of a new purpose built waste transfer station onsite.

Several minor waste streams are not accepted in the commingled recycling program. A focus for 2023 is to trial recycling initiatives for these minor streams through independent service providers. Trials will be conducted in select areas, with the intention to progressively rollout successful solutions across the business.

TAILINGS

Tailings refers to processing material and water left over after the priority minerals have been extracted. Tailings and water in a slurry are pumped to our Tailings Storage Facilities (TSFs), where the solids settle, and the water is recovered via the tailings decant system. This is pumped back into the process water circuit to be reused in the processing plants.

¹⁶. Licenced capacity 450 tonnes.



We have four TSFs; one active, one closed and being remediated to feed the Tailings Retreatment Plant, one in care and maintenance, and a fourth in construction. We are constructing a Central Tailings Pumping Station (CTPS) to feed the new TSF. This will be operational in 2023 and will provide the required pumping capacity to reach the more distant TSF. The CTPS will accept tailings from all processing plants and will provide a more consistent density, improving beach management.

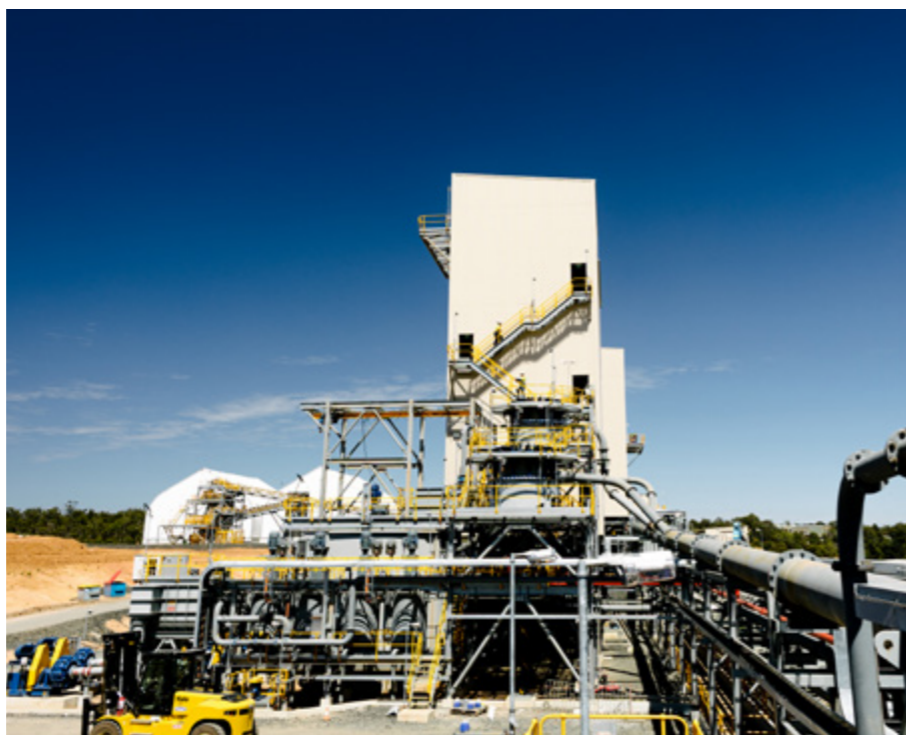
We are dedicated to safe and responsible tailings management. TSFs are regulated structures specifically engineered and constructed to safely store tailings. The design, construction, operation, and management of our TSFs are in line with industry practice and compliant with Australian National Committee on Large Dams (ANCOLD) and International Commission on Large Dams (ICOLD). In 2022 a Tailings Management Policy was developed and the Tailings Management Plan will be revised in 2023. Talison is working towards compliance with Global Industry Standard on Tailings Management (GISTM) in 2025 to align with best practices in tailings engineering and management. In addition, we will implement a Tailings Management System that formalises the management, design, operation and closure of our TSFs.

WORKING TOWARDS INTERNATIONAL BEST PRACTICE IN TAILINGS MANAGEMENT

At Talison, we aspire to achieve global best practice in safe and sustainable tailings management. We are working towards compliance with the GISTM. GISTM was developed as a result of a global tailings review which was co-convened by The International Council on Mining and Metals (ICMM), the United Nations Environment Programme (UNEP) and the Principles for Responsible Investment (PRI). It is a globally recognised framework that provides guidelines and best practices for the safe and responsible management of tailings storage facilities in the mining industry. GISTM aims to minimise risks, protect the environment, and enhance industry accountability. In 2022 we have completed a gap analysis with a road map being developed towards compliance with GISTM in 2025.

RESOURCE RECOVERY THROUGH REPROCESSING TAILINGS

Tailings provide opportunities for resource recovery through the further extraction of valuable minerals that have already been mined, crushed, and milled. Historical TSFs built during the processing of tantalum ore (1992 – 2006) hold a significant resource, ranking as one of the richest lithium mineral deposits in the world. In 2017, we embarked on a drilling program, and metallurgical test work, which showed the resource was economically recoverable to chemical grade product. Construction of the Tailings Retreatment Plant (TRP) was completed in 2021, with successful commissioning and production in 2022. It is expected to recover 1.43 million tonnes of lithium mineral concentrate over the next five years. This project maximises resource recovery of valuable mineral with embodied carbon (from previous mining and processing), with production contributing significantly and rapidly to supplying a critical mineral for the global energy transition.



WASTE ROCK

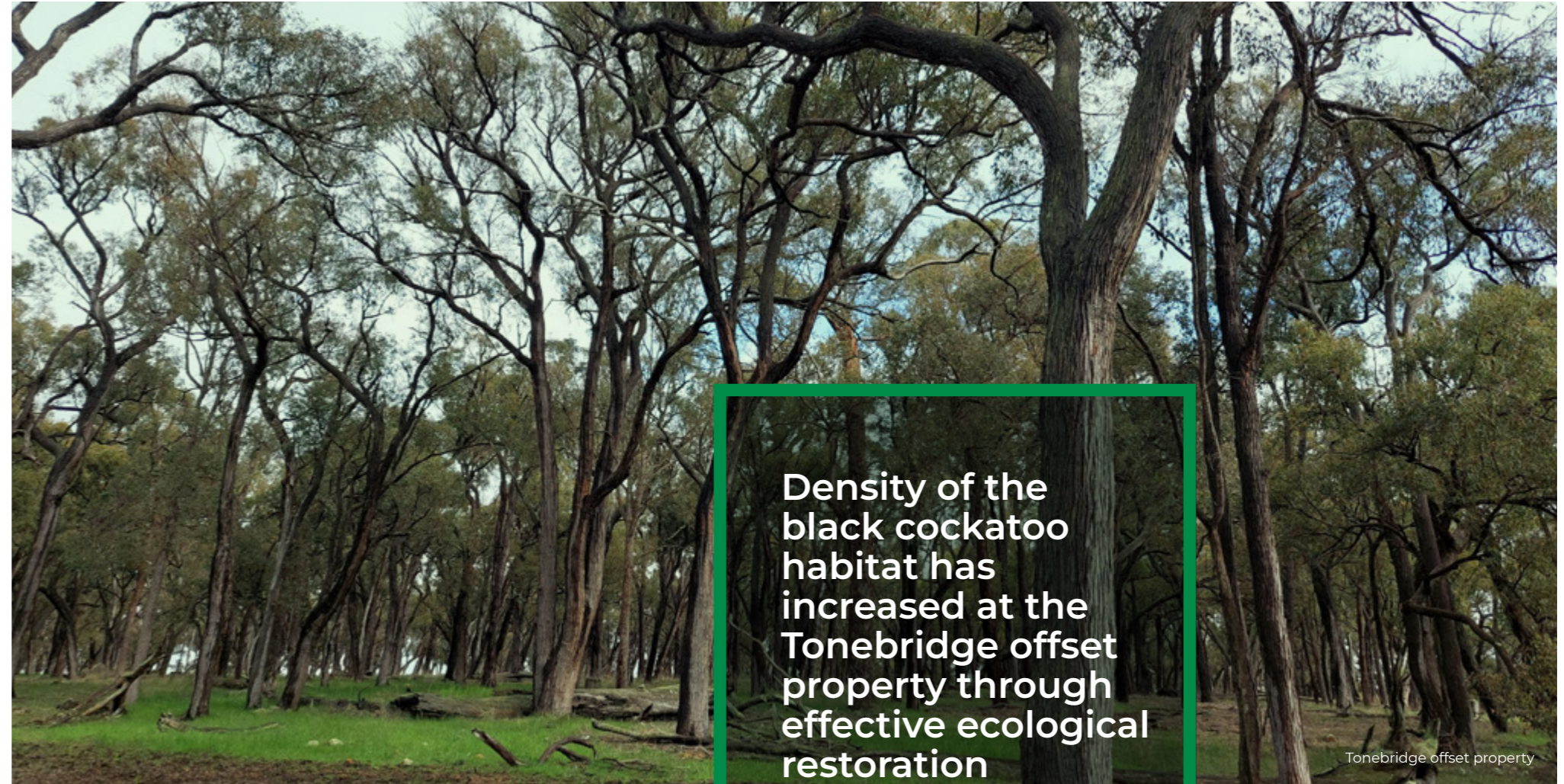
Our Waste Rock Management Plan formalises the design, construction and management for safe and environmentally responsible storage of waste rock from mining as Waste Rock Landforms (WRLs). Our Environmentally Hazardous Waste Rock Management Plan outlines the procedure to manage hazardous minerals and avoid acid mine drainage. Roles and responsibilities in both management plans assign accountabilities. The WRLs are designed and constructed by using criteria that reduces erosion of the final landform slopes over the very long-term (i.e. 1,000 years). Waste rocks with potentially hazardous minerals are identified during the mining process and stored at the centre of the WRL and these are surrounded by up to ten metre thick layers of benign hard rock waste. Naturally occurring minerals in the encapsulating rock layers control the potential harmful impacts of percolating rainfall. Internal and independent inspections, audits, reviews, and quality assurance programs are implemented regularly.

Most of the waste rock mined is currently re-purposed on site and does not contribute to the WRL. In 2022 nearly 8.8 million tonnes of clayey rock and clean hard rock was mined from the open pits and used to build TSFs, processing plant expansion areas, mine roads, and other site expansion activities such as the new Mine Services Area (MSA). In 2022 nearly 70% of all waste rock mined was re-purposed. Topsoil, subsoil, tree mulch and logs were also used to rehabilitate final slopes of the MSA area.

The various rock types that are stored in the WRL have their volumes and locations surveyed and recorded in case they can be recovered, or valuable ore economically recovered in the future. We will continue to identify opportunities to maximise use of mined natural resources and minimise the area required for stockpiling this material.

Biodiversity and ecosystems

We acknowledge that our operations can affect the natural environment. We take responsibility for mitigating these impacts and seek to identify opportunities to make a positive contribution to our surrounding environment.



Density of the black cockatoo habitat has increased at the Tonebridge offset property through effective ecological restoration management.

Tonebridge offset property



The current expansion of our mining and processing operations requires environmental approvals. In 2022 an independent ecological consultant completed flora and vegetation surveys, black cockatoo habitat assessments, dieback occurrence assessments, weed monitoring, and other ecological studies. These activities help us evaluate, monitor and understand the ecological dynamics of our operations and proposed expansion areas.

We undertake vegetation clearing to accommodate expansion and exploration activities, and maintenance of infrastructure. We have two existing biodiversity offsetting obligations, one for 75 hectares of clearing which has been satisfied by securing 121.5 hectares of offsets; and another for 350 hectares of clearing. Under the latter approval, 1279 hectares of offsets have been purchased, with more being pursued to fulfill the obligation.

ECOLOGICAL RESTORATION THROUGH CLEARING OFFSET PROGRAM

Management measures at the Tonebridge offset property are implemented through an agreement with the Blackwood Basin Group to successfully achieve habitat enhancement.

- Registration of a conservation covenant with the Western Australian Commissioner of Soil and Land under the Soil and Land Conservation Act 1945.
- Fencing and maintenance to exclude livestock.
- Monitoring of natural regeneration and infill planting as a contingency if natural regeneration rates fail to meet the plan targets.
- Mapping and control of noxious weeds.

- Implementation of hygiene procedures to minimise the risk of introducing weed and dieback.
- Installation of firebreaks and fuel reductions burns to control the risk of wildfire negatively impacting black cockatoo habitat.

In 2022 monitoring confirmed the effectiveness of these management measures, with the area free from noxious weeds and signs of dieback, and fuel loads below the threshold requiring active fuel reduction. The offset area was shown to contain habitat suitable for black cockatoos, and that the density of this habitat has naturally increased following the exclusion of livestock and an active revegetation campaign.

Land management

During mining operations, the change in topography and vegetation clearance can lead to environmental impact such as soil erosion, siltation of surface waters, loss of biodiversity and degradation of visual amenity. Rehabilitation involves returning the land to as close as practicable to its natural state post mining or to the agreed post land use state. We engage in progressive mine rehabilitation throughout the operating mine life, which establishes new growth as quickly as possible and provides a better chance for the land modified by mining to be usable in the future. This also helps early establishment of vegetation, strengthened erosion control and improved visual appearance. We view rehabilitation as an ongoing process during the life cycle of the mine, rather than purely an end of mine life necessity.

Our Integrated Mining and Rehabilitation Plan, Visual Impact Management and Rehabilitation Plan, and Clearing and High Risk Ground Disturbance Procedure outline clear processes to achieve quality outcomes throughout the rehabilitation process. The aim is to create a self-sustaining heath community with selected attributes compatible with surrounding forest. Native rehabilitation monitoring is conducted annually. In 2022 we have assessed two rehabilitation blocks in line with our long-term monitoring schedule. Alongside our continuous advancement in the weed management program, we have seen significant improvement in rehabilitation performance and a more uniform and predictable revegetation outcome. As part of our comprehensive weed management program, we treated 187 hectares within the designated monitoring area at the mine site in 2022.

In addition to the Integrated Mining and Rehabilitation Plan, a Mine Closure Plan is updated and submitted to relevant regulatory authorities every 3 years¹⁷. The Mine Closure Plan is a commitment to leave the site as a safe and self-sustaining area at the completion of operations, requiring stakeholder consultation. Estimated rehabilitation liability costs are reviewed internally each quarter. We also contribute to the State government maintained Mining

Rehabilitation Fund (MRF)¹⁸. Money in the fund is available to rehabilitate abandoned mines across the State in circumstances where the tenement holder/operator has failed to meet rehabilitation obligations and efforts to recover funds from the holder/operator have been unsuccessful.

NATIVE PLANT TRANSLOCATION

Native plants are essential for maintaining ecological balance, supporting local wildlife and preserving biodiversity in their natural habitats. Native plants such as Balga (also known as Grasstrees) and Macrozamia palms are found in areas planned for vegetation clearing. These high value, slow growing plants can be hundreds of years old and have important cultural significance. To preserve these native plants, we implemented a voluntary program with an aim to translocate whole plants from areas approved for clearing. Led by the rehabilitation team and specialists, in 2022 we recovered 220 Balga trees (*Xanthorrhoea preiseii*, *Xanthorrhoea gracilis*) and 68 *Macrozamia reidlei*. These plants were translocated to designated nursery areas where they can be safely stored and cared for by specialist staff. The stored plants will be replanted in designated areas on the Talison mine site, and donated to community planting projects.



¹⁷. Although the publication date notes 2022 our most recent update was in 2021. ¹⁸. *The Mining Rehabilitation Fund Act 2012* provides the framework for the fund which was enacted in 2012.



These high value, slow growing plants can be hundreds of years old and have important cultural significance.



Fair and equitable treatment for all stakeholders.



04.

Social

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Social

2022 Highlights

2023 Focus Areas

HEALTH, SAFETY AND WELLBEING

- Implemented musculoskeletal awareness education and prevention programs.
- Established a wellbeing team.
- Developed a Health and Hygiene Management Plan.
- Developed a Critical Risk Management Program.
- Enhance emergency response measures.
- Complete Health Surveillance Plan.
- Develop and complete a Psychosocial Principal Mining Hazard Management Plan.

ATTRACTING AND RETAINING EMPLOYEES

- Achieved an employee turnover rate of 19% in 2022.
- Welcomed 303 new employees in 2022.
- Appointed a Manager People & Culture.
- Continued delivery of the Foundations of Powerful Leadership Program.
- Maintain an employee turnover rate below 20% in 2023.
- Enhance attraction and recruitment strategies and initiatives.
- Negotiate a new Enterprise Agreement.

DIVERSITY AND INCLUSION

- 26% female participation.
- 67% female participation in traineeship program.
- Continue to strengthen our inclusive and diverse workplace by providing awareness and celebration.

CULTURAL HERITAGE

- Continued to deliver Cultural Awareness training.
- Provided Aboriginal and Torres Strait Islander scholarships to ten local schools.
- Actively engage with local Noongar regional corporations, working towards establishing an Advisory Group.

COMMUNITIES

- A Community Perception Survey showed that more than 50% of respondents held a positive attitude toward Talison, and believe Talison has an overall positive impact on local communities.
- Completed scoping for a Social Impact Assessment (SIA).
- Signed two new multi-year community partnerships.
- Received a Certificate of Distinction for supporting firefighters in the February 2022 bushfires in Bridgetown and Kirup.
- Expanded Talison's Community Relations team.
- Talison allocated \$660,000 to scholarships, partnerships and 71 not-for-profit local community groups¹.
- Complete a Social Impact Assessment and Social Management Plan.
- Review Community Support Program and develop additional community partnerships.
- Establish a Community Advisory Committee.



Health, safety and wellbeing

We are committed to maintaining a safe and healthy workplace for all Talison employees, contractors and visitors. We achieve this by providing a framework for all Work Health and Safety processes in administrative, operational and project areas.

The Mine Safety Management System (MSMS) Framework Plan outlines the systems and processes implemented and maintained to meet legislative requirements, align with normal industry practices, achieve health and safety targets and effectively manage Work Health and Safety (WHS) risks.

We have an overarching safety vision and value proposition of “Safe: Everyone, Everywhere, Every Day”. Drawing on industry innovation and the latest research, the Site Safety Attributes model has five key components: psychological safety, interdependence, empowered and accountable; informed and aware; and risk management.

¹ Community investment information is available on the Talison website.



SAFETY

Under the MSMS framework, there are Management Standards which provide clear accountabilities to empower our people to make their workplaces safer.

Performance Standards define the minimum requirements to manage workplace health and safety risks. Other relevant plans, procedures and guidelines are also included in the framework to manage health, safety, wellbeing and psychosocial hazards. The MSMS is reviewed annually by senior management. Regular audits of the MSMS framework are conducted for continuous improvement.

A web-hosted database, iSystain, is used for managing and recording of events, incident investigations, hazards, positive performance indicators, and findings from audits and inspections. Descriptive and inferential statistics are run periodically to determine trends requiring planned health or safety intervention strategies. Information



produced is evaluated and used to implement improvements to internal processes and management standards. A monthly safety summary report is communicated across site that includes learnings from significant investigations and key lead and lag indicator performance.

In 2022 we strengthened our emergency response capability through improvements informed by emergency preparedness and response audits, a crisis management audit and Emergency Management Team (EMT) training. Our Emergency Response Team (ERT) was expanded by ten, and members were sponsored to complete Certificate III in Mine Emergency Response, and Certificate II in Medical Service First Response.

Safety management was improved through the development of a Critical Risk² Management Program to identify, evaluate and control critical operational hazards. We implemented Bowtie analysis to

develop Principal Mining Hazard Management Plans (PMHMP). Our safety expertise was embedded in operational areas through the addition of dedicated safety advisors to production and maintenance work groups.

In 2022 safety training for employees focused on hazard identification and risk assessment, risk control analysis (Five Whys), and Job Safety Analysis (JSA). Communication of safety information to employees was enhanced through the introduction of an online interactive platform, and interactive safety conversations were facilitated task observations were implemented across the business as lead indicators.

A gap analysis was conducted to understand the capabilities and performance of Health and Safety Representatives (HSR), and HSR area inspections were developed and implemented. We employed operational safety advisors within production and maintenance workgroups.

In 2023 we will complete gap actions identified in the 2022 Emergency Response audits including updating Emergency Response Plans, Emergency Evacuation Plans, Emergency Services Officer Guidelines and Crisis Management in line with our operational growth. We will progress the development of our HSR's through personalised training development plans that involve mentoring by our safety advisors. We will align ourselves with industry standard by employing four full-time emergency safety officers, enabling us to have two emergency safety officers per shift with 24/7 coverage.

To improve Occupational Health and Safety, we are working towards alignment with Occupational Health and Safety Management System standard ISO45001³.

² Critical risks are defined as those risks where it is reasonably foreseeable that if left uncontrolled have the potential to cause a single fatality. ³ Accreditation to ISO45001 is not considered at the current stage.



SITE SAFETY ATTRIBUTES

PSYCHOLOGICAL SAFETY

- Team members have a shared belief that the team is safe for interpersonal risk taking. Reporting concerns is encouraged with an emphasis on learning and action rather than blame.

INTERDEPENDENCE

- A self-reliant and capable workforce that knows that by working together you can accomplish far more than you can accomplish alone.

EMPOWERED AND ACCOUNTABLE

- Safety roles, responsibilities and accountabilities are understood, actively role modelled and recognised.

INFORMED AND AWARE

- Key stakeholders are actively engaged in all aspects of risk management. Information relating to safety is collected, analysed and shared across the site in a meaningful and timely manner.

RISK MANAGEMENT

- Risk management processes and systems are adapted effectively to changing demands. Safety data is used to draw conclusions, learn from mistakes, and act on recommendations.



HEALTH

In 2022 we developed a Health Management Plan as a framework to implement health and medical surveillance programs. Potential health hazards are identified, evaluated and controlled utilising a risk assessment framework.

Health measures have been reinforced through expansion of the health and hygiene team to maintain and improve health and medical surveillance programs. The team implemented education in musculoskeletal awareness and ongoing injury prevention programs.

In 2023 we will complete the Health Surveillance Plan and prioritise additional resources to implement the Health Management and Health Surveillance Plans. Further engagement with at risk groups will be prioritised for musculoskeletal preventative measures.

WELLBEING

At Talison, we support mental health and wellbeing initiatives onsite by providing effective engagement tools. Local counselling services are provided onsite and offsite to Talison employees, permanent contractors and their families. We also have an Employee Assistance Program (EAP) to provide employees and their families with support and resources to overcome personal and work-related challenges and to promote mental wellbeing. We have provided training to 28 Contact Officers who are integrated into the workplace, serving as a frontline resource for mental health awareness and support to employees and supervisors.

In 2022 we established a wellbeing team to focus on the need to identify and mitigate psychosocial hazards. Our EAP was strengthened to identify and manage mental health illness, and our Contact Officers were further developed through “Resourceful Mind” training⁴.

In 2023 we will risk assess and develop a Psychosocial Hazards Management Plan and employ additional resources including a second sessional counsellor and clinical psychologist.



4. A peer-support program for the workplace co-organised by Lifeline WA and the Chamber of Minerals and Energy. Lifeline WA trains employees to be peer supporters known as “Minders” that will support both help-offering and help-seeking behaviour at work.

Attracting and retaining employees

The shift towards renewable energy is reshaping the job market in mining and resources. We recognise the industry wide challenge in attracting and retaining the right people with the right skills.

We have a Recruitment and Selection Guideline which describes the principles, guidelines and processes for employee recruitment and selection. Our Personal and Role Development Framework fosters personal growth, professional development and career advancement. Annual and mid-cycle salary reviews are conducted utilising industry remuneration data sources to maintain market competitiveness. Employees are offered a range of benefits such as competitive remuneration and incentive schemes, comprehensive leave entitlements⁵ and salary sacrifice options.

In 2022 we implemented the following measures to enhance our talent attraction and development performance.

ATTRACTING TALENT AND DEVELOPING PERFORMANCE

<p>IN-HOUSE EXPERTISE Expanded our management team to include a Manager People & Culture. Increased our recruitment team capacity.</p>	<p>TARGET SETTING Set a target to maintain employee turnover rate below 20% in 2023⁶</p>	<p>INDUSTRY KNOWLEDGE SHARING Our Senior Metallurgist presented at the Australasian Institute of Mining and Metallurgy (AusIMM) Lithium, Battery and Energy Metals Conference. Our Manager Operational Technology shared how we have transformed and digitised our value chain at the International Mining and Resources Conference (IMARC) which saw over 8,000 registrants from 109 different countries.</p>	<p>PROFESSIONAL DEVELOPMENT Continued to develop our leaders and future leaders through the Foundations of Powerful Leadership Program. Ongoing succession planning to develop retention plans for key personnel and critical roles. Continued to provide traineeships, apprenticeships and mentor programs for trainees. Hosted high school and university students for work experience.</p>
<p>RECRUITMENT PROMOTION Actively promoted employment opportunities at local careers fairs, industry networking and community events with an aim to recruit local talent.</p>	<p>SYSTEMS AND PROCESSES Benchmarked remuneration levels against a broader industry peer group. Adopted an automated online reference checking solution and specialised systems to streamline recruitment processes.</p>		



LEADERSHIP DEVELOPMENT

We developed the Foundations of Powerful Leadership Program in 2020 to cultivate and equip aspiring leaders with essential skills and knowledge to unleash their full potential. Training modules, surveys and coaching sessions are provided to the participants. In 2022 41 people participated in the program to improve their leadership and team engagement skills. Since inception, a total of 168 people have completed this program. In 2023 we expect a further four cohorts to complete the leadership program.

As we expand our operations, there may be challenges for employee attraction and retention in the future. In 2023 we will work towards building workforce resilience by enhancing our retention and recruitment strategies and initiatives. A new Enterprise Agreement will be negotiated, and annual and mid-cycle salary reviews will continue. Company Vision and Values will be reviewed, and a refreshed brand delivered.

We seek to attract the best talent from within the South West region, and will begin to transition towards a dual residential/drive-

in-drive-out (DIDO) workforce to meet both business needs and maintain the liveability of local communities. A purpose built 500 person permanent village located a short distance from the Greenbushes Lithium Operation. This will accommodate the DIDO workforce and is expected to yield substantial community benefits, notably alleviating the strain on short-stay and permanent housing. The village construction will occur between 2023 and 2024. We aim to stay a predominately residential mine and see the composition of the dual workforce being two thirds residential and one third DIDO.

5. Including but not limited to paid parental leave, family and domestic violence leave, community service leave, cultural/ceremonial leave, floating leave to substitute any public holiday for a culturally or religiously significant day, defence force leave, additional compassionate leave. 6. Excluding trainees, apprentices and redundancies.

Diversity and inclusion

At Talison, we are proud of our diverse workforce which enriches workplace culture and reflects the demographics of surrounding community. We understand that diversity of thought and opinion brings many benefits to the business including productivity, difference of perspective, innovation and creativity.



We recognise and respect all types of individual and group diversity including backgrounds, caring responsibilities, cultures, genders, sexualities, physical and mental abilities, work styles, generational perspectives and beliefs.

Our Diversity and Inclusion Policy⁷ provides a framework by which we actively manage and encourage diversity and inclusion. Our Code of Business Conduct and Ethics⁸, Discrimination, Harassment and Bullying Policy; Employee Accountability Statement; and Employee Responsibilities Statement set out expectations, standards and guidelines to eliminate workplace discrimination⁹. Formalised grievance reporting procedures are specified in our Grievance Standard and Whistle-blower Policy¹⁰. Contact Officers and an EAP are also in place to assist employees who may have issues related to unlawful discrimination, harassment or bullying in the workplace.

As part of promoting an inclusive workplace, we recognise flexible work arrangements outside of the traditional full-time work structure may be required either by the individual employee or the Company. The Flexible Working Arrangement Guideline allows greater flexibility for Talison employees requiring flexible work arrangements.

As specified in our Indigenous Employment Guideline and Indigenous Participation Plan, we provide full, fair and reasonable opportunity for Aboriginal and Torres Strait Islander peoples to participate in all recruitment opportunities. This includes their businesses and communities with the aim of being able to achieve meaningful and ongoing employment, training and economic development outcomes.

We continue to strengthen our inclusive and diverse workplace to reflect the communities in

which we operate. We want every employee and contractor to bring their unique skills, experiences and perspectives to the workplace. We will provide opportunities to develop knowledge and skills to contribute to an inclusive culture.

In 2023 we will continue to build on inclusive leadership and embed psychosocial safety and mental health into our systems and processes. We will actively support diversity of talent through our recruitment processes and provide awareness and celebration of diversity in the workplace.

⁷. Available at Talison website. ⁸. Available at Talison website. ⁹. These documents will be reviewed in 2023 following the recommendations of the WA Parliamentary Inquiry report 'Enough is Enough' - Sexual harassment against women in the Fly-In Fly-Out (FIFO) mining industry. ¹⁰. Available at Talison website.

Cultural heritage

We recognise the intrinsic bonds that the Traditional Custodians hold with their ancestral lands and waters, as well as their rich cultural heritage encompassing lore, language, kinship and ceremony within Noongar Country. We are committed to continuous learning and meaningful engagement.

We have an Aboriginal Engagement Committee which is comprised of cross-departmental representatives. This committee developed an Indigenous Participation Plan which sets out how we work with and foster deeper relationships with Aboriginal and Torres Strait Islander peoples. An Indigenous Engagement Guideline and Indigenous Community Mapping Guideline are in place to provide the framework to meet our commitment to building relationships with the Traditional Custodians. Identification and preservation of Aboriginal and Torres Strait Islander heritage is everyone's responsibility. Our Heritage Management Plan has been developed to identify and manage the potential risks to Aboriginal and Torres Strait Islander heritage sites as they pertain to mining operations.

At Talison we are providing opportunities for our workforce to gain a deeper understanding of Aboriginal and Torres Strait Islander perspectives. All employees were offered an online course to promote cultural competence in the workplace. Cultural awareness training was provided to 41 employees in 2022 with 161 employees having completed training since the program began. We provide Aboriginal and

Torres Strait Islander scholarships to eight schools in the Warren Blackwood Education District and two schools in the Shire of Donnybrook-Balingup. The scholarships can be used for cultural awareness activities or projects, or to assist Aboriginal and Torres Strait Islander students in their studies.

NOONGAR REGIONAL CORPORATIONS ENGAGEMENT

There has been a recent change in how the Noongar Agreement Groups in the South West of Western Australia are structured. In April 2022 the South West Native Title Settlement was reached. In Australia, Native Title is the recognition that Aboriginal and Torres Strait Islander people have rights and interests to land and waters according to their traditional law and customs, and is governed by the *Native Title Act 1993*.

Our engagement efforts will focus on the Noongar Regional Corporations of Gnaala Karla Booja, Karri Karrak and Wagyl Kaip Southern Noongar whose lands intersect the Talison mining tenements. We will work towards establishing advisory groups comprising representatives from each of these Corporations and Talison personnel. These advisory groups will serve as engagement channels to work with Aboriginal and Torres Strait Islander peoples.

Communities

Supporting local communities is essential for fostering sustainable development and creating positive social impact. We engage with local communities to understand their areas of concern and identify opportunities to create shared value and sustainable outcomes.

COMMUNITY ENGAGEMENT

We attend monthly community consultation meetings in Greenbushes to provide information about our operations and gather feedback from community members. We also provide updates through local newsletters, presentations, community and school mine tours and at the annual Mine Open Day. A Community Support Program provides cash and in-kind donations to local community groups. The focus is on supporting programs that relate to health and wellbeing, education, art and culture, community participation and the environment.

In 2022 we engaged an independent consultant to conduct a Community Perception Survey (CPS) to understand community concerns and actively seek their feedback. A total of 366 responses were received from local community members. More than 50% of respondents held a positive attitude toward Talison, and believe we have an overall positive impact on local communities. Fifty-four percent of respondents would like to receive regular updates on our activities such as environmental monitoring results, impacts and management measures, sustainability initiatives and employment opportunities.

Feedback included concerns around noise, traffic and dust impacts. We have since implemented several changes in response to the CPS outcomes. These include more proactive communication and engagement, increased dust and noise monitoring, sharing of monitoring results, and increased social investment. The survey findings will be used to inform our strategic planning and future community engagement efforts. Feedback from local communities is essential for understanding areas of concern and making decisions on future enhancements.

We completed a social impact scoping exercise to understand potential risks and impacts associated with the current operations and planned expansion activities. A full Social Impact Assessment (SIA) commenced in 2022 and will be completed in 2023 informing the development of a Social Management Plan. In 2023 we will prepare to establish a Community Advisory Committee with a common goal to enhance community development, and facilitate feedback and seek input from the community regarding our operations.

SOCIAL INVESTMENT

As part of our efforts to build stronger communities, six multi-year partnerships have been established with key groups which directly influence our local communities. These partnerships have a strong focus on education and health for people of all ages. In 2022 we signed two new multi-year partnerships.



BLACKWOOD YOUTH ACTION

3 year partnership of \$200,000 per year to deliver targeted mental health education and awareness programs, early intervention strategies and treatment for young people aged 12 to 25 years across the local government areas of Bridgetown-Greenbushes, Manjimup, Boyup Brook and Nannup.



ST GEORGE'S COLLEGE PERTH

Three annual accommodation scholarships for students studying science related disciplines at University in Perth.

EDITH COWAN UNIVERSITY (ECU) WORK INTEGRATED LEARNING

5 year partnership to provide work internships at the Greenbushes Lithium Operation.



FOODBANK WA

3 year partnership (2021-2023) of \$30,000 per year to support South West families in need, and assistance for the School Breakfast Program in 58 schools in the South West region.

We have provided ongoing support for Foodbank through the Bunbury Depot since 2018.

Additional in-kind support for equipment and services.





GREENBUSHES PRIMARY SCHOOL

Ongoing partnership to improve student outcomes in science, technology, engineering, and mathematics (STEM). In 2022 we provided funding to create sunsafe outdoor spaces for learning, and collaborated with the school to support the Science Fair, Planet Ark Tree Planting project and funding for the Fogarty EDVance school improvement program.

EMPOWERING COMMUNITIES FOR ENVIRONMENTAL PROTECTION

Collaboration with community organisations is essential to achieve effective environmental protection outcomes. In 2022 a contribution of \$30,800 was made in year one of the partnership.

Our community programs aim to empower communities in their efforts to foster sustainability and conservation. In 2022 we purchased a former farming property and planted 900 seedlings with members of the Bridgetown-Greenbushes Community Landcare's Helping Hands Bushcarers' group and Perup Nature's Guesthouse. Ninety percent of the seeds were from our seed bank of species collected in the local area.

We supported Blackwood Basin Group (BBG) to install 16 new bird nesting boxes at Schwenke's Dam, built by local community shed groups to create additional safe nesting sites for a range of birds. Schwenke's Dam is a former historic mining void previously rehabilitated in a 4-year project completed in 2017 in partnership with BBG. A wetland habitat was created specifically suited to attract wading birds including the Australasian bittern.



CME WA DIGITAL TECHNOLOGIES

4 year partnership to support a curriculum linked STEM program to 16 Schools in the Warren Blackwood Education District. In 2022 a contribution of \$30,800 was made in year one of the partnership.



TALISON'S EMERGENCY RESPONSE

During the devastating February 2022 bushfires in Bridgetown and Kirup, Talison and our contractors worked quickly to redirect resources from our operations to emergency response efforts. Resources included free food and accommodation to more than 150 emergency service personnel, and mobilisation of mining equipment and labour to help fight the fires. To effectively respond to bushfire threats, our Emergency Response Team undertook specific training with the Department of Fire and Emergency Services. A Memorandum of Understanding was signed to formalise a Talison Fire Brigade response to emergencies within the vicinity of the mine.

In June 2022 the Minister for Emergency Services presented us with a Certificate of Distinction for supporting firefighters in 2021 and 2022.



COMMUNITY RESPONSIVENESS

An External Stakeholder Grievance Resolution Guideline¹¹ explains the process we undertake to support grievance resolution for external stakeholders. This provides avenues for external stakeholders to voice their concerns through various reporting channels.

A Community Contact Procedure describes the manner and process in which contact from external stakeholders should be dealt with by personnel at Talison. We aim to respond to all community or stakeholder contacts within two working days.

11. Available at Talison website.



Respect, integrity, fairness and good corporate citizenship.



05.

Governance

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Governance

2022 Highlights

BUSINESS ETHICS

- Appointed a General Counsel and Risk Manager to establish an in-house legal team

SUPPLY CHAIN MANAGEMENT

- Developed a Supplier Code of Business Conduct and Ethics

HUMAN RIGHTS

- Completed scoping for a Human Rights Impact Assessment (HRIA)
- Developed a supplier guidance document for negotiating modern slavery terms in supplier contracts

2023 Focus Areas

- Undertake a review of the Code of Business Conduct and Ethics
- Engage an independent risk expert to establish an enterprise wide risk management framework
- Investigate an independent whistleblowing reporting platform

- Implement a Supplier Code of Business Conduct and Ethics

- Complete a Human Rights Impact Assessment



Business ethics

At Talison, we recognise that a robust corporate governance system that ensures integrity, transparency and ethical decision making is key to achieving long-term sustainability.

We seek to adopt leading practice and good corporate governance procedures to ensure a strong focus on compliance, risk management and stakeholder engagement that aligns with our values.

The Board has charged the senior executive team with the responsibility of ensuring our values are embedded throughout the Company. Talison's values of integrity, open communication, fairness and good corporate citizenship are directly linked to our corporate governance system and are introduced to all employees and contractors through the values induction.

As part of our ongoing commitment to prevent and eliminate compliance violations, including corruption in all its forms, we have prioritised compliance risk areas by implementing policies, procedures and training.

The Board is informed of any material breaches of our code of conduct, and any such breaches are handled by taking appropriate and proportionate disciplinary action against those who breach it.





We have zero tolerance to bribery and corruption in all forms and are committed to conducting business activities with integrity. Our Anti-bribery and Corruption Standard¹ summarises the responsibilities and standards that guide the actions of our directors, officers, employees and where relevant, contractors, in relation to bribery, corruption and related improper acts. This document also provides guidance to help recognise and address instances of bribery and improper acts and provides reporting mechanisms. Our Anti-bribery and Corruption Compliance Guideline aims to educate and inform directors, officers, employees and where appropriate, third parties about our commitment to anti-corruption and bribery requirements from relevant laws and regulations.

A Whistleblowing Standard is established for employees, officers, and directors to report concerns about any unlawful, unethical, irresponsible behaviour or misconduct on a

confidential basis, free from discrimination, retaliation or harassment. Incident reporting channels and investigation procedures for employees, officers and directors have been set up to communicate incidents.

In November 2022 a General Counsel and Risk Manager was appointed to establish an in-house legal team. The General Counsel is responsible for managing risk within the Company and regularly meets with the executive leadership team to consider and address material risks, including those arising in relation to business integrity and ethics.

In 2023 the Code of Business Conduct and Ethics will be reviewed. To ensure a consistent and systematic best practice approach, we will engage an independent risk expert to advise in relation to establishing an enterprise wide risk management framework. We will also investigate options for a new external independent reporting platform to ensure anonymity of whistleblowing reports.

¹. Available at Talison website.

Supply chain management

Long-term business success is dependent on entering and keeping business relationships in concordance with our values.

Our Procurement Policy Statement outlines our commitment to meeting business ethics in our procurement practices while managing risks and maximising opportunity for value. Based on the underlying principles of the Company's Code of Business Conduct and Ethics, we have developed a Procurement Standard which details standard procurement practices. The standard sets the ethical ground rules and requirements for all business dealings between the Company and our business partners. Our Work Procedure for Engagement of Contractors and Service Providers, and pre-qualification questionnaire are due diligence tools to ascertain contractors' ability to meet safety, quality, environmental, community relations and training expectations prior to engagement.

Full, fair and reasonable opportunity for Aboriginal and Torres Strait Islander businesses to participate in the supply of goods, equipment and services is provided, where those businesses can demonstrate an approach to health, safety, environment, quality, cost and delivery commensurate with our standard requirements for approved vendors².

A Supplier Code of Business Conduct and Ethics is expected to be implemented in 2023, assisting us to establish clear expectations for the behaviour and practices of suppliers.

Human rights

We recognise that human rights are fundamental entitlements and protections inherent to all individuals, regardless of their nationality, ethnicity, gender, religion or other characteristics.

Our Human Rights Policy Statement³ outlines our expectation that all employees, directors, contractors, suppliers and representatives will lead by example in respecting human rights through operations and governance processes. We seek to further understand, assess and eliminate the risk of modern slavery and human rights abuses from supply chains.

In 2022 we prepared our third Modern Slavery Statement, which outlines our continued progress to maintain sound social and ethical practices within our operations, supply chain, and in every market in which we operate. We developed a supplier guidance document to assist our procurement team in negotiating modern slavery terms in supplier contracts and continued to engage with suppliers to conduct modern slavery risk assessments. An action plan was developed for 2023 to further enhance strategies and process in supplier engagement and management.

Talison implemented a Human Rights Standard in 2022 guiding the minimum behaviour and responsibilities required of all directors, management, employees and contractors with respect to human rights. A scoping exercise was completed for a Human Rights Impact Assessment (HRIA) to assist Talison in understanding potential human rights risks and impacts associated with current operations and planned expansion activities. The full HRIA commenced in 2022 and will be completed in 2023 to inform the development of a Human Rights Management Plan. We also commenced development of a human rights remedy and remediation framework.

². Indigenous Procurement Guideline. ³. Available at Talison website.



06.

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Performance data

Production

DATA CATEGORY	UNIT	CY2022	FY2022 ¹
PRODUCTION			
Lithium mineral concentrate	t	1,348,616	1,134,580
Tantalum bulk concentrate ²	t	3,188	
	lb contained Ta ₂ O ₅	322,299	

Environment

DATA CATEGORY	UNIT	CY2022	FY2022
EMISSIONS³			
Scope 1 GHG emissions	t CO ₂ -e	61,246	47,228
Scope 2 GHG emissions ⁴	t CO ₂ -e	117,327	109,577
Scope 1 + 2 GHG emissions	t CO ₂ -e	178,573	156,805
Carbon intensity	t CO ₂ -e / t lithium mineral concentrate produced ⁵	0.132	0.138
GHG emissions from land clearing ⁶	t CO ₂ -e	64,719	-
Nitrogen oxides	kg	502,781	386,976
Sulphur oxides	kg	355	266
Carbon monoxide	kg	294,133	244,159
Volatile organic compounds	kg	36,865	27,534
Particulate matter 10 µm	kg	1,068,779	1,007,900
Particulate matter 2.5 µm	kg	32,645	24,880
ENERGY CONSUMPTION			
Total	GJ	1,504,103	1,262,797
Diesel	GJ	816,007	614,567
Electricity purchased from grid	GJ	621,144	580,111
Other fuel ⁷	GJ	66,954	68,119
Energy intensity	GJ / t lithium mineral concentrate produced ⁸	1.115	1.113

1. Financial year reporting from 1 July 2021 to 30 June 2022. 2. Includes tantalum and tin minerals. 3. Scope 1 and 2 GHG emissions adopt calculations methods and factors detailed in the NGER (Measurement) Determination 2008. Other emissions adopt calculations methods and factors detailed in the National Pollutant Inventory Guide. The reporting scope covers Greenbushes Lithium Operation, Bunbury storage facility and Perth office.

4. Scope 2 GHG emissions adopts the latest emissions factors from NGER (Measurement) Determination 2008. From January to December 2022, the FY2021-22 SWIS grid electricity emission factor was applied (0.68 kg CO₂-e/kWh). 5. Excludes tantalum production.

6. GHG emissions from land clearing were calculated from the Full Carbon Accounting Model (FullCAM) Guidelines published by the DCCEE and Carbon Credits (Carbon Farming Initiative-Avoided Clearing of Native Regrowth) Methodology Determination 2015. Emissions were calculated by determining the carbon mass of the cleared vegetation, multiplying it by the cleared area, and converting it to GHG emissions. 7. Other fuel includes liquefied petroleum gas, unleaded petrol, dry wood, lubricating oil, grease, non-lubricant fluid. 8. Excluding tantalum concentrate.

Performance data (continued)

DATA CATEGORY	UNIT	CY2022
LAND DISTURBANCE		
Land cleared	ha	275
WATER		
Groundwater (pit dewatering)	m ³	956,497
Municipal (potable water)	m ³	28,629
Collected rainwater	m ³	5,317,555
Total water withdrawn ⁹	m ³	6,302,681
Water consumed ¹⁰	m ³	6,339,183
NON-HAZARDOUS WASTE GENERATED		
Land disposal (on-site)	t	290
Land disposal (off-site)	t	1,134
Incineration	t	79
Biological treatment	t	7,981
WASTE RECYCLED		
Commingled waste	t	103
Scrap metal	t	617
Waste oil	t	172
Electronic waste	kg	120
Drink containers	kg	290
TAILINGS WASTE		
Generated	t	4,189,513
Reused	t	1,372,913
WASTE ROCK		
Total	t	12,657,877
Repurposed	t	8,789,607
Repurposed	%	69
Repurposed to landform	t	3,868,270

9. The data under water withdrawn adopts SASB Standards accounting metrics EM-MM-140a.1. 10. The data under water consumed adopts SASB Standards accounting metrics EM-MM-140a.1.

Performance data (continued)

Social

DATA CATEGORY	UNIT	AS AT END OF CY2022
OCCUPATIONAL HEALTH AND SAFETY		
Fatalities as a result of work-related ill health	No.	0
Cases of recordable work-related ill health	No.	0
Work-related fatalities	No.	0
Lost Time Injury (LTI)	No.	4
Restricted Work Injury (RWI)	No.	7
Medically Treated Injury (MTI)	No.	6
First Aid Injury (FAI)	No.	137
Lost Time Injury Frequency Rate (LTIFR) ¹¹	Rate	1.8
2021 Occupational Injury Frequency Rates ¹² (OIFR)	Rate	6.0
2022 Occupational Injury Frequency Rates (OIFR)	Rate	7.4
Total Recordable Injury Frequency Rate (TRIFR) ¹³	Rate	4.8
CY2021 hours worked	hr	1,494,548
CY2022 hours worked	hr	2,285,341
EMPLOYEES		
Greenbushes employees	No.	511
Perth employees	No.	48
Total operating workforce (including contractors)	No.	926
Total operating workforce (including contractors + construction)	No.	1,402
Male ¹⁴	%	74
Female ¹⁵	%	26
Talison departures ¹⁶	No.	116
Talison new employee hires ¹⁷	No.	303
Total 12 month moving turnover	%	19
Total training hours ¹⁸	hr	22,825
COMMUNITY		
Community Investment	\$AUD	660,129

11. LTI divided by total number of hours worked and multiplied by 1,000,000 (a metric used by Talison). 12. The sum of LTI, RWI and MTI, then divided by total number of hours worked and multiplied by 1,000,000. 13. The sum of LTI and RWI, then divided by total number of hours worked and multiplied by 1,000,000. 14. Excluding contractors. 15. Excluding contractors. 16. Excluding contractors. 17. Excluding contractors. 18. Greenbushes only.

Performance data (continued)

Governance

DATA CATEGORY	UNIT	AS AT END OF YEAR 2022
SUPPLY CHAIN MANAGEMENT		
New suppliers screened (pre-qualification returned ¹⁹) and modern slavery questionnaire sent	%	100
New suppliers screened (environmental pre-qualification returned)	%	100
Percentage of total suppliers (to date) commenced modern slavery questionnaire	%	80
Number of suppliers assessed for modern slavery	No.	746
PAYMENTS TO GOVERNMENTS²⁰		
Local government	\$AUD	387,043
State government	\$AUD	268,713,474
Federal government	\$AUD	922,091,720
Government organisations	\$AUD	8,571,339
Total	\$AUD	1,199,763,576
NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS²¹		
Total monetary value of significant fines	\$AUD	0
Total number of non-monetary sanctions ²²	No.	1
Cases brought through dispute resolution mechanisms	No.	0
Confirmed incidents of corruption	No.	0
Incidents of violations involving the rights of Aboriginal and Torres Strait Islander peoples	No.	0
Incidents of discrimination	No.	0

19. Includes a screening against environmental criteria. 20. Please refer to Taxes and Royalties 2022 at Talison website for more details. 21 Refer to Environmental Management section. 22. We received one official warning for breaches of the disease hygiene management plan. Investigation and corrective actions were implemented, and no further action was taken.

Performance data (continued)

GLOSSARY

TERM	DEFINITION
Albemarle	Albemarle Corporation
ANCOLD	Australian National Committee on Large Dams
AUD	Australian Dollars
AusIMM	The Australasian Institute of Mining and Metallurgy
BBG	Blackwood Basin Group
CGP	Chemical Grade Plant
CO ₂ -e	Carbon dioxide equivalent
CME	Chamber of Minerals and Energy Western Australia
CPS	Community Perception Survey
CTPS	Central Tailings Pumping Station
DCCEEW	Department of Climate Change, Energy, the Environment and Water
DIDO	Drive in Drive Out
EAP	Employee Assistance Program
ECU	Edith Cowan University
EMS	Environmental Management System
EMT	Emergency Management Team
ERT	Emergency Response Team
ESG	Environmental, Social and Governance
FAI	First Aid Injury
FIFO	Fly In Fly Out
GAM	Global Advanced Metals
GHG	Greenhouse Gas
GISTM	The Global Industry Standard on Tailings Management
GJ	Gigajoules
GM	General Manager
Greenbushes	Greenbushes Lithium Operation
GRI	Global Reporting Initiative
ha	Hectares
HRIA	Human Rights Impact Assessment
hr	Hours
HSR	Health and Safety Representatives
lb	Pounds
IGO	IGO Limited
IRMA	Initiative for Responsible Mining Assurance
ICOLD	International Commission on Large Dams
ICMM	The International Council on Mining and Metals
IUCN	International Union for Conservation of Nature
JSA	Job Safety Analysis
JORC	Joint Ore Reserve Committee
kg	kilograms
kWh	Kilowatt hour

TERM	DEFINITION
LCA	Life Cycle Assessment
LFP	Lithium iron phosphate
LPG	Liquefied Petroleum Gas
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
M	Million
m ³	Cubic meters
MRF	Mining Rehabilitation Fund
mSA	Mine Services Area
MSMS	The Mine Safety Management System
Mt	Million tonnes
MTI	Medically Treated Injury
NCA	Lithium Nickel Cobalt Aluminum oxide
NGER	The National Greenhouse Emissions Reporting Scheme
No.	Number
NOx	Nitrogen oxides
NPI	The National Pollutant Inventory
OIFR	Occupational Injury Frequency Rates
PMHMP	Principal Mining Hazard Management Plan
PRI	The Principles for Responsible Investment
RWI	Restricted Work Injury
SIA	Social Impact Assessment
SASB	Sustainability Accounting Standards Board
SOx	Sulfur oxides
STEM	Science, Technology, Engineering and Mathematics
SWIS	South West Interconnected System
t	Metric tonnes
Talison	Talison Lithium Pty Ltd
TCFD	The Task Force on Climate-Related Financial Disclosures
TGP	Technical Grade Plant
Tianqi	Tianqi Lithium Corporation
TLEA	Tianqi Lithium Energy Australia Pty Ltd
Ta ₂ O ₅	Tantalum Oxide
TRIFR	Total Recordable Injury Frequency Rate
TRP	Tailings Retreatment Plant
TSFs	Tailings Storage Facilities
UNEP	The United Nations Environment Programme
UNESCO	The United Nations Educational, Scientific and Cultural Organization
WHS	Work Health and Safety
WRLs	Waste Rock Landforms
WTP	Water Treatment Plant

GRI content index

Statement of use	Talison has reported the information cited in this GRI content index for the period from 1 January to 31 December 2022 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI sector standards apply

GRI Standards	Disclosure	Location in this Report	Notes
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GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-1 Organisational details	About Talison Back cover	
	2-2 Entities included in the organization's sustainability reporting	About Talison About this report	
	2-3 Reporting period, frequency and contact point	About this report Back cover	The publication date of this Report is 8 September 2023.
	2-4 Restatements of information	-	This is Talison's first Sustainability Report. Talison has not made any restatements of information or performance data in this Report.
	2-5 External assurance	-	No external assurance has been sought for 2022.
	2-6 Activities, value chain and other business relationships	About Talison	There were no significant changes during the reporting period regarding Talison's structure or supply chain.
	2-7 Employees	Performance data	
	2-8 Workers who are not employees	Performance data	
	2-9 Governance structure and composition	Sustainability governance	
	2-14 Role of the highest governance body in sustainability reporting	Materiality	
	2-16 Communication of critical concerns	Diversity and inclusion Community	
	2-19 Remuneration policies	-	Please refer to Windfield AIFRS Financial Statements 2022 on Talison website.
	2-22 Statement on sustainable development strategy	CEO message	
	2-23 Policy commitments	Emissions and energy Environmental management Diversity and inclusion Business ethics Supply chain management Human rights	
	2-24 Embedding policy commitments	-	Please refer to Annual Compliance Report and 2022 Annual Compliance Summary Report which are available on Talison website. Annual Environmental Reports can be retrieved via a Freedom of Information Act request.
	2-25 Processes to remediate negative impacts	Diversity and inclusion Community	
	2-26 Mechanisms for seeking advice and raising concerns	Diversity and inclusion Community	
	2-27 Compliance with laws and regulations	Environmental management Performance data	

GRI content index (continued)

GRI Standards	Disclosure	Location in this Report	Notes
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality	
	3-2 List of material topics	Materiality	
ENERGY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate change	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance data	
	302-3 Energy intensity	Performance data	
WATER AND EFFLUENTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water stewardship	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water stewardship	
	303-2 Management of water discharge-related impacts	Water stewardship	
	303-3 Water withdrawal	Performance data	
	303-4 Water discharge	Performance data	
	303-5 Water consumption	Performance data	
BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and ecosystems	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		<p>The Greenbushes Lithium Operation is not within or adjacent (less than 5 km) to areas with protected conservation status or critical habitat.</p> <p>Areas of protected conservation status are defined as:</p> <ul style="list-style-type: none"> International Union for Conservation of Nature (IUCN) Protected Areas (categories I-VI) Ramsar Wetlands of International Importance The United Nations Educational, Scientific and Cultural Organization (UNESCO) World Heritage Sites Biosphere Reserves recognized within the framework of UNESCO's Man and the Biosphere Programme Natura 2000 sites Sites that meet the IUCN's definition of a protected area
	304-2 Significant impacts of activities, products and services on biodiversity		No significant impacts of activities, products and services on biodiversity were identified in 2022.
	304-3 Habitats protected or restored	Biodiversity and ecosystems	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		<p>Endangered Carnaby's Black Cockatoo (<i>Zanda latirostris</i>)</p> <p>Critically endangered Baudin's Black Cockatoo (<i>Zanda baudinii</i>) Western Ringtail Possum (<i>Pseudocheirus occidentalis</i>)</p> <p>Near threatened Western Chuditch (<i>Dasyurus geoffroii</i>) Wambenger Brush-tailed Phascogale (<i>Phascogale tapoatafa wambenger</i>)</p> <p>Least concern Red-tailed Black Cockatoo (<i>Calyptorhynchus banksii</i>)</p> <p>Vulnerable <i>Eucalyptus relicta</i></p>

GRI content index (continued)

GRI Standards	Disclosure	Location in this Report	Notes
MATERIAL TOPICS			
EMISSIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate change	
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance data
305-2 Energy indirect (Scope 2) GHG emissions		Performance data	
305-4 GHG emissions intensity		Performance data	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Performance data	
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste	
	306-2 Management of significant waste-related impacts	Waste	
	306-3 Waste generated	Performance data	
	306-4 Waste diverted from disposal	Performance data	
	306-5 Waste directed to disposal	Performance data	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply chain management	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Performance data	
	308-2 Negative environmental impacts in the supply chain and actions taken	Performance data	
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance data	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Attracting and retaining employees	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, safety and wellbeing	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety and wellbeing	
	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing	
	403-3 Occupational health services	Health, safety and wellbeing	
	403-5 Worker training on occupational health and safety	Health, safety and wellbeing	
	403-6 Promotion of worker health	Health, safety and wellbeing	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and wellbeing	
	403-8 Workers covered by an occupational health and safety management system	Health, safety and wellbeing	
	403-9 Work-related injuries	Performance data	
	403-10 Work-related ill health	Performance data	

GRI content index (continued)

GRI Standards	Disclosure	Location in this Report	Notes
MATERIAL TOPICS			
TRAINING AND EDUCATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting and retaining employees	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance data	
NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and inclusion	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Performance data	
RIGHTS OF INDIGENOUS PEOPLES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Cultural heritage	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	Performance data	
LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Communities	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	Talison's engagement approach to local communities is mentioned in the Communities section. Information about percentage of operations with implemented local community engagement, impact assessments or development programs is not available.
	413-2 Operations with significant actual and potential negative impacts on local communities	-	Talison did not have operations with significant actual and potential negative impacts on local communities during the reporting period.

Join us on our sustainability journey.

Visit our website to keep up to date with our sustainability progress.

To share feedback on this Sustainability Report, please email gbcontact@talisonlithium.com.

talisonlithium.com



TALISON

*We value feedback
from our stakeholders.*

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