



**TALISON
LITHIUM**

2023 Sustainability Report





About this Report

The scope of this Sustainability Report (Report) covers Talison Lithium Pty Ltd (Talison) and its related bodies corporate¹. The reporting period for this Report is from 01 January to 31 December 2023 unless otherwise stated. This Report is prepared with reference to Global Reporting Initiative (GRI) Standards 2021 and with reference to the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations². It outlines Talison’s sustainability management approach and performance in 2023 and where appropriate, plans and expectations are also provided. These forward-looking plans and expectations are not guarantees of future performance, and undue reliance should not be placed on them.

Talison has sought external assurance over selected sustainability disclosures covered in this Report. The independent assurance statement by Bureau Veritas can be found under Indexes.

Acknowledgement of Traditional Custodians

Talison 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, waters and culture, and pays its respects to the Aboriginal and Torres Strait Islander peoples from across Australia.



About Talison Lithium

Building on the vision and innovation of our predecessor companies, we established the Australian lithium industry over 40 years ago. Since then, we have been mining and processing high-quality lithium mineral concentrates at our Greenbushes Lithium Operation. Today, our product is essential in various applications supporting the global transition to cleaner energy. We recognise the importance of improving the sustainability of our operations and are committed to working closely with our people, Shareholders, and local community as we continue to grow.

Headquartered in Perth, Western Australia, Talison³ is a wholly owned subsidiary of Windfield Holdings Pty Ltd (Windfield Holdings), a private company owned by Tianqi Lithium Energy Australia (TLEA) (51%, a joint venture between Tianqi Lithium Corporation and IGO Limited) and Albemarle Corporation (49%).

The Greenbushes area is recognised as Western Australia’s longest continuously operating mining area. It was initially mined for tin minerals from 1888 and later for tantalum minerals⁴ from the 1960s. Talison and its predecessor companies have been producing lithium minerals from Greenbushes since 1983, making it Australia’s first lithium mineral producer.

The current mine life is 20 years, determined by the Joint Ore Reserve Committee (JORC) compliant Ore Reserve, and includes the historical tailings identified for retreatment through the Tailings Retreatment Plant (TRP). The life of mine considers processing expansion with the construction and operation of two additional processing plants. Exploration programs across our tenements aim to offset ore depletion and maintain the current mine life.

Talison is the leading global supplier of lithium mineral concentrates which are exported through the ports of Bunbury and Fremantle. It also provides local supply to downstream refining facilities owned by its Shareholders. TLEA operates the Kwinana refinery (220 km from Greenbushes) and Albemarle Corporation operates the Kemerton refinery (100 km from Greenbushes). Each refinery adds value to Talison’s lithium mineral concentrate through conversion to lithium hydroxide monohydrate for export. Talison also produces tantalum concentrate containing tin, a by-product which is processed by Global Advanced Metals Greenbushes Pty Ltd (GAM)⁵ whose facility is located adjacent to Talison.

¹ 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. ² We make reference with TCFD recommended disclosures Strategy a), Risk Management a), and Metrics and Targets b) and c). Relevant information can be found in the climate change, energy and emissions and performance data sections. ³ In this report, a reference to ‘Talison’, the ‘Company’, ‘we’ and ‘our’ is a reference to Talison Lithium Pty Ltd and its subsidiaries, unless the context requires otherwise. ⁴ Commercial production. ⁵ GAM is a separate, privately owned business with rights to minerals other than lithium on the Talison tenements.





Talison Lithium is a leading producer of lithium mineral concentrates, contributing to clean energy transitions worldwide.



135
years' mining

40 years' mining and processing lithium ore.

World's highest grade hard rock lithium deposit



Contents

	Overview	02
	Talison Lithium for a better future	03
	2023 Snapshot	04
	CEO message	06
	General Manager messages	08
	2023 Achievements	10
	Sustainability at Talison	12
	Lithium: a future facing commodity	14
	Sustainability governance	16
	Materiality	18
	Environment	20
	Climate Change	24
	Energy and emissions	28
	Environmental management	34
	Water management	38
	Waste management	40
	Biodiversity and ecosystems	44
	Land management	48
	Social	50
	Health, safety and wellbeing	54
	Attracting and retaining employees	58
	Diversity and inclusion	62
	Cultural heritage	65
	Communities	66
	Governance	70
	Business ethics	74
	Risk management	76
	Supply chain management	78
	Human rights	80
	Economic contributions	81
	Indexes	82
	Performance data	84
	Glossary	89
	GRI content index	90
	Independent assurance statement	104



Talison Lithium for a better future

At Talison, we are proud to play a significant role in Australia’s efforts to supply the critical minerals needed to facilitate the global transition to cleaner energy.

Guided by our values we work hard to realise the potential of the world-class Greenbushes deposit. As the world’s leading lithium producer, we continue to expand our operations whilst being conscious of the need to further integrate sustainable practices into our operations.

Talison is expanding to meet the growing demand for lithium, driven by the global clean energy transition.

Overview

Talison Lithium for a better future	03
2023 Snapshot	04
CEO message	06
General Manager messages	08
2023 Achievements	10





2023 Snapshot



Environment

CLIMATE CHANGE

- Completed the climate change adaption and mitigation project, including climate change risk and opportunities assessment.

ENERGY & EMISSIONS

- Commenced preparations for Safeguard Mechanism Application.
- Commissioned 132kV incoming powerline and substation to supply power to our expanding operations.
- Formed an internal Electric Vehicle (EV) Transition Working Group and completed Stage 1 transition of our Light Vehicle (LV) fleet.

ENVIRONMENTAL MANAGEMENT

- Implemented a dust emission Trigger Action Response Plan (TARP).
- Implemented deployable noise monitoring.
- Significantly expanded ecological monitoring program of rivers and streams surrounding the mine.

WATER MANAGEMENT

- Commenced construction of Cowan Dam wall raise.
- Ongoing stakeholder engagement for water users downstream of the proposed eastern catchment dam.

WASTE MANAGEMENT

- Conducted a waste audit to inform design of a new Waste Transfer Station.
- Completed construction of the Central Tailings Pumping Station (CTPS).

- Completed construction of the first stage of Tailings Storage Facility (TSF) 4. Second stage of TSF4 construction commenced.
- Progressed Global Industry Standard on Tailings Management (GISTM) compliance.

BIODIVERSITY & ECOSYSTEMS

- Additional Biosecurity Technician to focus on weed control.
- Developed monitoring and Management Plans for new clearing offset properties.

LAND MANAGEMENT

- Recovered 263 Balga trees¹, and successful first planting of Balga trees to a community project.
- Updated the Mine Closure Plan.

Sustainability

- Published the inaugural Talison Lithium 2022 Sustainability Report
- Completed a full materiality assessment including a survey of internal and external stakeholders
- Completed 90% of the Initiative for Responsible Mining Assurance (IRMA) self-assessment



Social

HEALTH, SAFETY & WELLBEING

- Completed eight Principal Mining Hazard Management Plans (PMHMP) and four Critical Risk Management Plans (CRMP).
- Delivered accredited risk management training to over 170 supervisors to support Statutory Supervisor appointments.
- Conducted a psychosocial risk assessment.

ATTRACTING & RETAINING EMPLOYEES

- Welcomed 330 new employees and maintained an employee turnover rate below 20%.
- Talison Enterprise Agreement 2023 negotiated, and approved by the Fair Work Commission.
- Commenced review and revision of Talison's culture and brand framework.

DIVERSITY & INCLUSION

- 30% female participation, increased from 26% in 2022 with 71% female participation in traineeship and apprenticeship programs.
- Business wide events to raise awareness and celebrate International Women's Day, Harmony Week, IDAHOBIT Day and NAIDOC Week²
- Platinum Sponsor of the Women in Mining WA (WIMWA) Summit.

COMMUNITIES

- Completed a Social Impact Assessment (SIA) and Social Management Plan (SMP) for operating and expansion projects.
- Committed \$6.13 million to local community.
- Signed a new multi-year community partnership with Blackwood Youth Action Inc.



Governance

BUSINESS ETHICS

- Recruited a Senior Legal Counsel to enhance our legal team's capabilities.
- Investigated alternatives for an anonymous whistleblowing reporting system.

RISK MANAGEMENT

- Engaged an independent risk expert to advise on our Enterprise Risk Management framework.
- Commenced development of risk appetite statements.

SUPPLY CHAIN MANAGEMENT

- Incorporated Supplier Code of Conduct into supplier onboarding process.

HUMAN RIGHTS

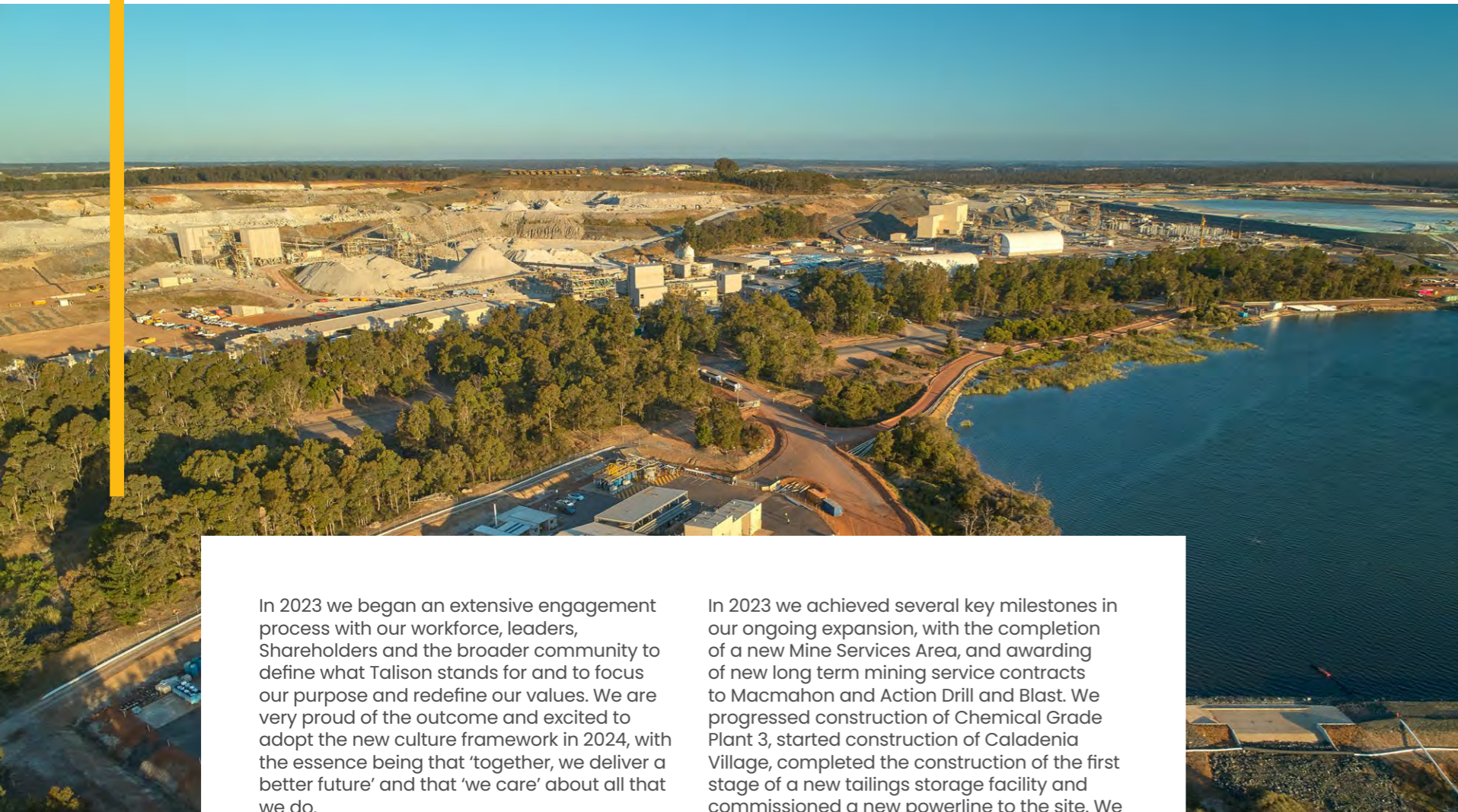
- Completed Human Rights Impact Assessment (HRIA) and Human Rights Management Plan (HMP).
- Improved our approach to the Modern Slavery Questionnaire with suppliers.

¹ *Xanthorrhoea preissii*, *Xanthorrhoea gracilis*. ² IDAHOBIT stands for International Day Against Homophobia, Biphobia, Interphobia, and Transphobia. NAIDOC stands for National Aboriginal and Islanders Day Observance Committee.



CEO message

I am pleased to present our 2023 Sustainability Report, building on our inaugural 2022 report. This year, we engaged with our stakeholders to identify and prioritise our sustainability impacts, and to focus our mitigation efforts where they matter most. This report outlines our material sustainability topics and our objectives and progress in each area.



In 2023 we began an extensive engagement process with our workforce, leaders, Shareholders and the broader community to define what Talison stands for and to focus our purpose and redefine our values. We are very proud of the outcome and excited to adopt the new culture framework in 2024, with the essence being that 'together, we deliver a better future' and that 'we care' about all that we do.

Recognising our critical role in the global transition to cleaner energy, we produced a record 1.52 million tonnes of lithium mineral concentrate in 2023, enough for three million electric cars. This significant contribution underscores our commitment to sustainably expanding our operations to assist with combating climate change.

In 2023 we achieved several key milestones in our ongoing expansion, with the completion of a new Mine Services Area, and awarding of new long term mining service contracts to Macmahon and Action Drill and Blast. We progressed construction of Chemical Grade Plant 3, started construction of Caladenia Village, completed the construction of the first stage of a new tailings storage facility and commissioned a new powerline to the site. We also implemented a new Enterprise Resource Planning system, launched an increased Community Investment Program and commenced a jointly funded Rail Feasibility Study with the Western Australian State Government.

Focusing on our sustainability efforts, I would like to highlight the following accomplishments in 2023, we:

- continued the development of our climate change adaption and mitigation plans and achieved our emissions policy target, with a 13% increase in lithium concentrate production without increasing our carbon emissions intensity per tonne of production;
- installed solar and battery energy systems to 26 Talison owned houses;
- significantly improved our dust monitoring systems and implemented stronger mitigation plans to reduce our impact as much as possible;
- made significant progress assessing ourselves and improving our systems and procedures in line with the requirements for the global Initiative for Responsible Mining Assurance and commenced implementation of the Global Industry Standard on Tailings Management;
- recovered 263 Balga trees impacted by our operations, and successfully completed our first planting in the local community;
- welcomed 330 new employees to Talison and have proudly improved our female workforce participation from 26% in 2022 to 30% in 2023;
- whilst we are pleased to report a 31% reduction in our Total Recordable Injury Frequency

Rate, we are disappointed that there was a significant increase in medical treatment injuries, leading to our Occupational Injury Frequency Rate increasing 2% in 2023. We remain strongly committed to our safety efforts and minimising all injuries to ensure a safer workplace for everyone;

- completed a Social Impact Assessment to guide our revised Social Management Plan.

While significant progress has been made in 2023, we acknowledge that our sustainability journey is young. We remain strongly committed to continuously improving the sustainability of our operations and mitigating our impacts as much as possible in consultation with our key stakeholders.

We hope that you find this Sustainability Report informative and encourage you to contact us with any feedback that you may have.

All our efforts and achievements would not be possible without the dedication, skill and 'we care' attitude of our employees, so I would like to take this opportunity to thank them sincerely for their contribution to Talison.

Lorry Mignacca
Chief Executive Officer



General Manager messages



The 2023 year continued to be one of strong growth and expansion for the mine with spodumene concentrate production exceeding 1.52 million tonnes and mining volumes almost doubling in the second half of the year. That this was achieved with no increase in our carbon intensity is a great outcome.

Water conservation became a key focus for the mine as a result of two years of below average rainfall and significant initiatives are being implemented to deliver increased water security and water use efficiency.

Talisson worked closely with its major contracting partners to move towards decarbonisation of the mining fleet. A number of opportunities have been identified and I look forward to progressing these during 2024.



Craig Dawson
General Manager, Operations



Project development activities in 2023 focused on design of new facilities that can move Talisson forward with its obligation to develop our world class resource in the most efficient and sustainable manner. Designs for new processing plants are taking learnings from our current operations and combining these with emerging mineral processing technologies, to develop more dynamic facilities that have the flexibility to adapt to a modern, evolving operation.

As our operation continues to expand, we are constantly exploring opportunities to conserve our precious water and land resources. We also look beyond the borders of our operation to seek more efficient ways to deliver our spodumene concentrate and work with our Shareholders to improve downstream processing efficiency. All our work is done with careful consideration and management of the impacts to our surrounding environment and the communities who live here.



Ian McGuire
General Manager, Project Development & Strategy



The major projects completed during 2023 have paved the way to develop more sustainable operations at Greenbushes. We completed construction of the new Mine Services Area to accommodate our expanding mining operations and improve mine data and control systems. The 132kV powerline project will enable further access to the decarbonising grid and renewable supply opportunities. We are rapidly closing in on completing our new Village with innovative design and several sustainability features. We will challenge our construction methods to reduce our reliance on diesel fuel in the future with our contracting partners.



Matt Timbrell
General Manager, Major Projects



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



2023 Achievements

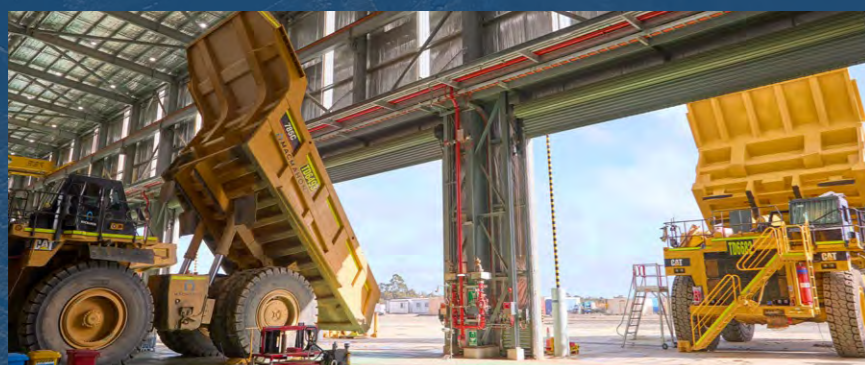


Inaugural Sustainability Report published

Rail Feasibility Study launched

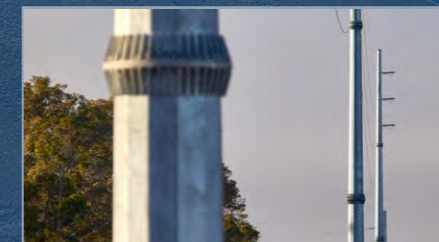
Mine Services Area (MSA)

Construction completed, commissioned and in operation, enabling expansion of the mining and drill and blast contractor fleets.



Chemical Grade Plant 3 (CGP3)
Construction progressed

Macmahon mining contract awarded
7-year mining contract¹ for open-cut load and haul mining activities, and crusher feed.



132kV powerline commissioned

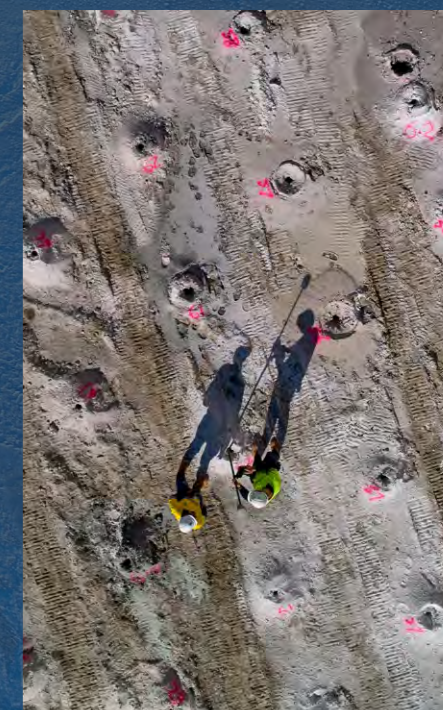
Constructed and commissioned a 132 kV electrical supply powerline, including a 14-kilometre interconnection to the Bridgetown electricity grid, to support the mine site expansion operations.

Tailings Storage Facility 4 (TSF4)
First stage of construction completed.



Action Drill & Blast contract awarded

7-year contract² with Action Drill & Blast for drill & blast services.



Community Investment Program (CIP) launched



Enterprise Resource Planning system SAP implemented



Record production 1.52Mt

Caladenia Village and Maranup Ford Road Camp
Construction commenced



1. With an option to extend for up to 2 years. 2. As per footnote 1.



Leading in lithium for a sustainable future

Our focus is delivering long-term economic, environmental and social benefits now and for the future.

Sustainability at Talison

Lithium: a future facing commodity	14
Sustainability governance	16
Materiality	18





Lithium: a future facing commodity

Lithium contributes to the clean energy transition by enabling lightweight, energy-dense electricity storage. Lithium is currently being used in most battery chemistries¹. Electromobility is an increasingly attractive alternative to other emerging mobility technologies due to the cost-effectiveness of electrification.

The International Energy Agency has projected lithium demand for battery storage systems and electric vehicles (EVs) will increase five to seven-fold by 2030². EV sales are expected to increase significantly from around 14 million in 2023 to almost 45 million in 2030³. The average battery size for passenger EVs has been rising in nearly every major market due to customers' desire for larger vehicles. If this trend persists, it will increase material demand for batteries by 15% in 2030⁴.

As humanity embarks on the net-zero journey, meeting 2-degree scenario⁵ limits means accelerated emission reductions are required everywhere. Transport has the highest reliance on fossil fuels of any sector and accounts for 37% of global CO₂-e emissions⁶. Lithium has an important role in assisting mobility decarbonisation through energy efficiency measures to reduce the carbon intensity of all transport modes. Projected EV use displaces 6 million barrels per day of diesel and gasoline in 2030, a sixfold increase on displacement experienced in 2023⁷. Displacement is largely attributed to electric light vehicles, followed by trucks, buses and micromobility⁸.

Decarbonising the transport sector requires lithium for efficient energy storage. Talison has an obligation to produce this raw material in as sustainable and responsible manner as practicable. We can further materially influence the carbon footprint of end products through reducing the carbon intensity of our operations. Behavioural aspects driven by commuters, manufacturers and government also contribute to the decarbonisation solution.

In 2023, we produced 1.52 million tonnes of concentrate, enough chemical grade product containing the lithium required for 3 million EVs, or 385 million e-bikes, or 797 million cordless tool batteries⁹. Production from Talison accounts for 21% of global lithium resource supply (hard rock and brine) and 31% of hard rock mine operations¹⁰. Talison has an important role to play in increasing lithium supply to the global market, and to do so must continue to expand its mining, processing and infrastructure.

In 2023 we produced 1.52Mt of concentrate

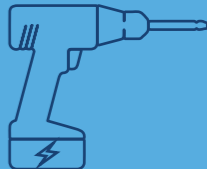
ENOUGH CHEMICAL GRADE PRODUCT FOR



3 million EVs



or 385 million e-bikes



or 797 million cordless tool batteries⁹

1. Global EV Outlook 2023, page 57, International Energy Agency (IEA). 2. World Energy Outlook 2023, page 62, IEA. 3. World Energy Outlook, 2024, page 104, IEA. 4. Referenced from the Net Zero Emissions (NZE) Scenario. Source: World Energy Outlook 2023, page 183, IEA. 5. Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Synthesis Report Climate Change 2023. 6. IEA 2022, Transport, <https://www.iea.org/reports/transport>. 7. Global EV Outlook 2024, page 150, IEA. 8. Micromobility refers to two and three-wheelers. 9. Calculations by Talison. Assuming a 65.2 kWh battery for cars, 0.5 kWh battery for e-bikes and 90Wh/5A/18V for cordless tool batteries. 10. Calculated from data published in Wood Mackenzie Global Lithium Strategic Planning Outlook Q1 2024 Databook.



Sustainability governance

2023 Highlights

Published the inaugural Talison Lithium 2022 Sustainability Report

Completed a full materiality assessment including a survey of internal and external stakeholders

Completed 90% of the Initiative for Responsible Mining Assurance (IRMA) self-assessment

2024 Focus areas

- Commence an independent IRMA audit
- Complete the Life Cycle Assessment (LCA) with independent verification and align with International Lithium Association (ILiA) Product Carbon Footprint (PCF) Guidance for Lithium Products
- Develop a Sustainability Business Strategy
- Establish a Sustainability Governance Committee

As the need for responsible mining evolves, we are focusing on transparency and accountability in our operations, working with stakeholders to build towards a sustainable future. The Board has oversight on our sustainability performance and management through quarterly updates on key areas and provides review and endorsement of our annual Sustainability Report.

In 2023 the capability of our sustainability team increased with the addition of roles in assurance and decarbonisation. Our dedication towards more responsible and sustainable mining solutions was reflected in the inaugural Sustainability Report. Throughout development of the Report, the team brought together all facets of the business to recognise sustainability issues as fundamental aspects of our operations. The Sustainability Champions committee continued progressing sustainability initiatives through education, collaboration and networking sessions. An EV Transition Working Group was formed in late 2023 to lead an EV initiative identified by our Sustainability Champions.

Since commencing self-assessment to the IRMA Standard in 2021, we have made substantial progress in closing gaps to complete our assessment of three principles (Business Improvement, Planning and Managing for Positive Legacies, Social Responsibility). In 2023 we made significant progress on the fourth principle (Environmental Responsibility), and we aim to complete self-assessment in early 2024. The process of self-assessment has elevated the importance of many sustainability aspects of our business and positively influenced the way we operate. In 2024 we will undergo an assessment against the IRMA Standard conducted by an independent auditor, and work towards achieving IRMA 50¹¹. The resulting public audit report demonstrates our commitment to stakeholder dialogue as it will share how and why the independent auditor scores our operation against each of the 400+ requirements in the IRMA Standard.

We completed a Life Cycle Assessment (LCA)¹² Goal and Scope Report in 2022 and in 2023 progressed to final stages of a full LCA with granularity for each of our lithium products on 2022 data at 1.35 million tonnes of production. We will seek to also align with new guidance from the International Lithium Association (ILiA) on Product Carbon Footprint (PCF) for Lithium Products in 2024. The results from this LCA will be applied to our production until our expansion¹³ prompts an update to the LCA.

In 2024 we will commence development of a Sustainability Business Strategy aligned with our renewed purpose and values. This strategy will provide an overarching guide to the Talison business planning process to enable development of sustainability goals in line with our material topics. We will also work towards establishing a Sustainability Governance Committee at Executive level to report to the Board and oversee sustainability governance.

¹¹ The IRMA Standard recognises different performance levels (IRMA Transparency, 50, 75 or 100). IRMA 50 signifies a mine meets all the Standard's 40 critical requirements and scores at least 50% in each of the four principles of the Standard. ¹² An LCA is a methodology for evaluating the environmental impacts of a product or process across its life cycle with respect to defined boundaries. ¹³ Chemical Grade Plant 3 (CGP3) operating.





Materiality

In 2023 we referenced the GRI Standards 2021 to determine material topics. We undertook a materiality assessment with internal and external stakeholders to identify and prioritise sustainability impacts. We assessed the significance of our impacts on the economy, environment, and people, including their human rights.

The stakeholder engagement and materiality impact assessment informed the material topics of this report. Disclosures on how we manage each material topic are presented in the Report.



Our approach to the materiality assessment



IDENTIFICATION

Building on the material topics identified in 2022, we reviewed internal and external documentation to understand the sustainability context and impacts associated with our activities. This led to the identification of our most significant outward impacts¹ on the economy, environment and people, including impacts on their human rights. The impacts were grouped into sustainability topics for evaluation with stakeholders.



EVALUATION

A survey of 80 stakeholders, including Talison Board members, Talison employees, community organisations, customers, service providers, government agencies, Shareholders, suppliers and contractors was undertaken. We invited the stakeholders to rate the importance of sustainability issues to Talison. Additionally, we sought stakeholders' views on our sustainability performance to inform future improvement.



VALIDATION

A validation workshop was held with the executive and management teams to validate and confirm the material topics. The Board subsequently endorsed the validation results. Following the workshop, an updated list of material topics was produced².

Material Topics

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change	Health, safety and wellbeing	Business ethics
Energy and emissions	Attracting and retaining employees	Risk management
Water management	Diversity and inclusion	Supply chain management
Waste management	Communities	Human rights
Biodiversity and ecosystems		Economic contributions
Land management		

1. Assessed according to the GRI 3: Material Topics 2021 - guidance to determine material topics with the following criteria: positive/negative, actual/potential, severity and likelihood. 2. The new material topics in 2023 are: Business ethics, Risk management and Economic contributions.



We aspire to make a positive difference by embedding environmentally responsible practices in our daily activities.

Environment

Climate change	24
Energy and emissions	28
Environmental management	34
Water management	38
Waste management	40
Biodiversity and ecosystems	44
Land management	48





2023 Highlights

CLIMATE CHANGE



- Completed the climate change adaption and mitigation project, including climate change risk and opportunities assessment.

ENERGY & EMISSIONS



- Met our internal emissions intensity target, and forecast our emissions in line with future production.
- Established a dedicated decarbonisation role.
- Commissioned 132kV incoming powerline and substation to supply power to our expanding operations.
- Commenced preparations for Safeguard Mechanism Application.
- Formed an Electric Vehicle (EV) Transition Working Group and completed Stage 1 transition of our Light Vehicle (LV) fleet.
- Installed 5kW solar and battery to 26 Talison owned houses for employees.

ENVIRONMENTAL MANAGEMENT



- Implemented a dust emission Trigger Action Response Plan (TARP).
- Implemented deployable noise monitoring.
- Significantly expanded ecological monitoring program of rivers and streams surrounding the mine.

2024 Focus areas

- **Develop a Climate Change Policy.**
- **Prepare for Australian Sustainability Reporting Standards (ASRS) for climate-related financial disclosures.**

- **Develop a decarbonisation roadmap.**
- **Commence Stage 2 transition of our LV fleet with further integration of EVs.**

- **Establish a Dust Management Committee.**
- **Automate the dust monitoring alert system.**
- **Review noise Management Plan and renewal of noise emission permit.**
- **Investigate noise attenuation options for our mining fleet.**
- **Distribute ecological monitoring program findings to participating community stakeholders.**

2023 Highlights

WATER MANAGEMENT



- Commenced construction of Cowan Dam wall raise.
- Ongoing stakeholder engagement for water users downstream of the proposed eastern catchment dam.

WASTE



- Conducted a waste audit to inform design of new Waste Transfer Station.
- Completed construction of the Central Tailings Pumping Station (CTPS).
- Completed construction of the first stage of TSF4. Second stage of TSF4 construction commenced.
- Progressed Global Industry Standard on Tailings Management (GISTM) compliance.

BIODIVERSITY & ECOSYSTEMS



- Additional Biosecurity Technician to focus on weed control.
- Developed Management Plans for new clearing offset properties.

LAND MANAGEMENT



- Recovered 263 Balga trees, and successful first planting to a community project.
- Updated the Mine Closure Plan.

2024 Focus areas

- **Install and commission additional equipment in the Water Treatment Plant (WTP) for organic filtration, and effluent waste thickening.**
- **Install and commission ultrasonic technology devices in the water dam feeding the WTP.**
- **Establish a committee to focus on water strategy, efficiency, supply and demand.**
- **Commence study on evaporation and water loss model.**
- **Implement Tailings Storage Facility 4 (TSF4) Seepage Management Plan.**

- **Commission CTPS.**
- **Finalise and implement the Tailings Management System to progress GISTM compliance.**
- **Receive approval for initial deposition in TSF4, continue further construction of embankments as scheduled.**

- **Update Conservation Significant Fauna and Disease Hygiene Management Plans.**
- **Establish a permanent location for recovered soil materials critical to the facilitation of mine closure.**

- **Identify planting opportunities for recovered Balga trees in the community.**
- **Commence scoping and planning for rehabilitation of completed TSF walls and Waste Rock Landforms (WRLs).**
- **Update mine closure costings to ensure adequate funds are allocated for future mine closure commitments.**



Climate change

We recognise we must place a greater focus on building our climate resilience, adapting our business in the face of climate-related challenges.

We acknowledge that our activities contribute to climate change and that we must accelerate emissions reduction initiatives to minimise impact.

In 2023 we completed a climate change risk and opportunities assessment, to identify and evaluate potential climate-related risks and opportunities on our business. Historical climate data and future climate projections were collected for identifying physical climate hazards. Key transitional risk and opportunity categories such as market, technology, policy and legal, and reputation were evaluated. Risks and opportunities were assessed against reference time slices (2030 and 2050) and future emissions scenarios including Representative Concentration Pathways (RCPs)¹ and Shared Socioeconomic Pathways (SSPs)².

- SSP1 and RCP 2.6, are low to very low greenhouse gas (GHG) emission scenarios which peak in the mid 2020s, declining to net zero around 2050 or after. Global temperature increase ~ 1.5 – 2.0°C
- SSP5 and RCP 8.5 ‘fossil-fuelled’ are very high GHG emission scenarios which double current emissions by 2050. Global temperature increase³ ~ 5°C







A workshop with a cross section of executive team, management and subject matter experts was conducted to validate the assessment. The assessment informs our understanding of the current and future impacts of climate change on our operations.





1. RCPs are illustrative scenarios used to explore future GHG emissions and their potential impacts on the climate, with RCP2.6 representing strong mitigation efforts and RCP8.5 representing high emissions with no mitigation. 2. SSPs are illustrative scenarios which describe a range of possible future developments of the anthropogenic drivers of climate change. This includes population change, levels of climate change mitigation, and other socio-economic factors. 3. IPCC 2021 Summary for Policymakers, Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change.



Summary of potential impacts associated with climate-related risks

Climate risk	Potential impact	SSP1 & RCP2.6 (2030)	SSP5 & RCP8.5 (2050)
 Reduced average annual rainfall	<ul style="list-style-type: none"> Reduction in water security could have an adverse impact on production through: <ul style="list-style-type: none"> water being a raw input for processing operations; increased water salinity, reagent consumption, poor recovery performance and increased costs; reduced water quality increasing maintenance and downtime of WTP; and increased corrosion of processing plant equipment increasing maintenance costs. Water quality deterioration could result in environmental non-compliance and reputational damage. Exceedance of dust limits could result in non-compliance and reputational damage. 	High risk	Extreme risk
 Increased intensity of major rain events	<ul style="list-style-type: none"> Overflow or failure of dams could result in production downtime, non-compliance of licence conditions, greater costs for dam raises, property damage and impact on downstream communities. 	High risk	High risk
 Higher average temperatures	<ul style="list-style-type: none"> Impacted reliability of fossil fuel supply could result in production delays. Increase in evaporation rate, lower quality and quantity, increased levels of organics and non-organics, and greater concentration of elements in water could result in decreased productivity, increased reagent costs, environmental licence non-compliance, and reputational damage. 	High risk	Extreme risk
 Harsher fire-weather and increases in the forest fire danger index	<ul style="list-style-type: none"> Damage to energy infrastructure and supply of electricity could result in increased costs and production delays. Safety incidents, reduced productivity, increased absenteeism and negative community health and safety impacts. Reduced viability of offset vegetation established to meet biodiversity requirements results in delays in securing approvals and higher operating costs for replacement planting. Reduced viability of established vegetation for rehabilitation and closure requirements could result in increased fauna fatalities, loss of habitats, increased costs for replacement planting and reputational damage. 	High risk	Extreme risk
 Increases in average sea level	<ul style="list-style-type: none"> Impacted operating capacity of the port facility could result in reduced productivity. 	High risk	Extreme risk
 Safeguard mechanism becomes applicable to Talison ⁴	<ul style="list-style-type: none"> Requirement to establish a baseline to determine emission liabilities, could result in increasing costs to develop mitigation plans and procure carbon offsets. 	High risk	High risk

Summary of priority opportunities

TCFD category	Opportunity summary	Potential opportunity
 Market	Policies to encourage battery storage transition.	Increased overall demand for lithium products and reduced exposure to energy price increases.
	Increased demand for lithium-ion batteries for use in EVs and renewable energy storage systems.	Increased revenue.
	Convert existing loan into a sustainability-linked loan.	Reduced cost of borrowing.
	Seek access to government grants as a large producer of critical minerals.	Increased access to Government grants.
 Resilience	Obtain IRMA50 verification.	Enhanced reputation.
	Advancements in technology enabling automation and the use of electromobility solutions onsite.	Reduced emissions generation.

We will continue to assess climate-related risks and opportunities and explore strategies to reduce adverse impacts on business and capitalise on opportunities. We acknowledge that our ongoing assessments should include outward-facing consideration of communities and environment in our determination of climate-related risks and opportunities. In 2023 we completed a gap analysis to align with the recommendations of the TCFD. We also forecast our emissions in line with future production. In 2024 we will develop a Climate Change policy incorporating management of physical and transitional risks and opportunities. We will develop a decarbonisation action plan supported by short and long-term initiatives and Safeguard Mechanism management to achieve emissions reductions goals and maintain compliance.

The Australian Accounting Standards Board (AASB) has developed the Australian Sustainability Reporting Standards (ASRS) aligned with the International Financial Reporting Standards (IFRS) for climate-related financial disclosures. It requires entities to disclose information on climate-related risk, strategy and governance in their financial reports. Entities subject to mandatory climate-related financial disclosure would be phased in three groups. We are assessing our responsibilities and are planning for reporting to ASRS⁵ on climate related financial disclosures in Group 1. Preparations for this will continue through 2024.



4. Safeguard Mechanism projected to be applicable in FY2024. 5. IFRS S2 Climate-related Disclosures. For more information, visit the IFRS website and The Department of Treasury (Federal Government) website.



Energy and emissions

Decarbonisation is critical to our efforts in managing our carbon footprint. It requires a proactive approach to accelerating initiatives.



Our GHG Policy Statement⁶ outlines our commitment and approach to addressing GHG emissions. Our goal is to expand our production without increasing our carbon intensity⁷ to 2030 and achieve net zero Scope 1 & 2 emissions by 2050 or earlier⁸.

We report Scope 1 and 2 emissions⁹ on an annual basis, covering our Greenbushes Lithium Operation, Bunbury facilities and Perth office. Assessments aligned to the National Greenhouse Emissions Reporting (NGER) scheme¹⁰, were conducted for the financial year 2023 and the calendar year 2023¹¹. We are working on assessing our Scope 3 emissions through our LCA, and as such these have not yet been disclosed. We will review our GHG Policy Statement in 2024 and incorporate this into an overarching Climate Change policy in line with industry direction.

Energy

In 2023, we consumed 1,913,373 Gigajoules (GJ) of energy, an increase of 27% from 2022, due to increased use of diesel for our mine expansion. Diesel accounted for 65% of the total energy, powering the internal-combustion fleet which is dominated by haul trucks, excavators and loaders. Electricity accounted for 32% of the total energy predominantly used for processing. Liquid Petroleum Gas (LPG) accounted for 3% of the total energy and is used only in the Technical Grade Plant (TGP).

The Mine is connected to the South West Interconnected System (SWIS) and in 2023 Talison commissioned a 132kV incoming power line and substation to supply power to our expanding operations. This critical connection enables access to a decarbonising grid and opportunities for more renewable electricity supply. We have a Power Purchasing Agreement (PPA) with the Rockingham Waste-To-Energy (WTE) plant to provide stable load, expected to come online in late 2024. Additional energy requirements beyond 2025 are proposed to be sourced from renewable PPAs¹². The SWIS emissions intensity is expected to decrease with increasing renewables penetration and cessation of coal-generated electricity by 2030 in line with Western Australian Government policy.

⁶. Reviewed in 2023. Available at Talison website. ⁷. 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. ⁸. 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. ⁹. Scope 1 emissions are direct emissions from owned or controlled sources, generated through using fuels such as diesel and LPG. Scope 2 emissions are indirect emissions resulting from the generation of purchased energy, which is electricity obtained through connection to the SWIS electricity grid. ¹⁰. NGER is a single national framework for reporting of GHG emissions and energy consumption under the *National Greenhouse and Energy Reporting Act 2007*. The assessments adopt calculation methods and factors detailed in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008*. ¹¹. Financial Year 2023 is 1 July 2022 to 30 June 2023. Calendar Year 2023 is 1 January 2023 to 31 December 2023. ¹². PPAs enable calculation of emissions using a market-based approach. NGER reported emissions are calculated using a location-based approach.



Emissions

Scope 1 emissions from our facilities totalled 90,581 tonnes of carbon dioxide equivalent (tCO₂-e), and Scope 2 emissions totalled 85,761tCO₂-e.

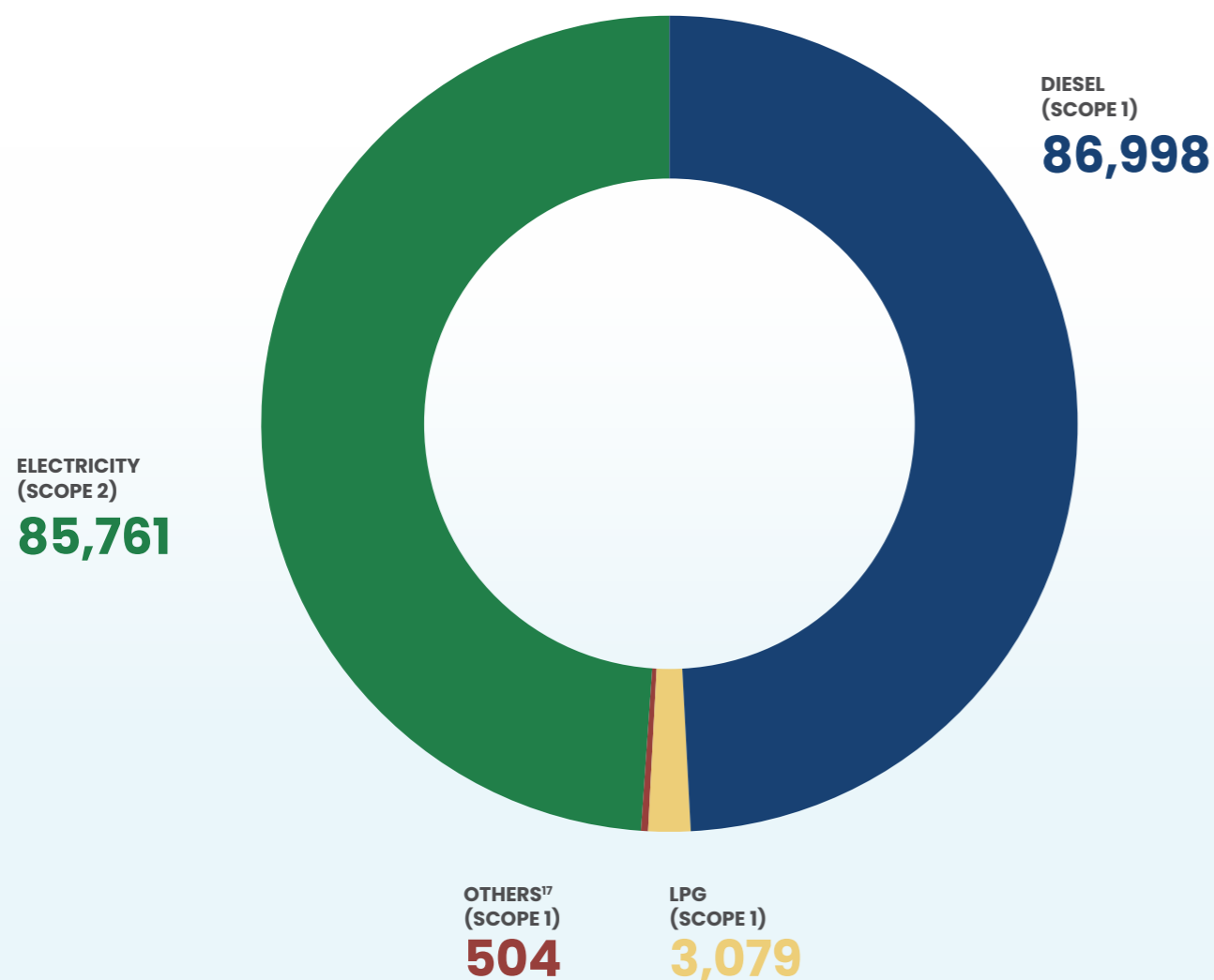
A 48% diesel driven increase in Scope 1 emissions (increase of 29,335tCO₂-e), was balanced by a 27% reduction in Scope 2 emissions (decrease of 31,566tCO₂-e) as a result of a reduction in the grid emissions intensity (680gCO₂-e/kWh to 510gCO₂-e/kWh¹³). Overall Scope 1 plus Scope 2 emissions¹⁴ decreased by 1% in 2023 (176,343tCO₂-e) compared to 2022 (178,573tCO₂-e), although the energy used increased.

In 2023 we cleared 115 hectares (ha) of mixed vegetation including pasture representing 14,766tCO₂-e¹⁵, down 58% from last year¹⁶.

Our commitment to expand production without increasing carbon intensity was maintained with a reduction of 12% in 2023 (0.116tCO₂-e/t of concentrate) compared to 2022 (0.132tCO₂-e/t of concentrate) due to increased concentrate production and a decrease in grid emissions intensity.

We review our Decarbonisation Action Plan annually to guide our efforts in reducing our emissions. To accelerate our decarbonisation efforts in response to our impact on climate change, we have established a dedicated decarbonisation role. This role focusses on emissions monitoring and reporting, through to modelling and forecasting emissions and decarbonisation initiatives. We are developing a strategic and informed approach to identifying, evaluating and actioning emission reduction initiatives and expect to produce a decarbonisation roadmap in 2024.

SCOPE 1 & 2 EMISSIONS (tCO₂-e) BY SOURCE



13. <https://cer.gov.au/schemes/national-greenhouse-and-energy-reporting-scheme/report-emissions-and-energy/amendments-to-national-greenhouse-and-energy-reporting>. 14. Emissions calculated using NGER determination for calendar year 2023 data. 15. Emissions from land clearing are calculated using the Full Carbon Accounting Model Guidelines published by the Department of Climate Change, Energy, the Environment and Water (DCCCEW). Emissions were calculated by determining the carbon mass of the cleared vegetation, multiplying it by the cleared area, and converting it to GHG emissions. Non-energy greenhouse gas emissions from land use, land use changes and forestry are not included under the under the National Greenhouse and Energy Reporting Act 2007. 16. 114.5ha of vegetation cleared in the Mine Development Envelope (MDE), excluding additional approved clearing outside the MDE under an external clearing permit (1.34ha). 17. Others include soda ash, lubricating oil, unleaded gasoline, grease, acetylene, Sulphur Hexafluoride and dry wood.



Current initiatives for emission reduction

Scope 1

- Light vehicle fleet transition to electric - see case study on page 33.
- Heavy vehicle fleet transition to electric - we are collaborating with our mining contractors to develop solutions to decarbonise our mining fleet over time.
- Laboratory sample preparation - three electric fusion machines were installed in the laboratory to process samples, replacing the LPG flame fusion machine. This equipment is operating at capacity.
- Safeguard Mechanism liabilities - our Scope 1 emissions will exceed the Safeguard Mechanism 100,000tCO₂-e threshold in financial year 2024 as our mining operations and construction activities expand to meet global lithium demands. In the short term, as decarbonisation solutions and opportunities develop to scale, Australian Carbon Credit Units (ACCUs) will be purchased to satisfy regulatory requirements under the Safeguard Mechanism. In 2023 we prepared our application for production variable baseline determination and forecast our liabilities. In 2024 we will develop a procurement strategy for ACCUs.

Scope 2

- Rockingham WTE integration - PPA with a target supply commencement date in late 2024.
- Additional energy requirements beyond 2025 are proposed to be sourced from renewable PPAs¹⁸.
- Solar power investigation - a study was completed to assess the feasibility and benefits of implementing behind the meter solar power at Caladenia Village.

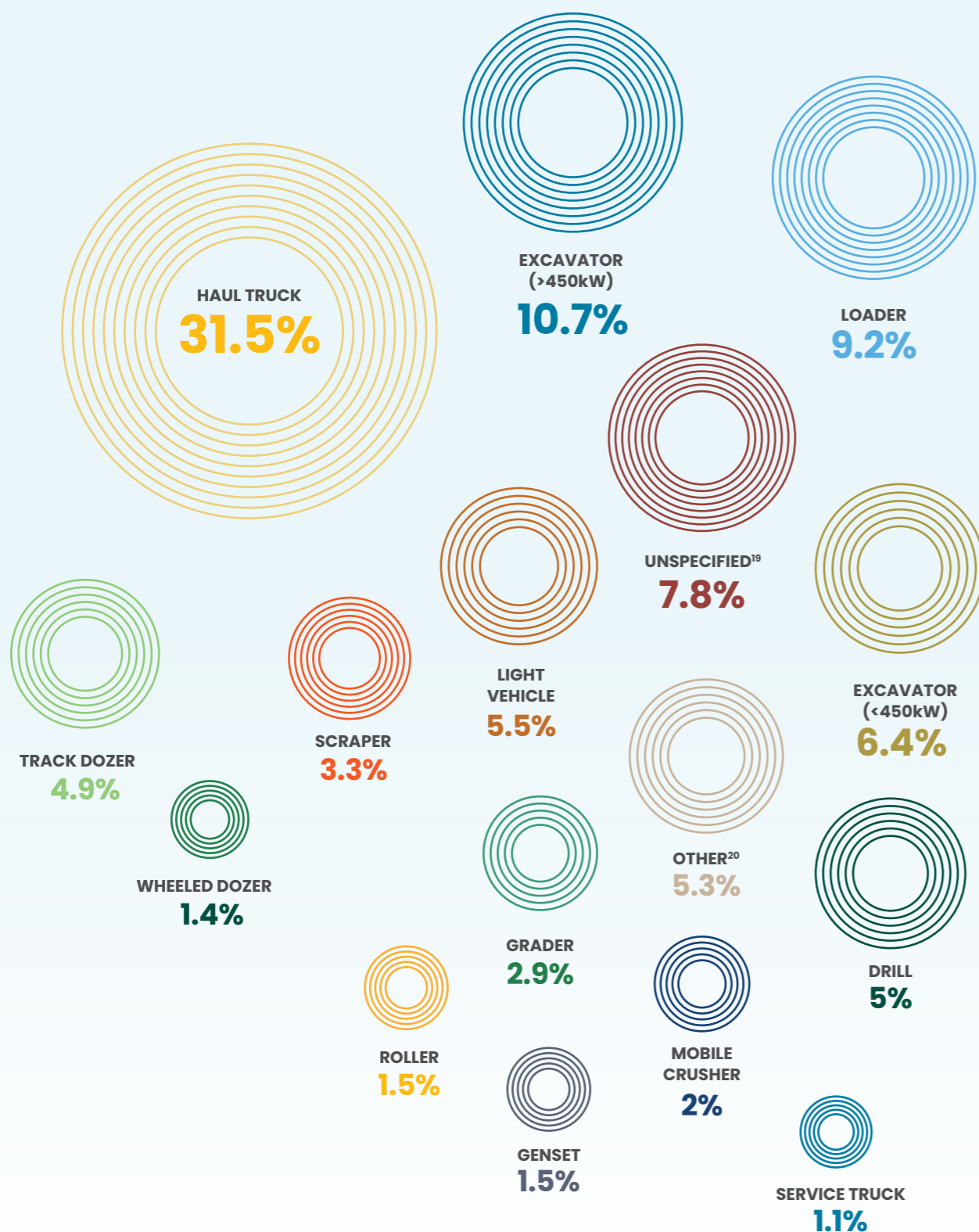
Scope 3

- Solar power adoption - installed 5kW solar panels and batteries on 26 Talison owned employee houses.
- Product haulage - aligning with our commitment to influence decarbonisation initiatives in our supply chain:
 - we signed an agreement with our haulage contractor, Qube. Together we will investigate opportunities to decarbonise the haulage route between Greenbushes and the Picton storage facility, with actions expected in 2024.
 - we commenced a two year Feasibility Study in conjunction with the Western Australian Government (through the South West Development Commission (SWDC)), Arc Infrastructure (Arc) and Aurizon Limited (Aurizon) into the recommissioning of the Greenbushes to Bunbury railway line. This will enable the transportation of product from the mine to our domestic customers in Western Australia, or to the Port of Bunbury for export. A significant component of the study will be to engage with stakeholders to determine social impacts. There would be a direct benefit in emissions reduction through switching from road to rail due to efficiencies through using less energy to move more material.

18. PPAs enable calculation of emissions using a market-based approach. NGER reported emissions are calculated using a location-based approach.



DIESEL USE BY MACHINERY AND ASSET TYPE



19. Specific machinery details have not yet been recorded. 20. Specific individual machinery accounts for less than 1% of the total diesel consumption.

Electrifying our Light Vehicle fleet

We measure fuel use across our mobile fleets and power generation assets. Of this, diesel use represents a significant component of our Scope 1 emissions. These records provide insights on the scale of fuel use for Talison and our contractors equipment informing us on how to prioritise decarbonisation opportunities.

With solutions to reduce diesel use in our mining fleet still in early stages of technical and commercial development, we recognise that transition of our Light Vehicle (LV) fleet presents an opportunity for short term decarbonisation. We have undertaken a strategic approach to commence electrification of our LV fleet and established an internal EV Transition Working Group, successfully completing Stage 1.

In 2023 we purchased our first EVs and installed EV chargers. In 2024 we plan to integrate a further 10 to 15 EVs into our current fleet of 160 LVs. The plan considers the selection of applications for 2WD sedans, and the availability of suitable vehicles on the market. We are actively pursuing opportunities for electric 4WDs to replace the bulk of the fleet. A risk assessment for EV use and charging, will be conducted in 2024. We plan to refine our roadmap towards a complete transition to EVs by 2030.

This systematic and phased approach reflects our commitment towards decarbonisation, while ensuring operational and grid capacity considerations are taken into account. We recognise this is a modest yet strategic step in decarbonisation, but one that can be implemented in the short term with commercially available solutions.

STAGE 1 – TRIALS (PRE 2024)

- Established an EV Transition Working Group.
- Purchased and trialed EVs, hybrids and small electric all terrain vehicles.
- Observed reduced fuel and operating costs.
- Compared the GHG emissions saved per year with conventional vehicles.
- Installed three EV chargers.

STAGE 2 – ADOPTION (2024)

- Continue to integrate EVs into current fleet of 160 LVs.
- Conduct a risk assessment for EV use and charging.
- Refine our roadmap to complete EV transition by 2030.
- Cost benefit analysis of EV options.

STAGE 3 – INTEGRATION (2025-2030)

- Conduct study of generation and charging infrastructure required for high-penetration of EV.
- Investigate new opportunities for EVs as technology becomes commercially available.
- Diversify our fleet.
- Report alignment with transition roadmap.





Environmental management

We implement a variety of environmental measures to protect natural resources, preserve biodiversity, and mitigate environmental impacts.

Our environmental management framework adopts a hierarchical system, incorporating environmental policies, management systems, standards and plans. Our Environmental Policy Statement²¹ outlines core principles for environmental compliance and performance across operations. Our Environmental Management System (EMS), certified to ISO14001, identifies and assesses environmental impacts and risks related to our operations. It details our management approach through leadership, planning, performance evaluation, and continuous improvement.

Requirements for complying with environmental conditions during operations are defined in our Environmental Standards Guideline. Environment aspects are covered in detail by Talison's Environmental Management Plans, which include specific commitments regarding monitoring, management and reporting requirements.



²¹. Available at Talison website.



Our environmental monitoring programs are designed to minimise our operational impacts on the local community and environment while ensuring compliance with statutory requirements. Particularly relevant to community members are our monitoring programs of ground and surface waters, dust, and noise.

Strict limits of water quality, dust and noise levels are defined and closely monitored. These limits are adhered to by controlling our operations to mitigate any adverse effects on the community and the environment.

Managing dust emissions

As the mine expands and climate conditions become hotter and drier, the number and intensity of dust generating activities are increasing. Monitoring data and community concerns, supported by modelling, indicate rising dust levels. In response, we are committed to implementing initiatives and improvements to manage and minimise dust emissions.

In 2023 we developed and implemented a dust emission Trigger Action Response Plan (TARP) with an aim to minimise the impact of dust emissions from the mine on the surrounding communities. Talison installed two Australian Standards compliant dust monitors to provide real-time monitoring and alerts. We are required to monitor both weather and actual dust levels in the environment and adjust our operations to the best of our ability to prevent exceedance of dust limits. When these limits are triggered (exceedance or near exceedance), we take action to halt dust generating activities until conditions improve. This may result in a temporary suspension of operations if necessary.

In addition to the fixed dust monitors, we deployed four mobile dust monitoring trailers, strategically positioned around the operation. These mobile units, combined with aerial drone imagery, enable the pinpointing of areas of dust generation for targeted mitigation measures. We utilise up-to-date weather forecasting to assess wind direction and speed to identify high-risk dust generation days. This allows the implementation of targeted additional control measures in preparation for high risk conditions.

In 2024 we plan to initiate a cross-departmental Dust Management Committee to review monitoring results, discuss mitigation measures and suggest potential improvements. We will also install an additional meteorological monitoring station and high-volume air sampler at a representative location within the Greenbushes community. Talison routinely monitors dust samples for elements of concern. We will automate our dust monitoring alert system in 2024 to improve our real-time response to trigger events.

By employing advanced monitoring technologies and responsive management practices, we continue to minimise the adverse impacts of our operations on the environment and surrounding communities.

Expansion of the mining fleet has increased noise emitted by the mine and increased related community enquiries. In addition to our onsite continuous environmental noise monitoring system, in 2023 we purchased a specialised Sound Level Meter (SLM) which can be deployed within the community in response to specific enquiries. In 2024 we will review the Noise Management Plan, apply for a renewal of our noise emission permit, and investigate noise attenuation options for our mining fleet.

Talison monitors the impacts of our operations on the surrounding environment, and in 2023 significantly expanded our ecological monitoring program of rivers and streams. In 2024 we will distribute the program findings to participating community stakeholders.

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

Environmental Management Plans	Objective
Dust	Minimise dust emissions and their impact on the surrounding community and environmental values through proactive monitoring, management, and transparent reporting.
Noise	Minimise noise and vibration impacts on the surrounding community through effective monitoring, management, and transparent reporting.
Visual Impact Management and Rehabilitation	Utilise management techniques, including rehabilitation practices, to minimise visual impacts of the mine on surrounding stakeholders.
Water	Maintain the quality and hydrological regimes of groundwater and surface water to protect downstream environmental values.
Waste Minimisation & Management	Implement reduction (avoidance and minimisation), reuse, recycling, and disposal methodologies for all waste types.
Conservation Significant Terrestrial Fauna	Protect terrestrial fauna to maintain biological diversity and ecological integrity.
Offset	Preserve and improve off-mine habitat through active management and monitoring to ensure no net loss for conservation-significant fauna resulting from clearing.
Disease Hygiene	Manage dieback and marri canker, maintaining hygiene standards onsite to minimise potential impacts on native vegetation from mine operations.
Integrated Pest	Effectively manage and control pest animals and invasive plants (weeds) to uphold biosecurity standards and protect native ecosystems.
Integrated Mining and Rehabilitation	Conduct progressive rehabilitation of disturbed areas at the mine using native vegetation.



Water management

Our goal is to maintain water supply for operational needs, while managing our impact on other water users and the environment.

We have a Water Management Plan to manage potential impacts to both surface water and groundwater. Guided by our Water Dams Operating Manual, routine inspections are undertaken by qualified personnel. Water usage and inventory is monitored daily with regular review and reporting. Water quality of dams and downstream areas is maintained with strict adherence to quality standards outlined in our Environmental Licence²². During the reporting period, there were no instances of non-conformance.

Raw water supply for Talison has been identified as a critical risk to business. Talison is wholly reliant on surface water storage dams, recharged by rainfall, to supply water for mining, processing, construction projects and dust suppression activities. Water is recovered from process plant tailings and recycled through these dams. Water is lost from the site water system through evaporation, interstitial storage in the Tailings Storage Facility (TSF), seepage and with product shipments.

Transformational expansion activities and dust control mitigation measures, have significantly increased water consumption onsite. This, combined with increased losses to evaporation and successive years of below average rainfall has resulted in a steady reduction in the water inventory in onsite storage dams. Talison will establish a committee to focus on water strategy, supply and demand, improve water use efficiency and commence a study on an evaporation and

water loss model. We are taking action to reduce water usage, and assessing options to develop alternate sources that can recharge our water storage facilities from sources that are less rainfall dependent outside the current mine water circuit. We have carried out ongoing stakeholder engagement for water users downstream of a proposed eastern catchment dam. Construction to raise the wall height of Cowan Brook Dam commenced in 2023 to increase water storage volumes.

In 2024 in line with operation of the newly constructed TSF4, we will implement a TSF4 seepage Management Plan for detection, management and recovery of seepage to minimise and mitigate downstream impacts. TSF4 is our first fully lined TSF, minimising water seepage losses. Furthermore, the design and construction includes drainage interception that will enhance recovery and recycling of water within the mine water circuit.

Our Water Treatment Plant (WTP) removes contaminants from process water, ensuring compliance with discharge regulations for lithium and arsenic²³. The treated water stays within the circuit, while solid waste is disposed of in an offsite licensed landfill facility. In 2024, we will complete installation and commissioning of an organic filtration plant, and effluent waste thickening in the WTP to improve process efficiency.



Innovation in water quality management

Algal blooms are a naturally occurring phenomena that can be found in nearly all aquatic environments. Algal blooms can lead to reduced water quality, increased chemical usage, and adverse impacts on aquatic life and processing operations. In 2023, we initiated a study to explore the adoption of a chemical free approach for algae control in our dams using

ultrasonic devices. These devices emit ultrasonic waves, which disrupt algae cells' structures, preventing them from proliferating. To monitor and assess the impact on downstream ecosystems, we are expanding our monitoring stations both up and downstream of operations. We plan to install and commission the devices in 2024.

22. Issued by the Department of Water and Environmental Regulation (DWER). 23. Lithium and arsenic present in the orebody are mobilised during processing.



Waste management

Resources are consumed in mining and processing activities and we aim to avoid, minimise and repurpose waste, reimagining it as a potential resource.

Talisson's Waste Minimisation and Management Plan outlines our approach to managing waste through avoidance, minimisation, reuse, and recycling. Our operations produce waste rock, tailings, and general and recyclable waste.

Waste Rock

Safe and environmentally sound storage of waste rock is an essential element to responsible mining practices. Our Waste Rock Management Plan establishes the framework for design, construction and management of Waste Rock Landforms (WRLs). The final landform slopes of the WRLs are designed and constructed to resist erosion over the very long-term.

Waste rock can contain minor amounts of naturally occurring minerals with arsenic or sulphide content with an associated disposition to mobilise contaminants and form acid. This rock type is managed through applying our Environmentally Hazardous Waste Rock Management Plan. It is identified during mining and stored at the centre of the WRL, surrounded by substantial layers of benign rock. The naturally occurring minerals in the encapsulating rock layers help mitigate the potential harmful impacts of percolating rainfall. Regular internal and independent inspections, audits, reviews, and quality assurance programs are implemented to maintain compliance with safety and environmental standards and legislation.

In 2023, approximately 36% of all waste rock mined was repurposed and didn't contribute to the WRL. Approximately 5.9 million tonnes of clayey rock and clean hard rock were extracted from the open pits and utilised for constructing TSFs, expanding processing plant areas, building mine roads, and



other site expansion activities. This was lower than 2022 due to the short-term impact of starting new cutbacks and mining through unsuitable weathered waste rock types. In addition, topsoil, subsoil, tree mulch and logs were recovered from expansion activities and repurposed to rehabilitate the final slopes of the newly constructed Mine Services Area (MSA).

The volumes and locations of the different rock types stored in the WRLs are recorded, to ensure the rock types are traceable within each WRL. This is also useful in the event that any lithium mineralisation in the rock type becomes economically recoverable as a result of changes in technology.

In 2023 we evaluated ore sorting technology in the processing plants with the potential to progress to a Definitive Feasibility Study (DFS). This technology will enable more efficient separation of valuable mineral ore from waste rock. There are several potential advantages including reducing waste rock and emissions, and more effective use of stockpiled mineralised rock. Talison is investigating options for WRL locations for life of mine, considering haulage distance, mining plans, geotechnical assessments, and environmental and social impacts.

General and recyclable waste

Our Waste Management Schedule describes management methods for various waste streams. Commingled recyclables, steel drums, oil, grease and sorted scrap metal are recycled by authorised contractors offsite. An onsite landfill facility is licensed to a limited annual capacity²⁴ and accepts inert material only. Soil with hydrocarbons undergoes bioremediation treatment onsite using naturally occurring microorganisms.

In 2023 we implemented a recycling program for low volume recyclable items, including printer cartridges, small batteries, soft plastics, bottle caps, stationery and personal protective equipment. In 2024 we will expand this program further across site.

Identifying opportunities for improved waste management

In 2023 a waste audit was conducted to assess current and future waste management requirements for general and recyclable waste as we expand our operations. The audit informed the design of a dedicated Waste Transfer Station (WTS) onsite to improve our waste management practice.

The design incorporates waste composition and management requirements, to enable the collection, transfer and recovery of generated waste and has capacity to develop as new

recycling solutions and waste recovery options are identified. Construction is expected to commence in 2025.

The waste audit identified a quantity of legacy waste items that was sent to a recovery facility offsite for sorting rather than to onsite landfill. This waste included recyclable materials such as polyethylene pipe, rubber and tyres, which were recovered from the unrecyclable items.

²⁴. Licenced annual capacity 450 tonnes.



Tailings

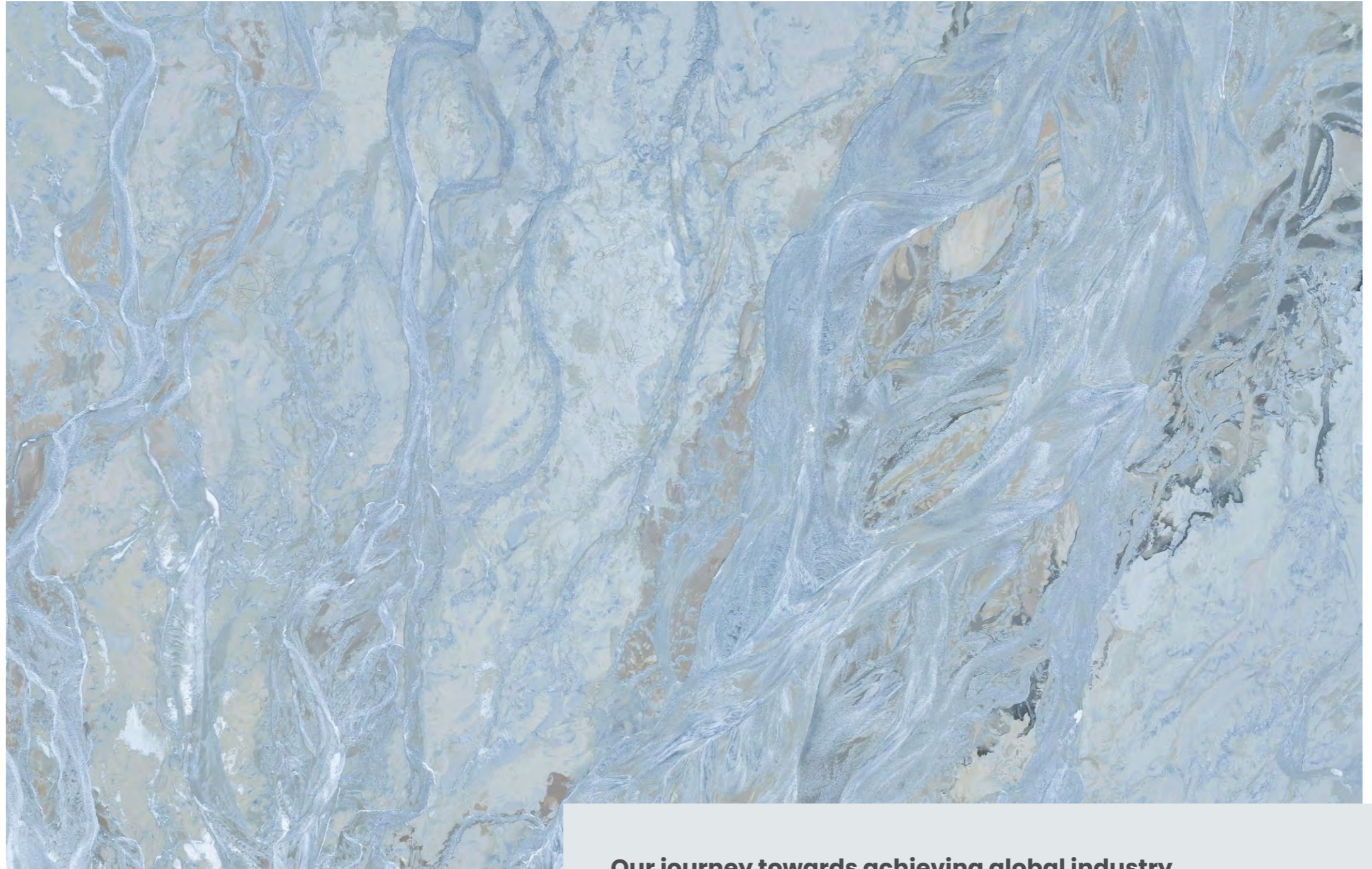
Tailings are the residual materials and water remaining after the extraction of valuable minerals. They are transported as a slurry to our TSFs, where solid particles settle, and available water is reclaimed through the tailings decant and drainage systems. The reclaimed water is subsequently reintroduced into the mine water circuit for further use.

TSFs are engineered and constructed according to specific regulations to safely store tailings. In 2023 we had four TSFs; one active (TSF2), one inactive²⁵ and being remined (TSF1) to feed the TRP, and one in care and maintenance (TSF3). Construction of the first cell, of the fourth (TSF4) was completed in late 2023, with approval to commence deposition expected in early 2024.

In 2023 we completed construction of the Central Tailings Pumping Station (CTPS) which will be commissioned in 2024. The CTPS will receive tailings from all processing plants, and provide the required pumping capacity to reach TSF4, ensuring a more consistent density and enhancing tailings deposition management.

The Ore Reserve includes historical tailings in TSF1 repurposed for treatment through the TRP to produce valuable chemical grade concentrate. In 2023 we reprocessed 1.83 million tonnes of tailings.

We prioritise the safety of our TSFs at every stage of their lifecycle. Our Tailings Management Policy and TSF construction, operation, and management practices adhere to industry standards and comply with the Australian National Committee on Large Dams (ANCOLD) and the International Commission on Large Dams (ICOLD) guidance.



Our journey towards achieving global industry standards in tailings management

The Global Industry Standard on Tailings Management (GISTM) 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. We are working towards compliance with GISTM, starting with development of a Tailings Management System (TMS) in 2023. The TMS is positioned at the core of the GISTM framework, establishing a consistent approach to executing key processes and achieving outcomes. The TMS includes procedures for design,

construction, operation, management and closure of our TSFs. We finalised the Operating Manual for the first stage of the new TSF4 in preparation for commissioning.

In 2024, we are committed to finalising and implementing the TMS across all facets of tailings management. Following implementation, the TMS will undergo continuous refinement and improvement. We are making meaningful steps to responsible tailings management in our journey towards compliance with GISTM.

25. In the 2022 Sustainability Report, it was mentioned that the status of one TSF was closed. The status has been corrected to inactive.



Biodiversity and ecosystems

Biodiversity and ecosystems are an integral part of our environment and community. We mitigate impacts from our activities where possible to avoid contributing to global biodiversity loss. Opportunities to make positive environmental contributions are proactively identified and evaluated.

The forests around our operations, although not formally protected by conservation status, are habitat for conservation significant fauna. Our Conservation Significant Terrestrial Fauna Management Plan²⁶ adopts a hierarchical management approach that focuses on avoidance, minimisation and mitigation of impacts to rare fauna. We avoid clearing habitat suitable for conservation significant fauna by locating mine expansion developments on previously disturbed or cleared areas where possible. When habitat clearing cannot be avoided, we minimise the duration, intensity or extent of impacts on fauna during clearing, pre-mining and construction activities. Any significant unavoidable residual impacts on conservation significant fauna are addressed through environmental offsets.

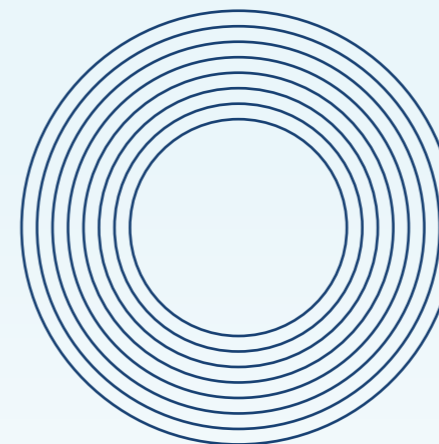
The current expansion of our mining and processing operations requires environmental approvals. To support these approvals, we will update our Conservation Significant Fauna Management Plan in 2024. We will also update our Disease Hygiene Management Plan to improve the protection of disease²⁶ free areas in the surrounding State Forest.



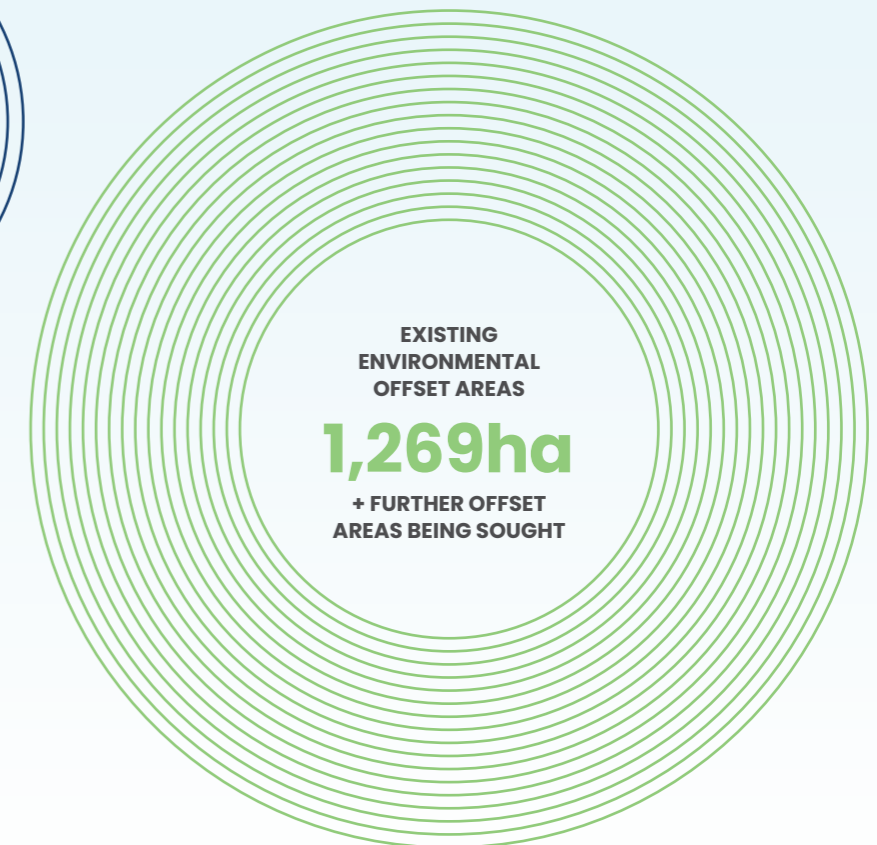
Environmental offset programs

Our mine expansion involves clearing 350 hectares of native vegetation. Clearing required for the expansion was assessed as having potential to impact on local fauna such as Black Cockatoo, Western Ringtail Possum and Chuditch. To address this, in addition to mine rehabilitation, we are providing direct offsets involving habitat protection and improvement activities outside the mine site. These offsets protect and improve an area of land that supports a significant plant, animal, or ecological community. Talisson's offsets are approved by the Federal Government through the Department of Climate Change, Energy, the Environment and Water (DCCEEW) and the Western Australian Environmental Protection Authority (EPA). What is considered an adequate offset depends on many factors, most notably the size and biodiversity values of the offset proposed, relative to the area cleared. To ensure a net gain for the species being impacted, generally a much greater area of offsets is required relative to the area cleared.

We have four environmental offset areas in the South West of Western Australia so far, totalling 1,269ha. Offset Management Plans²⁸ were developed and are currently being implemented to maintain and enhance habitat quality within the offset areas. Monitoring is being undertaken regularly throughout the 20-year lifespan of the offset management program. In 2023 we conducted weed mapping at the Carlotta and Wellington Mills sites to inform our habitat management focus. We will undertake further monitoring in Tonebridge, Wellington Mills and Carlotta in 2024. Further offsets are being sought to fulfil the offset obligations for the expansion.



MINE EXPANSION CLEARING
350ha



EXISTING ENVIRONMENTAL OFFSET AREAS
1,269ha
+ FURTHER OFFSET AREAS BEING SOUGHT

26. Available at Talisson website. 27. Disease refers specifically to *Phytophthora dieback* (dieback) and marri canker. 28. As per footnote 26.



Eucalyptus relicta

In 2023 we initiated a seed sample project on Priority 2 flora species, *Eucalyptus relicta* (Whitcher Range Gum). This tree-mallee species has a limited population range through the South West of Western Australia and recent targeted surveys within the Greenbushes State Forest discovered additional sub populations, extending the species range. Seed samples were collected from 17 individual trees, where seed pods were dried, processed and sieved to extract the seed. The aim is to lodge the seed collected to the Western Australia Seed Centre and the Department of Biodiversity, Conservation and Attractions (DBCA) for seed storage and to assess seed viability.

In the future, there may be opportunities for *Eucalyptus relicta* research, or propagation and planting projects, further expanding the knowledge of this species, preserving genetic diversity and facilitating ecological restoration.

In 2023, an additional Biosecurity Technician was recruited to increase our weed and feral animal control capability. We commenced mobile mapping technology trials to improve efficiencies in weed and clearing management, and conducted weed treatment for 275ha within the designated monitoring area at the mine site.

Talison is tracking the development of Nature Positive reforms of the *Environmental Protection and Biodiversity Conservation Act 1999* (EPBC Act) and engaging in consultation with DCCEEW. We will continue to engage with DCCEEW and other stakeholders to ensure the reforms improve clarity around conservation planning and regulation, reducing timelines and complexity of environmental approvals while improving outcomes for matters of National Environmental Significance, as committed to by DCCEEW.



Land management

Ahead of mining operations we actively source and stockpile topsoil, subsoil, tree mulch, seeds and logs from expansion activities, ensuring the availability of resources for successful future rehabilitation.

Mining involves altering topography and clearing vegetation which can result in soil erosion, siltation of surface waters, loss of biodiversity, and degradation of visual amenity. The objective of rehabilitation is to establish safe, stable landforms, and self-sustaining native biodiversity, returning land to an agreed state. Adopting progressive rehabilitation enables mitigation of the impacts of mine disturbance earlier, with rehabilitation continuing after mining operations cease.

Our management plans, including the Integrated Mining and Rehabilitation Plan, Visual Impact Management and Rehabilitation Plan, and Clearing and High-Risk Ground Disturbance Procedure, define processes to achieve high-quality rehabilitation outcomes. Annual native rehabilitation monitoring is conducted to review effectiveness. Our goal is to establish a self-sustaining heath community that harmonises with the surrounding forest.

In 2023 we commenced earthworks and completed 3.16ha of seeding for the progressive rehabilitation of the slopes on the constructed landform surrounding the MSA. Completion of this rehabilitation work is aimed to be achieved in 2024. The establishment of native plant species in rehabilitation areas results in an increase in native plant species richness and diversity, supports foraging resources for Black Cockatoo species and presents opportunities for seed collection of targeted species. Sourcing seed and trialling concentrated seed harvest locations in rehabilitation can provide valuable learnings and increase seed stocks for future rehabilitation. Additional rehabilitation is planned for final form batters on TSF walls and WRLs during 2024.

Updating the Mine Closure Plan²⁹ every three years in consultation with stakeholders is a crucial process to facilitate responsible closure and rehabilitation of the mine site, aiming to leave a positive legacy for the future. We also conduct internal reviews of estimated rehabilitation liability costs quarterly. Additionally, we contribute to the Western Australian Government's Mining Rehabilitation Fund (MRF). This fund supports the rehabilitation of abandoned mines across the State in cases where the tenement holder or operator fails to meet their obligations and efforts to recover funds have been unsuccessful.

²⁹ The most recent version of the Mine Closure Plan was submitted to the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) in 2023, superseding the approved version from 2022.



Making a positive environmental and social impact through the Balga translocation project

The Balga tree translocation project reflects Talison's dedication to environmental stewardship and community engagement. This proactive initiative goes beyond regulatory requirements and aims to preserve the ecological importance of native plants, notably the iconic Grasstree, also known as the Balga tree, which holds deep cultural significance. The project involves carefully translocating plants from areas designated for clearing to our nursery area, ensuring their survival and preservation for generations to come. In 2023 our rehabilitation team and specialists successfully recovered a further 263 Balga trees (*Xanthorrhoea preissii*, *Xanthorrhoea gracilis*) and 69 *Macrozamia riedlei*, some of which are centuries old. This meticulous process not only preserves biodiversity but also fosters a deeper connection to the land and its heritage. Our specialists have been integral to the ongoing Balga tree translocation project and demonstrate passion, experience, skills and care for these significant plants. Other plants are opportunistically included in the process to experiment with the success and survival of different species.

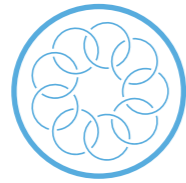
Expanding beyond salvage and replanting, the Balga tree translocation project now engages the broader community by providing these plants for use in community projects, schools, streetscapes, and parks. Before planting, partnering organisations must demonstrate their ability to care for the Balga tree and confirm that the chosen locations won't undergo future disturbance. Talison also replants in locations in the operational area unaffected by future mining.

These efforts reflect our commitment to the preservation of biodiversity for future generations.

In 2024 we plan to relocate a significant number of the Balga trees to Talison's Caladenia Village, serving as a constant visual reminder to village guests of proactive measures taken to mitigate impacts.

Through ongoing investigation and community engagement, Talison pushes the boundaries of native plant translocation, demonstrating the potential for positive environmental and social impact.





Fair and equitable treatment for all stakeholders.

Social

Health, safety and wellbeing	54
Attracting and retaining employees	58
Diversity and inclusion	62
Cultural heritage	65
Communities	66





2023 Highlights

HEALTH, SAFETY & WELLBEING



- Completed eight Principal Mining Hazard Management Plans (PMHMP) and four Critical Risk Management Plans (CRMP).
- Delivered accredited risk management training to over 170 supervisors to support Statutory Supervisor Appointments.
- 488,798 Lost Time Injury (LTI) free workhours completed during Chemical Grade Plant 3 (CGP3) construction, and 771,827 LTI free workhours for all Major Projects.
- Recruited four fulltime Emergency Service Officers and an additional Counsellor.
- Conducted a psychosocial risk assessment.
- Provided training to 47 Contact Officers in Mental Health First Aid.

ATTRACTING & RETAINING EMPLOYEES



- Welcomed 330 new employees and maintained an employee turnover rate below 20%.
- Talison Enterprise Agreement 2023 negotiated, and approved by the Fair Work Commission.
- Commenced review and revision of Talison's culture and brand framework.

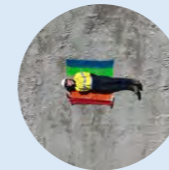
2024 Focus areas

- **Implement a verification process for identified Principal Mining Hazards and Critical Risks.**
- **Provide training to risk, control and task owners.**
- **Conduct an independent review of the Health Management Plan.**
- **Review and implement the Psychosocial Strategic Plan.**
- **Develop a Mental Wellbeing Strategic Plan.**

- **Recruit a Senior Remuneration and Benefits Specialist and review current remuneration framework and strategy.**
- **Launch new culture and brand framework.**
- **Carry out Employee Engagement Survey.**

2023 Highlights

DIVERSITY & INCLUSION



- Female participation (overall) increased from 26% to 30%.
- Female participation in traineeships and apprenticeship programs increased from 67% to 71%.
- Raised awareness and celebrated International Women's Day, Harmony Week, IDAHOBIT Day and NAIDOC Week¹.
- Platinum Sponsor of the Women in Mining WA (WIMWA) Summit.
- Parental Leave Guideline reviewed.

COMMUNITIES



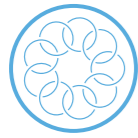
- Completed a Social Impact Assessment (SIA) and Social Management Plan (SMP) for operating and expansion projects.
- Committed \$6.13 million² in local community investments across several programs.
- Signed a new multi-year community partnership with Blackwood Youth Action Inc (BYA).
- Developed a Terms of Reference in preparation for establishing a Community Advisory Committee (CAC).

2024 Focus areas

- **Launch revised Parental Leave Guideline.**
- **2022-23 Gender Pay Gap results to be published by the Workplace Gender Equality Agency (WGEA) and release Employer Statement.**
- **Develop a Diversity and Inclusion Strategy.**

- **Review the Stakeholder Engagement Management Plan and Communications Plan.**
- **Deliver budgeted Community Investment Program (CIP) projects in partnership with Local Government and community organisations.**
- **Further develop engagement with Aboriginal Corporations whose traditional lands intersect the mining leases.**

¹. IDAHOBIT stands for International Day Against Homophobia, Biphobia, Interphobia, and Transphobia. NAIDOC stands for National Aboriginal and Islanders Day Observance Committee. ². This figure refers to the funds committed in 2023. The total spend for 2023 is \$4,541,181.



Health, safety and wellbeing

We prioritise providing a workplace and culture that promotes the health, safety and wellbeing of our employees, contractors and visitors.

Safety

The Mine Safety Management System (MSMS) Framework Plan establishes clear Management and Performance Standards to maintain workplace safety and manage Work Health and Safety (WHS) risks. It includes comprehensive guidelines and procedures to address various health and safety hazards. Key to this system is the iSustain database, which tracks and analyses safety data to identify trends and facilitate proactive interventions. The framework's effectiveness is continuously evaluated through regular internal and external audits and annual reviews by senior management. Additionally, statistical analyses of the data help refine processes and are communicated via monthly safety summary reports, enhancing ongoing improvement efforts.

Our Critical Risk Management Program systematically addresses key operational hazards through the implementation of various management plans. In 2023, we completed eight Principal Mining Hazard Management Plans (PMHMP), covering a range of critical areas such as fire management, surface ground control, explosives, and hazardous materials. Additionally, four Critical Risk Management Plans (CRMP) were finalised. These plans are designed to manage specific risks including working at height, confined spaces, and suspended loads. For each of these plans, we have identified risk and control owners who will be responsible for overseeing audit, monitoring, and risk mitigation activities scheduled for 2024. Relevant training will be provided to risk and control owners. This structured approach helps ongoing vigilance and control over critical risks in our operations.

Using the hierarchy of controls, we reduce risks to as low as reasonably practicable, employing substitution, isolation, or engineering controls where elimination isn't possible. Training and competency requirements ensure quality implementation.

We use various risk analysis tools, including Workplace Risk Assessment and Control, hazard and operability studies, Bowtie Analysis, Job Safety Analysis, Personal Risk Assessment, Critical Control Checklists, Hazard Identification and Task Observation/Task Interaction. Employees and contractors remove themselves from at-risk situations, and report hazards. Hazards are communicated through pre-start and toolbox meetings, and iterated in the site General Induction Program.

Our Incident Notification & Reporting Procedure and Incident Causation Analysis Method (ICAM) provides guidance to investigate incidents, assess risks, and determine corrective actions for improvement.

Our WHS Committee plays a crucial role in fostering a safe and healthy work environment by facilitating communication between employees and management. The committee identify and assess risks, develop and review safety policies, promote safety awareness and training, ensure regulatory compliance, conduct incident investigations, and support continuous improvement initiatives.

In 2023, we significantly improved emergency response capabilities. Following recommendations from emergency preparedness and response audits, we implemented key actions and provided training in Certificate III in Emergency Response and Rescue to our Emergency Response Team (ERT). This initiative led to a substantial increase in ERT membership, adding 12 new members (including four fulltime Emergency Service Officers) and achieving a 50% growth from the previous year. This expansion strengthened our team's ability to effectively manage and respond to emergencies.

Safety Performance

For employees, the safety data between 2022 and 2023 shows mixed results. There were no fatalities or cases of recordable work-related ill health in either year, Lost Time Injuries (LTI) decreased from 2 to 1, and the Lost Time Injury Frequency Rate (LTIFR) improved from 2.2 to 0.9. However, Restricted Work Injuries (RWI) increased from 1 to 4, and First Aid Injuries (FAI) rose from 71 to 119. Medically Treated Injuries (MTI) slightly decreased from 3 to 2, but the Total Recordable Injury Frequency Rate (TRIFR) increased from 3.3 to 4.4. The total hours worked by employees increased from 923,056 to 1,124,225.

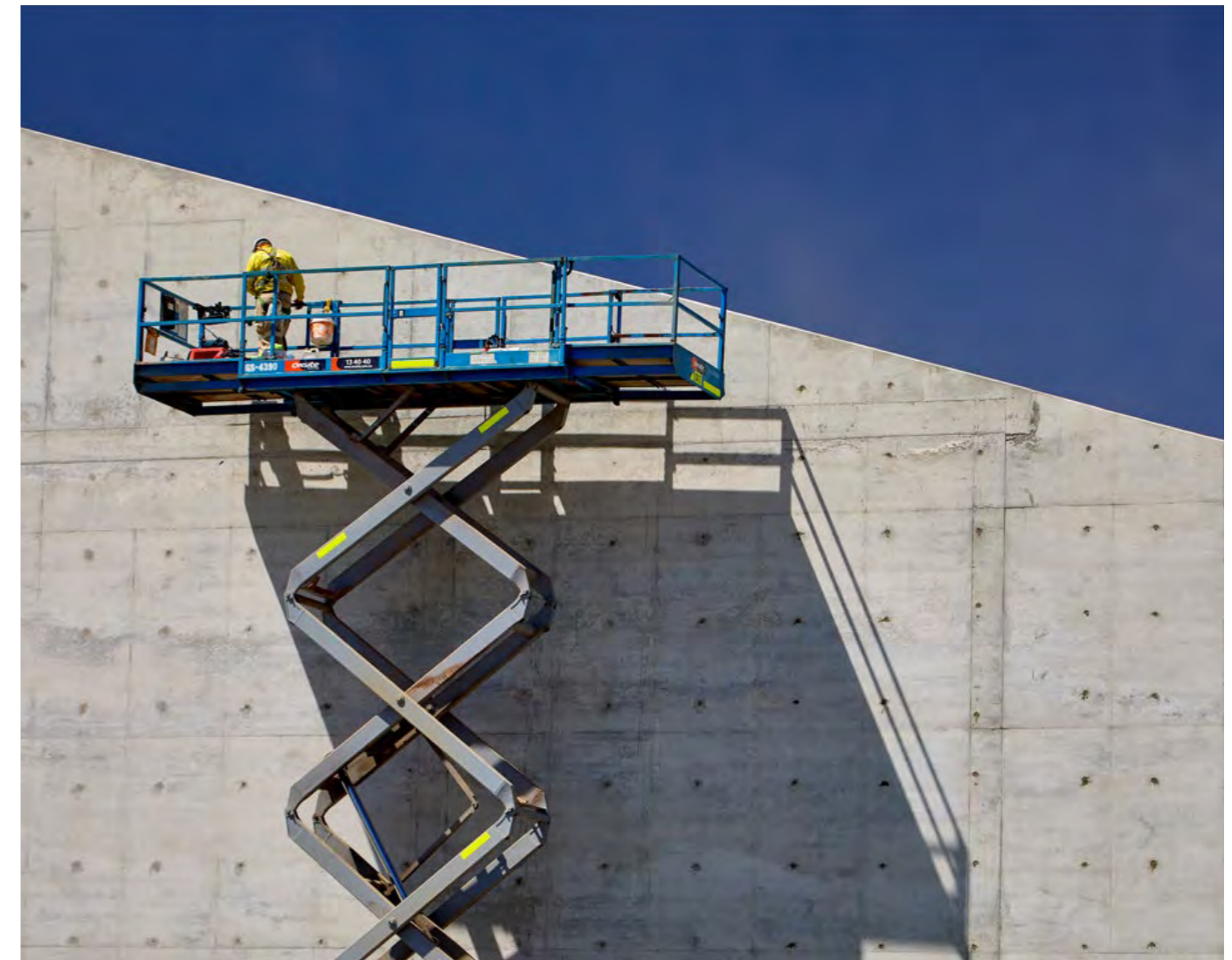
For contractors, the safety data also shows a combination of improvements and concerns. There were no fatalities or cases of recordable work-related ill health. LTI decreased from 2 to 1, and the LTIFR improved from 1.5 to 0.4. However, MTI increased from 3 to 13, and FAI rose from 71 to 108. The TRIFR improved significantly from 5.1 to 2.4, while the Occupational Injury Frequency Rate (OIFR) slightly increased from 7.4 to 7.5. Contractors' total hours worked increased significantly from 1,359,540 to 2,522,183 in 2023.

Overall, while serious injuries have generally decreased or remained stable, the rise in minor injuries and medically treated injuries highlights the need for continued safety efforts.

Injury analysis for both employees and contractors reveals a significant increase in total injuries, notably sprains and strains and superficial injuries. Sprains and strains saw an increase of 41 cases, while superficial injuries increased by 29 cases. These injuries typically resulted from overexertion or awkward postures along with repetitive motion and cumulative muscular trauma. Additionally, new injury categories such as exposure to substances and heat stress emerged in 2023, each accounting for three injuries.

The 2023 analysis of injuries highlighted various incidents, primarily involving slips, trips, falls, and tool-related accidents. MTI included cases such as a fractured wrist from a fall, a twisted ankle, and a laceration from a fall. RWI frequently resulted from manual handling and slips, and included cases such as a back injury from a slip, and elbow pain from a spanner slippage.

Recommendations from the analysis include increasing supervision, enhancing inductions and training, strengthening contractor injury management protocols and auditing contractor safety systems. By addressing these areas, the business can further improve safety outcomes and reduce injury rates.





Achieving regulatory compliance through risk competency development

The Western Australian Work Health & Safety (Mines) Regulations 2022, effective January 2023, aim to enhance safety in the mining industry by mandating that mine operators appoint specific positions to manage key safety functions. These roles are responsible for overseeing safety protocols, managing risks, providing training, responding to incidents, and ensuring compliance with regulatory standards. This structured approach ensures that qualified individuals are in place to maintain high safety standards and reduce the risk of accidents.

To maintain the competency of our supervisors and compliance with regulations, we facilitated training for key personnel appointed to statutory positions. In 2023, over 170 supervisors completed the Australian Qualifications Framework (AQF) Level 4 risk management course, and statutory supervisor exam preparation was provided. In November 2023, we began offering AQF Level 5 risk management courses for Senior Site Executives, Exploration Managers, and Quarry Managers. Additional training for new employees is scheduled for 2024, ensuring all staff have the necessary competencies. This proactive approach keeps us ahead of regulatory deadlines and underscores our commitment to a safe workplace.



Health

In 2023 we completed the work on delivering a five year Health Management Plan (HMP) aimed at safeguarding the health and safety of workers by identifying, assessing, and managing health risks associated with mining and processing operations. The HMP outlines specific measures and procedures to prevent and mitigate occupational illnesses and injuries (including significant negative occupational health and safety impacts), ensuring compliance with regulatory requirements and promoting a safer work environment. This plan is designed to protect the physical and mental wellbeing of employees by addressing potential health hazards, implementing control measures, and continuously monitoring and improving health management practices within the operation.

We have qualified Occupational Health and Hygiene professionals, including Registered Nurses, health technicians and consulting medical practitioners, to attend to site-specific health needs. They ensure that pre-employment medical examinations are conducted, assessing the fitness of individuals for their roles. Additionally, periodic health and medical surveillance is

conducted based on the identified risks associated with different exposure groups, in compliance with relevant statutory obligations.

In 2023 the site Healthy Lifestyle Program successfully increased awareness of healthy living benefits through the externally accredited 'Health 100' lifestyle assessment program, focusing on at-risk teams such as the Laboratory, Stores, Cleaning, and Maintenance work groups. Bi-monthly health topics and monthly reports with the accumulated data were regularly issued by our Exercise Physiologists, contributing to improved outcomes for these teams. Our Health & Medical Surveillance Programs include the development and implementation of a Health Surveillance Procedure, conducting audiometric testing and spirometry for at-risk Similar Exposure Groups (SEGs), and coordinating the annual influenza vaccination program.

In 2024, we will engage an external party to conduct an independent review of our HMP to maintain our momentum in minimising workplace exposures to physical and mental health stressors.

Continuous improvement of musculoskeletal risks in the laboratory

Talison has an onsite laboratory to process samples from across the business including exploration, mining, processing and shipping. Some tasks can be manual and repetitive requiring focus on health, safety and work environment to minimise risk of injury. The laboratory teams had adopted a task-focused approach to reduce musculoskeletal injuries among shift teams to address a rising trend of upper limb injuries. In 2022, the focus shifted to a worker-centered approach by implementing pre-task warm-up stretches. These stretches aimed to improve flexibility, enhance circulation, and reduce the risk of injury. During 2023, the laboratory expanded significantly, increasing team sizes to handle the higher volume of work required to support operations. During this growth, the teams experienced a rise in manual handling sprain and strain injuries. An analysis revealed that these injuries were primarily due to routine repetitive manual handling tasks and were most prevalent among younger, inexperienced employees.

In response, we enhanced the laboratory induction process to emphasise correct lifting techniques through practical on-the-job coaching. Additionally, we introduced strength and conditioning sessions three times a week to improve muscle strength and endurance in the hands, forearms, shoulders, and back. These

sessions were tailored to the employees' job needs, focusing on strength, balance, flexibility, and coordination. Home-based strength and conditioning programs were also provided to complement the workplace programs.

Occupational injuries in the laboratory are decreasing remarkably, despite a further increase in the overall number of employees.

We will continue to review programs with the laboratory teams to optimise health outcomes and reduce risk of injury.



Wellbeing

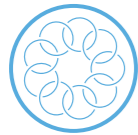
We prioritise the mental health and wellbeing of our employees, contractors, and their families by providing local counselling services onsite and offsite. Our Employee Assistance Program (EAP) provides employees and their families with support and resources to overcome personal and work-related challenges and to promote mental wellbeing.

In 2023, a psychosocial risk assessment against the WorkSafe Western Australia Code of Practice for psychosocial hazards in the workplace, identified hazards and control measures, resulting in the development of a Psychosocial Hazard Management Plan. This plan adopts a risk-based approach to identifying, assessing, and eliminating or mitigating psychosocial hazards, which are aspects of work and work situations that can lead to psychological or physical harm. A Psychosocial Strategic Plan was approved in 2023 to mitigate these identified risks, with implementation in 2024. A Mental Wellbeing Strategic Plan will be developed in 2024, with actions assigned and training provided to employees.

Mental wellbeing support has been increased through the employment of an additional accredited Counsellor and training of our 47 volunteer Contact Officers. Our Contact Officers are integrated into the workplace and serve as a frontline resource for mental health awareness and support to employees.

In 2023, we began constructing a permanent village to accommodate our growing workforce. Caladenia Village includes a dining and bar facility, a state-of-the-art commercial gym, recreational facilities, and high-speed Wi-Fi, offering various socialisation options outside of work. The Village aims to enhance the wellbeing and inclusiveness of our workforce, fostering a sense of connection to their family and friends while onsite.

Caladenia Village will bring numerous community benefits, including reduced pressure on short-stay accommodation and permanent housing in the region, decreased traffic congestion on local roads, and less strain on local trades and services. Additionally, it will create economic opportunities for local businesses and increase Talison's sustainable investment in the community, aligning with our operational growth.



Attracting and retaining employees

As the transition to clean energy accelerates, new challenges and opportunities emerge in the job market in mining and resources. We are committed to adapting our people strategies to meet these evolving demands, ensuring that our employees are equipped with the skills needed for the future.



Principles, guidelines and processes for employee recruitment and selection are defined in our Recruitment and Selection Guideline. Our Personal and Role Development Framework is designed to nurture personal growth and employee engagement, ensuring that we have a new generation of leaders who are prepared and ready to inspire and lead. During our annual salary review programs, we reference industry remuneration data sources to confirm our compensation remains competitive in the market. We participate in annual salary surveys, ensuring our employee compensation aligns with industry standards while also emphasising the importance of fair compensation for work as a fundamental human right. We offer our employees a variety of benefits, including; competitive incentive schemes; comprehensive leave entitlements³; death, disability and salary continuance insurance coverage; and salary sacrifice options.

We strictly adhere to industrial relations laws and our Minimum Working Age Standard to prevent child labour. All employees have the right to freedom of association supported by internal policies along with the Fair Work Information Statement.

In 2023 we implemented new measures to attract talent and develop performance.

Attracting talent and developing performance



Internal capabilities

Increased our recruitment team capacity.

Commenced recruitment for a Senior Remuneration and Benefits Specialist, and a Senior Organisational Development Advisor to expand our expertise.



Target setting

Achieved 17% employee turnover rate, maintaining our target of less than 20%⁴, an improvement from 19% in 2022.

115
EMPLOYEE DEPARTURES

17%
TOTAL 12-MONTH MOVING TURNOVER

330
NEW EMPLOYEE HIRES



Enterprise bargaining

Talison Enterprise Agreement 2023 negotiated through an enterprise bargaining process with company, employee and union bargaining representatives; lodged with and approved by the Fair Work Commission.



Systems and processes

New general online site induction rolled out to new and existing employees and contractors.



Industry knowledge sharing

33 Talison employees attended the 15th Women in Mining WA (WIMWA) annual summit.

Our General Manager Operations was a keynote speaker at the Regions Rising Western Australia conference.

Our Manager Operational Technology presented at multiple industry conferences throughout 2023.



Professional development

Commenced standardisation and optimisation of our Learning and Development function.

³. Including but not limited to paid parental leave, domestic and family 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.
⁴. 12 month rolling turnover excluding casual employees and contractors.



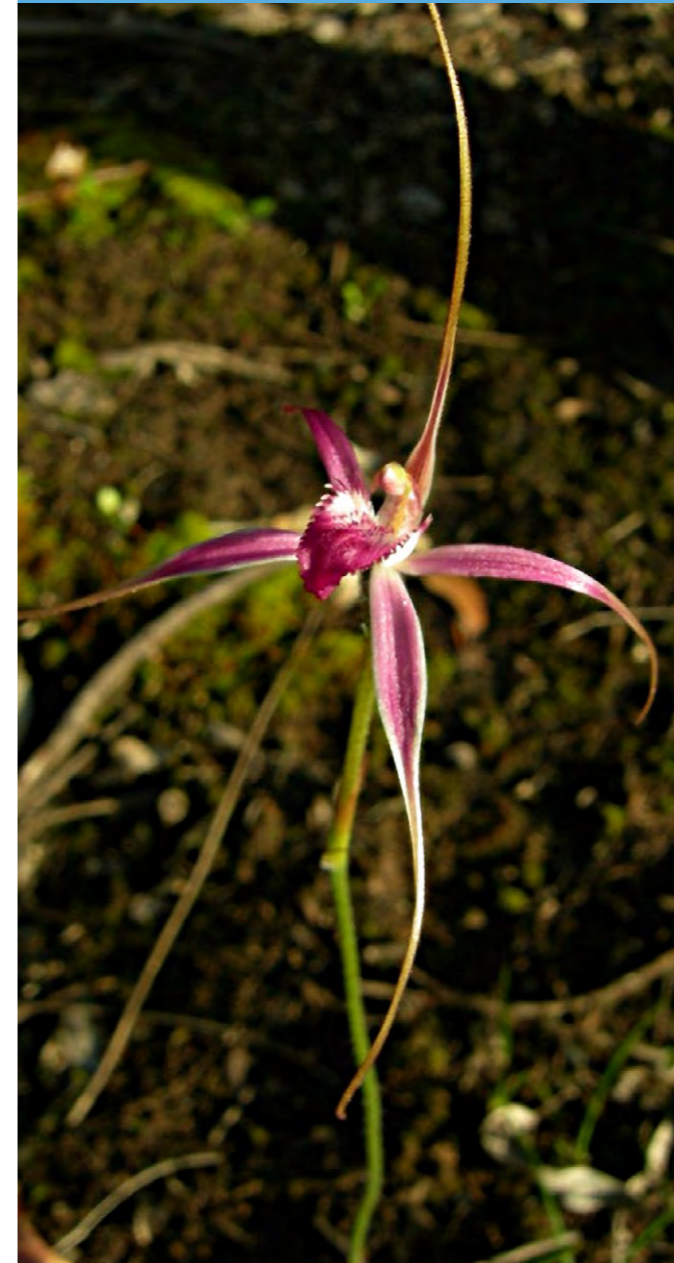
Collaborative culture refresh and strategic rebranding

Driven by the clean energy transition, the lithium mining industry faces challenges in meeting the growing demand for critical minerals. One of the key obstacles faced by the industry is attracting and retaining a skilled workforce who are essential for the industry's future growth. As our expansion continues, we need to keep sight of who we are and those unique qualities which define our culture, including how we are contributing to solving environmental and social challenges.

We are working on a rebranding and culture project focused on capturing the purpose, vision and values that will steer us forward. To inform this work, in 2023 we commenced an extensive research and engagement process to gather insights from our employees across the business and from key external stakeholders. This process included a workforce survey, Board and management interviews, external stakeholder interviews, executive and management workshops and employee focus groups. The insights gained from this research will be considered and integrated into our new culture framework and brand to be launched in 2024. Through this strategic process, we can better align our values with a changing market, attract top talent and connect with stakeholders.



Did You Know?



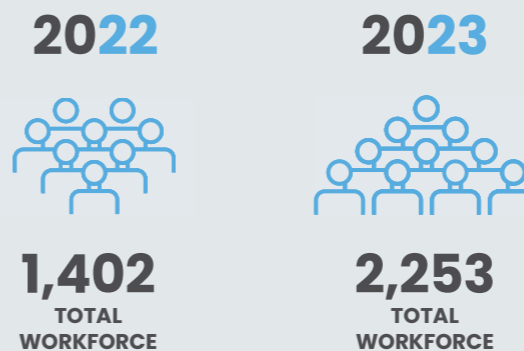
Caladenia Village

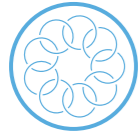
The village is named after the *Caladenia harringtoniae* orchid - a rare orchid found in the forests surrounding Greenbushes.

Our goal is to maintain a predominately residential workforce as we expand our operations. In 2023, we onboarded 330 new employees into our workforce. Given the growth of our operations and the ongoing housing shortage in the region, we are in the process of transitioning to a residential and drive-in-drive-out (DIDO) workforce to meet operational needs while preserving the liveability of local communities. In 2023, we began constructing permanent accommodation near our operation. Caladenia Village will be in use in early 2024, initially for our construction workforce before transitioning to accommodate operational personnel. The Village will have 488 rooms, with a further expansion reaching 740 rooms. We also temporarily accommodate people in the Old Mill Camp (248 rooms) and the Maranup Ford Road Camp (200 rooms). We aim to have two-thirds of employees living locally and one-third commuting on a DIDO basis.

In 2024 we will review our current remuneration framework and strategy, streamline human resources processes, focus on retaining identified key talent and critical roles, and continue to standardise our Learning and Development function. We will also carry out an Employee Engagement Survey to gather insights and feedback, enabling us to enhance our workplace environment and foster greater employee satisfaction.

Total operating workforce





Diversity and inclusion

Diversity and inclusion continues to be important at Talison and we recognise that cultivating a workforce that is inclusive, diverse, skilled, engaged, and productive is crucial for driving the sustained success and long-term value of our business.

We aim to create a culture where every employee has a sense of belonging and feels valued for their contribution. A culture that respects and celebrates our differences.

Principles of equal opportunity in employment are specified in our Diversity and Inclusion Policy⁵. Our Code of Business Conduct and Ethics⁶; Discrimination, Harassment and Bullying Guideline; Employee Accountability Statement; and Employee Responsibilities Statement establish clear expectations, standards and guidelines to eliminate workplace discrimination. Our Grievance Standard and Whistleblower Policy⁷ provides guidelines for reporting unethical behaviour and procedures for investigating and addressing reported issues. Contact Officers, EAP, and our Human Resources and Wellbeing Teams are also available to assist employees facing issues related to unlawful discrimination, harassment, or bullying in the workplace.

We supported several business wide events to raise awareness and celebrate International Women's Day, Harmony Week, IDAHOBIT Day and NAIDOC Week. We offer flexible work arrangements through our Flexible Working Arrangement Guideline, accommodating the needs of both employees and the business outside the traditional full-time work structure.

Our Indigenous Employment Guideline and Indigenous Participation Plan serve as a framework for providing full, fair, and reasonable opportunities for Aboriginal and Torres Strait Islander Peoples to participate during the recruitment process. This includes their businesses and communities, aiming to achieve meaningful and ongoing employment, training, and economic development outcomes.

In 2023, we commenced a review of our Parental Leave Guideline supported by employee feedback. The review focused on looking at best

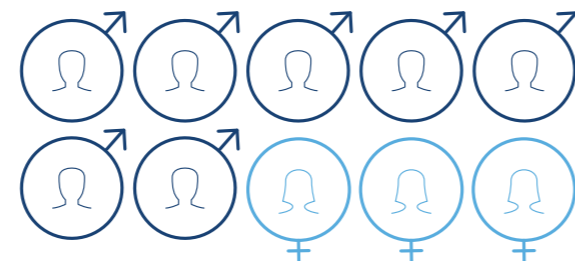
practice across the industry and the need for a policy that is accessible, flexible and gender equitable. A revised Parental Leave Guideline will be launched in 2024.

In 2023 we included workplace behaviour, diversity and inclusion topics in our general site induction. Training in the management of sexual harassment disclosures was conducted with supervisors to support and protect employees. Everyone at Talison has a right to feel safe at work.

In 2023 female participation increased to 30% from 26% in 2022. We are proud to report 71% female participation in traineeship and apprenticeship programs, largely due to the applications received from female candidates and the variety of traineeships and apprenticeships on offer. In 2024 we will include a diversity target in the annual bonus scheme to seek to drive a 1% improvement in female participation to 31% in 2024. We will also develop a Diversity and Inclusion Strategy through consultation and collaboration with Board, management and employees.

30%

females in our workforce



5. Available at Talison website. 6. As per footnote 5. 7. As per footnote 5.



Promoting diversity and inclusion in the mining industry

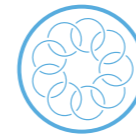
'Women in Mining and Resources Western Australia aims to encourage women to increase their presence in the industry, provide a strong network for women, and advocate for the industry to be proactive in attracting and retaining women in the resources sector⁸.

Women in Mining WA (WIMWA) organises annual summits to share industry knowledge, connect attendees and inspire actions. We have been attending and supporting the WIMWA annual summits for several years through sponsorship and in 2023 were a Platinum Sponsor.

In 2023, 33 employees attended the summit including seven members from executive and management teams. We partnered with a local Western Australian bookstore, providing all attendees with book vouchers. This initiative was born out of the desire to promote Talison using a more sustainable marketing tool, where attendees could choose a great book to keep, rather than a throw-away free item. Additionally, we held a virtual WIMWA conference at the Greenbushes Community Resource Centre for those unable to attend the conference sessions. Our support for WIMWA's 2023 summit underscores our commitment to promoting diversity and inclusion in the mining industry.

In 2023, we again submitted a comprehensive annual report to the Workplace Gender Equality Agency (WGEA) covering gender composition, pay equity analyses, policies, and strategies highlighting our dedication to promoting gender equality and meeting WGEA requirements. In 2024, we will publish an Employer Statement regarding our gender pay gap outlining the 2022-2023 Gender Pay Gap results⁹. We believe in equal pay for work of equal value and will continue to identify and address any gender pay disparities. A comprehensive strategy to achieve better pay parity involving the Board, management and staff will be a focus for 2024.

8. <https://womeninmining.com/wimwa-community/about-wimwa/> 9. Calculated by WGEA's methodology of mean and median remuneration, the key factors contributing to these results and our commitments to closing the gender pay gap.



Cultural Heritage

We respect the deep and enduring connections that Aboriginal and Torres Strait Islander peoples have for their lands, waters and community. We seek to engage meaningfully to better understand this rich and living cultural heritage.

Our Social Impact Assessment (SIA) 2023 identified potential social and economic benefits to Aboriginal people including employment, training and business opportunities. It also identified anticipated interest in or concern about potential impacts to flora, fauna and cultural heritage and interest in supply chain involvement. We aim to provide engagement opportunities to encourage participation and for concerns to be voiced.

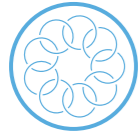
In 2023 we met with representatives from the Karri Karrak Southwest Boojarah Aboriginal Corporation, the Gnaala Karla Booja Aboriginal Corporation and the Wagyl Kaip Southern Noongar Aboriginal Corporation. We look forward to further engagement in 2024 to gain a better understanding of the ways in which we can provide support that is targeted and sustainable, and contributes to improved outcomes for Aboriginal people in our region.

Talison has a site based Aboriginal Engagement Committee (AEC) comprised of cross-department representatives who meet quarterly to develop opportunities to work collaboratively with Aboriginal stakeholders including community groups and businesses.

Through our two-day Cultural Awareness Program (established in 2020) we aim to foster greater knowledge of Aboriginal and Torres Strait Islander peoples' perspectives amongst our workforce. In 2023, 76 people participated in the program which was almost double the number who participated in 2022. This ongoing training continues to foster an inclusive culture at Talison.

We seek to avoid adverse impacts on cultural heritage through our Heritage Management Plan and associated processes including consultation with Aboriginal people to protect any sites of significance.

In 2023 we offered Aboriginal and Torres Strait Islander Peoples Cultural Awareness scholarships to schools in the Warren Blackwood Education District and Shire of Donnybrook-Balingup. Nine schools accessed the funding for a range of projects and programs for students in 2023 with Talison providing total sponsorship of \$19,000. We intend to increase participation in the program in 2024 by engaging further with schools and community.



Communities

We recognise that building strong, trusted relationships with local communities is key to fostering sustainable development and creating lasting positive impacts.

Community engagement

We engage with a diverse range of stakeholders in the communities surrounding our operation. We share operational updates and gather feedback from community members during monthly presentations to the Greenbushes community. Updates are provided through local newsletters, presentations to community and business groups, community meetings, mine tours, social media and at our annual Mine Open Day.

In 2023, we completed an SIA that involved engaging with stakeholders to identify potential social impacts associated with our current operations and planned expansion activities. Stakeholder feedback reflected the ongoing interest in how Talison will monitor and manage impacts in relation to dust, noise and visual amenity. Following the impact identification, we evaluated the impacts and developed a Social Management Plan (SMP) to address them.

In 2023 we commenced preparations to establish a Community Advisory Committee (CAC) with a common goal to enhance and facilitate feedback and seek input from the community. A Terms of Reference document was developed and we will seek to establish the CAC in 2024. The intent of the CAC is to include representatives from Local Government, community and business organisations surrounding our operation.



Social investment

Through our social investment programs¹⁰ we aim to contribute to the social and economic wellbeing of the surrounding communities. Our commitment includes a Community Support Program (CSP) which focuses on health and wellbeing, education, art and culture, community participation, and environmental initiatives. Funding is provided through cash and in-kind donations for community groups and organisations throughout the Shires of Bridgetown-Greenbushes, Donnybrook Balingup, Nannup, Boyup Brook and Manjimup.

Funding was provided for 8 schools in the Warren Blackwood Education District and Shire of Donnybrook-Balingup to purchase resources to promote Science, Technology, Engineering and Mathematics (STEM). We also partnered with The Chamber of Minerals

and Energy Western Australia to fund introduction of a curriculum linked digital technologies program for schools in the Warren Blackwood region.

As we expand our operations, we are increasing our investment in the local community to create shared value and sustainable outcomes. In 2023 a new social investment initiative was developed. The Community Investment Program (CIP) is designed to provide larger funding opportunities to deliver strategic infrastructure projects that build social capital and local ownership. We support community projects and organisations across the following categories:



Health and Wellbeing



Quality Education



Vibrant and Sustaining Communities



Sustainable Environments & Biodiversity Improvements

80+

not-for-profit organisations and community groups supported

¹⁰. Social investment programs include the Community Support Program (CSP), Community Investment Program (CIP), partnerships and scholarships.



Supporting local communities through infrastructure development

We recognise that infrastructure development builds a foundation for thriving communities. Under our CIP, we worked with local communities and local governments to identify various infrastructure projects aimed at enhancing community facilities and amenities. Funding was then provided to deliver a number of key projects including:

Shire of Donnybrook Balingup

We allocated \$3 million to the Shire of Donnybrook Balingup for a significant remodel of the VC Mitchell Park. This support will rejuvenate the sport and recreation facilities by creating an integrated precinct to meet the varying needs of multiple sporting clubs and community organisations.



Shire of Bridgetown-Greenbushes

We allocated \$1.65 million under a 'Partnering for the Future Program' with the Shire of Bridgetown-Greenbushes to bring improvements to the Greenbushes townscape and roads; recreation facilities in each town; and an energy efficiency improvement project for the Bridgetown Library, Recreation Centre and Shire Office. Through these transformative projects we support community social and economic wellbeing.

"We are now delighted to see the formalising and commencement of this momentous partnership. The community of Greenbushes in particular will benefit from some important works with this significant allocation from Talison this year. We are looking forward to ongoing collaboration via the Partnering for the Future program with further projects in coming years."

Jenny Mountford
Shire of Bridgetown-Greenbushes President



Geegeelup Village

Geegeelup Village is a not-for-profit residential aged care facility in Bridgetown. We committed \$200,000 to complete earthworks for the expansion of their residential housing.

"The Talison investment in facilities for our seniors will be used to support Geegeelup's vision to grow and provide more opportunities for residents to age in their own community and the impact of this support is life changing."

Sean Mahoney
Geegeelup Village Incorporated Manager



In our efforts to build stronger communities, six multi-year partnerships have been established with key groups which provide important services for local communities. These partnerships have a strong focus on education and health for people of all ages. In 2023, we signed a 3-year partnership¹¹, \$200,000 each

Greenbushes Returned Services League (RSL)

The Greenbushes RSL is a support organisation for current and former Australian Defence Force personnel and their families. We provided funding of \$190,000 for necessary works on their hall. The RSL has completed the renovation of the kitchen and meeting room, including aesthetic changes and structural improvements.

"The Greenbushes RSL Hall is a historical building which has withstood many changes in the community over the years and with this refurbishment will be able to stand proudly in the main street of Greenbushes for many years to come"

Trevor Bottomley
Greenbushes RSL President



year, with Blackwood Youth Action Inc (BYA), a not-for-profit organisation dedicated to increasing access to mental health support for youth in the Warren Blackwood region of Western Australia. BYA provides youth mental health support services in the towns of Bridgetown, Greenbushes, Balingup, Manjimup, Pemberton, Northcliffe, Boyup Brook, and Donnybrook. These services have had a significant impact, reaching over 1,400 local youths. One of the key initiatives undertaken was the establishment of BYA House, a purpose made space in Bridgetown that serves as a safe venue for local youth. This facility enables delivery of a wide range of services for young people, including case management, support groups, training, mentoring, life skills programs, therapy, and counselling sessions. An increased demand has seen the establishment of another premises in Manjimup to provide greater outreach to regional youth.

In 2023, our actual expenditure in local communities through donations and investment of funds was \$4,541,181 of a committed \$6,131,690¹² through CIP, CSP, partnerships and scholarships.

In 2024 we will deliver budgeted projects and continue to invest in strategic initiatives in the communities through our social investment programs in the Shires of Bridgetown-Greenbushes, Donnybrook Balingup, Nannup, Boyup Brook and Manjimup.

Community Responsiveness

Our External Stakeholder Grievance Resolution Guideline¹³ outlines the procedure for handling grievances raised by external stakeholders. This offers external stakeholders a formalised channel to express their concerns. Our Community Contact Procedure defines how contact from external stakeholders should be managed by Talison personnel, with an aim to responding to community or stakeholder contacts within two working days.

In 2024 we will review our Stakeholder Engagement Management Plan and Communications Plan.

¹¹ The initial payment occurred in 2022, with the official partnership agreement signed in 2023. ¹² Total commitments of \$6,131,690 in 2023 comprised of: \$5,359,500 CIP to Local Government and community organisations; \$387,890 CSP cash and in-kind donations, \$336,300 to partnerships and \$48,000 STEM and Indigenous Scholarships. Remaining commitment to be spent in 2024 in line with project timing. ¹³ Available at Talison website.



Our governance structures and processes ensure that we operate with transparency, accountability and integrity.

Governance

Business ethics	74
Risk management	76
Supply chain management	78
Human rights	80
Economic contributions	81





2023 Highlights

BUSINESS ETHICS



- Recruited a Senior Legal Counsel to enhance our legal team's capabilities.
- Investigated alternatives for an anonymous whistleblowing reporting platform.

RISK MANAGEMENT



- Engaged an independent risk expert to advise on our Enterprise Risk Management framework.
- Commenced development of risk appetite statements.

SUPPLY CHAIN MANAGEMENT



- Incorporated Supplier Code of Conduct into supplier onboarding process.

HUMAN RIGHTS



- Completed Human Rights Impact Assessment (HRIA) and Human Rights Management Plan (HMP).
- Improved our approach to the Modern Slavery Questionnaire with suppliers.

2024 Focus areas

- **Complete review of Code of Business Conduct and Ethics.**
- **Deploy an anonymous whistleblowing reporting platform.**
- **Provide training in our anti-corruption and bribery policies and procedures for all employees.**

- **Complete the risk appetite statements for Board endorsement.**
- **Reflect risk appetite into policy and procedure documentation.**

- **Launch a local vendor registration program.**
- **Develop a strategy to evaluate the sustainability practices of potential vendors.**

- **Develop a Human Rights Audit Tool, and risk-based audit plan for Tier 1 suppliers¹.**
- **Provide suppliers with a Modern Slavery education package to drive awareness and understanding.**
- **Establish an internal Human Rights Champions team.**

¹ Tier 1 suppliers refer to manufacturers who provide products directly to our business without intermediary manufacturers.





Business ethics

Ethical business practices are fundamental to our business. We are committed to upholding the highest standards of integrity, transparency and ethical behaviour in all aspects of our operations.

Compliance, risk management and stakeholder engagement are our priorities as we seek to adopt strong corporate governance standards. We implement policies, procedures and training to prevent and eliminate compliance violations, including corruption. 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. In 2023, we strengthened our legal team by adding a Senior Legal Counsel. Additionally, we initiated a review of our Code of Business Conduct and Ethics, with completion expected in 2024.

We uphold a zero-tolerance policy against all forms of bribery and corruption. Our Anti-bribery and Corruption Standard² sets out obligations concerning bribery, corruption, and related improper acts. This standard directs and informs decisions and actions of our directors, officers, employees, and contractors. Guidance from this standard identifies and addresses instances of bribery and improper acts, and provides mechanisms for reporting. We have scheduled training sessions on anti-corruption and bribery for all our employees in 2024, aiming to further reinforce our expectations of compliance with ethical business practices.

Our Whistleblowing Standard provides guidelines for our employees, officers and directors to report any concerns regarding unlawful, unethical or irresponsible behaviour or misconduct. This reporting can be done confidentially, without fear of discrimination, retaliation or harassment. We have established incident reporting channels and investigation procedures specifically for employees, officers and directors to ensure effective communication and handling of incidents. The outcomes of the whistleblowing investigations are reported on a confidential basis to the Board Chair. If the disclosure relates to the Chair, the investigation outcomes are reported on a confidential basis to another Director. The whistleblower's right to confidentiality will be maintained in the absence of consent. In 2023, we explored options for an anonymous whistleblowing reporting platform and will engage a platform provider in 2024.

². Available at Talison website.





Risk management

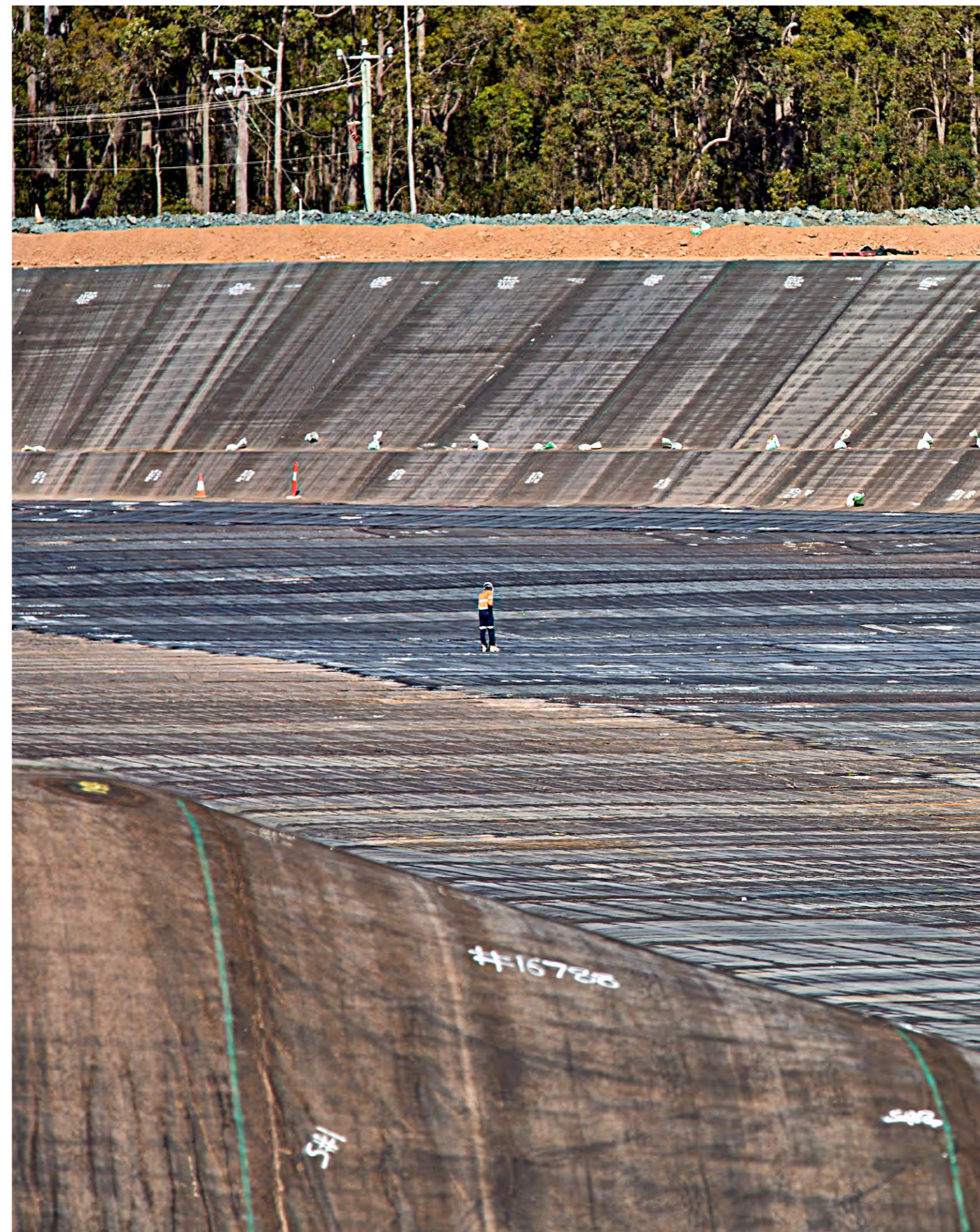
We believe that identifying, assessing and mitigating risks is essential in ensuring long-term value creation and business resilience. We are committed to excellence in risk management.

We engaged an independent expert to advise on our Enterprise Risk Management framework, which details the management processes for strategic and material risks.

In 2023, the Board of Directors and management participated in a risk appetite workshop to develop a common understanding of risk appetite and tolerance, settle on the approach and approve the risk settings and limits. This workshop aimed to align the understanding of risk appetite across the business, ensuring a cohesive approach to risk management. Following the workshop, five risk appetite statements were developed to guide decision making through risk and opportunity to achieve our business objectives. A further five risk appetite statements will be completed in 2024, with all ten to be endorsed by the Board in 2024. We will also report to the Board quarterly on key risks to ensure ongoing oversight and alignment with our risk appetite framework.

Risk appetite statement development progress

2023	2024
Major Projects and Strategic Growth	Operations
Finance	Safety and Wellbeing
Tax Compliance	Environment
People	Community
Compliance and Ethics	Cyber Security





Supply chain management

Maintaining business relationships that align with our core values is paramount in the pursuit of long-term business success.

Principles for procurement activities, including our commitment to ethical practices with business partners, are defined in our Procurement Policy Statement. Due diligence is conducted through our procedure for Engagement of Contractors and Service Providers. Pre-qualification and onboarding processes verify contractors' ability to meet safety, quality, environmental, human rights, and training expectations prior to engagement.

We promote equal opportunities for Aboriginal and Torres Strait Islander businesses for supplying goods, equipment and services. This applies to our standard requirements for approved vendors, where businesses meet our health, safety, environment, quality, cost and delivery requirements³.

In 2023 we implemented a Supplier Code of Conduct and incorporated it into our supplier onboarding processes. Our focus on supplier engagement ensures that our supply chain remains aligned with our values and ethical standards, with a link to our business objectives.

In 2024, we will promote sustainability practices in procurement by engaging employees through online training and integrating sustainability into procurement documentation.

We will launch a local vendor registration program to identify new local vendors to develop a database that will assist our procurement team to understand local capability and support local suppliers. We will also develop a strategy to evaluate the sustainability practices of potential new vendors during our prequalification process.



³. Indigenous Procurement Guideline.



Human rights

We are committed to respecting and promoting human rights throughout our business and sphere of influence. This includes upholding the dignity and rights of all people within our own business, our supply chains, and the communities we impact.

We are dedicated to understanding, assessing and eliminating the risk of modern slavery and human rights abuses from our supply chains. Our Human Rights Policy Statement⁴ outlines our principles of respecting human rights, non-discrimination and supply chain influence.

Our annual Modern Slavery Statement⁵ outlines our continued progress to maintain sound social and ethical practices within our operations, supply chain, and in every market in which we operate. A supplier guidance document is in place to assist our procurement team in negotiating modern slavery terms in supplier contracts and we continue to engage with suppliers to conduct modern slavery risk assessments. In 2023 we enhanced engagement with suppliers by developing a tiered approach through categorising suppliers based on risk levels. In 2024 we will develop a Human Rights Audit Tool and risk based audit plan to conduct targeted audits of Tier 1 suppliers to achieve compliance with our modern slavery requirements. We will provide suppliers with an education package on modern slavery awareness, conduct training sessions for employees and establish a Human Rights Champions team.

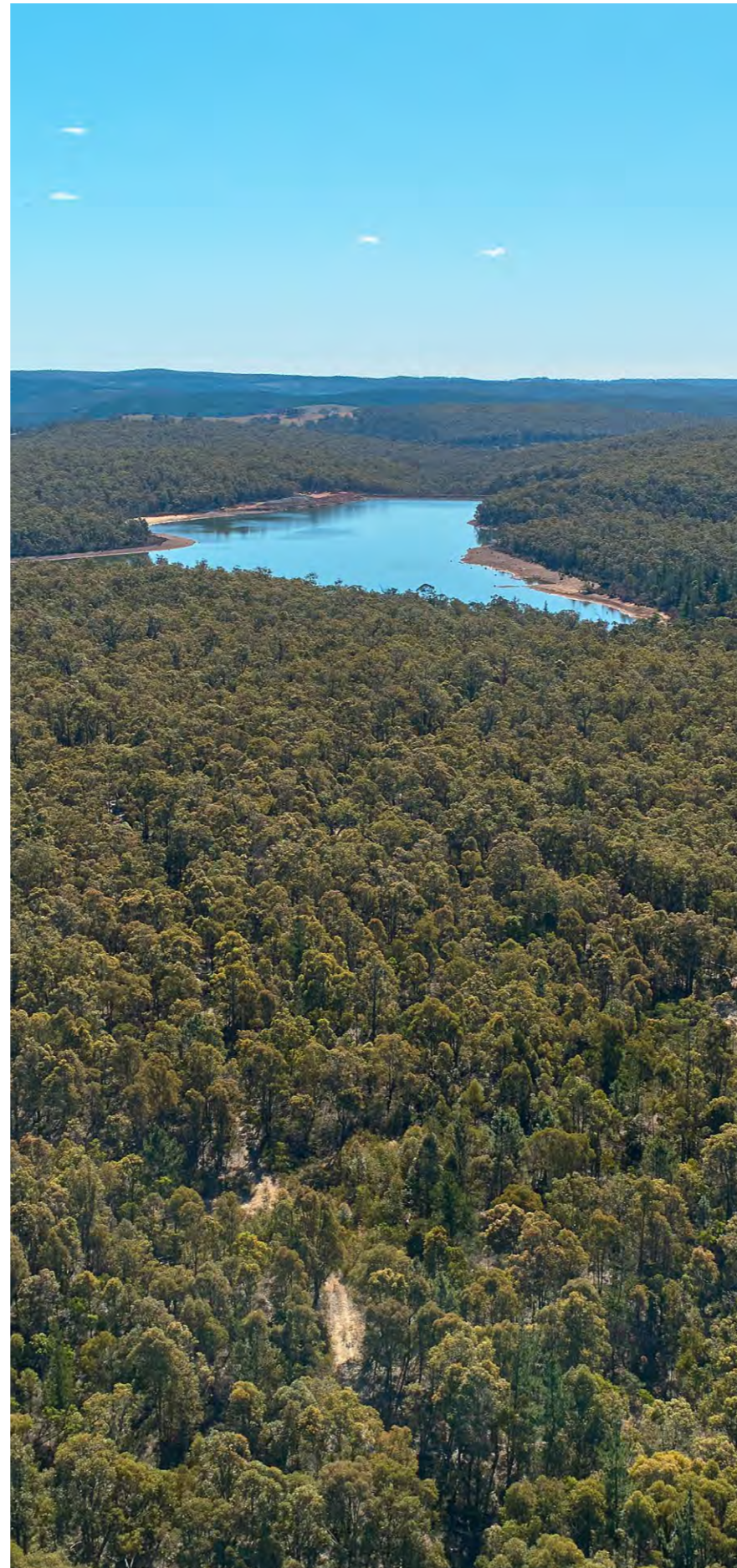
The development of a Human Rights Champions team will work to proactively safeguard human rights for our workers and communities by promoting awareness, providing a platform for concerns, and fostering respectful dialogue between Talison and those it impacts.

Our Human Rights Standard guides the minimum behaviour and responsibilities required of all directors, management, employees and contractors with respect to human rights.

The Human Rights Impact Assessment was completed in 2023 and guided the formulation of our Human Rights Management Plan (HRMP), including monitoring metrics.

Our approach to human rights and modern slavery reflects our commitment to ethical and responsible practices, both within our business and throughout our supply chain.

⁴. Available at Talison website. ⁵. Available at Australian Government's online Modern Slavery Statements Register.



Economic contributions

Our economic contributions extend to supporting the resilience and prosperity of the local communities and host governments where our operations are located. We contribute to local, regional and national economies through the payment of taxes, government royalties, workforce wages and supplier payments.

We are currently one of Australia's largest corporate taxpayers⁶ and the significant revenues provided to government from our operations are applied towards funding essential public services and government activities. Our transparency around financial distributions together with anti-corruption measures, provide alignment with our commitment to ethical business practices.

- Operating costs: \$427.65 million
- Australian Government income taxes: \$2.66 billion
- Western Australian Government Royalties: \$569.87 million
- Local government rates and fees: \$0.79 million
- Community contributions and donations: \$6.13 million⁷
- Dividends of \$6.20 billion were paid to Shareholders.

⁶. Whilst the Australian Tax Office's Corporate Tax Transparency Report of Entity Tax Information for 2023-24 is not yet available, Talison's 2023 income tax (which is registered under Windfield Holdings Pty Ltd) would have ranked in the top 10 largest Australian corporate tax payers based on 2021-22 data. ⁷. This figure refers to the funds committed in 2023. The total spend for 2023 is \$4,541,181.



Indexes

Performance data	84
Glossary	89
GRI content index	90
Independent assurance statement	104





Performance data

Production

Data category	Unit	FY2022 ¹	CY2022	FY2023	CY2023
Production					
Lithium mineral concentrate	t	1,134,580	1,348,616	1,491,263	1,522,297
Tantalum bulk concentrate ²	t	1,571	1,471	1,947	2,121
	lb contained Ta ₂ O ₅	138,528	129,728	171,667	187,025

Environment

Data category	Unit	FY2022 ¹	CY2022	FY2023	CY2023
Emissions³					
Scope 1 GHG emissions	t CO ₂ -e	47,228	61,246	74,774	90,581
Scope 2 GHG emissions ⁴	t CO ₂ -e	109,577	117,327	89,699	85,761
Scope 1 + 2 GHG emissions	t CO ₂ -e	156,805	178,573	164,473	176,343
Carbon intensity	t CO ₂ -e / t lithium mineral concentrate produced ⁵	0.138	0.132	0.110	0.116
GHG emissions from land clearing ⁶	t CO ₂ -e	Not calculated	64,719	Not calculated	14,766
Nitrogen oxides	kg	386,976	502,781	608,521	774,007
Sulphur oxides	kg	266	355	449	557
Carbon monoxide	kg	244,159	294,133	334,050	401,721
Volatile organic compounds	kg	27,534	36,865	45,381	56,328
Particulate matter 10 µm	kg	1,007,900	1,068,779	1,360,385	1,532,048
Particulate matter 2.5 µm	kg	24,880	32,645	41,097	51,995

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 calculation methods and factors detailed in the NGER (Measurement) Determination 2008. Other emissions adopt calculation 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. In CY2022, the FY2021-22 SWIS grid electricity emission factor was applied (0.68 kg CO₂-e/kWh). In CY2023, the FY2022-23 SWIS grid electricity emission factor was applied (0.51 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 DCCCEW 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. All land clearing activities are assigned in a calendar year and financial year estimates have not been provided.

Environment (continued)

Data category	Unit	FY2022	CY2022	FY2023	CY2023
Energy Consumption⁷					
Total	GJ	1,262,797	1,504,103	1,712,044	1,913,373
Diesel	GJ	614,567	816,007	1,010,732	1,239,219
Electricity purchased from grid	GJ	580,111	621,144	633,171	605,375
Other fuel ⁸	GJ	68,119	66,954	68,139	68,779
Energy intensity	GJ / t lithium mineral concentrate produced ⁹	1.113	1.115	1.148	1.257

Data category	Unit	CY2022	CY2023
Land Disturbance			
Land cleared	ha	275	115 ¹⁰
Water¹¹			
Groundwater	ML	0	0
Municipal (potable water)	ML	28	59.9
Collected rainwater	ML	1,970	1,500 ¹²
Total water withdrawn	ML	1,999	1,560
Water consumed ¹³	ML	2,484	2,749
Water discharged	ML	1,187	1,361
Waste Generated			
Land disposal (onsite)	t	290	378
Land disposal (offsite)	t	286	334
WTP solid waste	t	848	2083
Incineration (unsalvageable wood pallets)	t	79	435
Biological treatment (effluent)	t	7,981	11,133
Waste Recycled (offsite)			
Commingled waste	t	103	51
Scrap metal	t	617	616
Waste oil	t	172	116
Electronic waste	kg	120	105
Drink containers	kg	290	Not measured
Printer cartridges	kg	Not measured	280

7. Data is compiled using methodologies set out in the NGER (Measurement) Determination 2008. **8.** Other fuel includes liquefied petroleum gas, unleaded petrol, dry wood, lubricating oil, grease, non-lubricant fluid. **9.** Excluding tantalum concentrate. **10.** This includes clearing of land that has been previously disturbed due to mining activities. **11.** The 2022 data were restated. For more details, please refer to GRI Content Index (GRI 2-4). **12.** Methodology based on dam water level measurements from seasonal high and low points. **13.** The data under water consumed adopts SASB Standards accounting metrics EM-MM-140a.1. In 2023 we have updated our methodology in water data collection.



Environment (continued)

Data category	Unit	CY2022	CY2023
Tailings Waste			
Generated	t	4,189,513	4,369,777
Reprocessed	t	1,372,913	1,833,918
Waste Rock			
Total	t	12,657,877	16,092,031
Repurposed	t	8,789,607	5,857,575
Repurposed	%	69	36
Sent to Waste Rock Landform	t	3,868,270	10,234,456

Social

Data category	Unit	CY2022	CY2023
Occupational Health & Safety			
Employees¹⁴			
Fatalities as a result of work-related ill health	No.	0	0
Cases of recordable work-related ill health	No.	0	0
Work-related fatalities	No.	0	0
Lost Time Injury (LTI)	No.	2	1
Restricted Work Injury (RWI)	No.	1	4
Medically Treated Injury (MTI)	No.	3	2
First Aid Injury (FAI)	No.	71	119
Lost Time Injury Frequency Rate (LTIFR) ¹⁵	Rate	2.2	0.9
Occupational injury frequency rates (OIFR) ¹⁶	Rate	6.5	6.2
Total Recordable Injury Frequency rate (TRIFR) ¹⁷	Rate	3.3	4.4
Hours worked	hr	923,056	1,124,225

14. The 2022 data were restated. For more details, please refer to GRI Content Index (GRI 2-4). 15. LTI divided by total number of hours worked and multiplied by 1,000,000 (a metric used by Talison). 16. The sum of LTI, RWI and MTI, then divided by total number of hours worked and multiplied by 1,000,000. 17. The sum of LTI and RWI, then divided by total number of hours worked and multiplied by 1,000,000.

Social (continued)

Data category	Unit	CY2022	CY2023
Contractors¹⁸			
Fatalities as a result of work-related ill health	No.	0	0
Cases of recordable work-related ill health	No.	0	0
Work-related fatalities	No.	0	0
LTI	No.	2	1
RWI	No.	5	5
MTI	No.	3	13
FAI	No.	71	108
LTIFR ¹⁹	Rate	1.5	0.4
OIFR ²⁰	Rate	7.4	7.5
TRIFR ²¹	Rate	5.1	2.4
Hours worked	hr	1,359,540	2,522,183
Site (Employees plus Contractors)			
OIFR	Rate	7.0	7.1
TRIFR	Rate	4.4	3.0

Data category	Unit	AS AT END OF CY2022	AS AT END OF CY2023
Employees			
Greenbushes employees ²²	No.	511	707
Perth employees ²³	No.	48	72
Total operating workforce (including contractors)	No.	926	1,593
Total operating workforce (including contractors + construction)	No.	1,402	2,253
Male ²⁴	%	74	70
Female ²⁵	%	26	30
Talison departures ²⁶	No.	93	115
Talison new employee hires ²⁷	No.	303	330
Total 12 month moving turnover	%	19	17
Total training hours ²⁸	hr	22,825	28,132
Average hours of training per year per employee	hr	45	40
Percentage of total employees covered by collective bargaining agreements ²⁹	%	Not available	38
Community			
Community investment	\$AUD	660,129	4,541,181 ³⁰

18. The 2022 data were restated. For more details, please refer to GRI Content Index (GRI 2-4). 19. LTI divided by total number of hours worked and multiplied by 1,000,000 (a metric used by Talison). 20. The sum of LTI, RWI and MTI, then divided by total number of hours worked and multiplied by 1,000,000. 21. The sum of LTI and RWI, then divided by total number of hours worked and multiplied by 1,000,000. 22. Excluding casual employees. 23. As per footnote 22. 24. Excluding contractors and casual employees. 25. As per footnote 24. 26. Excluding contractors and casual employees. The 2022 data were restated. For more details, please refer to GRI Content Index (GRI 2-4). 27. As per footnote 24. 28. 2022 data includes employees and contractors in Greenbushes. 2023 data includes employees in Greenbushes. 29. Greenbushes employees only. 30. This figure refers to the actual monies spent in 2023 and consists of CIP \$3,907,272, donations and in-kind \$603,530, education \$30,379.



Governance

Data category	Unit	CY2022	CY2023
Supply Chain Management			
New suppliers screened (pre-qualification returned) ³¹	%	100	100
Number of suppliers assessed for modern slavery	No.	746	345
Percentage of products and services purchased by region			
- Greenbushes	%	Not reported	1.0
- Local region ³²	%	Not reported	2.4
- Southwest region of Western Australia	%	Not reported	27
- Western Australia	%	Not reported	69
- Australia	%	Not reported	90
Payments to Governments³³			
Local Government ³⁴	\$AUD	387,043	791,200
State Government ³⁵	\$AUD	268,713,474	577,119,512
Federal Government ³⁶	\$AUD	922,091,720	2,690,478,509
Government organisations ³⁷	\$AUD	8,571,339	8,879,440
Total	\$AUD	1,199,763,576	3,277,268,661
Compliance with laws and regulations			
Number of significant instances of non-compliance for which fines were incurred	No.	0	0
Total monetary value of significant fines	\$AUD	0	0
Total number of non-monetary sanctions	No.	1 ³⁸	0
Confirmed incidents of corruption	No.	0	0
Incidents of violations involving the rights of Aboriginal and Torres Strait Islander peoples	No.	0	0
Incidents of discrimination	No.	0	0

31. Exceptions for major projects construction, community groups, one-off consultants. 32. Local region refers to the areas in close proximity to the mine site. The major towns are Donnybrook, Nannup, Manjimup, Bridgetown and Boyup Brook and includes all towns within this catchment. 33. Please refer to Taxes and Royalties at Talison website for more details. 34. All payments to local government including rates, applications and infrastructure use. Local Government rates are \$89,869 in 2022 and \$471,152 in 2023. 35. All payments to state government (Western Australia Government), including Mining Rehabilitation Fund, Royalties, rates, payroll tax, levies and licenses. 36. All payments to federal government (Australian Government), including income Tax, Pay as you go (PAYG) withholding and fringe benefits tax. 37. All payments to government organisations, including payments to Synergy, Southern Ports Authority, Water Corporation, Construction Training Fund and Western Power. 38. 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.

Glossary

Term	Definition	Term	Definition
AASB	Australian Accounting Standards Board	lb	pound
ACCU	Australian Carbon Credit Unit	LCA	Life Cycle Assessment
AEC	Aboriginal Engagement Committee	LFP	Lithium iron phosphate
Albemarle	Albemarle Corporation	LPG	Liquefied Petroleum Gas
ANCOLD	Australian National Committee on Large Dams	LTI	Lost Time Injury
ASRS	Australian Sustainability Reporting Standards	LV	Light Vehicle
AQF	Australian Qualifications Framework	m ³	cubic metre
Arc	Arc Infrastructure	MDE	Mine Development Envelope
AUD	Australian Dollars	ML	Megalitre
Aurizon	Aurizon Limited	MRF	Mining Rehabilitation Fund
BYA	Blackwood Youth Action Inc	MSA	Mine Services Area
CAC	Community Advisory Committee	MSMS	Mine Safety Management System
CEO	Chief Executive Officer	MTI	Medically Treated Injury
CGP3	Chemical Grade Plant 3	NAIDOC	National Aboriginal and Islanders Day Observance Committee
CIP	Community Investment Program	NGER	National Greenhouse Emissions Reporting
CO ₂ -e	Carbon dioxide equivalent	No.	Number
CTPS	Central Tailings Pumping Station	NOx	Nitrogen oxides
CRMP	Critical Risk Management Plan	NPI	The National Pollutant Inventory
CSP	Community Support Program	NZE	Net Zero Emissions
DBCA	Department of Biodiversity, Conservation and Attractions	OHS	Occupational Health and Safety
DCCEEW	Department of Climate Change, Energy, the Environment and Water	OIFR	Occupational Injury Frequency Rate
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety	PAYG	Pay as you go
DFS	Definitive Feasibility Study	PCF	Product Carbon Footprint
DIDO	Drive-in-drive-out	PMHMP	Principal Mining Hazard Management Plan
DWER	Department of Water and Environmental Regulation	PPA	Power Purchasing Agreement
EAP	Employee Assistance Program	RCPs	Representative Concentration Pathways
EMS	Environmental Management System	RSL	Returned Services League
ERT	Emergency Response Team	RWI	Restricted Work Injury
EV	Electric Vehicle	SASB	Sustainability Accounting Standards Board
FullCAM	Full Carbon Accounting Model	SEGs	Similar Exposure Groups
GAM	Global Advanced Metals	SIA	Social Impact Assessment
GHG	Greenhouse Gas	SLM	Sound Level Meter
GISTM	The Global Industry Standard on Tailings Management	SMP	Social Management Plan
GJ	Gigajoules	SOx	Sulfur oxides
g	gram	SSPs	Shared Socioeconomic Pathways
GRI	Global Reporting Initiative	STEM	Science, technology, engineering, and mathematics
FAI	First Aid Injury	SWDC	South West Development Commission
ha	hectare	SWIS	South West Interconnected System
HHRA	Human Health Risk Assessment	t	metric tonne
HMP	Health Management Plan	Talison	Talison Lithium Pty Ltd
hr	hour	Ta ₂ O ₅	Tantalum Oxide
HRIA	Human Rights Impact Assessment	TARP	Trigger Action Response Plan
HRMP	Human Rights Management Plan	TCFD	The Task Force on Climate-Related Financial Disclosures
ICOLD	International Commission on Large Dams	TGP	Technical Grade Plant
IDAHOBIT	International Day Against Homophobia, Biphobia, Interphobia, and Transphobia	TLEA	Tianqi Lithium Energy Australia Pty Ltd
IEA	International Energy Agency	TMS	Tailings Management System
IFRS	International Financial Reporting Standards	TRP	Tailings Retreatment Plant
ILiA	International Lithium Association	TRIFR	Total Recordable Injury Frequency Rate
IPCC	Intergovernmental Panel on Climate Change	TSF	Tailings Storage Facility
IRMA	Initiative for Responsible Mining Assurance	UNESCO	The United Nations Educational, Scientific and Cultural Organization
LTIFR	Lost Time Injury Frequency Rate	WGEA	Workplace Gender Equality Agency
IUCN	International Union for Conservation of Nature	WHS	Work Health and Safety
JORC	Joint Ore Reserve Committee	WIMWA	Women in Mining WA
kg	kilogram	WRL	Waste Rock Landform
kWh	kilowatt hour	WTE	Waste-To-Energy
kV	kilovolt	WTP	Water Treatment Plant
		WTS	Waste Transfer Station



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 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
---------------	------------	-------------------------	-------	--------------------

General Disclosures

GRI 2: General Disclosures 2021	2-1 Organisational details	About this report and About Talison Lithium (inside front cover)		Yes
	2-2 Entities included in the organisation's sustainability reporting	About this report (inside front cover) Windfield AIFRS Financial Statements 2023 ¹	There were no differences between the list of entities included in the Windfield AIFRS Financial Statements 2023 and the Sustainability Report 2023. Refer to page 29 of the Windfield AIFRS Financial Statements 2023 for the list of entities.	Yes
	2-3 Reporting period, frequency and contact point	About this report (inside front cover) Contact Information (back cover)	The publication date of this Report is 28 June 2024. The reporting period of this Sustainability Report aligns with Talison's financial reporting period (1 January to 31 December 2023).	Yes
	2-4 Restatements of information	-	The following data in CY2022 were restated: All water data were converted from m ³ to ML to align with GRI Standards. All water data were restated. Groundwater changed from 956,497 m ³ in Sustainability Report 2022 to 0 ML in Sustainability Report 2023 (100% decrease due to updated methodology). Collected rainwater changed from 5,317,555 m ³ in Sustainability Report 2022 to 1,970 ML in Sustainability Report 2023 (63% decrease due to redefined effective catchment area). Total water withdrawn changed from 6,302,681 m ³ in Sustainability Report 2022 to 1,999 ML in Sustainability Report 2023 (68% decrease due to updated methodology). Water consumed changed from 6,339,183 m ³ in Sustainability Report 2022 to 2,484 ML in Sustainability Report 2023 (61% decrease due to above changes).	Yes

1. Available at Talison website.

GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
---------------	------------	-------------------------	-------	--------------------

General Disclosures (continued)

GRI 2: General Disclosures 2021	2-4 Restatements of information	-	All OHS data were restated due to the data breakdown for employees and contractors. The number of Talison departures was restated using the updated methodology.	
	2-5 External assurance	Assurance engagement letter (p. 105)	The practice for seeking external assurance is considered as a management responsibility. Senior executives are involved to the extent that they provide the necessary information for the external assurance. The Board is not involved in the practice for seeking external assurance.	Yes
	2-6 Activities, value chain and other business relationships	About Talion (back cover) Modern Slavery Statement 2023 (p. 6-11)	There were no significant changes in Talison's business nature, value chain and business relationships in this reporting period, compared to 2022.	Yes
	2-7 Employees	Performance data (p. 87)	Total workforce (including contractors) increased from 1,402 in 2022 to 2,253 in 2023. The numbers of employees mentioned in the Performance data table is in head count. All employees are located in Australia. Total number of employees by contract type is not available due to system limitations.	Yes
	2-8 Workers who are not employees		Total number of workers who are not employees is not available.	Yes
	2-9 Governance structure and composition	Board composition: p2: Windfield Holdings Pty Ltd Annual Report 31 December 2023	Composition of the Board - All Board members are non-executives. - All four Board members are nominated by the respective shareholder. - No specific tenure for Board members is determined. - Gender: Female: 25%, Male: 75% The following information is not applicable to Talison as a private company. - Number of other significant positions and commitments held by each member, and the nature of the commitments. - Under-represented social groups competencies relevant to the impacts of Talison. - Stakeholder representation.	Yes
	2-10 Nomination and selection of the highest governance body		This does not apply to Talison, a private company where the shareholders nominate the Board of Directors. The Board comprises 4 non-executive directors, with 2 directors being appointed by each Shareholder (TLEA and Albemarle). A Shareholder with more than 50% shares can nominate the Chair of the Board from one of the directors it has nominated. Otherwise, the Chair of the Board may be any director elected by the Board.	Yes
	2-11 Chair of the highest governance body		The chair of the Board is not a senior executive of Talison.	Yes



GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
General Disclosures (continued)				
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Risk management (p. 76)	<p>Windfield Holdings is the highest governance body of its related bodies corporate, including Talison (together referred to as the Group). The Board of Windfield Holdings is responsible for the overall direction and control of the management of the Group. The Board as a whole is responsible for decision making on and overseeing the management of our impacts on the economy, environment and people. The Board meets quarterly and receives reports, presentations and recommendations from senior management (including the Superintendent Sustainability) of Talison on these matters, including stakeholder engagement. These reports include information to further develop the collective knowledge, skills and experience of the Board on sustainable development.</p> <p>The Board oversees Talison's due diligence and other processes (including the effectiveness of these processes) through quarterly board meetings and regular capital reviews. The Board engages with management to support these processes. The Board does not engage directly with other stakeholders to support these processes. The Board considers the outcomes of these processes on a case by case basis. Please see case example in Risk management section.</p>	Yes
	2-13 Delegation of responsibility for managing impacts		The Board has an operations subcommittee and various ad hoc subcommittees established from time to time.	Yes
	2-14 Role of the highest governance body in sustainability reporting	Materiality (p. 18-19)	<p>The Board is responsible for reviewing and approving the Sustainability Report.</p> <p>The Board is also responsible for reviewing and approving the material topics through endorsement of the validation results.</p>	Yes
	2-15 Conflicts of interest		<p>The process of the Board for preventing and mitigating conflicts of interest are set out in the Shareholders Agreement (confidential).</p> <p>Directors are also subject to directors' duties under the Corporations Act, and fiduciary duties under the general law.</p> <p>At each Board meeting, the agenda requires identification of any personal interests, including but not limited to cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholders and related parties, their relationships, transactions, and outstanding balances.</p>	Yes

GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
General Disclosures (continued)				
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Diversity and inclusion (p. 62) Community (p. 69)	<p>Critical concerns (confidential) are communicated to the Board at the quarterly Board meetings.</p> <p>The total number of critical concerns communicated to the highest governance body is not available for disclosure due to confidentiality.</p>	Yes
	2-17 Collective knowledge of the highest governance body		Refer to GRI 2-12	Yes
	2-18 Evaluation of the performance of the highest governance body		The Board does not currently undertake an annual Board evaluation, however the Board manage their duties and governing documents and as a matter of continuous improvement will reassess routinely.	Yes
	2-19 Remuneration policies		A formal remuneration guideline is under development in 2024. More information to be provided in the 2024 Sustainability Report.	Yes
	2-20 Process to determine remuneration		A formal remuneration guideline is under development in 2024. More information to be provided in the 2024 Sustainability Report.	Yes
	2-21 Annual total compensation ratio		The availability of annual total compensation data is unavailable and incomplete for 2023. Along with the development of a formal remuneration guideline, the availability of data is also under development in 2024.	Yes
	2-22 Statement on sustainable development strategy	CEO message (p. 6 - 7)		Yes



GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
General Disclosures (continued)				
GRI 2: General Disclosures 2021	2-23 Policy commitments	Human rights (p. 80) Code of Business Conduct and Ethics (p. 7) Modern Slavery Statement 2023 (p.2, 3, 5, 12, 13, 16, 17)	Our Minimum Working Age Standard aligns with International Labour Organisation (ILO) standards. Our Modern Slavery Response and Remedy Framework aligns with the following: <ul style="list-style-type: none"> • United Nations Guiding Principles on Business and Human Rights (UNGPs) • OECD Due Diligence Guidance for Responsible Business Conduct • International Labour Organisation (ILO) Conventions, Protocols, Recommendations and Instruments such as the Declaration on Fundamental Principles and Rights at Work Proactive mitigation measures are implemented to minimise the potential for our activities to contribute to adverse human rights impacts, aligning with precautionary principles. Human rights commitments are communicated to workers and business partners through the following channels: <ul style="list-style-type: none"> • onboarding process • toolbox meetings Human Rights Policy Statement is available at Talison website. (https://www.talisonlithium.com/s/MGT_-_PY_-_006_-_Human_Rights_Policy_Statement_2022_Rev_20docx.pdf) The Modern Slavery Statement 2023 is available at the Australian Government's online Modern Slavery Statements Register. (https://modernslaveryregister.gov.au/statements/17362/)	Yes
	2-24 Embedding policy commitments	Supply chain management (p. 78) Code of Business Conduct and Ethics (p. 4 - 20) Modern Slavery Statement 2023 (p.14 - 16)	Responsibilities to implement the commitments for responsible business conduct across the Board, employees and where relevant, the contractors are allocated through the Code of Business Conduct and Ethics. The most senior level with oversight of, or accountability for, the implementation of the Code of Business Conduct and Ethics is described in 'Using this code and reporting violations' section of the Code of Business Conduct and Ethics. The commitment of Modern Slavery Statement 2023 includes conducting a Human Rights Impact Assessment, which informs the formulation of the Human Rights Management Plan. Talisson provides training to employees (i.e. induction) regarding Code of Business Conduct and Ethics.	Yes

GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance	
General Disclosures (continued)					
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	External Stakeholder Grievance Resolution Guideline (p.2-5) Code of Business Conduct and Ethics (p.1-20) Communities (p.69)	The Code of Business Conduct and Ethics provides details on Talison's accountability, cooperation, legal compliance and ethical conduct in remediating any negative impacts it has caused or contributed to. For more details, please refer to the Code of Business Conduct and Ethics at Talison website. Stakeholder feedback informs the design, operation and improvement of our external grievance mechanism as per our Stakeholder and Community Engagement Management Plan. Talisson tracks the effectiveness of grievance mechanisms and remediation processes through conducting periodic reviews, and reviews of interaction records.	Yes	
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics (p.20) Whistleblowing Policy (p.2-5) Business ethics (p.74)		Yes	
	2-27 Compliance with laws and regulations	Performance data (p. 88)		Yes	
	2-28 Membership associations		Member – Australian Resources and Energy Employer Association (AREEA) Member – The Chamber of Minerals and Energy of Western Australia	Yes	
	2-29 Approach to stakeholder engagement	Materiality (p. 18-19)		Yes	
	2-30 Collective bargaining agreements	Performance data (p. 87)		For employees not covered by collective bargaining agreements, we provide terms and conditions of employment through individual staff common law contracts, which are generally similar to those in the collective bargaining agreement.	Yes
	Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality (p. 18-19)		Yes	
	3-2 List of material topics	Materiality (p. 19)		Yes	



GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic contributions (p. 81)		Yes
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic contributions (p. 81) Windfield AIFRS Financial Statements 2023 ²		Yes ³
GRI203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Communities (p.66 - 69) Performance data (p. 87)	This requirement only refers to 203-1 a and 203-1 c. 203-1 b is not disclosed.	Yes ⁴
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply chain management (p.78)		Yes
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	Performance data (p. 88)		Yes ⁵
Anti-Corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business ethics (p. 74)		Yes
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Performance data (p. 88)		Yes
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and emissions (p.28 - 33) 2023 Highlights and 2024 Focus areas (p. 22)		Yes
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Performance data (p. 85)		Yes
	302-3 Energy intensity	Performance data (p. 85)	The ratio uses energy consumption within the organisation.	Yes
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water management (p. 38-39) 2023 Highlights and 2024 Focus areas (p. 23)		

2. Available at Talison website. 3. 2023 data only. 4. As per footnote 3. 5. As per footnote 3.

GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Water and Effluents (continued)				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water management (p. 38 - 39)	Risk assessment, including Model Predictions and Seepage Analysis, was conducted to identify potential adverse impacts. Under the WMP, specific strategies to address water-related impacts are implemented at different work areas and for different activities within the mining operation. External stakeholders, including DWER, DEMIRS during 2023 calendar year and EPA of WA, were consulted in the implementation and preparation of the WMP. Under the WMP, management targets were developed. These management targets are linked to route and exceedance reporting to DWER (as required by Talison's operating Licence L4247/1991/13).	
	303-2 Management of water discharge-related impacts	Water management (p. 38 - 39)	Under the WMP, Talison is not permitted to discharge off the premises from Southampton Dam or from Cowan Brook Dam. This is determined by Talison's operating Licence L4247/1991/13, issued under Part V of the <i>Environmental Protection Act 1986</i> . Talison has prepared the WMP to be consistent with the "Instructions on how to prepare Environmental Protection Act 1986 Part IV Environmental Management Plan" (EPA, 2018). The WMP also supports Talison's compliance with water management requirements stipulated for Mining Tenements, issued under the <i>Western Australia (WA) Mining Act 1978 (Mining Act)</i> , and requirements as a registered contaminated site under the <i>Contaminated Sites Act 2003 (CS Act)</i> . The profile of the receiving waterbody was considered under the WMP.	
	303-3 Water withdrawal	Performance data (p. 85)		
	303-4 Water discharge	Performance data (p. 85)		
	303-5 Water consumption	Performance data (p. 85)		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and ecosystems (p. 44 - 47) 2023 Highlights and 2024 Focus areas (p. 23)		Yes



GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Biodiversity (continued)				
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		The Greenbushes Lithium Operations are not within or adjacent (less than 5 km) to areas with protected conservation status or critical habitat. Areas of protected conservation status are defined as: <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 	Yes
	304-2 Significant impacts of activities, products and services on biodiversity		No significant impacts of activities, products and services on biodiversity were identified in 2023.	Yes
	304-3 Habitats protected or restored		Currently no rehabilitated areas handed over to Regulators as per criteria established in the Mine Closure Plan. Offsets managed by third party - DBCA. Audits conducted by external party to monitor/check actions (Blackwood Basin Group). The Integrated Mining Rehabilitation Plan is prepared in consideration of the following relevant guidelines: <ul style="list-style-type: none"> • Leading Practice Sustainable Development Program for the Mining Industry – Mine Closure (Department of Industry, Innovation and Science, 2016) • A review of mine rehabilitation condition setting in Western Australia (Kragt et al. 2019) 	Yes
	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>) Numbat (<i>Myrmecobius fasciatus</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 geoffroyi</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 relictus</i></p>	Yes

GRI Content Index (continued)

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Biodiversity (continued)				
GRI Mining and Metals Sector Disclosure (MMI)	MMI Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		Total land disturbed and not yet rehabilitated (A: Opening Balance): 1,356.31 ha Total amount of land newly disturbed within the reporting period (B): 71.27 ha Total amount of land newly rehabilitated within the reporting period to the agreed end use (C): 3.16 ha Total land disturbed and not yet rehabilitated (D = A+B+C: Closing Balance): 1,424.42 ha	Yes
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and emissions (p. 28 - 33) 2023 Highlights and 2024 Focus areas (p. 22)		Yes
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance data (p. 84)		Yes
	305-2 Energy indirect (Scope 2) GHG emissions	Performance data (p. 84)		Yes
	305-4 GHG emissions intensity	Performance data (p. 84)		Yes
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance data (p. 84)		Yes
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste (p. 40-43) 2023 Highlights and 2024 Focus areas (p. 23)		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste (p. 40-43)	Non-production waste includes: <ul style="list-style-type: none"> • general domestic-type wastes • hydrocarbons • rubber and plastics • scrap metal Production waste generated by the mine site includes: <ul style="list-style-type: none"> • overburden material from the development of pits • tails slurry from ore processing • process waters • water from dewatering of pits & underground workings • potentially contaminated water from the maintenance workshop, washdown pad fuel storage areas 	



GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Waste (continued)				
	306-2 Management of significant waste-related impacts	Waste (p. 40-43)	Our Waste Management Schedule stipulates whether each waste type should be managed by third party, in line with legislative obligations. Either weighbridge or weight per item method was used to collect and monitor waste data.	
	306-3 Waste generated	Performance data (p. 85)	Either weighbridge or weight per item method was used to collect and monitor waste data.	
	306-4 Waste diverted from disposal	Performance data (p. 85)	Either weighbridge or weight per item method was used to collect and monitor waste data.	
	306-5 Waste directed to disposal	Performance data (p. 85)	Either weighbridge or weight per item method was used to collect and monitor waste data.	
GRI Mining and Metals Sector Disclosure (MM3)	MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Performance data (p. 86)		Yes
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees (p. 58 - 61) 2023 Highlights and 2024 Focus areas (p. 52)		Yes
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance data (p. 87)	New employee hire rate is not available due to system limitations. Breakdown by age group and gender is not available due to system limitations.	Yes
Occupational Health & Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, safety and wellbeing (p. 54 - 57) 2023 Highlights and 2024 Focus areas (p. 52)		Yes
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety and wellbeing (p. 54)	The MSMS is prepared in alignment to the <i>Work Health & Safety Act 2020</i> , <i>Work Health & Safety (Mines) Regulations 2022</i> , <i>AS/NZS ISO 31000:2018 Risk Management</i> ; <i>IEC 31010: Risk Assessment Techniques</i> and <i>ISO 45001:2018 Occupational Health and Safety Management Systems – Requirements with guidance for use</i> . The MSMS covers the activities, products and services within Talisson's control or influence that can impact Talisson's WHS performance. Contractors' safety obligations are described in Code of Practice MSMS.	Yes

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Occupational Health & Safety (continued)				
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing (p. 54)		Yes
	403-3 Occupational health services	Health, safety and wellbeing (p. 56-57)		Yes
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, safety and wellbeing (p. 54)		Yes
	403-5 Worker training on occupational health and safety		Talison's main types of employee training: <ul style="list-style-type: none"> • Compliance training • Competency training • Level progression training • Professional development training • Traineeship programs • Apprenticeship programs • Study assistance programs • Leadership development programs • On the job training • Online learning, in particular induction programs 	Yes
	403-6 Promotion of worker health	Health, safety and wellbeing (p. 56-57)		Yes
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and wellbeing (p. 54-57)		Yes
	403-9 Work-related injuries	Health, safety and wellbeing (p. 55) Performance data (p. 86 - 87)	No injuries related to hazards that pose a risk of high-consequence injuries. Talison uses the hierarchy of controls to ensure the risk of the event is reduced to as low as is reasonably practicable. Critical controls have been selected to reflect current levels of technical knowledge of best practice applicable to each hazard. Where practicable, when it has not been possible to eliminate the hazard, Substitution, Isolation or Engineering Controls have been used.	Yes
	403-10 Work-related ill health	Performance data (p. 86)	No incidents related to hazards that pose a risk of ill health.	Yes



GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees (p. 58 - 61) 2023 Highlights and 2024 Focus areas (p. 52)		Yes
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance data (p. 87)	Breakdown by gender and employee category is not available due to system limitations.	Yes
Diversity and Equal Opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and inclusion (p. 62 - 63) 2023 Highlights and 2024 Focus areas (p. 53)		Yes
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Board diversity in 2023 Gender: Female: 25%, Male: 75% Ethnic origin: Australian: 50%, American: 25%, Chinese: 25% Age group: 30 - 50 years old: 50%, over 50 years old: 50% Employee diversity in 2023 Greenbushes Permanent: Female: 28%, Male: 72% Casual: Female: 35%, Male: 65% Perth Permanent: Female: 47%, Male: 53% Casual: Female: 67%, Male: 33% Breakdown of age group (employee) is not available due to system limitations.	Yes
	405-2 Ratio of basic salary and remuneration of women to men		Our mean total remuneration gender pay gap was 18.0%, favoured towards men. ⁶	
Non-Discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and inclusion (p. 62-63) 2023 Highlights and 2024 Focus areas (p. 53)		Yes
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Performance data (p. 88)		Yes

6. Data covers from 1 April 2022 to 31 March 2023.

GRI Standards	Disclosure	Location in this Report	Notes	External assurance
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	Cultural heritage (p. 65)		Yes
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Performance data (p. 88)		Yes
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Communities (p. 66-69) 2023 Highlights and 2024 Focus areas (p. 53)		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Talisson's engagement approach to local communities is mentioned in the Communities section.	
Supplier Social Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply chain management (p. 78) 2023 Highlights and 2024 Focus areas (p. 72)		Yes
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Performance data		Yes ⁷
	414-2 Negative social impacts in the supply chain and actions taken	Performance data (p. 88) Modern Slavery Statement 2023 ⁹		Yes ⁸

7. 2023 data only. 8. As per footnote 7. 9. Available at Australian Government's online Modern Slavery Statements Register.



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of Talison



Introduction and Objectives of Work

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was engaged by Talison Lithium Australia Pty Ltd ("Talison") to undertake a limited assurance engagement on selected subject matter information ("the Information") presented in the 2023 Talison Sustainability Report ("the Report"). This Assurance Statement applies to the related information included within the scope of assurance described below.

Scope of Limited Assurance

The scope of assurance consisted of a review of the disclosures made by Talison within the Report and the associated underlying systems, processes and performance applicable to its related bodies corporate including Windfield Holdings Pty Ltd, Talison Lithium Pty Ltd and Talison Services Pty Ltd for the period of 1st January 2023 to 31st December 2023.

The Report was prepared with reference to the GRI Standards ("the Criteria") including appropriate considerations of the Reporting Principles and additional requirements as described in GRI 1: Foundation 2021.

The complete list of assured disclosures is referred to within the GRI Index of the Report.

Our assurance engagement does not extend to any other information included in the Report or information in respect of earlier periods.

Limited Assurance Conclusion

On the basis of our procedures as described under the "Methodology" Section of this statement and the evidence we have obtained; we provide limited assurance that nothing has come to our attention:

- To indicate that the statements reviewed within the scope of our assurance engagement are inaccurate and the Information included therein is not fairly stated.
- That causes us to believe that the Information, within the scope of our assurance engagement, is not prepared, in all material respects, in accordance with the Criteria indicated under the "Scope of Limited Assurance" Section of this statement.

It is our opinion that Talison has established relevant systems and processes for the collection, aggregation, analysis and reporting of the Information.

Talison's Responsibilities

Management of Talison was responsible for:

- Selecting and establishing suitable criteria for preparing the Report and Information subject to our limited assurance;
- Preparing and presenting the Report and Information subject to our limited assurance in accordance with the criteria; and
- Designing, implementing and maintaining internal controls over Information relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

Bureau Veritas was responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Information included within the scope of assurance is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Directors of Talison.

Bureau Veritas was not involved in the drafting of the Report and our independence has not been compromised.



INDEPENDENT ASSURANCE STATEMENT



Methodology

Our limited assurance engagement was performed in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board, and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of ESG information and Sustainability Reports.

Our work was planned and executed in a manner designed to produce a limited level of assurance and to provide a sound basis for our conclusions. We undertook the following activities:

- Review of the suitability of the criteria used as the basis for preparing the Information subject to assurance;
- Visit to Greenbushes Lithium Operation in Western Australia;
- Enquiries of management to gain an understanding of Talison's processes and systems in place;
- Enquiries of staff responsible for the performance of the processes and preparation of the disclosures;
- Review of documentary evidence produced by Talison representatives;
- Audit of performance data and factual information including source verification; and
- Review of Talison's processes for identification, aggregation and analysis of relevant information, report content and performance data.

Inherent Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period;
- Statements of commitment to, or intention to undertake future actions by Talison;
- Statements of position, opinion, belief and/or aspiration by Talison;
- Financial data audited by an external third party; and
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Impartiality and Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. The Group's mission is to reduce its clients' risks, improve their performance and help them innovate to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years.

Bureau Veritas operates quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Talison, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive Industry Sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Jeremy Leu

General Manager – Certification and Sustainability

27th June 2024

Bureau Veritas Australia Pty Ltd



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 Lithium for a better future

*We value feedback
from our stakeholders.*

CORPORATE OFFICE

Address: Level 17
216 St Georges Terrace
Perth, WA 6000
Phone: (+61) 8 9263 5555
Email: perth@talisonlithium.com

GREENBUSHES LITHIUM OPERATION

Address: 1662 Maranup Ford Road
Greenbushes, WA 6254
Phone: (+61) 8 9782 5700
Email: gbcontact@talisonlithium.com

talisonlithium.com



Printed on Sovereign Silk paper stock:
Elemental Chlorine Free / FSC / ISO 14001
EMS - Environmental Management
Systems / Process Chlorine Free / PEFC®
Certified / Acid Free / Responsible Forestry
Practices

