

20 24

SUSTAINABILITY REPORT



FOR A BETTER FUTURE

Acknowledgement of Traditional Custodians

Talison acknowledges the Traditional Custodians of the lands and waters of Noongar Country in which it operates.

Talison respects the cultural, spiritual, familial, and social relationship maintained by Noongar peoples with Noongar boodja (the South West of Western Australia).

About this Report

This Sustainability Report (Report) covers Talison Lithium Pty Ltd (Talison) and its related bodies corporate¹. The reporting period is from 01 January to 31 December 2024 unless otherwise stated. This Report is prepared with reference to Global Reporting Initiative (GRI) Standards 2021. We are also guided by the Recommendations of the Taskforce for Climate-Related Financial Disclosures (TCFD) and this year have included some of the recommended disclosures². It highlights Talison's approach to sustainability management and performance in 2024 and presents future focus and expectations where relevant. 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. Limited assurance has been obtained with reference to the GRI Standards. The independent assurance statement by Bureau Veritas can be found in the Index.



Inside cover: Rehabilitation Officer amongst maturing rehabilitation.

Front cover: Morning light stretches across rich red topsoil, where early signs of life are emerging through our rehabilitation efforts. A quiet reminder of the steady progress toward restoring disturbed areas to a more natural state.

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.

About Talison Lithium

The foundations of the Australian lithium industry were laid at Greenbushes more than four decades ago, inspired by the vision and innovation of our predecessors’ companies. That same spirit continues to this day, enabling the growth of the Greenbushes Lithium Operation into a significant producer of high-quality lithium mineral concentrates, and supporting the global transition to cleaner energy. Our focus remains on enhancing the sustainability of our operations and building strong connections with employees, shareholders, and the local community.

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%).

Talison’s operations are on Western Australia’s oldest continuously active mining site. Mining began with tin in 1888, followed by tantalum minerals⁴ in the 1960s. Lithium minerals have been produced here since 1983, establishing the mine as Australia’s first lithium producer.

Based on our current Ore Reserve, Greenbushes Lithium Operation has a mine life of 22 years. This incorporates unmined ore as well as the historical tailings identified for retreatment through the Tailings Retreatment Plant (TRP). The mine life accounts for the planned expansion of processing capacity, including the construction and operation of two new processing plants⁵. Exploration remains ongoing and in 2024 we commenced a Life of Asset Plan and Strategic Options Review to assess and optimise options for future development.

Talison exports lithium mineral concentrates through the ports of Bunbury and Fremantle. Talison also supplies local refineries owned by its shareholders including TLEA’s Kwinana refinery (220 km from Greenbushes) and Albemarle Corporation’s Kemerton refinery (100 km from Greenbushes). These refineries process Talison’s lithium mineral concentrates to produce battery-grade lithium hydroxide monohydrate for export. Talison also produces a tantalum and tin concentrate as a byproduct, which is processed by Global Advanced Metals Greenbushes Pty Ltd (GAM)⁶, whose facility is located adjacent to Talison.

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. Chemical Grade Plant 3 (CGP3) is currently in construction, and Chemical Grade Plant 4 (CGP4) is proposed. 6. GAM is a separate, privately owned business with rights to minerals other than lithium on the Talison tenements.



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Our purpose, vision and values

Our purpose

Together, we deliver a better future.

Our vision

To harness the potential of the world-class Greenbushes resource, with the support of our people, shareholders and communities, for a cleaner energy future.



Our values

Driven by our purpose of delivering a better future together, our values guide us towards our vision.



WE CARE ABOUT EACH OTHER

- We look after the people around us.
- We respect each other and work as a team.
- We communicate openly and honestly to build a culture of safety and trust where everyone's voice matters.



WE CARE ABOUT DOING THE RIGHT THING

- We take responsibility for our actions, work with integrity, and do what we say we'll do.
- We are accountable for how our decisions and behaviour affect others, including our community.
- We prioritise safety and look after our environment.



WE CARE ABOUT A BETTER FUTURE

- We strive to make each day better than the one before.
- We focus on excellence, sustainability, and improvement.
- We know our choices can make a big difference, as we work together to create a better future.



Lithium's role in the energy transition

Lithium is a critical enabler of the energy transition. The lightweight, high-energy density and rechargeable capabilities of lithium batteries make them ideal for electric vehicles and storage technologies.

Avoided emissions¹ from lithium batteries contribute significantly to decarbonisation efforts, reducing reliance on fossil fuels in transport. Global EV Outlook 2024 states that an electric vehicle (EV) produces half the lifetime emissions of a conventional vehicle².

The International Energy Agency (IEA) projects that lithium demand will increase nearly ninefold by 2040 under a net-zero pathway, driven by EV sales growth and expanding renewable energy storage³. The rapid supply growth and inventory buildup in recent years have contributed to a reduction in lithium prices, with market volatility also posing significant challenges. Current and committed global mining projects are expected to meet only 50% of the required supply by 2035, with long-term projections indicating a potential demand shortfall⁴. This supply gap highlights the need to harness the potential of the world-class Greenbushes resource, with the support of our people, shareholders and communities, for a cleaner energy future.

As the leading global supplier of lithium mineral concentrates, we are strategically positioned to respond to the growing demand for lithium while implementing responsible mining practices. We understand our product carbon footprint and its contribution to downstream processes through the completion of a Life Cycle Assessment (LCA). LCA's across the supply chain may ultimately provide consumers with better information on the carbon footprint of their purchases.

In 2024 our production contained enough lithium to manufacture 5.89 million average car batteries (40kWh)⁵. Such a fleet of vehicles would have lifetime emissions of 71 million tonnes (Mt) CO₂-e when an equivalent Internal Combustion Engine (ICE) fleet would generate over 247Mt CO₂-e. This would represent an estimated 176Mt CO₂-e avoided emissions over the next two decades⁶.

¹. Avoided emissions, also known as Scope 4 emissions, refers to the emissions prevented when a product replaces another good or service, providing the same function with a lower carbon footprint. Talison acknowledge that improvements in climate action credibility and alignment with latest climate science are required to claim avoided emissions. ². Global EV Outlook 2024, page 156, IEA. ³. Global Critical Minerals Outlook 2024, page 104, IEA. ⁴. Global Critical Minerals Outlook 2024, page 8, IEA. ⁵. Calculations by Talison. Assuming a 40kWh battery (in 2023 we used 65.2kWh) aligned with the assumptions from IEA (2021). ⁶. Using IEA (2021), comparative life-cycle greenhouse gas emissions of a mid-size EV and ICE vehicle, IEA, Paris.



Automatic batch mill cups, used in the laboratory for pulverising samples prior to analysis.

2024 at a glance

The icons below contain links to the relevant sections.

Sustainability



Mining since 1888

The oldest continuously active mining site in Western Australia.



First Australian mine

to commence Initiative for Responsible Mining Assurance (IRMA) independent audit.



First mine in the world

to complete a Life Cycle Assessment (LCA) using International Lithium Association Product Carbon Footprint Guidance.

Environment



Water stewardship

Water Action Committee established.

Caladenia Village wastewater recycling facility commissioned.



Waste

Central Tailings Pumping Station commissioned.

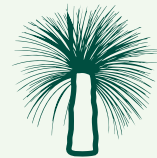
Tailings Storage Facility 4 in operation.



Energy and emissions

LCA completed.

Collaboration with Qube to trial a Bulk Electric Haulage Vehicle.



661 Balga

relocated from designated clearing areas.



1,457ha

biodiversity offsets to protect and improve habitat.



Air quality and dust

Live dust monitoring and alerts (Trigger Action Response Plan).

Dust Management Committee established.

Compositional analysis on regular dust samples commenced in community.



Biodiversity and ecosystems

Downstream ecological study conducted.

Social



Health, safety and wellbeing

Number of emergency services officers doubled.

Trainee and Apprenticeship Wellbeing program launched.



\$4,777,186

Invested in local community initiatives.



Purpose, vision and values

launched.



Employees

30% female workforce.

14% employee turnover rate.

26 weeks full pay parental leave for primary caregiver.



Caladenia Village

opened.

Governance



Business ethics

'Safe2Say', an anonymous grievance platform implemented.



\$668.92M

income taxes paid.



\$182.86M

mineral royalties paid.

Where we need to do better

Decarbonisation roadmap

Delayed procurement of renewable energy.

Emissions reductions commitment

Not yet aligned to 5% annual emissions reduction target.

Dust

Fallen short on community expectations in dust control.

Rehabilitation material

Footprint constraints result in rehandling of rehabilitation material.

Safety

Failed to meet our injury frequency rate target for 2024.

The headings above contain links to the relevant sections.



CEO message

I'm pleased to share Talison Lithium's 2024 Sustainability Report. Since taking on the role of CEO in October 2024, I've keenly felt the deep sense of responsibility that comes with leading a large organisation through a period of growth and change. We are operating the world's most significant lithium resource at a time when the demand for clean energy is at a historical high.

CEO Rob Telford (right) with our crusher operator Leigh.



How we manage this opportunity matters, not just for our people and local communities, but also for our broader stakeholders globally. This is why in 2024 we focused on continued growth and strengthening our foundations to ensure a strong base for the future.

With 136 years of history behind us, we're proud of the generations who built this operation. As pioneers of hard rock lithium mining in Australia, we've led with innovation and continue to do so today.

What was once a small mine is now a major operation, providing employment for nearly 3,000 people⁷, surrounded by vibrant communities and one of the most biodiverse regions on the planet. That makes our work more important – and more complex. We're focused on building an operation that not only delivers around 20 per cent of the world's lithium, but does so in a way that is safe, sustainable, and respectful of the people and environment around us. If we get that right, we'll continue to grow our economic contribution locally and globally.

While we've played a role in meeting global demand for clean energy, our rapid growth has also created local pressures, and we haven't always responded as quickly or clearly as we should have. Since joining Talison, I've had conversations with community members who've shared their experiences and concerns. We're listening. We want to be better neighbours, and that starts with rebuilding trust and following through on our commitments.

In 2024 we made improvements in how we respond to impacts like noise and dust, including clearer processes through our Dust Trigger Action Response Plan, but we know there's still more to do. We're working to be more open and transparent. In 2025, we'll go further – publishing live data and fact sheets online and establishing a new community engagement committee to ensure local voices help shape decisions that impact them.

Rebuilding trust also means taking real action on the things that matter most, and nothing matters more than keeping our workforce and community safe. In 2024 our Total Recordable Injury Frequency Rate (TRIFR) went up to 3.9, from 3.0 in 2023. Our safety systems haven't kept pace with our growth and that's not good enough. We're taking action to change that. In 2025, we will elevate the Health and Safety function to report directly to the CEO. The new Head of Health and Safety will oversee the development and implementation of consistent company wide frameworks including Critical Risk Management to ensure our safety standards are strong and effective, regardless of our growth phase.

Our operations are situated in the spectacular South West of Western Australia. This region, is home to many unique species found

nowhere else. With less than 30% of its original vegetation remaining and identified as a global drying hotspot⁸, our duty to operate with environmental stewardship is non-negotiable. Projects like the Balga relocation and *Eucalyptus relictus* seed collection show our potential. However, we must do more to avoid disturbing habitats and optimise land use. Our Life of Asset Plan will help identify any opportunities to avoid clearing, and I am optimistic that in 2025 we will have a more defined path forward. Partnering with local landcare groups on innovative projects beyond our regulatory requirements is filled with endless opportunity and I know by doing so we can help make a net positive impact on the environment.

We are committed to working with the Traditional Custodians of the lands on which we operate, and their respective Corporations, the Gnaala Karla Booja Aboriginal Corporation, Karri Karrak Southwest Boojarah Aboriginal Corporation, and Wagyl Kaip Southern Noongar Aboriginal Corporation. We will do this by listening, learning, and working together to support their efforts in protecting and celebrating cultural heritage. That starts with building trusted relationships grounded in respect, transparency, and a shared commitment to long-term cultural stewardship.

Production output in 2024 reached 1,410,454t, a slight decrease from 1,522,297t in 2023. This occurred as we continued investing in new infrastructure, including the construction of our third chemical-grade processing plant, and focused on strengthening the systems and processes that support both safety and operational performance. There's a clear mindset shift happening across our business. We're improving how we lead, operate, and engage, and it's been great to see our people step up to the challenge.

What gives me the most confidence is the quality of our team and the quality of the ore body we're working with.

To our workforce, suppliers, contractors, and the local community, thank you. Your hard work, honesty, and accountability keep us focused on what matters most.

We know we face big challenges ahead and have a lot of work to do as we expand to increase our capacity to support the global transition to cleaner energy. We're committed to doing this more sustainably because we really do care about each other, doing the right thing, and a better future.

Rob Telford
Chief Executive Officer

7. Including construction workers. 8. [South West Natural Resource Management Program](#)



Materiality

Material topics represent Talison’s most significant impacts on the economy, environment and people, including impacts on their human rights.

We conduct materiality assessments annually, to provide valuable insights as impacts and expectations change. Building on last year’s external materiality assessment¹, in 2024 we identified and prioritised the material topics most relevant to our operations and stakeholders through an internal assessment. Disclosures on how we manage each material topic are presented throughout this Report.

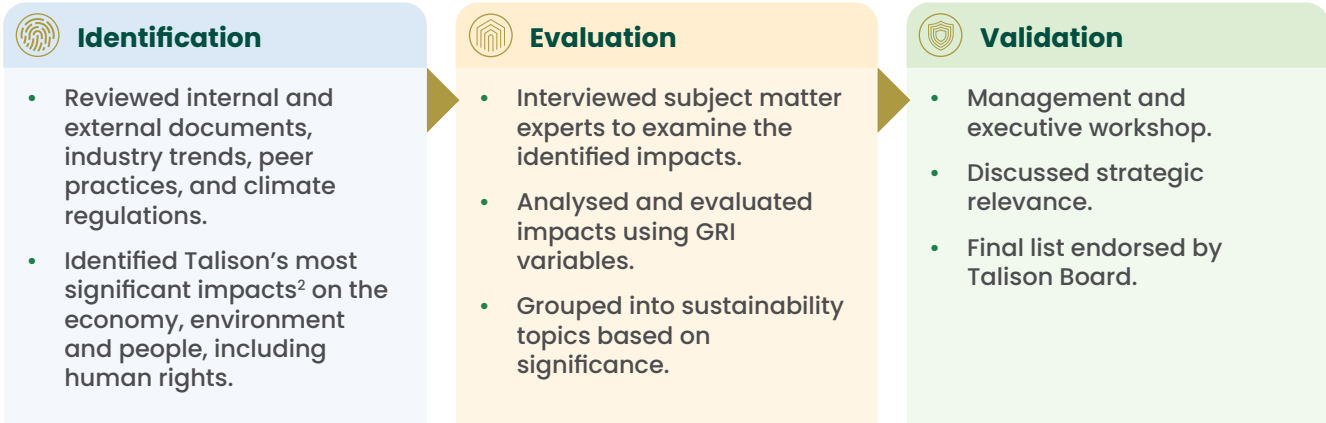
Our approach to the materiality assessment

In 2023 we conducted a survey of stakeholders to identify material topics:

- Community organisations
- Contractors
- Customers
- Essential service providers (emergency services)
- Government agencies
- Non-government organisations
- Shareholders
- Suppliers
- Talison Board
- Talison employees

In 2024 we conducted interviews and held a workshop with internal stakeholders to identify, evaluate and validate material topics:

- Executive team and Board
- Management
- Subject matter experts



The 2024 materiality assessment reduced the number of material topics from 15 to 11. ‘Human rights’ and ‘Risk management’ were removed as standalone material topics, with their considerations now integrated across all topics, aligned with GRI guidance. This refinement allows us to dedicate resources to our most material issues, enhancing the depth and quality of our disclosures and driving positive change.

Topics not assessed as material are included with condensed coverage in the 2024 Sustainability Report. Coverage includes most GRI requirements, performance data, moderate report text, and may include assurance scope.

¹ In 2023 we identified our stakeholders through stakeholder mapping. Over 50 internal and external stakeholders participated in a survey to rate the importance of topics. A workshop was held with the executive and management teams to validate and confirm the material topics.
² 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.

Material topics

Topics	Definition
 Water stewardship	Efficient use of water, maximising reuse, and managing water quality.
 Waste	Managing waste and tailings as a critical action to mitigating environmental risks, complying with regulations, and ensuring community safety.
 Energy and emissions	Managing energy use and reducing greenhouse gas emissions to support the transition to a lower-carbon economy.
 Air quality	Monitoring and reducing air pollution and dust that could negatively impact the environment and communities.
 Land use	Minimising impact on the amenity of surrounding landscapes and ensuring land disturbed by mining activities is rehabilitated and revegetated.
 Biodiversity	Avoiding, minimising, mitigating, and offsetting impacts on local biodiversity and ecosystems.
 Health, safety, and wellbeing	Maintaining a high safety standard and supporting the physical health and mental wellbeing of employees.
 Communities	Actively engaging with local communities through consultation, partnerships, and initiatives that promote sustained benefits, prioritising local supply, community health, and employment opportunities.
 Attracting and retaining employees	Attracting and retaining a skilled workforce and providing employees with access to training to facilitate professional development opportunities.
 Business ethics	Adopting good corporate governance practices, upholding business ethics, anti-corruption and integrity, and fulfilling obligations to industry, government, and regulators.
 Economic contributions	Demonstrating economic strength, strong operational efficiency and financial performance in line with stakeholder expectations.



Sustainability at Talison



WE CARE ABOUT EACH OTHER



WE CARE ABOUT DOING THE RIGHT THING



WE CARE ABOUT A BETTER FUTURE



Leading in lithium for a sustainable future

We are laying the foundations for delivering long-term economic, environmental, and social benefits now and for the future.

2024 Highlights

Initiative for Responsible Mining Assurance (IRMA) Stage 1 desktop audit commenced.

Future Focus

Complete IRMA Stage 1 desktop audit and progress towards Stage 2 onsite audit.

Sustainability governance

We endeavour to be transparent, accountable, and responsible in everything we do. Our aim is to lead our operations towards long-term sustainability, being aware of the legacy our industry leaves on the surrounding community and the highly biodiverse environment.

The Board oversees our sustainability performance, including risks and opportunities through quarterly updates on key areas, as well as reviewing and approving the annual Sustainability Report. In 2025 we will continue to focus on strengthening our sustainability governance processes to ensure the right levels of visibility and oversight are applied to climate and sustainability matters consistent with regulatory and stakeholder expectations.

Good governance, including robust risk management and oversight, will support alignment of our strategy with business objectives, stakeholder expectations, and regulatory requirements.

An Enterprise Risk Management Standard was implemented in 2024 with risk appetite statements approved by the Board to guide our business activities and report our performance with regard to risk. In 2025 we plan to introduce software for enterprise risk and assurance to provide a centralised platform for the capture, monitoring, and reporting of identified risks and opportunities across our operations.

Sustainability Champions

Our Sustainability Champions continued to drive sustainability across the business. This team of champions leads small-scale initiatives such as recycling programs, to encourage employees to integrate sustainability into their roles and contribute to positive change. They also lead workshops and information sessions on key sustainability topics such as waste management, Sustainable Development Goals, EV transition, and human rights.

First Australian mine to commence IRMA audit

Context

Mining provides materials essential to modern society, and can contribute to supporting and improving local communities and stakeholder outcomes. If not well managed, mining activities have significant potential to be destructive and disruptive to the environment and communities they are part of. As expectations around sustainability performance continue to evolve, the mining industry faces increasing scrutiny. The Initiative for Responsible Mining Assurance (IRMA) provides a globally recognised framework that enables mining companies to demonstrate commitment to responsible practices with an independent third-party audit. The framework challenges mines to strive for best practice across four principles: Business Integrity, Planning for Positive Legacies, Social Responsibility, and Environmental Responsibility.

Objective

We support advancing responsible mining practices that prioritise environmental stewardship, social responsibility, and transparency. This is reflected in our decision to pursue assessment against the IRMA Standard, making us the first Australian mine to voluntarily submit its operations for an IRMA audit. The self-assessment has reinforced the significance of embedding sustainability within our business and contributed to improvements in our operational approach.

Stakeholders

The IRMA Standard can be used as a predictor of evolving stakeholder expectations, guiding us in our approach to responsible mining. Our decision to commence this process was initiated by our shareholders and their customers. Since announcing the audit, stakeholders have held significant interest in the process and will be invited to participate in the Stage 2 audit.

Action

A gap analysis in 2021 prepared us for the commencement of a self-assessment in 2022. We assessed our current practices and uplifted areas where we needed improvement. In 2024 we completed the self-assessment.

Result

Greenbushes Lithium Operation became the first mine in Australia to commence an independent audit in 2024.

"We care, for a better future — and we know our stakeholders do as well. Whether it be employees, the community, or customers, we want them to know we are committed to responsible mining and production practices."

Ian McGuire, General Manager Project Development and Strategy

Future

We aim to complete the Stage 1 audit in 2025 and progress to the Stage 2 audit. Once complete, the results will be shared publicly to provide transparency and insight into our performance against each of the 400 plus requirements. Stakeholders will gain insights into our operation, our practices, and how we manage our impacts.

To follow progress of the IRMA assessment, visit the IRMA website for Talison's Greenbushes Lithium Operation independent assessment status page:

[Greenbushes Lithium Operation independent assessment status page.](#)

Why pursue the IRMA audit?

The pursuit of IRMA aligns with our values.



IRMA Principles

Business Integrity

- Legal compliance.
- Community and stakeholder engagement.
- Human rights and due diligence.
- Complaints and grievance mechanisms, and access to remedy.
- Transparency in revenue payments from companies to governments.

Planning for Positive Legacies

- Environmental and social impact, assessment and management.
- Free, Prior and Informed Consent.
- Obtaining community support and delivering benefits.
- Emergency preparedness and response.
- Planning and financing reclamation and closure.

Social Responsibility

- Fair labour and terms of work.
- Occupational health and safety.
- Community health and safety.
- Security arrangements.
- Cultural heritage.

Environmental Responsibility

- Waste and materials management.
- Water management.
- Air quality.
- Noise and vibration.
- Greenhouse gas emissions.
- Biodiversity, ecosystem services, and protected areas.

Talison suggests 'Resettlement Mining in Conflict-Affected and High-Risk Areas', 'Artisanal and Small-scale Mining', 'Cyanide Management', 'Mercury Management' chapters are not relevant. The audit firm will review and make a determination.



Environment



WE CARE ABOUT A BETTER FUTURE



Macrozamia riedlei relocated to our nursery.

2024 Highlights

Future Focus

Water stewardship	
• Water Action Committee established. • Caladenia Village wastewater recycled to increase site water inventory. • Tailings Storage Facility (TSF) 4 Seepage Management Plan implemented.	• Initial development of a site wide water management system to monitor water usage and inventory. • Reduce processing plant water consumption. • Ongoing trials and implementation of dust suppressants that reduce direct water use. • Construct water infrastructure to meet water requirements.
Waste	
• Central Tailings Pumping Station commissioned. • TSF4 in operation. • Alignment to Global Industry Standard on Tailings Management (GISTM) governance progressed.	• Waste Rock Landform (WRL) capacity expansion project. • Complete a TSF4 raise. • Development of a Tailings Management System.
Energy and emissions	
• Life Cycle Assessment completed. • Decarbonisation roadmap developed. • Australian Carbon Credit Units offset procurement framework established. • Collaboration with Qube to trial a Bulk Electric Haulage Vehicle.	• Monitor emissions against decarbonisation roadmap. • Seek opportunities for additional renewable electricity.
Land use	
• 1,457ha biodiversity offsets to protect and improve habitat. • Commenced rehabilitation activities on TSF walls and WRLs. • 661 Balga relocated from designated clearing areas.	• Continue rehabilitation of TSF2 and WRLs.
Air quality and dust	
• Live dust monitoring, alerts, and Trigger Action Response Plan. • Dust Management Committee established. • Compositional analysis on regular dust samples commenced in the community.	• Replace the mobile dust monitoring station at Greenbushes Primary School with a permanent co-located meteorological and air quality monitoring station. • Improve transparency through implementing a live dust dashboard on the website. • Progress planned dust mitigation actions. • Review of dust sources, control effectiveness, and improvement identification.
Biodiversity and ecosystems	
• Downstream ecological study conducted.	• Weed and feral animal control at new biodiversity offset areas.



Water stewardship

We recognise that water is a shared resource and everyone has a right to clean water. We aim to minimise impacts on stakeholders and the environment through efficient water consumption, maximising re-use and managing water quality.

We depend entirely on surface water storage dams, replenished by rainfall, to provide water for mining, processing, construction activities, and dust suppression. Water is recovered from process plant tailings and recycled through dams. Additionally, a small amount of water from mine dewatering, including seepage from fractured rock aquifers, contributes to our water supply. Water loss occurs through evaporation, water entrained within the Tailings Storage Facility (TSF), seepage, and product shipments.

We implement our Water Management Plan for surface water and groundwater to manage potential water-related impacts. Our Water Dams Operating Manual guides qualified personnel to conduct routine inspections of water pipelines and containment infrastructure. We monitor water usage and inventory daily with periodic reporting. Our Environmental Licence¹ outlines the rigorous quality standards used to maintain compliance of water quality in our dams and downstream areas. Our Water Treatment Plant (WTP) extracts from process water, certain elements from the orebody that may be mobilised during processing, minimising the risk of impacting downstream ecosystems. The treated water remains within the mine water circuit, while solid waste is sent to a licensed landfill facility for disposal. In 2024 we made improvements to the WTP through the hire of additional filtration equipment, with a permanent installation planned for 2025.

There were three non-conformances during the reporting period.

- pH exceedance on an internal dam².
- Unauthorised tailings discharge within the mine site from dam dredging, which was resolved immediately.
- TSF4 design issue which was resolved before operation.

Failure to manage our interactions with water appropriately could affect the health of downstream ecosystems and impact other water users from surrounding communities.

A combination of drier weather and increased water demand from our operations have impacted water inventory. Ensuring water supply for our operations is recognised as a critical risk to our business. Our expansion civil works activities and dust control measures have significantly increased water consumption, while evaporation losses and below-average rainfall have steadily reduced onsite water storage.

During 2024 we established a Water Action Committee to focus on water strategy, supply and demand, and improve the efficiency of water use. A monthly water and waste committee meeting is held with Talison department representatives and shareholder representatives. The committee aims to identify opportunities to conserve and harvest additional water for the site and improve tracking of the water balance. Actions from a fortnightly water demand, storage, and supply meeting have succeeded in increasing water inventory. In 2025 we aim to commence a study on an evaporation and water loss model having investigated evaporation monitoring techniques in 2024.

To increase the site water storage inventory, a raised dam embankment is under construction for Cowan Dam. Proposed raises for Austins and Southampton Dams are currently in design, and will be subject to assessment and approval. A study has begun on the design and development of Salt Water Gully Dam, an additional water storage facility. We have commenced stakeholder engagement with downstream water users regarding this proposal ahead of lodging approval applications. We are also investigating alternative water sources to supplement our storage facilities with less dependence on rainfall.

TSF4 is our first fully lined TSF, minimising water seepage losses to the environment. In 2024 we implemented a Seepage Management Plan (SMP) for TSF4, for detection, management, and recovery of seepage through drainage interception. Water interception minimises downstream impacts and recycles seepage back to the mine water circuit.

We monitor water quality through surface water sampling and seepage bores installed downstream of TSF4. Water quality has continued to track below SMP trigger levels in 2024.

Caladenia Village wastewater recycling

Context

Potable water is purchased from the Water Corporation for drinking water and amenities onsite and in Caladenia Village.

Objective

Wastewater generated by the Village presented an opportunity to increase site water inventory.

Stakeholders

Approval from Local Government and the Department of Health was obtained to construct a treatment plant and pipeline capable of processing and delivering treated water to TSF4, allowing the treated water to be recycled into the mine water circuit.

Action

Continuous monitoring ensures that any water not meeting strict safety and quality standards is either retreated or sent offsite for disposal. We remain committed to ongoing monitoring and management to enable the safe recycling of wastewater.

Result

The treatment and reuse of Village wastewater has increased our water inventory and contributed to more responsible water consumption. This initiative resulted in the recycling of 50-60m³ of wastewater every day³.



1. Issued by the Department of Water and Environmental Regulation (DWER). 2. pH expected to decrease with rainfall.

3. Licensed capacity of 187.5m³ per day.



Waste

The responsible management of waste and tailings is critical to mitigating environmental risks, complying with regulations, and maintaining community safety. We aim to avoid, minimise, and repurpose waste, reimagining it as a potential resource.

Our operations generate waste rock, tailings, and other general wastes and recyclables. Our Waste Minimisation and Management Plan sets out the processes to manage our waste through avoidance and minimisation, and recommends opportunities to reuse and recycle. Talison implements proper waste management processes to avoid contamination of soil, water and air, protecting the communities' right to health and safety.

Waste rock

We manage waste rock storage in a safe and environmentally responsible manner. Our Waste Rock Management Plan and associated procedures guide the appropriate design, construction, and oversight of Waste Rock Landforms (WRLs). The final landform slopes of our WRLs are engineered to withstand the possibility of long-term erosion and to contain any potential hazardous minerals in compliance with safety and environmental standards and regulations. To enhance visual amenity, WRLs are progressively rehabilitated when possible and fully rehabilitated when completed.

Approximately 18% of total waste rock mined was re-purposed in 2024, and did not contribute to the WRLs. Around 7.20 million tonnes of clayey rock and clean hard rock were extracted from the open pits and used for a variety of purposes such as TSF construction, processing plant expansion, building mine roads, and other civil activities. The percentage of re-purposed rock was lower than 2023 due to the higher volume of sandy clay and transitional hard rock being mined as the cutbacks progressed through these unsuitable material types.

As we expand our open pit, we are investigating future WRL locations to the east and south of current operations. Location options concept studies considered and evaluated haulage distance, mining plans, geotechnical assessments, and environmental and social impacts. A Pre Feasibility Study on

the WRL capacity expansion is now in progress, with stakeholder engagement commencing in 2025. This process is being undertaken early in the design phase to allow stakeholder feedback to be incorporated into the final design. Talison will be undertaking regulatory approval processes in parallel to stakeholder engagement, targeting approval in late 2026.

In 2024 we completed a pre-feasibility study on the application of ore sorting technologies. In late 2024 we commenced a Life of Asset Plan and Strategic Options Review for our business to re-evaluate and plan our future mining, processing, infrastructure, and waste (rock and tailings) needs, including the feasibility of an underground mine. Ore sorting and underground mining can extend mine life, and have the potential to minimise waste generation, material movements, and storage associated with future mining.

General and recyclable waste

Our Waste Management Schedule outlines the management practices for different waste streams. Authorised contractors handle general waste and recycling to offsite locations.

In 2024 we recycled:

- 410t of scrap metal.
- 179t of waste oil.
- 83t of commingled waste.
- 347kg of used electronic components.

Inert material such as rubber and polyurethane generated through our operations is sent to our onsite licensed landfill facility¹. When the annual landfill capacity is reached, the inert waste is transported to an offsite licensed facility.

During the reporting period we continued our program for low volume recyclable items supporting interested areas across the business. We updated our management processes to record data and track recycling

frequency to provide insights. The program includes printer cartridges, small batteries, soft plastics, bottle caps, stationery, and personal protective equipment.

Soil containing hydrocarbons is treated onsite through bioremediation utilising naturally occurring microorganisms. In 2024 we began a trial to improve bioremediation performance by adopting proven landfarming techniques such as applying thinner material layers, improving aeration through regular soil tilling, and regularly applying biological remediation agents. The trial will continue through 2025, with outcomes to inform future bioremediation facility design.

Tailings

Tailings are classified as the residual material and water that remains once valuable minerals have been extracted. Tailings are pumped as a slurry from our individual processing plants to the Central Tailings Pumping Station where they are combined and pumped to the operating cells in the TSFs. The solids are deposited and the available water component is recovered to the mine water circuit for reuse.

Talison implements tailings management to minimise risks to the communities' right to safety and health. Safety is critical for TSF management across every stage of their lifecycle (construction through to post-closure). Our Tailings Management Policy and TSF construction, operation, and management practices align to industry standards and comply with the Australian National Committee on Large Dams (ANCOLD) and the International Commission on Large Dams (ICOLD) guidance².

In 2024 we developed and commenced commissioning a Tailings Management System (TMS) which outlines a consistent approach to the execution of key processes and achieving outcomes aligned to the Global Industry Standard on Tailings Management (GISTM). The TMS includes procedures for design, construction, operation, monitoring, management, and closure of our TSFs. We will continue to refine the TMS to meet our specific operational requirements. During 2024, dam break scenarios were run to inform and refine Talison's emergency response plans in the unlikely event of TSF failure. Our TSF emergency plan was provided to and reviewed by the Western Australia Police Force (WAPOL), Department of Fire and Emergency Services (DFES) and Shire of Bridgetown-Greenbushes Local Emergency Management Committee (LEMC).

During the reporting period we reprocessed 1.76Mt of historical tailings from TSF1 through the Tailings Retreatment Plant (TRP) to produce 229,432t of chemical grade concentrate and reduce the overall stored tailings.

¹. Licensed annual capacity 450t. ². Compliance to GISTM, ANCOLD, and ICOLD is not verified by an independent third party.





Energy and emissions

We measure, monitor, and report energy consumption and emissions from our facilities. Our strategy is to identify initiatives, and evaluate and develop business cases to work towards decarbonisation.

Mining activities can place strain on energy grids through high demand and contribute to climate change through high energy consumption and greenhouse gas (GHG) emissions, unless mitigated by renewable energy sources.

Our Scope 1 and 2 GHG emissions and energy use¹ are reported on an annual basis, covering our Greenbushes Lithium Operation, Bunbury facilities and Perth office. Assessments aligned to the National Greenhouse Emissions Reporting (NGER) scheme², were conducted for the financial year 2024 and the calendar year³ 2024.

Energy

In 2024 our total energy consumption was 2,274,399 GJ, marking a 19% increase from 2023. Diesel accounted for 71% of total energy consumption, while electricity accounted for 26%, primarily for processing, and Liquid Petroleum Gas (LPG) contributed 2%. The rise in energy consumption was driven by higher diesel use attributable to doubling the material movements of ore and waste. This was driven by a significant increase in the volumetric stripping ratio which increases as the pit is widened to access the deeper orebody.

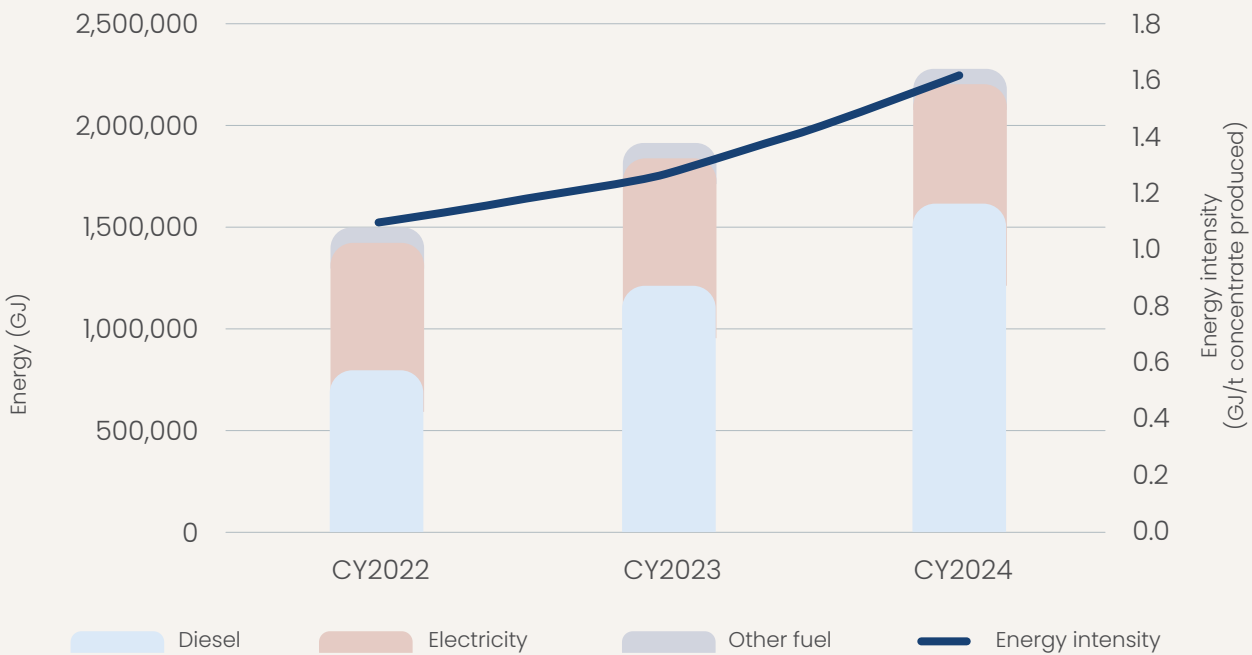
Energy intensity

Our energy intensity increased to 1.61GJ/t of concentrate in 2024, reflecting a 28% rise from 1.26GJ/t of concentrate in 2023. Our mine is connected to the South West Interconnected System (SWIS) via a 132kV incoming power line and substation. The emissions intensity of the SWIS is projected to decline as renewable energy sources increase and coal-fired power generation is phased out by 2030, in accordance with Western Australian Government policy.

We have a Power Purchase Agreement (PPA) for electricity with a higher renewable component from the Waste to Energy (WTE) plant at East Rockingham. Construction delays at the WTE plant have deferred supply, impacting our ability to progress decarbonisation as planned. We seek to implement renewable PPAs⁴ for energy requirements for 2025 and beyond.



Energy consumption and intensity

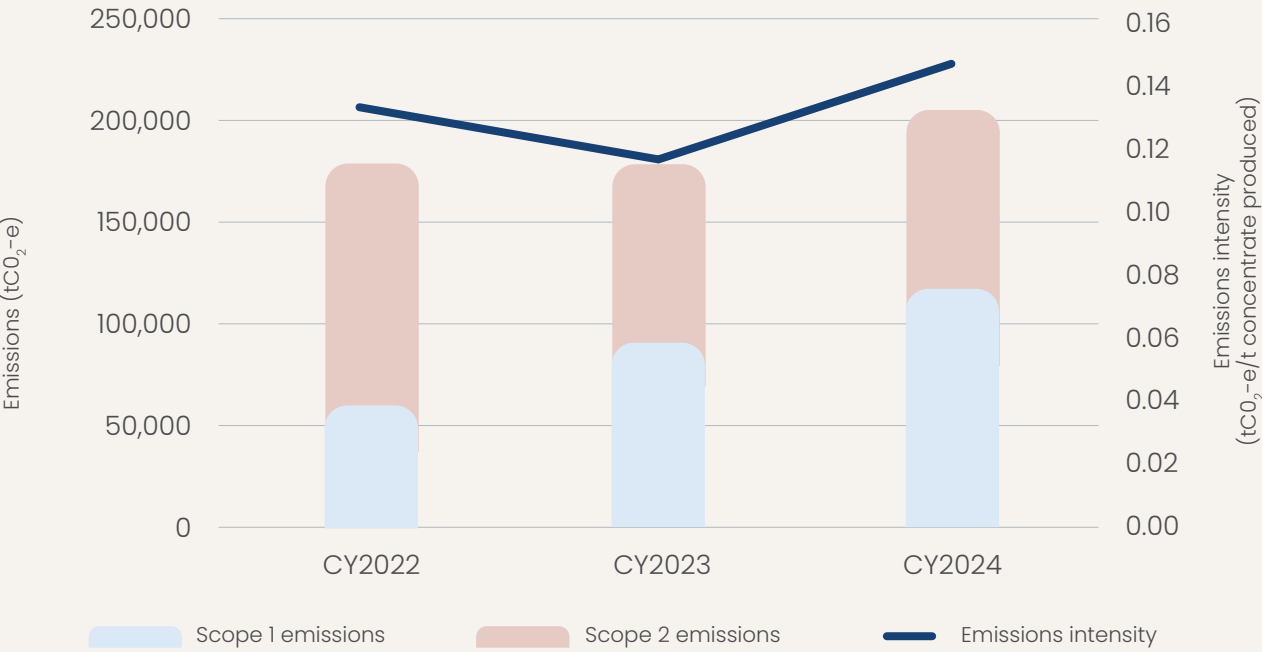


1. Scope 1 emissions are direct emissions from owned or controlled sources, generated through using fuels such as diesel and Liquid Petroleum Gas (LPG). Scope 2 emissions are indirect emissions resulting from the generation of purchased energy, which is electricity obtained through connection to the SWIS electricity grid. 2. 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 calculations methods and factors detailed in the *National Greenhouse and Energy Reporting (Measurement) Determination 2008*. 3. Financial Year 2024 is 01 July 2023 to 30 June 2024. Calendar Year 2024 is 01 January 2024 to 31 December 2024. 4. PPAs enable calculation of emissions using a market-based approach. NGER reported emissions are calculated using a location based approach.

Emissions

In 2024 our total Scope 1 and 2 emissions⁵ were 203,182t CO₂-e, a 15% increase from 2023. Scope 1 emissions from our facilities totalled 117,568t CO₂-e, reflecting a 30% rise due to increased diesel consumption to support mine expansion. Scope 2 emissions remained steady at 85,614t CO₂-e, while grid emissions intensity increased⁶ from 510g CO₂-e/kWh in 2023 to 530g CO₂-e/kWh in 2024 following an update of *NGER (Measurement) Determination*. We plan to determine Scope 3 emissions to meet ASRS disclosure requirements for 2026.

Scope 1 and 2 emissions and intensity



Emissions intensity

The emissions intensity in 2024 increased by 9% (0.144t CO₂-e/t of concentrate) compared to 2022 (baseline year). This rise was primarily driven by the increased use of diesel. We updated our GHG Policy Statement⁷ goal in late 2024. Our goal is to expand production while ensuring our total emissions intensity⁸ to 2030 does not exceed the level of 2022, and to achieve net-zero Scope 1 and 2 emissions by 2050 or earlier⁹. We will further review our GHG Policy Statement to align with the Australian Sustainability Reporting Standards (ASRS) climate-related disclosure uplift planned in 2025.

Emissions intensity is expected to fluctuate to 2030 through increased waste rock movement to access ore. A low 2023 intensity counterbalances the high intensity of 2024 and forecast high intensity of 2025. Our goal is challenging in the face of expansion, and we will rely heavily on the planned sourcing of partially renewable electricity in 2025, and the purchase and surrender of Australian Carbon Credit Units (ACCUs) as regulated by the Safeguard Mechanism.

Decarbonisation

In 2024 we developed a decarbonisation roadmap to track emissions against projections, drive long-term initiatives, and decisions to achieve our goal. The roadmap relies on sourcing electricity through the WTE PPA, and additionally on the purchase of ACCUs. We will revise the roadmap in 2025 in response to delayed delivery of WTE electricity. While challenges persist, we remain focused on delivering tangible emissions reductions over the long term.

5. Emissions calculated using NGER determination for calendar year 2024. 6. Australian National Greenhouse Accounts Factors 2024. 7. Available at Talison website. 8. Emissions intensity is measured as tonnes of CO₂ equivalent per tonne of concentrate. The goal refers to Talison's cumulative emissions intensity over the period to 2030 not exceeding the level of 2022. 9. 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 goal is subject to the availability of solutions such as low emissions technologies.



Current decarbonisation initiatives

Scope 1

- Scope 1 emissions exceeded the Safeguard Mechanism 100,000t CO₂-e threshold¹⁰ in the 2024 financial year by 4,303t CO₂-e. Our preference is to reduce Scope 1 emissions, however until scalable decarbonisation solutions emerge, we will purchase offset ACCUs. In 2024 we developed an offset procurement framework which targets soil carbon, savanna burnings, and environmental planting ACCUs, with a preference for offsets generated in South West Western Australia. ACCUs will be purchased and surrendered in early 2025 to cover the 2024 financial year liability.
- A strategic decision was made in 2024 to review Talison's light vehicle (LV) allocation. We will reduce the LV fleet by 20%, and make no additional purchase or hire in 2025. This will rationalise fleet numbers and seek to curb rising LV emissions.
- Purchased an electric delivery van for our warehouse team.

- Identified suitable electric vehicles for two applications (mine and non-mine specification), to be considered in lieu of combustion engine LVs should purchase be required beyond 2025. We will continue to review new options as they come to market.
- Installed electric chargers at Caladenia Village.

Scope 2

- Renewable PPAs are proposed to meet energy requirements in 2025 and beyond¹¹.

Scope 3

- Collaboration with Qube to trial a Bulk Electric Haulage Vehicle (BEHV).
- Progressed Rail Feasibility Study in conjunction with Western Australian Government (through the South West Development Commission), Arc Infrastructure, and Aurizon Limited.

10. Greenbushes Lithium Operation has a facility-specific Emission Intensity (EI), lower than the industry default EI. Our FY23-24 baseline was below the floor of 100,000t CO₂-e. 11. PPAs enable calculation of emissions using a market-based approach. NGER reported emissions are calculated using a location-based approach.

Life Cycle Assessment

A Life Cycle Assessment (LCA) provides a comprehensive view of the environmental impacts across every stage of a product’s life cycle. In 2024 we conducted an independently verified LCA¹² to assess the environmental footprint of our concentrate production. The Greenbushes Lithium Operation (mine) was awarded Stamp 2, (following a lithium refinery), certifying accordance with the ILiA Product Carbon Footprint (PCF) Guidance for Lithium Products. This stamp assures our stakeholders and customers that our LCA was conducted in accordance with ILiA’s Guidance and independently verified, strengthening trust in the transparency and credibility of our product’s environmental performance. Greenbushes Lithium Operation is the first mine in the world, and the first operation¹³ in Australia to receive a Stamp.

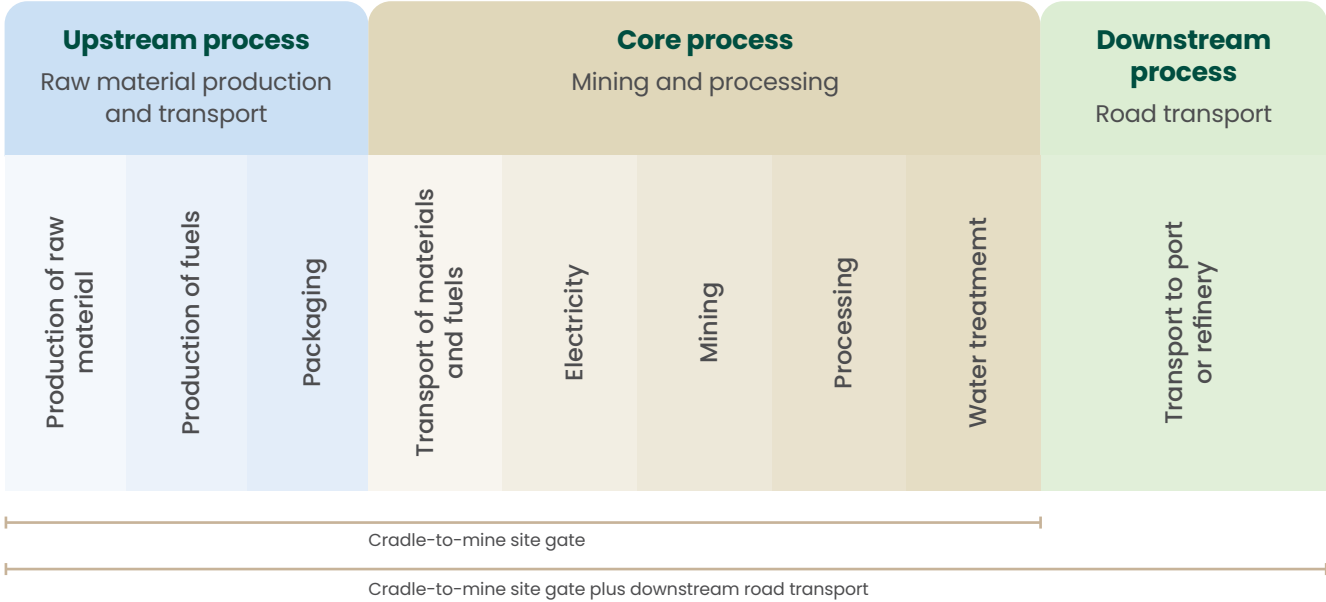


- We are the:
- 1st mine in the world
 - 1st operation in Australia
 - 2nd operation in the world
- to receive the ILiA PCF Guidance stamp.

The study assessed six concentrate products within the boundaries of ‘cradle-to-mine site gate’; and ‘cradle-to-mine site gate plus downstream road transport’.

The ‘cradle-to-mine site gate’ carbon footprint per tonne of chemical grade concentrate¹⁴ averaged 169kg CO₂-e, and technical grade concentrate¹⁵ ranged from 165 to 184kg CO₂-e depending on product specification.

Downstream transport contributes an additional 5.7% to 17.6% to our product’s carbon footprint, depending on the destination, specification, and whether the product is bulk or packaged¹⁶. Electricity and diesel consumption were identified as major contributors. These findings will guide our business and decarbonisation strategies, helping to identify improvement opportunities across mining stages, processing facilities, and product types.



12. Following ISO 14040/14044 standards and International Lithium Association (ILiA) Product Carbon Footprint (PCF) Guidance for Lithium Products.
13. The definition of ‘Operation’ includes refineries and mines. 14. Dry tonne bulk SC6. 15. There are five technical grade products. 16. Packaged product destination is Fremantle Port.

Qube collaboration reducing Scope 3 emissions

Context

Downstream road transport contributes significantly to our product carbon footprint through diesel consumption. Based on our Life Cycle Assessment, emissions from transport between our mine site and the Port of Bunbury add a further 5.7%, with Kemerton refinery and Kwinana refinery adding 6.6% and 14.1% to product carbon footprint respectively.

Objective

Reduce emissions in our supply chain.

Stakeholders

During the reporting period, we commenced a collaboration with Qube to trial a Bulk Electric Haulage Vehicle (BEHV) along the haulage route from Greenbushes to the Port of Bunbury.

Action

A fully electric prime mover with a double trailing set, is the largest on-road electric truck combination in the world.

Future

The trial will assess the BEHV’s viability on our haulage routes by evaluating truck range under load, cycle times and battery recharging processes, economic feasibility, and community impact. By working with contractors, we continue to make meaningful strides toward a lower emissions supply chain.



Climate change

We produce lithium mineral concentrate to support a cleaner energy future, contributing to climate change mitigation. To reduce our negative impact, Talison must become less reliant on fossil fuels. Strengthening our risk mitigations and adapting to climate change impacts will build resilience of our business.

The Australian Accounting Standards Board (AASB) has introduced the ASRS, aligning with the International Financial Reporting Standards (IFRS) for climate-related financial disclosures. These standards require entities to report on climate-related risks, strategy, and governance within their financial reports. Entities subject to these mandatory disclosures will be phased in three groups. We have evaluated our obligations and are preparing to align with ASRS¹ requirements for climate-related disclosures in Group 1.

In 2024 we conducted a gap analysis to assess our alignment with ASRS requirements and identified areas for improvement to meet compliance. The gap analysis acknowledged past identification of climate-related physical and transitional risks and opportunities, and identified areas for uplift such as climate governance, climate strategy, and financial impact disclosures.

Identified climate-related risks

Physical risks

- Reduced average annual rainfall.
- Increased intensity of major rain events.
- Higher average temperatures.
- Harsher fire-weather and increases in the forest fire danger index.
- Higher frequency of storm events.
- Increases in average sea level.

Transitional risks

- Safeguard mechanism applicable to Talison.
- Introduction of a carbon price and carbon border adjustment mechanisms.
- Restricted access to carbon offsets.
- Rising cost of carbon offsets.
- Higher litigation risks for energy and resource intensive industries.
- Slower decarbonisation reduces Talison's competitiveness.

Potential climate-related opportunities

- Government policies to encourage battery storage transition.
- Increased demand for lithium-ion batteries for use in electric mobility and renewable energy storage systems.
- Convert existing loan into a sustainability-linked loan.
- Complete IRMA audit and enhance reputation.
- Advancements in technology enabling automation and the use of electromobility solutions onsite.

For more information on the climate change risk and opportunities assessment process, the scenarios referenced, and potential impacts and opportunities, please refer to the [Talison Lithium 2023 Sustainability Report](#).

We will further align with ASRS requirements for 2025 by updating the Climate Change physical and transitional risks and opportunities assessment, and a climate scenario analysis.

¹ IFRS S2 Climate-related Disclosures. For more information, please visit the IFRS website and the Department of Treasury website.



Air quality and dust

Dust is one of the most immediate and noticeable impacts we have on our neighbours, and we have fallen short of community expectations to manage this impact. Our focus on dust management will intensify by increasing investment in dust controls and monitoring programs. We continue to work hard to meet regulatory requirements and further aim to reduce dust emissions to as low as practicable. We commit to greater transparency in sharing monitoring results and mitigation plans.

Our operations generate air pollutants and dust (particulate matter), with sources of dust from mining and processing activities, product haulage, and vehicle movements. As we expand and climate conditions become hotter and drier, these impacts may increase in significance. An improvement in dust management is critical to minimise negative impacts.

Controlling and mitigating dust minimises risks to human health and the environment. As shown below, existing engineering controls are permanently applied across our operations aiming to contain and avoid dust movement. In addition, mitigation measures are applied in response to dusty conditions to further manage impacts. Weather forecasting of wind direction and speed allows us to proactively assess high-risk conditions. Activities are planned or rescheduled to minimise dust generation.

Sources of dust	Engineering controls	Mitigations
		
• Blasting. • Exposed ground. • Vehicle movements. • Stockpiles. • Material handling. • Crushing. • Conveying and TSFs under dry and windy conditions.	• Covered conveyors. • Dust extraction systems in crushing. • Covered final good stockpiles. • Covered product haulage trucks. • Water sprays on stockpiles. • Vehicle wash down bays. • Sealing permanent roads and carpark. • Careful blast design and timing.	• Water carts on roads. • Non-hazardous dust suppressant chemicals on roads and open areas. • Trigger Action Response Plan (monitor, alert, response) for high potential dust generating conditions. • Use drone imagery to pinpoint dust generating activities. • Cease activities.

We actively monitor dust from our operation. We work within an industry standard regulatory framework to monitor PM10 air quality¹ on and adjacent to the operations. These standards are set by the Ambient Air Quality National Environmental Protection Measure (NEPM), which is designed to ensure adequate protection of human health and wellbeing.

Monitors:

- Continuous live monitoring² of dust levels and weather to enable rapid response to changes in conditions.
- A fleet of seven mobile units that can be deployed to monitor emissions from various point sources within the operation, or to community locations.

We have implemented a dust Trigger Action Response Plan (TARP) which aims to

minimise dust impacts. Automatic alerts are communicated in real time across our operations if dust levels increase above internal control triggers (below our licence exceedance limit). These early warning alerts enable us to adjust dust generating activities or cease these operations whilst continuing to monitor the situation and assess the resultant effect of actions. Operations do not resume until conditions improve. Drones are used in response to alerts to pinpoint dust generating activities and action targeted mitigation.

To support dust TARP implementation, we established a cross-departmental Dust Management Committee to review exceedances and monitoring results, review control measures, and recommend improvements. We are exploring lead indicators to assess the effectiveness of the control measures.



TSF open area sprayed with non-hazardous dust suppressant.

1. PM10 refers to airborne particulate matter of less than 10µm in diameter. 2. Two Australian Standards compliant dust monitors at north and south mine boundary.

Reported dust exceedances

We operate to a licence condition to not exceed a daily average of 50µm/m³ of particulate matter less than 10µm (PM10). In 2024 we measured and reported 20 exceedances, with eight attributable to mining operations. The remaining 12 were attributable to smoke from regional bushfires. We acknowledge that dust, even below licence limits, is a problem and we need to do better. All exceedances occurred during the dry months of February, April, November, and December.

Date	North monitor (daily PM10 average µg/m ³)	South monitor (daily PM10 average µg/m ³)
20/01/2024	52	58
21/01/2024	66	73
25/01/2024	51	
09/02/2024	50	
11/02/2024	51	
20/02/2024		54
06/04/2024	51	
12/04/2024	52	
22/04/2024	54	
21/05/2024	73	116
15/11/2024	56	
17/11/2024	61	
30/11/2024		54
15/12/2024		51
18/12/2024	108	86
20/12/2024	60	

Exceedances in **green circles** attributable to mining operations. All other numbers attributable to bushfires.

Dust samples are regularly tested for Respirable Crystalline Silica (RCS) and asbestos³, and metal composition⁴. In 2024 all RCS and asbestos samples were recorded as below detection limits, except for one result⁵ in May 2024. All metal composition samples recorded levels below DWER air quality guideline values where defined, or as negligible against background.

Reported air emissions

In addition to dust monitoring at the site boundary, we calculate and report air emissions (other than GHG emissions), wastewater discharges, and waste transfers as a regulatory requirement through the National Pollutant Inventory program. These air emissions are calculated⁶ using methods and factors detailed in the National Pollutant Inventory Guide.

3. Monthly samples over an eight-hour period. 4. Samples every six days over a 24-hour period. 5. Validity of this result questioned as the total dust level measured was less than the RCS level measured for that day. Sampling frequency will be doubled to address possible sampling and testing discrepancies. 6. Particulate matter (<2.5µg/m³) and air pollutants such as nitrogen oxides, sulphur oxides, carbon monoxide, and volatile organic compounds are calculated from the volume of combusted diesel, petrol and LPG. Particulate matter (<10µg/m³) is calculated using information such as vehicle movements on unsealed roads, material transfer and handling, and blasting.

2025 dust management improvements

Sampling and monitoring	Alert responsiveness
At the Greenbushes Primary School oval (within the townsite), we will replace the current setup⁷ with a permanent air quality monitoring compound. The new compound will include: - meteorological station; - PM10 high volume sampler; and - PM10 Australian Standard (AS) continuous monitor. We are investigating the addition of PM2.5⁸ AS continuous monitor.	- Improve alert communications system, to rapidly notify work front leaders to action dust control measures. - Install more fixed cameras and increase the use of drones to pinpoint dust generating activities before and at alert trigger points to reduce mitigation response time.
Dust controls	Transparency
- Escalate our efforts in engineering controls and dust suppression. - Improve product haulage sub-contractor controls. - Haul road dust reduction through suppression additive trials. - Systematic review of dust sources and control effectiveness to identify further improvements and long-term dust management. - Learning from mines in similar circumstances on their dust mitigation and control methods, data transparency and stakeholder engagement.	- Supply and maintain a dust fact sheet⁹ on the website. - Provide a live dust dashboard on the website.

7. Mobile monitor, non-adjacent sampler, and meteorological station. 8. PM2.5 refers to airborne particulate matter of less than 2.5µm in diameter. 9. Dust fact sheet available on Talison website.



Land use

As we expand our mining operations we collect topsoil, subsoil, tree mulch, habitat logs, and seeds, stockpiling for future rehabilitation. We aim to minimise our impact on the amenity of surrounding landscapes by rehabilitating disturbed land. Our communities have the right to an environment that is safe and has a healthy ecosystem.

Mining operations involve clearing vegetation and altering surrounding topography. These activities are planned, designed, and actively managed to minimise soil erosion, reduce surface water siltation, minimise biodiversity loss, and maintain visual amenity.

The goal of rehabilitation is to return land to an acceptable condition by creating secure, stable landforms, and restoring native ecosystems. Our rehabilitation process involves wall formation and stabilisation of the area, subsoil and topsoil placement, contour creation, placement of habitat logs, and hand seeding. Progressive rehabilitation strives for the early reduction of mining impacts and continues beyond the cessation of mining operations.

- How we manage rehabilitation:
- Integrated Mining and Rehabilitation Plan.
 - Visual Impact Management and Rehabilitation Plan.
 - Clearing and High-Risk Ground Disturbance Procedure.
- Rehabilitated areas are assessed through annual monitoring and reporting to track progress and effectiveness. Our aim is to create a self-sustaining heath vegetation that blends with the adjacent forest. In 2024 we finalised earthworks and completed 1.58 hectares (ha) of seeding for the progressive rehabilitation of the area surrounding the Mine Service Area (MSA), with completion expected in 2025.

In 2024 we scoped and scheduled rehabilitation of TSF2 and WRL batters¹. Rehabilitation activities proceeded by spreading topsoil at TSF2, and commencing earthworks at the WRL. In 2025 we plan to complete approximately 20ha of rehabilitation on the TSF2 batters alongside Maranup Ford Road, and WRL batters.

The Rehabilitation Material Stockpile (RMS) relocation project will commence in 2025, moving valuable stockpiled topsoil and subsoil to enable an extension to the existing Floyds WRL. This material will be used for progressive rehabilitation activities ahead of and for mine closure.

Every three years, we collaborate with stakeholders to revise our Mine Closure Plan to ensure responsible mine closure and rehabilitation to create a positive legacy beyond the life of mine. We perform internal reviews of projected rehabilitation liability costs each quarter, and update mine closure costings to ensure adequate funds are allocated for mine closure commitments.

In addition, we contribute to the Western Australian Government Mining Rehabilitation Fund (MRF). The MRF supports the rehabilitation of abandoned mines where the tenement holder or operator fails to meet their rehabilitation obligations.

In 2024 we cleared 48.34 ha of mixed vegetation including pasture² representing emissions of 10,412t CO₂-e, down 42% from last year³.

In areas designated for clearing, we carefully select and translocate high value flora to our nursery. Community projects can apply, and are carefully assessed for suitability to receive this special flora. We work with the project stakeholder to manage planting and establishment in their new environment. During 2024, we:

- relocated 661 Balga (*Xanthorrhoea preissii*, *Xanthorrhoea gracilis*) to our nursery; and
- replanted 61 Balga and 27 Djiriji (*Macrozamia reidlei*) for community projects.

As we plan for the future of our mining operation there will be instances where land acquisition will be pursued to support expansion. Our intent is for transparent consultation and negotiation to deliver an equitable outcome for affected stakeholders. Consultations will consider the impact on local ecosystems and the economic activities of agriculture and tourism.

1. Batters: shaping of land between two different levels to an engineered, stable retaining slope. 2. 39% good eucalyptus open forest, 51% degraded mine rehabilitation, and 10% completely degraded pasture, plantation, and prior mine disturbed areas. 3. Emissions from land clearing are calculated using the Full Carbon Accounting Model Guidelines published by the Department of Climate Change, Energy, Environment and Water (DCCEEW). 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 GHG emissions from land use, land use changes, and forestry are not included under the National Greenhouse and Energy Reporting Act 2007.



Translocating valuable flora from areas designated for clearing.



Valuable flora ready for storage at our nursery.

Biodiversity

Biodiversity and ecosystems are essential components for maintaining a thriving environment. We seek to minimise our impacts on biodiversity.

The forests surrounding our operations provide habitat for conservation significant fauna. Our Conservation Significant Terrestrial Fauna Management Plan¹ (CSTFMP) employs a tiered management approach aimed at avoiding, minimising, and mitigating impacts on rare fauna². We avoid clearing habitat suitable for conservation significant fauna by situating mine expansion projects on previously disturbed or cleared areas whenever feasible. When habitat clearing is unavoidable, we minimise the duration, intensity, or extent of impacts on fauna

during clearing, pre-mining, and construction phases. Any significant unavoidable residual impacts on conservation significant fauna are addressed through environmental offsets. Our approved mine expansion plan includes the clearing of 350ha of native vegetation. The clearing necessary for the current expansion (MSA, TSF4, Floyds WRL expansion, explosives facility, TRP and powerline corridor) has been evaluated for the potential reduction of available habitat for conservation significant fauna, including the Black Cockatoo, Western Ringtail Possum, and Chuditch.



1. Available at Talison website. 2. Rare fauna includes Carnaby's Black Cockatoo, Numbat, Baudin's Black Cockatoo, Western Chuditch, Wambenger Brush-tailed Phascogale, Red-tailed Black Cockatoo, Western Ringtail Possum. More information can be found in the GRI Content Index.

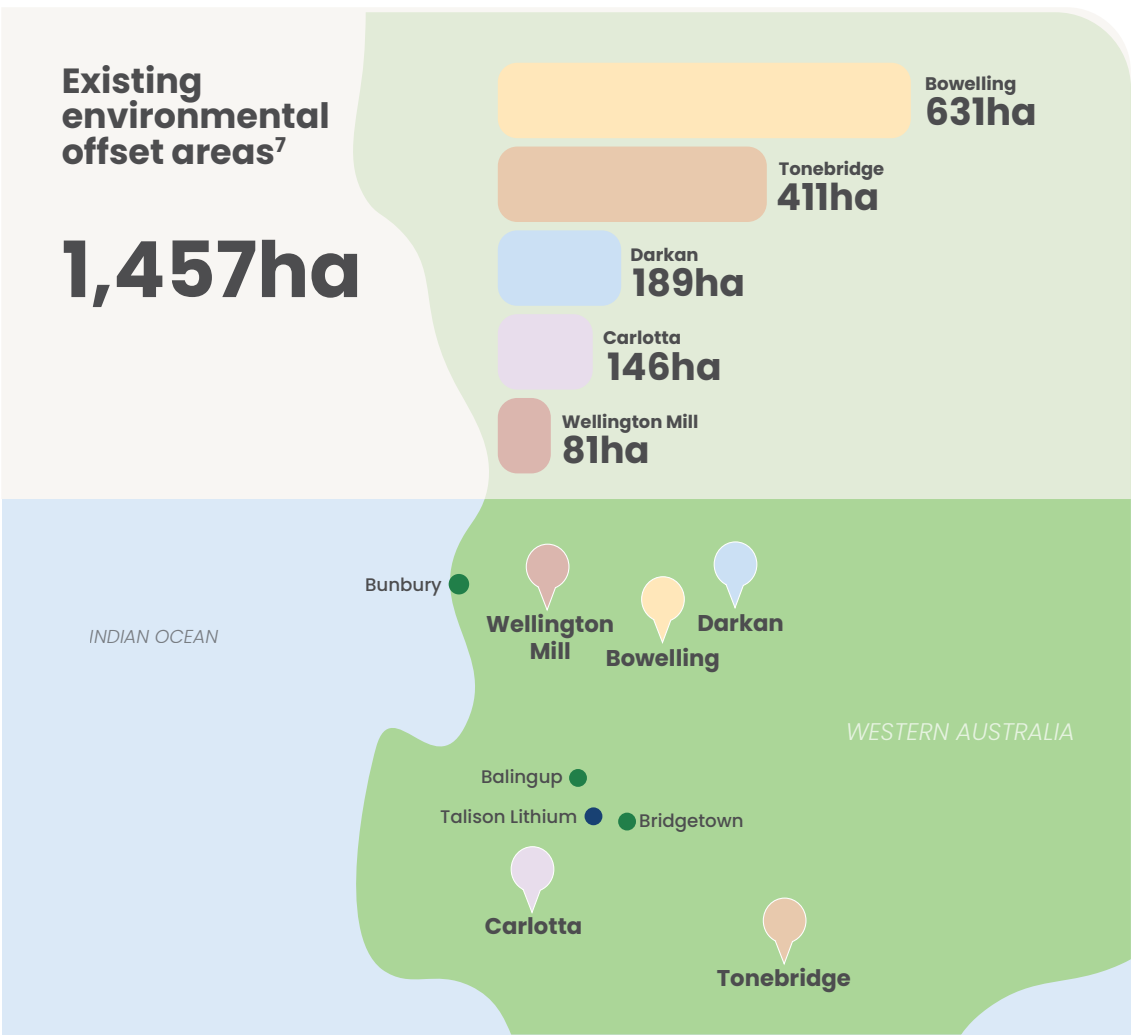
To mitigate this habitat loss, we are rehabilitating within the mine site; and implementing direct offsets³ that focus on habitat protection and enhancement beyond the mine area. These offsets aim to safeguard and restore land that is home to important plant, animal, or ecological communities. Offset Management Plans⁴ are implemented to maintain and enhance habitat quality within the offset areas. To date our environmental offset areas include five locations in South West Western Australia, totalling 1,457ha. Further offsets are being sought to fulfil the offset obligations for the expansion. We are aiming to resolve our offset obligations in 2025, dependent on timing of external stakeholder engagement and reviews.

Monitoring is undertaken regularly throughout the 20-year lifespan of the offset management program. In 2024 we began updating our CSTFMP and our Disease Hygiene Management Plan to improve the protection of disease⁵ free areas in the surrounding State Forest. We aim to finalise these updates in 2025.

We also implemented a series of offset management plans for new offsets which seek to improve their ecological quality. The management plans include qualitative monitoring of fire management, weed mapping, feral animal control, and dieback management. This was conducted in collaboration with the Blackwood Basin Group⁶. We will incorporate our learnings into management of future offsets.

What is an environmental offset?

An environmental offset is a conservation action taken to compensate for the ecological impact of development. To achieve a net benefit, offset areas are typically much larger than those areas cleared. There is an obligation to improve biodiversity value.



3. Approved by the Federal Government through the Department of Climate Change, Energy, Environment and Water (DCCEEW) and the Western Australian Environmental Protection Authority (EPA). 4. Available at Talison website. 5. Disease refers specifically to *Phytophthora dieback* and marri canker. 6. Community land care group. 7. Additional offset areas being sought.



Expanding our ecological study to monitor aquatic biodiversity

Context

We are cognisant of our operations potential to impact downstream water catchments if appropriate measures and regular monitoring of seepage and discharge waters are not implemented. Our Operating Licence stipulates a broad range of surface and groundwater monitoring locations. In addition, Talison conducts regular due diligence monitoring above and beyond compliance requirements.

Objective

In 2024 we conducted a detailed study of downstream water and stream sediment quality including bioaccumulation and biodiversity of aquatic fauna downstream from the mine. The main objective of the study was to assess if water originating from the mine operation posed any ecological health risks to the downstream receiving aquatic environment, including that of the Blackwood River.

Stakeholders

Monitoring is conducted on and in collaboration with surrounding landowners, who are provided with the results of the monitoring on their properties.

Action

The annual Ecological Survey has been ongoing for over a decade and has been greatly expanded over the past two years.

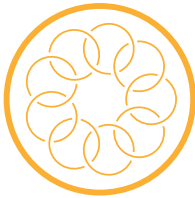
Result

The study did not identify any negative impacts to aquatic fauna from mining activities. Slightly elevated lithium values were noted in Cowan Brook, however this was localised and likely linked to ongoing construction associated with the Cowan Brook Dam raise, rather than seepage.

All other impacts on aquatic fauna collections were determined to likely be caused by pre-existing, non-mine related land use disturbances in the local environment. We will continue to monitor downstream water and sediment quality as part of our risk management to minimise downstream impacts.

Ecologists using a fyke net (passive fish trap) for sampling fish populations in freshwater environments.





Social



WE CARE ABOUT EACH OTHER



2024 Highlights

Future Focus

Health, safety and wellbeing

- Emergency Services Officers roles doubled.
- Independent review of the Health Management Plan conducted.
- Psychosocial incident reporting process implemented.
- Trainee and Apprenticeship Wellbeing program launched.

- Expand hazard identification targets, and triple safety observation targets.
- Complete our Critical Risk Management Program.
- Review Stored Energy Principle Mining Hazard Management Plan.

Communities

- \$4,777,186 invested in community initiatives.
- Community Perception Survey (CPS) conducted.
- Stakeholder Engagement Strategy updated.
- Communications strategy updated.

- Improve engagement with community, seeking and incorporating feedback from the CPS, and other recent engagements.
- Improve the Talison website and expand our contributions to local community newsletters.
- Establish a Community Engagement Committee.

Attracting and retaining employees

- 1,622 employees and permanent contractors completed anti-bullying, harassment, and discrimination training.
- Purpose, vision, and values launched.
- Caladenia Village opened.
- Employee Engagement Survey conducted.
- New Parental Leave Guideline launched.

- Introduce a Learning Management System and leadership programs.



Health, safety and wellbeing

Prioritising safety, building support, and empowering wellbeing.

Safety management

The health and safety of employees and contractors is our number one priority and the foundation of everything we do. Hazards are managed to mitigate or minimise risk of injury and illness, which in turn minimise operational disruptions and financial impact to business. Effective safety management, emergency response, and open communication can prevent incidents and foster stakeholder trust. We respect our workers’ rights to a safe working environment.

Our Work Health and Safety (WHS) risks are addressed under the Mine Safety Management System (MSMS) Framework, which sets Management and Performance Standards for specific WHS activities. The MSMS outlines the Talison policies, plans, and procedures in place that enable safe operation.

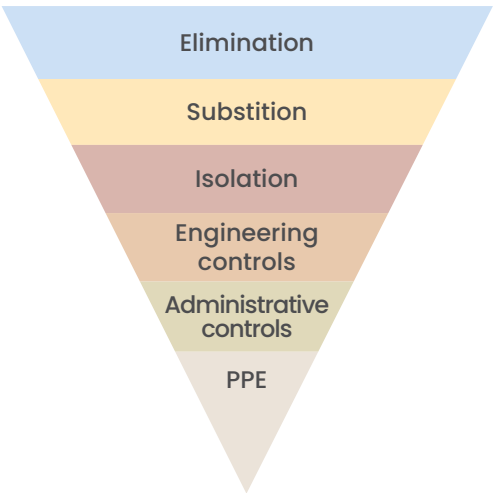
The effectiveness of the MSMS is enabled through a hazard and incident management database as well as internal and external audits, and senior management reviews.

Our Critical Risk Management Program manages key operational hazards through Principal Mining Hazard Management Plans (PMHMP) and Critical Risk Management Plans (CRMP). Principal Mining Hazards are specifically defined in legislation and require formal management plans, while Critical Risks are identified through our risk assessment process. We have designated Risk Owners for each Plan, to maintain oversight and management of Critical Risks. We will continue to mature our critical risk management process to reduce risk to as low as reasonably practicable.

Principle Mining Hazard Management Plans	Critical Risk Management Plans
• Fire management • Surface ground control • Release of stored energy • Explosives management • Atmospheric contaminants • Inrush and inundation • Vehicle operations • Psychosocial hazards	• Hazardous materials • Confined space entry • Working at heights • Suspended loads

Hierarchy of controls

We apply the hierarchy of controls to minimise risks to as low as reasonably practicable, prioritising elimination where possible and then implementing substitution, isolation, and engineering controls in preference to administrative controls and personal protective equipment (PPE).



Critical controls have been selected to reflect best practice technical knowledge applicable to each hazard. This was supported by training for employees and contractors to ensure competency requirements for quality implementation. In 2025 we will build upon our Critical Management Program as part of the continuous evaluation and improvement cycle. All PMHMPs and CRMPs undergo a Critical Control Verification (CCV)¹ process that systematically confirms that the risk mitigation controls are properly implemented and functioning as designed.

Risk analysis tools	
• Bowtie Analysis • Safe Work Method Statements (SWMS) • Hazard and Operability Studies (HazOp) • Hazard Identification (HazId)	• Job Safety Analysis (JSA) • Personal Risk Assessment (PRA) • CCV Checklists

All employees and contractors are expected to remove themselves from at-risk situations and report hazards, as stipulated by the mandatory site General Induction Program. Safe everyone, everywhere, every day.

When incidents occur in the workplace, these are managed in accordance with our Incident Notification and Investigation procedures, with significant incidents investigated utilising the Incident Causation Analysis Method (ICAM) to assess causal factors and determine corrective actions for improvement.

Monthly safety reports to all employees are discussed at WHS Committee meetings and toolbox meetings to provide insights from safety data, hazards, and outcomes from incident investigations, and corrective actions.

Our WHS Committee consists of elected volunteers from within work groups to provide coverage around the clock. The committee is responsible for representing their work groups in relation to WHS matters, monitoring compliance with the WHS Act, and investigating WHS complaints from members of their work group. They promote awareness and training, and encourage open communication between employees and management.

1. CCV pending for 'Inrush and inundation'. CCV requirement for 'Psychosocial hazards' to be determined in 2025.

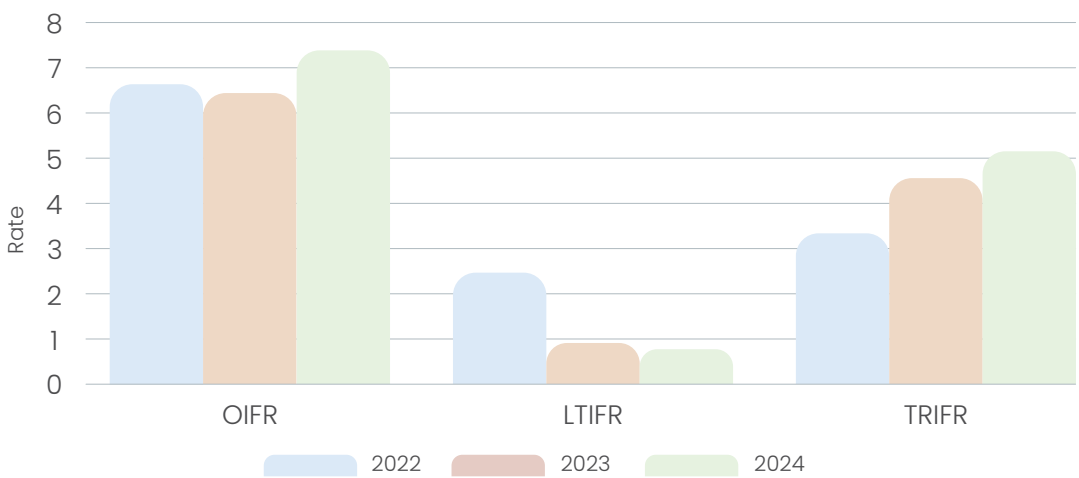


Safety performance

Employees

Employee safety performance was poor during 2024, and we continue to be challenged in ensuring the safety of our employees. Hours worked increased by 22% from 2023 to 2024, and 49% over the past two years from 2022 to 2024. There has only been a slight improvement in the Loss Time Injury Frequency Rate (LTIFR) and a reduced severity of Lost Time Injuries (LTIs). No fatalities or cases of occupational illness² were recorded. The TRIFR and OIFR have continued to rise.

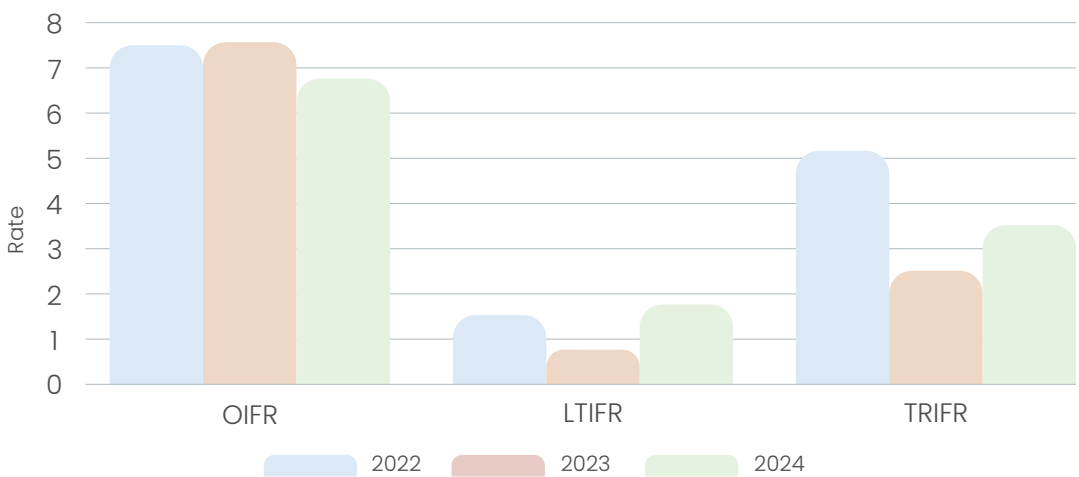
Employee injury rates



Contractors

Contractor safety performance was poor through 2024, with hours worked increasing by 50% from 2023 to 2024 as construction activities continue. Hours worked have increased by 179% over the past two years from 2022 to 2024. The LTIFR and TRIFR have increased while the OIFR has had a small decrease. The TRIFR increased at a similar rate to hours worked (42%) and the OIFR has remained relatively steady, suggesting a plateauing of safety performance. No fatalities or cases of occupational illness³ were recorded. These safety metrics demonstrate a significant challenge in that we have been unable to reduce injuries to keep our contractors safe.

Contractor injury rates



Contractor safety has featured significantly in several of the high consequence incidents during 2024, especially a serious injury at Tailings Storage Facility 4. To mitigate this risk, in 2025 Talison will review and strengthen our Contractor Management Framework. This will include standardisation of contractor onboarding and management processes as well as improved clarity in roles and responsibilities.

2. For example, silicosis, legionella, mesothelioma, and occupational overuse syndrome. 3. As per footnote 2.

Workplace safety initiatives

Musculoskeletal and soft tissue injuries, primarily sprains and strains, accounted for a significant portion of workplace injuries. In response, our safety team has partnered with our onsite exercise physiologist team to develop and implement strategies aimed at injury prevention. This is driving a culture of continuous improvement in manual handling practices.

Program initiatives include:

- Manual task training to reinforce best practices.
- Job role ergonomic assessments and solutions.
- Systematic identification of potential risk factors and addressing hazards at the source.
- Equipment and tool designs, and workspace modifications.
- Refined work procedures.
- Work-fit conditioning to prepare workers based on their role and level of fitness.
- Injury management support for early intervention and rehabilitation.
- ‘Warmup 4 Work’ and Stretch Leaders to promote physical readiness.

The proactive program commenced in 2024 and has shown promising results in reducing musculoskeletal strain and repetitive motion injury recovery times. This is evidenced by a reduction in the Injury Index⁴ from 26.3 to 17.2, despite an increase in overall TRIFR. In 2025 the program will continue, aiming to reduce injury rates, limit injury severity, and expedite recovery.



4. A measure of the severity of LTIs (i.e. days lost multiplied by 1,000,000 divided by 12-month rolling hours).

Future safety focus

We will appoint a new Head of Safety⁵ to lead our skilled team of health and safety professionals to work alongside our operational functions.

In 2025 we will pivot our safety management approach by adopting lead performance indicators to prioritise proactive measures over reactive ones. We will set expanded hazard identification targets for all employees and contractors, and triple safety observation targets. Lead performance indicators provide forward-looking insights that enable us to address potential safety risks through identification, mitigation, and stopping hazards and unsafe situations before incidents occur. This pivot aims to create a more predictive safety framework that empowers employees and contractors to actively participate and ultimately foster a stronger safety culture to reduce incidents and injuries.

These initiatives will be supported by improved data collection and analysis capabilities, allowing leadership to quickly identify emerging safety trends and make evidence-based decisions.

Emergency response

2024 saw the commencement of a thorough review of our Crisis Management and Emergency Management Plan, incorporating reviews by external emergency management agencies: Western Australia Police Force (WAPOL), Department of Fire and Emergency Services (DFES) and Shire of Bridgetown-Greenbushes Local Emergency Management Committee (LEMC). Following a review by the WHS Committee, the update to the Crisis Management and Emergency Management Plan will be finalised in 2025.

We continued upskilling our Emergency Response Team (ERT) in Certificate III in Emergency Response and Rescue, and provided Certificate IV pre-hospital care training to selected team members. The ERT welcomed 15 new members, and the number of full-time Emergency Services Officers (ESOs) was increased to two per shift. These developments improved our team’s ability to effectively manage and respond to emergencies.

Health

Our Health Management Plan (HMP) aligns with Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) guidelines to protect worker health by identifying, assessing, and managing operational risks. It outlines mine-specific, health hazard monitoring programs, and control measures to prevent occupational illnesses. The plan determines sampling protocols and biological monitoring, including audiometric testing and spirometry for at-risk groups.

Our dedicated onsite health team of nurses, technicians, and consulting physicians implements the HMP. They conduct pre-employment assessments and manage ongoing health surveillance based on exposure groups, establish baselines, and characterise risks. Adverse health effects can be detected early to prevent occupational illnesses or prevent further harm.

Health hazard monitoring

- | | |
|----------------------------------|---------------------------------------|
| • Fibres | • Radiation |
| • Inhalable chemicals | • Respirable and inhalable dust |
| • Legionella | • Respirable crystalline silica (RCS) |
| • Manual handling and ergonomics | • Thermal strain |
| • Mental health | • Welding fume |
| • Noise | • Whole body and hand arm vibration |
| • Potable water quality | |

5. Responsible for safety, health, emergency response, and security.

Wellbeing

Our wellbeing team provide several counselling services supporting our employees, contractors, and their families.

- In-house counsellors provide consultations on and offsite for drug and alcohol, relationship, coping strategies, parenting, and lifestyle counselling.
- Contact Officers are strategically embedded across the workplace for early identification of potential psychosocial hazards. They provide immediate peer support and refer employees to counsellors. Contact Officers are trained to recognise warning signs of mental distress before escalation, create psychological safety zones within high-stress environments, and bridge communication gaps between staff and professional support services.
- Employee Assistance Program (EAP) provides access to resources to navigate personal and work-related challenges, fostering overall mental wellbeing. A review of our EAP led to a change in service provider, for more local support and quicker responses to employees' requests for assistance.

In 2024 we introduced a Principal Mining Hazard Management Plan and an event reporting process for psychosocial incidents to better manage the risk of psychosocial injury across the site. We reinforced our psychological safety resources by adding psychosocial hazard identification training and other proactive measures which will continue to be implemented in 2025.



Supporting the wellbeing of trainees and apprentices

The Talison Trainee and Apprentice Wellbeing Program was launched in 2024. This program has been named a finalist in two key industry awards:

- ‘Best Intervention to Address a Psychosocial Hazard in the Workplace’ at the 2024 Work Health and Safety Excellence Awards (WorkSafe WA).
- ‘Psychosocial Health Award’ at the WHS Foundation Awards 2024.

The program aims to enrich the wellbeing, confidence, and resilience of trainees, and apprentices. Structured guidance is offered on life skills, anti-bullying and harassment, assertive communication, and problem-solving. It prioritises face-to-face interactions for our trainees and apprentices to reduce anxiety about seeking help and fosters peer support networks, which serve as an essential protective factor against psychosocial hazards.





Communities

We are working hard to build trusted relationships with our communities and stakeholders based on open, honest communication and mutual respect. We invest in initiatives that support economic and social wellbeing in the community.

Stakeholder engagement

Our operations impact local communities through noise, dust, traffic, reduced visual amenity and pressure on accommodation, infrastructure, and services. During rapid growth, we have not met community expectations to minimise negative impacts. Our priority is to be more agile and proactive in mitigating impacts, and in communicating and engaging with communities.

Talison has maintained a dedicated frontline community relations presence for decades, diligently establishing connections, engaging with the community, and fostering mutual trust. In recent times as impacts have increased, we have underestimated the efforts required to maintain this relationship and we now face the challenge of rebuilding and restoring trust.

We appreciate that the community has continued to provide feedback, and we will improve our responsiveness. Community Perception Surveys, interactions, and social impact assessments have informed updates to our Stakeholder Engagement and Communications Strategies in 2024.

In 2025, we aim to improve our social licence by integrating stakeholder feedback into the management of our impacts and increasing transparency through regular, consistent

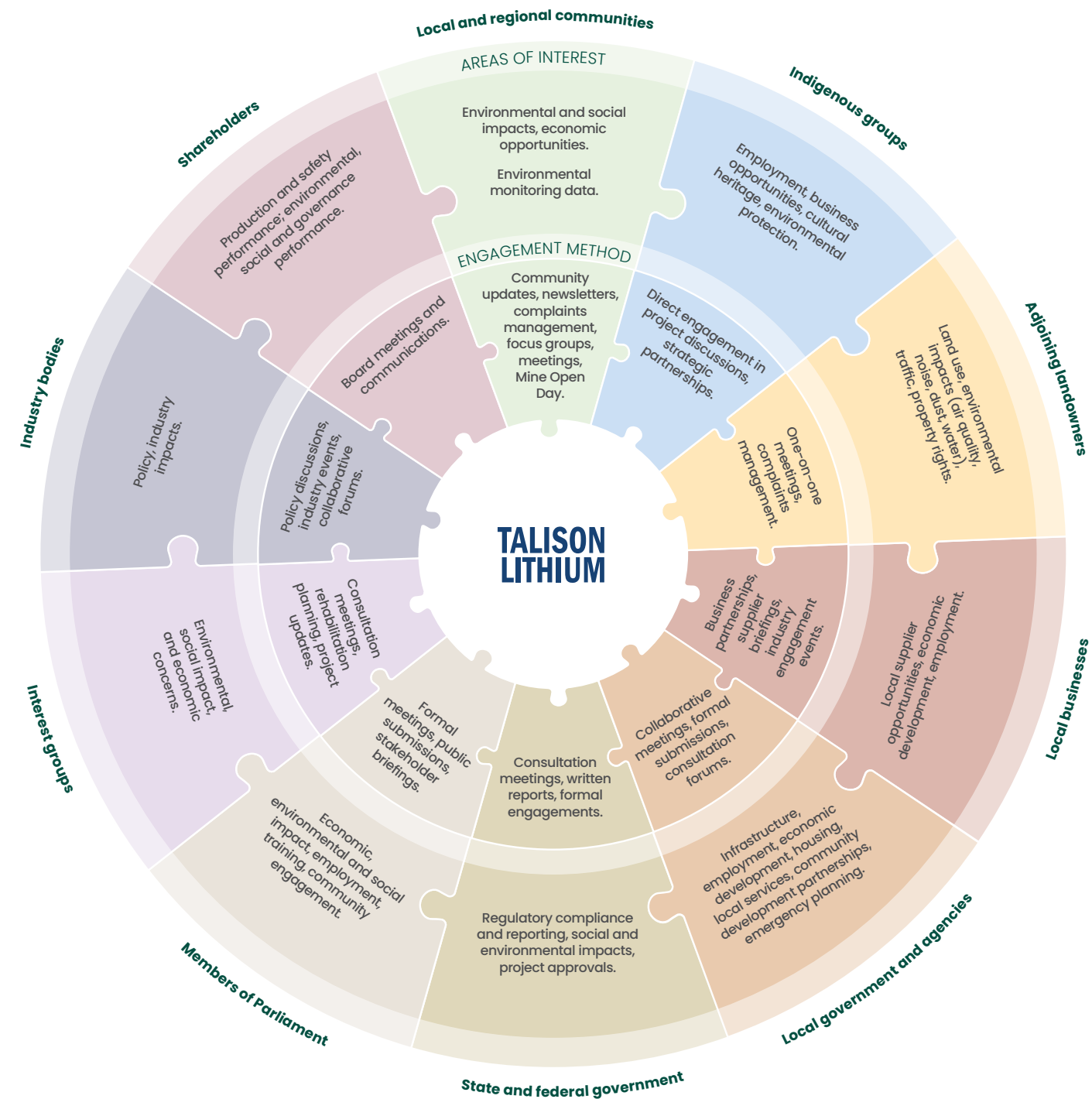
communication. Our key external stakeholder groups, their interests, and our engagement methods are shown in the diagram to the right.

Building and maintaining strong relationships is important to us. We are deeply connected to the community, with the majority of our employees living locally. We maintain regular engagement with community members, providing operational updates, and listening to their perspectives.

We:

- attend monthly meetings and give presentations to the Grow Greenbushes community group;
- meet each month with the Shire of Bridgetown-Greenbushes, and regularly with the Shire of Donnybrook Balingup, and with other Local Governments in our area;
- respond to engagement requests to deliver mine updates and receive feedback;
- contribute to local newsletters, community meetings, business group presentations, and social media; and
- organise mine tours, and conduct our annual Mine Open Day.

Stakeholders



In 2024 we conducted mine tours for 23 schools and community groups, and hosted more than 400 people on free guided bus tours at the annual Mine Open Day.

We conduct a regular Community Perception Survey (CPS) to gauge perception of our impacts (positive and negative) and provide feedback on stakeholder concerns, and the quality and effectiveness of our engagement methods. A CPS conducted in 2022, received 366 responses and identified that the community want to understand how concerns are addressed, and they seek more proactive information on long-term growth plans, and impacts on environment and communities.

In response, we refined our approach to stakeholder engagement by updating the Stakeholder Engagement Strategy to provide a framework to address the specific needs and understand the changing expectations of each stakeholder group. This framework guided us to uplift communication content, improve response time to complaints, and establish more regular Shire engagement.

These surveys are conducted at least every two years, with a follow-up survey in November 2024, receiving 546 responses. The timing enabled reassessment of community perception of ongoing impacts, and informed upcoming engagement efforts on the WRL capacity expansion proposal. Surveys will be conducted regularly to understand changing sentiment and ongoing performance. Results will also inform impact mitigation, information transparency, and community initiatives.

In 2025 we will implement additional recommendations from the Stakeholder Engagement Strategy and the 2024 CPS. A Community Engagement Committee will be established to provide a dedicated engagement channel to disseminate information to the community, and seek feedback.

	2022	2024
Community Perception Survey Results		
Number of respondents	366	546
High or very high level of trust in Talison	34%	40%
Felt Talison had a positive or very positive impact on the community	57%	57%
Had a positive or very positive attitude towards Talison	53%	51%
Felt positive or very positive about Talison’s approach to managing community concerns	42%	43%
Felt negative or very negative about Talison’s approach to managing community concerns	15%	25%
Satisfied with current level of engagement from Talison	42%	51%
Key concerns		
Air quality	26%	33%
Environmental impacts	46%	31%
Noise	11%	28%
Road use	35%	25%
Traffic	26%	12%
Mine expansion		
Supportive to very supportive of mine expansion plans	No data	47%
Unsupportive to very unsupportive of mine expansion plans	No data	28%

Social investment

We are committed to investing in programs to support stakeholders in the community, creating shared value, contributing to their prosperity, and enhancing community cohesion.

Our social investment programs are designed to improve the social and economic wellbeing of local communities in the Shires of Bridgetown–Greenbushes, Donnybrook Balingup, Manjimup, Nannup, and Boyup Brook. We have four social investment programs which provide many opportunities for local governments and community groups to access funding.

- The Community Investment Program (CIP) is for larger more strategic investments in infrastructure and legacy projects.
- The Community Support Program (CSP) provides opportunities for not-for-profit community organisations, local government and schools to apply for funding for events, activities, projects or equipment.
- The Partnership Program supports ongoing relationships to deliver social outcomes.
- The Education Support Program supports schools in the Warren Blackwood education district and Shire of Donnybrook Balingup by funding resources that strengthen Science, Technology, Engineering and Mathematics (STEM), and Aboriginal and Torres Strait Islander cultural awareness education.

In 2024 our actual expenditure in local communities through donations and investment of funds was \$4,777,186.

Funds invested in 2024

Community Investment Program \$4,071,504

- Shire of Donnybrook Balingup
- Shire of Bridgetown–Greenbushes
- Shire of Boyup Brook
- Bridgetown Primary School
- Bridgetown Volunteer Bushfire Brigade
- St Mary’s Catholic Primary School Donnybrook
- Greenbushes RSL Sub Branch
- Greenbushes Golf Club Inc
- Geegeelup Village Inc
- Shire of Nannup
- Bridgetown–Greenbushes Tourism Association
- Foodbank Western Australia
- Greenbushes Community Resource Centre
- Balingup Progress Association Inc
- Bridgetown High School
- Blackwood Chamber of Commerce and Industry
- Donnybrook CWA
- Nannup Community Resource Centre
- Boyup Brook Golf Club
- Blackwood Environment Society
- Balingup and District Tourism Association
- Shire of Manjimup
- Blackwood River Arts Trail Inc
- Donnybrook Country Club
- Leschenault Catchment Council Inc
- The Chamber of Minerals and Energy
- Bridgetown Bowling Club
- Bunbury Runners Club Inc
- Blues at Bridgetown
- Manjimup Primary School
- Probus Club of Bridgetown
- Bridgetown Wildlife Rescue

Community Support Program \$368,827

Supported 131 community not-for-profit organisations with cash or in-kind donations for projects or events in the categories of:

- Quality education
- Health and wellbeing
- Environment
- Arts and culture

Partnership Program \$284,582

- Blackwood Youth Action (BYA) Inc
- Chamber of Minerals and Energy WA Digital Technologies Program
- St George’s College regional student accommodation scholarships
- Foodbank WA (South West) schools breakfast program, mobile Foodbank service, in-kind, and cash donations to Bunbury Foodbank Depot

Education Support Program \$52,273

Funding provided for schools in the Warren Blackwood education district and Donnybrook Balingup Shire.

- Boyup Brook District High School
- Bridgetown High School
- Bridgetown Primary School
- Donnybrook District High School
- East Manjimup Primary School
- Greenbushes Primary School
- Kearnan College, Manjimup
- Kirup Primary School
- Manjimup Primary School
- Manjimup Senior High School
- Nannup District High School
- St Mary’s Catholic Primary School Donnybrook

Partnering for the future program

Context

The Partnering for the future program commenced in 2023 as part of the Community Investment Program. The program provides substantial funding for the Shire of Bridgetown-Greenbushes to implement strategic projects. Improving community infrastructure including civic buildings, recreational areas, and youth spaces for the benefit of community health, safety and engagement.

Objective

Key investments in Greenbushes:

- Resealing of streets and footpaths.
- Upgrades to the public ablutions on Blackwood Road.
- Contributed to the development of a youth precinct, including a pump track.
- Refurbishment of the Greenbushes Sports Complex multi-purpose courts.
- Continuation of the streetscape improvement plan.
- Installation of kerbing in the town area.

Key investments in Bridgetown:

- Internal fit out and displays at the new Visitor Centre in the town's historic Railway Station building.
- Town Hall air conditioning and audio visual equipment.
- Installation of solar panels and batteries to the leisure centre, library, and civic centre.

Result

We invested \$1.27 million of a committed \$2.25 million to the Partnering for the Future Program in 2024.

Future

We plan to invest the remaining committed funds in 2025.

Supporting youth mental health

Context

The Blackwood Youth Action (BYA) Inc provides support for local children and youth. The accessibility of critical mental health services was improved and expanded under the Partnership Program with BYA.

Objective

This partnership reduces the need for youth to travel for essential mental health support.

Action

In 2024 we invested \$200,000 as the final year payment of a three-year partnership¹ bringing the total spend to \$600,000.

Stakeholders

BYA provides support for youth across the towns of Bridgetown, Greenbushes, Balingup, Manjimup, Pemberton, Northcliffe, Boyup Brook and Donnybrook.

Result

These services have had a significant impact, reaching over 5,903 youth² through mental health forums, traineeships, workshops, opportunity shops, and driver development training. Over the year, BYA assisted 265 youth in accessing psychological services and individualised case management. The organisation expanded its services to Manjimup and Boyup Brook, reducing the need for travel to access support. A new program, Curate, was introduced to equip young people with retail training and small business entrepreneurship skills, further expanding opportunities for youth in the region.



New welfare vehicle for Bridgetown Volunteer Bushfire Brigade.

Building a foundation for thriving communities

Through our Community Investment Program we supported 32 community groups by funding projects that develop resilience, sustainability, and community wellbeing. Some of our recent contributions have bolstered emergency preparedness, improved community infrastructure, and supported sustainable initiatives. The highlights are:

Shire of Boyup Brook

\$867,434 for a new playground, replacing the existing aging facility, the first phase of a wider transformation of Sandakan Park.

Bridgetown Primary School

\$141,742 for replacement drink fountains, play equipment, and benches.

Bridgetown Volunteer Bushfire Brigade

\$138,000 for a new welfare vehicle to support volunteers fighting fires.

St Mary's Catholic Primary School Donnybrook

\$123,424 to build a roof over the basketball court, creating an all-weather space for school assemblies and student play, ensuring protection from heat and rain and reducing classroom temperatures and reliance on air-conditioning.

Greenbushes Golf Club

\$74,030 for a new mower to maintain greens and fairways.

Geegeelup Village Incorporated

\$45,454 to install service utilities for seniors' housing development enabling local people to age in their home town.

Shire of Nannup

\$41,134 to install solar panels and a battery system at the Recreation Centre to improve emergency preparedness. The facility was previously reliant on a backup generator during power outages caused by bushfires or severe weather events.

Bridgetown Greenbushes Tourism Association

\$40,000 for Stage 1 design to install a 300kW fast EV charger. The project will modernise a historical petrol station in the main street of Bridgetown encouraging tourism.

Greenbushes Community Resource Centre

\$23,443 for upgrades to information technology infrastructure and Wi-Fi connectivity at the centre which delivers many social benefits to the community.

Balingup Progress Association

\$21,000 towards Telling Tales and Balingup Small Farm Field Day activities.

Communications

In 2024 we improved our community responsiveness by developing a Communication Strategy aimed at providing more proactive communications with both internal and external stakeholders. We recognise the need for greater transparency and consistency ensuring all stakeholders receive accurate information. Effective communication is essential as it helps attract and retain the future workforce we need, keeps the local community and other stakeholders informed, and facilitates strong relationships built on trust and understanding.

In 2025, we will focus on improving the Talison website and expanding our contributions to local community newsletters to better share information about our operations and future expansion plans. We also aim to improve the channels available for our stakeholders to share their feedback with us.

Community responsiveness

Effective and timely stakeholder engagement is critical to building trusted relationships with our stakeholders. We aim to keep our stakeholders informed about topics that are important to them and provide a consistent process for receiving, recording, addressing, and resolving issues of concern and complaints.

Our Community Contact Procedure outlines how Talison personnel manage stakeholder enquiries and complaints. We aim to respond to community complaints and contacts as soon as possible or within two working days, and seek to resolve enquiries at a local level. We receive complaints through email (gbcontact@talisonlithium.com) and by phone, direct contact, and social media.

During the reporting period we received 135 complaints and responded to all within two working days. Complaints were largely related to operational impacts such as noise, dust, blasting, and light. Talison's locally based community team aims to be accessible and responsive to stakeholders concerns, consulting collaboratively with Talison personnel to develop solutions to remediate and mitigate impacts.

When local level actions are unable to provide an acceptable resolution, and a stakeholder believes their complaint has not been appropriately addressed, the matter can be escalated through our External Stakeholder Grievance Resolution Procedure³. This enables our stakeholders to lodge complaints⁴ and provides an avenue for external mediation. During the reporting period no grievances were raised through this process.

Contact us: gbcontact@talisonlithium.com



New playground at Sandakan Park, Boyup Brook.

3. Available at the Talison website. 4. Can be lodged anonymously.

Aboriginal engagement and cultural heritage

Talison has a history of engagement with Aboriginal peoples that continues to evolve and develop. This includes heritage agreements, cultural surveys, and relationship building through community projects and activities. We respect and acknowledge the principles of mutual respect, reciprocity, and freely-given, prior, and informed consent.

The South West Native Title Settlement formally acknowledges the Noongar people's enduring cultural, spiritual, familial, and social connections to their land, known as Noongar boodja. The settlement commenced in 2021. The formation of the following three local Noongar Regional Corporations provides a framework for Talison to work with traditional custodians of the land on which our tenements and operations are located:

- Gnaala Karla Booja Aboriginal Corporation;
- Karri Karrak Southwest Boojarah Aboriginal Corporation; and
- Wagyl Kaip Southern Noongar Aboriginal Corporation.

Our main avenue of local Aboriginal engagement is through these entities.

Talison is committed to working with each of the corporations identified above to achieve authentic and tangible relationships. Over the course of 2024, engagement involved meetings with representatives from each corporation, including discussions with each corporation's Chief Executive Officer (CEO) and Board members.

We recognise that our operations create impacts on the land and environment around us. Talison's approach to cultural heritage is underpinned by our Heritage Management Plan by which we seek to identify, avoid, and mitigate any impacts to cultural heritage sites through consultation with our Aboriginal Corporations and communities.

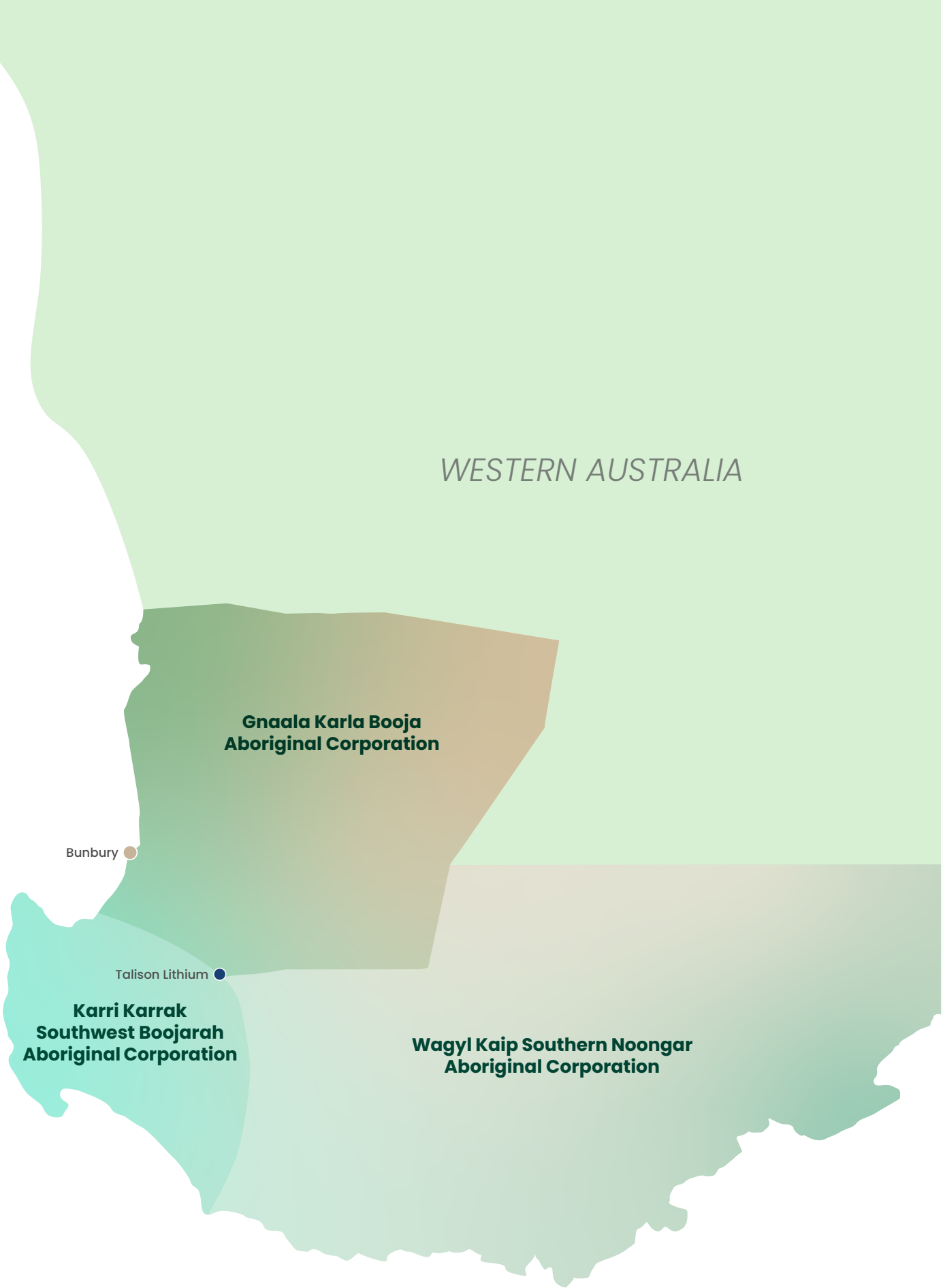
Talison organises cultural heritage clearance surveys with appropriate custodians across areas of Talison's activities.

Talison committed to the implementation of an Indigenous Participation Plan(IPP) in 2019, governed by a site based Aboriginal Engagement Committee (AEC). The AEC brings together cross department representatives on a regular basis. During 2024 the AEC focused on action plans to raise awareness of Aboriginal cultural perspectives and identify procurement opportunities for Aboriginal businesses.

The AEC also championed a two-day cultural awareness program which provides our employees with insights into the perspectives of Aboriginal and Torres Strait Islander peoples generally. The program commenced in 2019, and seeks to strengthen and inspire learning within the workforce, and help our employees communicate and interact with Aboriginal people with mutual respect and understanding.

In 2024 we provided \$20,000 to fund cultural awareness scholarships and projects at ten schools in the Warren Blackwood District and the Shire of Donnybrook Balingup. During NAIDOC and reconciliation week, one of these schools organised art activities to raise awareness of Aboriginal culture across its whole student body. Another school purchased education resources by Aboriginal publishers, including classroom reading sets that help embed cultural diversity in the classroom.

In 2025 we will maintain our engagement activities and work towards formalising agreements with each of the three local Aboriginal Corporations.





Attracting and retaining employees

People are our greatest asset. We aim to improve how we invest in our people to empower our workforce and build capability.

Our inclusive and diverse workforce are critical to our operations. We focus on culture and empowering our workforce, and will build capability through investment in our people.

During 2024, we had 112 departures, resulting in a 14% turnover rate, and hired 157 new employees, leading to a net increase of 45 employees. This represents an improvement from a 17% turnover rate in 2023, remaining within the target of less than 20%. The expansion of our operations presents a challenge in maintaining a predominantly residential workforce. In response, we continue to transition to a mix of residential and drive-in-drive-out (DIDO) employment to support operational growth while prioritising community liveability. We aim to have two-thirds of employees living locally and one-third commuting.

We have established a set of guidelines, policies, and facilities to support our culture and drive performance:

Remuneration guideline

Our remuneration guideline outlines the principles and criteria for determining employee salaries, bonuses, and benefits. We utilise industry remuneration data during our annual salary reviews and participate in salary surveys to reinforce our commitment to fair pay as a fundamental right. Our employees enjoy a range of benefits including incentive schemes, comprehensive leave entitlements, insurance coverage for death, disability, and salary continuance and provision of salary sacrifice options.

Parental leave

In 2024 we launched a new Parental Leave Guideline which offers generous benefits for both primary and secondary carers, and is highly competitive in the sector and the region. We acknowledge the value, experience, and knowledge of our workforce and recognise that maintaining employment through the early years of parenting is an advantage to our people and our business. The initiative increased paid leave for caregivers, included provisions for adoption and surrogacy, and introduced fertility treatment leave. Permanent employees are eligible for paid parental leave following six-months continuous service prior to the birth or adoption of a child.

- Primary caregivers are provided 26-weeks leave at full pay, or they may elect to take 52-weeks leave at half pay.
- Secondary caregivers are provided four-weeks at full pay, or they may elect to take eight-weeks at half pay.
- Superannuation contributions are continued during both paid and unpaid parental leave for the primary caregiver, for the first 12-month period.

This commitment underscores our dedication to supporting our employees' long-term financial wellbeing during this significant life event.

Local opportunities

We are dedicated to local hiring initiatives and opportunities, deepening our relationship with the community and positively contributing to the local economy.

Employee accommodation

We officially opened Caladenia Village in 2024, our permanent accommodation with 740 rooms and an additional 200 rooms in the Maranup Ford Road Camp. The Villages predominantly house our construction workforce, with a transition to operational personnel as construction projects are completed. We also temporarily accommodate people in the Old Mill Camp (248 rooms).

Human rights

Our Modern Slavery Statement¹ outlines our commitment to human rights. We adhere to industrial relations laws and the Minimum Working Age Standard to prevent child labour.

Our employees have the right to freedom of association, supported by our internal policies and the Fair Work Information Statement.

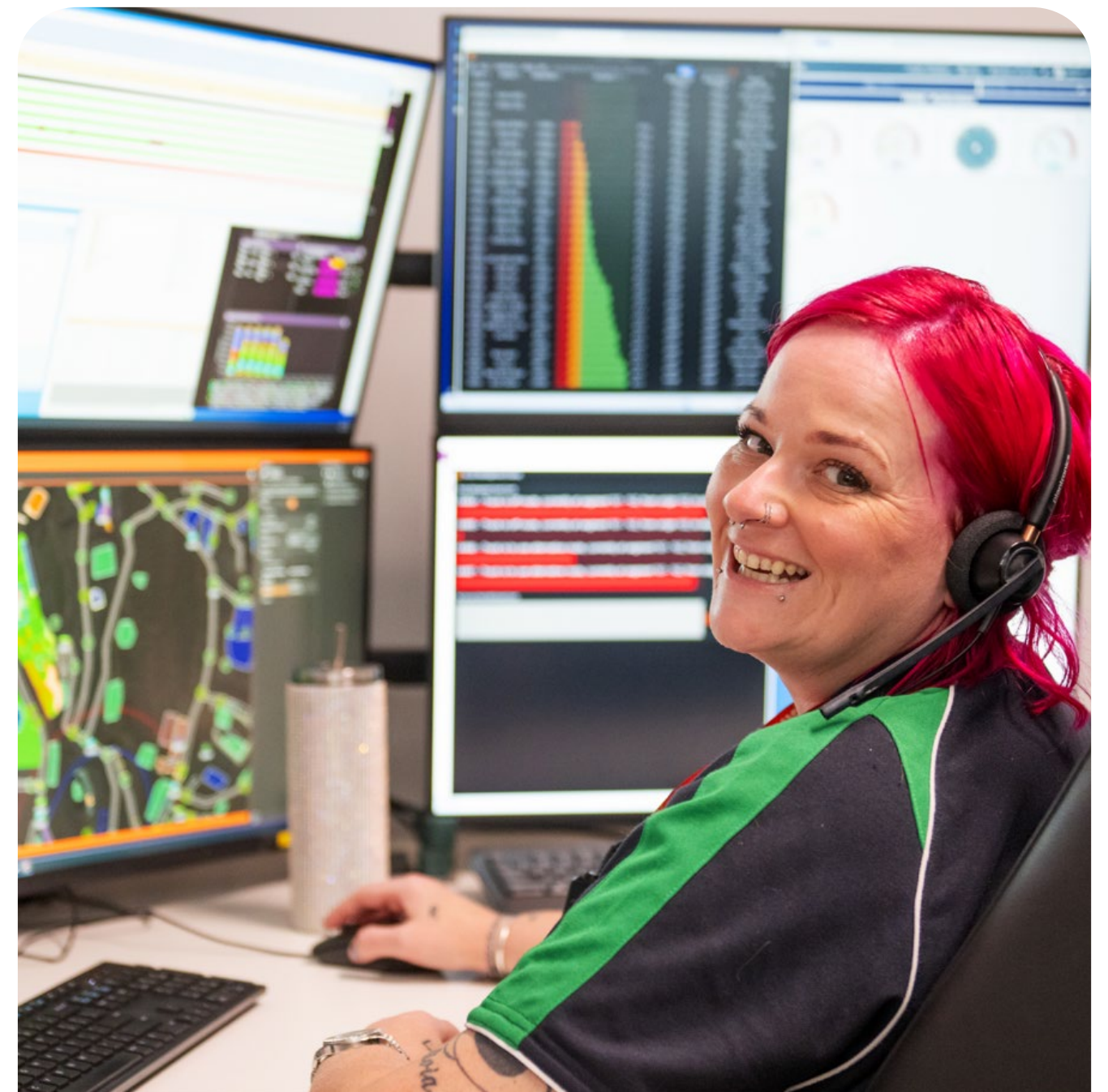
1. Available at Talison website.

Diversity and inclusion

Female workforce participation remained at 30% in 2024, above industry average in a male-dominated sector. Traineeships maintained a high rate of 73% female participation. We are committed to building on this momentum to drive further progress.

Learning and development

In 2024 we recruited a Learning and Development Superintendent and a Senior Organisational Development Advisor to mature Talison's approach to employee learning and development. In 2025 we will introduce a Learning Management System (LMS) and leadership programs aimed at training, bridging skill gaps, and supporting organisational growth. The LMS will streamline and improve our processes by providing an accessible platform that records training history and facilitates delivery of consistent training content.



Purpose, vision and values

Context

Our previous values, developed over 15 years ago, needed a refresh as Talison has grown and evolved.

Objective

To better align Talison with shifting societal expectations and be adaptable, connected, and positioned for long-term success.

Stakeholders

We conducted staff surveys and external interviews with the community. Insights were gathered and options drafted for focus groups and leadership interviews, producing the final 'We Care' framework with purpose, vision, and values statements. The brand elements were developed to support visual communication.

Action

The 'We Care' framework was launched to our workforce and has helped shape our identity through a cultural realignment.

Result

- Our purpose articulates the reason why we exist.
Together, we deliver a better future.
- Our vision guides us towards the future.
To harness the potential of the world-class Greenbushes resource, with the support of our people, shareholders, and communities, for a cleaner energy future.
- Our values drive our every day behaviours.



WE CARE
ABOUT EACH
OTHER



WE CARE
ABOUT DOING THE
RIGHT THING



WE CARE
ABOUT A BETTER
FUTURE

Retaining their previous essence, our values now reflect the world-leading lithium operation we are today, and the team we aspire to be. They are a tool that we utilise everyday to drive positive change and behaviour. Our values embody what we do and why we do it, ultimately because we care.

Employee engagement survey

Context

In 2024 we conducted an employee engagement survey to understand the reasons people want to work with Talison, and why they stay.

Objective

To gain valuable insights into employee satisfaction and identify areas for improvement.

Stakeholders

All employees were invited to provide feedback on their experiences, creating an open channel for their voices to be heard.

Action

The survey achieved a 68% participation rate, and was conducted through a third-party specialist to ensure confidentiality and integrity.

Result

Areas of concern were identified, including burnout, onboarding challenges, declining satisfaction during the first four years of employment, and gaps in our leadership fundamentals. Burnout is a significant concern as it can affect wellbeing, culture, retention, safety, and productivity. Although burnout levels equalled the resources industry benchmark, we know that we need to do better.

Several areas rated strongly in the survey. These included employees reporting a positive workplace atmosphere, characterised by a strong sense of belonging and team spirit. On-the-job learning opportunities were highly valued, and there was significant appreciation for the support and encouragement received from colleagues and supervisors.

Future

In 2025 we will conduct employee engagement workshops with a cross section of employees willing to actively participate and share their views. Insights gained will enable development of targeted initiatives to address workplace challenges in leadership, direction, and systems, and identify positive experiences that contribute to our strengths.

We aim for a cohesive and motivated workforce, essential for our ongoing organisational productivity and wellbeing.

Diversity, equity and inclusion

We strive to create an inclusive workplace where diversity, equity, and opportunity drive growth, ensuring all employees feel valued and supported in their development. Our Diversity and Inclusion Policy; Code of Business Conduct and Ethics; Discrimination, Harassment and Bullying Guideline; and Employee Accountability Statement establish a framework with clear expectations for equal opportunity and a respectful workplace. Our Grievance Standard and Whistleblower Policy outline formal reporting and resolution processes for unethical behaviour. Employees also have access to support through Contact Officers, EAP, and our Human Resources and Wellbeing Teams. We offer flexible work arrangements accommodating the needs of both employees, and the business outside the traditional full-time work structure.

Our Indigenous Employment Guideline and Indigenous Participation Plan promote fair recruitment and economic opportunities for Aboriginal and Torres Strait Islander Peoples, including their businesses and communities.

We conducted compulsory anti-bullying, harassment, and discrimination training for all employees to increase awareness and establish clear protocols for preventing inappropriate behaviour. More than 90% of employees participated, with 1,622 employees and permanent contractors completing the training in 2024. Training will continue for the remainder of our workforce in 2025. This comprehensive approach equips everyone with the knowledge and tools to promote a respectful, inclusive, safe, and supportive workplace.



In accordance with the requirements of the *Workplace Gender Equality Act 2012 (Act)*, we submit annual reports to the Workplace Gender Equality Agency (WGEA), detailing gender composition, pay equity analyses, policies, and strategies. In 2024 our mean total remuneration gender pay gap was 21.9%, favoured towards men, which although reduced by 9.0% in the last three years, remains too high, and above industry average.

In line with the changes made in March 2025 to the Act, we will be choosing three gender equality targets from a menu of numeric and action-orientated targets to be worked through between 2026 and 2028.

To address gender equality, we implemented several key measures. We have now included a female participation target as a Key Performance Indicator (KPI) in our bonus scheme, encouraging us to maintain or increase female participation as our business grows. Progress will be measured through regular monitoring and reporting.

We review and address any gaps identified in annual salary review processes, and conducted a like-for-like employee (equal pay) analysis for the Board in October 2024 and confirmed there is no gender equal pay gap. Additionally, we have introduced a quarterly salary review program to address any gaps on a more regular basis.

In 2025 we will review and update our Diversity and Inclusion Guideline. Our goal is to create a supportive environment where every employee feels valued and empowered to contribute their best. We will commence development of an Equity, Diversity, and Inclusion Strategy and Plan, supported by the establishment of an employee representative advisory group.



Strengthening diversity, equity and inclusion

We became a member of the Diversity Council Australia (DCA) in 2024 as part of our ongoing commitment to diversity, equity, and inclusion. We will gain access to expert resources, research, best practices, and professional development opportunities, cultivating a more inclusive and equitable workplace. The DCA will provide guidance for the development of our Equity, Diversity, and Inclusion Strategy and Plan.



Governance



WE CARE ABOUT DOING THE RIGHT THING



Business ethics

We take responsibility for our actions, work with integrity, and do what we say we will.

We maintain the highest ethical standards in all aspects of our business, recognising that ethical conduct is fundamental to responsible operations and positive stakeholder relationships. Our expectations for ethical behaviour are established in our Code of Business Conduct and Ethics. If any material violations of our Code occur, the Board is immediately informed and appropriate disciplinary measures are taken against those who have breached it. Our Anti-bribery and Corruption Standard describes the responsibilities concerning bribery, corruption, and other related unethical behaviours. This standard guides the decisions and actions of our directors, officers, employees, and contractors on identifying and addressing instances of bribery and misconduct, and provides reporting mechanisms.

Talison personnel are encouraged to report any matters regarding unlawful, unethical, or irresponsible behaviour or misconduct as stated in our Whistleblowing Standard. In 2024 we launched 'Safe2Say', an anonymous grievance platform for reporting bribery and corruption, bullying and harassment, and any other serious forms of misconduct. Reports can be made confidentially, ensuring protection from discrimination, retaliation, or

harassment. Channels for incident reporting and investigation procedures specifically for employees, officers, and directors ensure effective communication and management of incidents. The results of the whistleblowing investigations are shared 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 confidentiality of the whistleblower will be upheld unless consent is given.

Our Anti-Bribery and Corruption, Whistleblower Protection, and Modern Slavery training program, launched in October 2024, has been completed by all Board members and General Managers, and 89% of employees and selected contractors. To ensure ongoing awareness, this training is now integrated into our compulsory governance induction for all new employees. In 2025 we will further develop more tailored in-house modules for our compliance training program.

Any material breaches of our Code of Conduct, incidences of fraud, bribery, or corruption, including those reported under our 'Safe2Say' program, are reported to the Board.

Supply chain

Our policies require suppliers to respect worker rights, provide fair wages and safe conditions, and eliminate illegal labour. We have a Supplier Code of Conduct to ensure alignment with our core values, ethical standards, and business objectives.

We implement strict due diligence, including mandatory pre-qualification and onboarding, to ensure contractors meet our standards for safety, quality, environmental responsibility, and human rights. This proactive approach mitigates the risk of partnering with suppliers that do not operate responsibly, particularly addressing the risk of forced or child labour.

In 2024 we conducted due diligence reviews of high-spend and high-risk suppliers. We implemented a local supplier initiative to identify and support new local vendors, and improve understanding of local capabilities. Looking forward, in 2025 we will focus our supplier human rights training efforts on targeted high-risk industries, such as textiles and electronics.



Economic contributions

We contribute to local, state, and federal economies through taxes, royalties, wages, and supplier payments.

We help drive the economic prosperity of local communities by supporting fair and inclusive growth. Mining projects can create substantial employment opportunities, strengthen regional economies, and encourage people to live and work in rural areas. We also recognise the importance of addressing potential impacts such as increased demand for housing and rising property prices. We consider economic growth should result in equitable opportunities and shared benefits that continue beyond the life of the mine, helping to build resilient communities.

In 2024 we contributed to the Australian economy through:	
• Goods and services purchased	\$1.18 billion
• Australian Government income taxes	\$668.92 million
• Western Australian Government royalties	\$182.86 million
• Employee salaries	\$164.49 million
• Community contributions and donations	\$4.78 million ¹
• Local Government rates and fees	\$1.67 million
Total	\$2,206,748,936

Tax

Tax contributions support the fulfilment of fundamental rights by funding public services such as healthcare, education, and housing. As a large corporate taxpayer, we contribute substantial revenue that funds essential public services, infrastructure, and government activities. Our Tax Policy² is reviewed and approved by the Board annually. We are committed to ensuring full compliance with all statutory taxation obligations; full disclosure to tax authorities; the payment of taxes as and when due; and provision of relevant information requested by the appropriate tax authority without delay, to accurately establish our tax liabilities.

We have not historically advocated on public tax policy.

The Chief Financial Officer (CFO) is accountable for compliance with our tax control framework. The Taxation Manager is responsible for managing relationships with Federal and State revenue authorities in all jurisdictions, external advisors and industry bodies as it relates to tax. The CFO will communicate directly with taxation authorities, external advisors, and industry bodies as and when required, either directly, or in conjunction with the Taxation Manager.

1. This figure refers to the funds paid in 2024. 2. Available internally on the company intranet but is not made publicly available.



We engage external tax advisors as needed to manage our tax risk profile. The choice of external tax advisor will generally be at the discretion of the CFO who will, where relevant, consult with senior stakeholders and the Board.

We uphold the continued maintenance of documented policies and procedures in relation to tax risk management, and the completion of regular and thorough risk assessments and tax controls testing, including escalation and reporting to the Board where prescribed. Regular review of our tax governance and risk management framework is conducted in line with the guidance published by the Australian Taxation Office. We manage our tax affairs in a pro-active manner that seeks to maximise shareholder value, while operating in accordance with the law, and within the group's tax risk and reputational risk appetite. Our financial statements³ include tax-related disclosures in accordance with Australian Accounting Standards, are externally audited and include an audit opinion.

3. Available at the Talison website.

Cybersecurity and privacy

A comprehensive management approach to cybersecurity involves conducting regular risk assessments to identify vulnerabilities, developing clear cybersecurity policies, and providing ongoing employee training. Our Cyber Security Risk Management Guideline ensures that cyber security threats and vulnerabilities are identified, likelihood is determined, and the associated risks assessed, rated, documented, and managed.

We prioritise the confidentiality, integrity, and availability of our business information, including any private data, and the systems and equipment that store it. Our corporate and operational frameworks rely heavily on digital technology, making cybersecurity an ongoing concern.

In 2023, we established a dedicated cybersecurity function to improve our cybersecurity position. In 2024 there were no incidents involving leaks, thefts or losses of customer or employee data.



Performance data

Production

Data category	Unit	FY2022 ¹	FY2023	FY2024	CY2022	CY2023	CY2024
Production							
Lithium mineral concentrate	t	1,134,580	1,491,263	1,383,425	1,348,616	1,522,297	1,410,454
Tantalum bulk concentrate ²	t	1,571	1,947	5,741	1,471	2,121	3,191
	lb contained Ta ₂ O ₅	138,528	171,667	137,697	129,728	187,025	304,418

Environment

Data category	Unit	FY2022	FY2023	FY2024	CY2022	CY2023	CY2024
Emissions ³							
Scope 1 GHG emissions	t CO ₂ -e	47,228	74,774	104,640	61,246	90,581	117,568
Scope 2 GHG emissions ⁴	t CO ₂ -e	109,577	89,699	84,257	117,327	85,761	85,614
Scope 1+2 GHG emissions	t CO ₂ -e	156,805	164,473	188,897	178,573	176,343	203,182
Carbon intensity	t CO ₂ -e/t lithium mineral concentrate produced ⁵	0.138	0.110	0.137	0.132	0.116	0.144

1. Financial year reporting cycles run from 01 July to 30 June. **2.** Includes tantalum and tin minerals. **3.** Scope 1 and 2 GHG emissions adopt calculations methods and factors detailed in the NGER (Measurement) Determination 2008. Other emissions adopt calculations methods and factors detailed in the National Pollutant Inventory Guide. The reporting scope covers Greenbushes Lithium Operation, Bunbury storage facility and Perth office. **4.** Scope 2 GHG emissions adopts the latest emissions factors from NGER (Measurement) Determination 2008. In CY2022, the FY2021-22 SWIS grid electricity emission factor was applied (0.68kg CO₂-e/kWh). In CY2023, the FY2022-23 SWIS grid electricity emission factor was applied (0.51kg CO₂-e/kWh). In CY2024, the FY2023-24 SWIS grid electricity emission factor was applied (0.53kg CO₂-e/kWh). **5.** Excludes tantalum production.

Environment (continued)

Data category	Unit	FY2022	FY2023	FY2024	CY2022	CY2023	CY2024
Emissions (continued)							
GHG emissions from land clearing ⁶	t CO ₂ -e	-	-	-	64,719	14,766	10,412
Nitrogen oxides ⁷	kg	386,976	608,521	905,705	502,781	774,007	1,019,127
Sulphur oxides	kg	266	449	638	355	557	713
Carbon monoxide	kg	244,159	334,050	484,547	294,133	401,721	620,628
Volatile organic compounds	kg	27,534	45,381	60,827	36,865	56,328	66,131
Particulate matter 10µm	kg	1,007,900	1,360,385	1,757,599	1,068,779	1,532,048	2,070,754
Particulate matter 2.5µm	kg	24,880	41,097	57,574	32,645	51,995	63,657
Energy consumption ⁸							
Total	GJ	1,262,797	1,712,044	2,078,406	1,504,103	1,913,373	2,274,399
Diesel	GJ	614,567	1,010,732	1,433,241	816,007	1,239,219	1,624,253
Electricity purchased from grid	GJ	580,111	633,171	572,309	621,144	605,375	581,531
Other fuel ⁹	GJ	68,119	68,139	72,856	66,954	68,779	68,616
Energy intensity	GJ/t lithium mineral concentrate produced ¹⁰	1.113	1.373	1.502	1.115	1.257	1.613

6. GHG emissions from land clearing were calculated from the Full Carbon Accounting Model (FullCAM) Guidelines published by the DCCEW 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. **7.** Nitrogen oxides, sulphur oxides, carbon monoxide, volatile organic compounds, particulate matter (<10µg/m3) and Particulate matter (<2.5µg/m3) are calculated using methods and factors detailed in the NPI Guide. Particulate matter (<2.5µg/m3) and air pollutants such as nitrogen oxides, sulphur oxides, carbon monoxide, and volatile organic compounds are calculated from the volume of combusted diesel, petrol, and LPG. Particulate matter (<10µg/m3) is calculated using information such as vehicle movements on unsealed roads, material transfer and handling, and blasting. **8.** Data is compiled using methodologies set out in the NGER (Measurement) Determination 2008. **9.** Other fuel includes liquefied petroleum gas, unleaded petrol, dry wood, lubricating oil, grease, non-lubricant fluid. **10.** Excluding tantalum concentrate.

Environment (continued)

Data category	Unit	CY2022	CY2023	CY2024
Land disturbance				
Land cleared ¹¹	ha	275	115	48.34
Water				
Municipal (potable water)	ML	28	59.9	83.5
Collected rainwater	ML	1,970	1,500 ¹²	3,366
Total water withdrawn	ML	1,999	1,560	3,457
Water consumed ¹³	ML	2,484	2,749	3,201
Water discharged (regulated surface water discharge points)	ML	1,187	1,361	223 ¹⁴
Waste generated				
Land disposal (onsite)	t	290	378	91 ¹⁵
Land disposal (offsite)	t	286	334	470
WTP solid waste	t	848	2,083	2,668
Incineration (unsalvageable wood pallets)	t	79	435	42
Biological treatment (effluent)	t	7,981	11,133	11,288
Waste recycled (offsite)				
Commingled waste	t	103	51	83
Scrap metal	t	617	616	410
Waste oil ¹⁶	L	196,950	116,426	304,980
Electronic waste	kg	120	105	347
Drink containers ¹⁷	No.	6,417	N/A ¹⁸	11,776
Printer cartridges	kg	N/A	280	163
Tailings waste				
Generated	t	4,189,513	4,369,777	4,163,294
Reprocessed	t	1,372,913	1,833,918	1,766,203
Waste rock				
Repurposed	t	8,789,607	5,857,575	7,180,408
Repurposed	%	69	36	18
Sent to Waste Rock Landform	t	3,868,270	10,234,456	33,203,094
Total	t	12,657,877	16,092,031	40,383,502

11. This includes clearing of land that has been previously disturbed due to mining activities. **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. **14.** The quantity of water discharged, through regulated surface water drainage points, was lower in 2024 due to our increased water recovery efforts. **15.** Licence limit of 450t for inert waste was not reached in 2024. Offsite waste was utilised for waste that was not classified as inert materials. **16.** Figures for 2022 and 2023 have been restated. The unit was previously reported in tonnes and is now reported in litres to improve accuracy. **17.** The 2022 data has been restated. The unit is now reported as the number of containers, removing the previous conversion assumption to kilograms to improve accuracy. **18.** Data not collected in 2023.

Social

Data category	Unit	CY2022	CY2023	CY2024
Occupational health and safety – employees				
Fatalities as a result of work-related ill health	No.	0	0	0
Cases of recordable work-related ill health	No.	0	0	0
Work-related fatalities	No.	0	0	0
Lost Time Injury (LTI)	No.	2	1	1
Restricted Work Injury (RWI)	No.	1	4	6
Medically Treated Injury (MTI)	No.	3	2	3
First Aid Injury (FAI)	No.	71	119	100
Lost Time Injury Frequency Rate (LTIFR) ¹⁹	Rate	2.2	0.9	0.7
Occupational Injury Frequency Rate (OIFR) ²⁰	Rate	6.5	6.2	7.3
Total Recordable Injury Frequency Rate (TRIFR) ²¹	Rate	3.3	4.4	5.1
Hours worked	hr	923,056	1,124,225	1,377,037
Occupational health and safety – contractors				
Fatalities as a result of work-related ill health	No.	0	0	0
Cases of recordable work-related ill health	No.	0	0	0
Work-related fatalities	No.	0	0	0
LTI	No.	2	1	7
RWI	No.	5	5	6
MTI	No.	3	13	13
FAI	No.	71	108	211
LTIFR ²²	Rate	1.5	0.4	1.8
OIFR ²³	Rate	7.4	7.5	6.9
TRIFR ²⁴	Rate	5.1	2.4	3.4
Hours worked	hr	1,359,540	2,522,183	3,795,617
Occupational health and safety – employees plus contractors				
OIFR	Rate	7.0	7.1	7.0
TRIFR	Rate	4.4	3.0	3.9
Injury Index	Rate	95.4	26.3	17.2

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** As per footnote 19. **23** As per footnote 20. **24** As per footnote 21.

Social (continued)

Data category	Unit	CY2022	CY2023	CY2024
Board diversity				
Male	%	75	75	75
Female	%	25	25	25
30–50 years old	%	25	50	25
Over 50 years old	%	75	50	75
Ethic origin	%	Australian: 50 American: 25 Chinese: 25	Australian: 50 American: 25 Chinese: 25	Australian: 25 American: 25 Chinese: 25 South African: 25
Employees ²⁵				
Total employees	No.	559	779	858
• Greenbushes	No.	511	707	788
• Perth	No.	48	72	70
• Male	No.	414	545	601
• Female	No.	145	234	257
• Male	%	74	70	70
• Female	%	26	30	30
• Under 30 years old	%	Not reported	Not reported	18
• 30–50 years old	%	Not reported	Not reported	54
• Over 50 years old	%	Not reported	Not reported	28
Total full-time employees	No.	Not reported	Not reported	834
• Male	No.	Not reported	Not reported	597
• Female	No.	Not reported	Not reported	237
• Greenbushes	No.	Not reported	Not reported	771
• Perth	No.	Not reported	Not reported	63
Total part-time employees	No.	Not reported	Not reported	24
• Male	No.	Not reported	Not reported	4
• Female	No.	Not reported	Not reported	20
• Greenbushes	No.	Not reported	Not reported	17
• Perth	No.	Not reported	Not reported	7
Total operating workforce (including contractors)	No.	926	1,593	1,686
Total operating workforce (including contractors plus construction)	No.	1,402	2,253	2,719
Total Talison new employee hires	No.	303	330	157
• Under 30 years old	No.	Not reported	Not reported	43
• 30–50 years old	No.	Not reported	Not reported	79
• Over 50 years old	No.	Not reported	Not reported	35

25. The number of employees by region (i.e. Greenbushes and Perth) excludes casual employees. In CY2024 we expanded our employee reporting with a new data system.

Social (continued)

Data category	Unit	CY2022	CY2023	CY2024
Employees (continued)				
Talison departures ²⁶	No.	93	115	112
Total 12-month moving turnover	%	19	17	14
Total training hours ²⁷	hr	22,825	28,132	25,088
Average hours of training per year per employee	hr	45	40	32
Percentage of total employees covered by collective bargaining agreements ²⁸	%	N/A	38	34
Total employees that were entitled to parental leave				
• Male	No.	Not reported	Not reported	525
• Female	No.	Not reported	Not reported	205
Total employees that took parental leave				
• Male	No.	Not reported	Not reported	21
• Female	No.	Not reported	Not reported	9
Total employees that returned to work in the reporting period after parental leave ended				
• Male	No.	Not reported	Not reported	18
• Female	No.	Not reported	Not reported	1
Total employees that returned to work after parental leave ended that were still employed 12 months after their return to work				
• Male	No.	Not reported	Not reported	3
• Female	No.	Not reported	Not reported	2
Return to work and retention rates of employees that took parental leave				
• Male	%	Not reported	Not reported	95
• Female	%	Not reported	Not reported	50
Ratios of standard entry level wage by gender compared to local minimum wage ²⁹				
• Male	Rate	Not reported	Not reported	1.07
• Female	Rate	Not reported	Not reported	1.07
Percentage of senior management at significant locations of operation that are hired from the local community ³⁰	%	Not reported	Not reported	96
Community				
Community investment	\$AUD	660,129	4,541,181 ³¹	4,777,186 ³²

26. Excluding contractors and casual employees. 27. 2022 data includes employees and contractors in Greenbushes. 2023 and 2024 data includes employees in Greenbushes. 28. Greenbushes employees only. 29. The National Minimum Wage by the *Fair Work Act 2009* is used to calculate ratio. 30. Significant locations of operation refer to Perth and Greenbushes. The local geographical region refers to areas within a 30 to 75 minute drive from the Greenbushes operation. 31. This figure refers to the actual monies spent in 2023 and consists of CIP \$3,907,272, CSP cash and in-kind donations \$289,757, partnerships \$313,773, education \$30,379. 32. This figure refers to the actual monies spent in 2024 and consists of CIP \$4,071,504, donations and in-kind \$653,409, education \$52,273.

Governance

Data category	Unit	CY2022	CY2023	CY2024
Supply chain management				
New suppliers screened (pre-qualification returned)	%	100	100	100
Number of suppliers assessed for modern slavery	No.	746	345	222
Percentage of products and services purchased by region				
• Greenbushes	%	-	1	1
• Local region ³³	%	-	2	2
• Southwest region of Western Australia	%	-	27	20
• Western Australia	%	-	69	81
• Australia	%	-	90	94
Payments to governments ³⁴				
Local Government ³⁵	\$AUD	387,043	791,200	1,665,058
State Government ³⁶	\$AUD	268,713,474	577,119,512	193,281,481
Federal Government ³⁷	\$AUD	922,091,720	2,690,478,509	712,304,690
Government organisations ³⁸	\$AUD	8,571,339	8,879,440	11,355,400
Total	\$AUD	1,199,763,576	3,277,268,661	918,606,629
Compliance with laws and regulations				
Number of significant instances of non-compliance for which fines were incurred	No.	0	0	0
Total monetary value of significant fines	\$AUD	0	0	0
Total number of non-monetary sanctions	No.	1 ³⁹	0	0
Confirmed incidents of corruption	No.	0	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	No.	0	0	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	No.	0	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	No.	0	0	0

³³. 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. ³⁴. Please refer to Taxes and Royalties at Talison website for more details. ³⁵. All payments to Local Government including rates, applications, and infrastructure use. Local Government rates are \$89,869 in 2022, \$471,152 in 2023, and \$1,665,058 in 2024. ³⁶. All payments to State Government (Western Australian Government), including Mining Rehabilitation Fund, rates, payroll tax, levies, licences. ³⁷. All payments to Federal Government (Australian Government), including income tax, Pay as you go (PAYG) withholding, fringe benefits tax. ³⁸. All payments to government organisations, including payments to Synergy, Southern Ports Authority, Water Corp Construction Training Fund, and Western Power. ³⁹. 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.

Governance (continued)

Data category	Unit	CY2022	CY2023	CY2024
Compliance with laws and regulations (continued)				
Incidents of violations involving the rights of Aboriginal and Torres Strait Islander peoples	No.	0	0	0
Incidents of discrimination	No.	0	0	0
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which Talison has been identified as a participant	No.	0	0	0
Communication and training about anti-corruption policies and procedures				
Anti-corruption policies and procedures have been communicated to Board members	%	Not reported	Not reported	100
Anti-corruption policies and procedures have been communicated to employees	%	Not reported	Not reported	100
Board members who have completed training on anti-corruption	%	Not reported	Not reported	100
Employees who have completed training on anti-corruption	%	Not reported	Not reported	89

Glossary

Term	Definition	Term	Definition
AASB	Australian Accounting Standards Board	EAP	Employee Assistance Program
ACCU	Australian Carbon Credit Unit	EPA	Environmental Protection Authority
AEC	Aboriginal Engagement Committee	ERT	Emergency Response Team
ANCOLD	Australian National Committee on Large Dams	ESO	Emergency Services Officer
AREEA	Australian Resources and Energy Employer Association	EV	Electric Vehicle
ASRS	Australian Sustainability Reporting Standards	FullCAM	Full Carbon Accounting Model
ATO	Australian Taxation Office	FY	Financial Year
AUD	Australian Dollar	GAM	Global Advanced Metals Greenbushes Pty Ltd
BEHV	Bulk Electric Haulage Vehicle	GHG	Greenhouse Gas
BYA	Blackwood Youth Action Inc	GISTM	The Global Industry Standard on Tailings Management
CCV	Critical Control Verification	GJ	Gigajoule
CEO	Chief Executive Officer	g	Gram
CER	Clean Energy Regulator	GRI	Global Reporting Initiative
CFO	Chief Financial Officer	FAI	First Aid Injury
CGP	Chemical Grade Plant	ha	Hectare
CIP	Community Investment Program	HazOp	Hazard and Operability Study
CPS	Community Perception Survey	HazId	Hazard Identification
CO ₂ -e	Carbon Dioxide Equivalent	HMP	Health Management Plan
CTPS	Central Tailings Pumping Station	ICAM	Incident Causation Analysis Method
CRMP	Critical Risk Management Plan	ICE	Internal Combustion Engine
CSP	Community Support Program	ICOLD	International Commission on Large Dams
CSTFMP	Conservation Significant Terrestrial Fauna Managment Plan	IEA	International Energy Agency
CY	Calendar Year	IFRS	International Financial Reporting Standards
DBCA	Department of Biodiversity, Conservation and Attractions	ILiA	International Lithium Association
DCA	Diversity Council Australia	IPP	Indigenous Participation Plan
DCCEEW	Department of Climate Change, Energy, the Environment and Water	IRMA	Initiative for Responsible Mining Assurance
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety	LTIFR	Lost Time Injury Frequency Rate
DFES	Department of Fire and Emergency Services	IUCN	International Union for Conservation of Nature
DIDO	Drive-In-Drive-Out	JSA	Job Safety Analysis
DWER	Department of Water and Environmental Regulation	kg	Kilogram
		KPI	Key Performance Indicator
		kWh	Kilowatt Hour
		kV	Kilovolt

Glossary (continued)

Term	Definition	Term	Definition
lb	Pound	t	Metric Tonne
LCA	Life Cycle Assessment	Talison	Talison Lithium Pty Ltd
LEMC	Local Emergency Management Committee	Ta ₂ O ₅	Tantalum Oxide
LMS	Learning Management System	TARP	Trigger Action Response Plan
LPG	Liquefied Petroleum Gas	TCFD	The Task Force on Climate-Related Financial Disclosures
LTI	Lost Time Injury	TLEA	Tianqi Lithium Energy Australia Pty Ltd
LV	Light Vehicle	TMS	Tailings Management System
m ³	Cubic Metre	TRP	Tailings Re-Treatment Plant
ML	Megalitre	TRIFR	Total Recordable Injury Frequency Rate
µm	Micrometre (10 ⁻⁶ m)	TSF	Tailings Storage Facility
MRF	Mining Rehabilitation Fund	UNESCO	The United Nations Educational, Scientific and Cultural Organization
MSA	Mine Services Area	WAPOL	Western Australian Police Force
MSMS	Mine Safety Management System	WGEA	Workplace Gender Equality Agency
MTI	Medically Treated Injury	WHS	Work Health and Safety
NEPM	National Environmental Protection Measure	Windfield Holdings	Windfield Holdings Pty Ltd
N/A	Data not available	WMMP	Waste Minimisation and Management Plan
NGER	National Greenhouse and Energy Reporting	WRL	Waste Rock Landform
No.	Number	WTE	Waste to Energy
NPI	The National Pollutant Inventory	WTP	Water Treatment Plant
OIFR	Occupational Injury Frequency Rate		
PAYG	Pay As You Go		
PCF	Product Carbon Footprint		
PM10	Particulate matter <10µm		
PMHMP	Principal Mining Hazard Management Plan		
PPA	Power Purchase Agreement		
PPE	Personal Protective Equipment		
PRA	Personal Risk Assessment		
RCS	Respirable Crystalline Silica		
RWI	Restricted Work Injury		
SMP	Seepage Management Plan		
STEM	Science, Technology, Engineering and Mathematics		
SWIS	South West Interconnected System		
SWMS	Safe Work Method Statements		



GRI content index

Statement of use	Talison has reported the information cited in this GRI content index for the period from 01 January to 31 December 2024 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Location	Notes	External assurance ¹
General disclosures = External governance document				
GRI 2: General Disclosures 2021	2-1 Organisational details	About this Report (inside front cover) and About Talison Lithium (p.2)		Yes
	2-2 Entities included in the organisation's sustainability reporting	About this Report (inside front cover) Windfield AIFRS Financial Statements 2024 ²	There were no differences between the list of entities included in the Windfield AIFRS Financial Statements 2024 and the Sustainability Report 2024. Refer to page 29 of the Windfield AIFRS Financial Statements 2024 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 (06 June 2025). The reporting period of this Sustainability Report aligns with Talison's financial reporting period (01 January to 31 December 2024).	Yes
	2-4 Restatements of information	See notes	The following data in CY2024 were restated. Drink containers recycled in CY2022 were restated from kg to number of containers for a more accurate representation. Waste oil recycled in CY2022 and CY2023 were restated from tonnes to litres for a more accurate representation.	Yes
	2-5 External assurance	Assurance engagement letter (p.100-101)	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 Talison Lithium (p.2) 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 2024.	Yes

1. Talison has sought external assurance over selected sustainability disclosures covered in this Report. Limited assurance has been obtained with reference to the GRI Standards. The independent assurance statement by Bureau Veritas can be found in the Index. 2. Available at Talison website.

GRI Standards	Disclosure	Location	Notes	External assurance ¹
General disclosures (continued) = External governance document				
GRI 2: General Disclosures 2021	2-7 Employees	Performance data (p.76-77)	Total workforce (including contractors) increased from 2,253 in 2023 to 2,719 in 2024. 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	See note	The breakdown of gender and region by casual workers, permanent workers, and temporary workers is not available due to system limitations.	Yes
	2-9 Governance structure and composition	Board composition: p2: Windfield AIFRS Financial Statements 2024	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	See note	This does not apply to Talison, a private company where the shareholders nominate the Board of Directors. The Board comprises four non-executive directors, with two directors being appointed by each Shareholder (TLEA and Albemarle Corporation). 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	See note	The chair of the Board is not a senior executive of Talison.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance ¹
General disclosures (continued)				
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance (p.15)	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 matters include reviewing Talison’s sustainability performance, including risks and opportunities on key areas, as well as approving the annual Sustainability Report. These engagements help advance the collective knowledge, skills, and experience of the Board in sustainable development. 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.	Yes
	2-13 Delegation of responsibility for managing impacts	See note	The Board has appointed the CEO with responsibility for managing impacts on the economy, environment, and people. The CEO has delegated responsibility to senior executive who report back through regular meetings and updates to the quarterly Board meetings.	Yes
	2-14 Role of the highest governance body in sustainability reporting	Materiality (p.12)	The Board is responsible for reviewing and approving the Sustainability Report. The Board is also responsible for reviewing and approving the material topics through endorsement of the validation results.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance ¹
General disclosures (continued)				
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	See note	The process of the Board for preventing and mitigating conflicts of interest are set out in the shareholders Agreement (confidential). Directors are also subject to directors’ duties under the Corporations Act, and fiduciary duties under the general law. 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.	Yes
	2-16 Communication of critical concerns	Diversity and inclusion (p.66) Community (p.59)	Critical concerns (confidential) are communicated to the Board at the quarterly Board meetings. The total number of critical concerns communicated to the highest governance body is not available for disclosure due to confidentiality.	Yes
	2-17 Collective knowledge of the highest governance body	See note	Refer to GRI 2-12.	Yes
	2-18 Evaluation of the performance of the highest governance body	See note	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	See note	A formal remuneration guideline remains under development in 2025. More information to be provided in the 2025 Sustainability Report.	Yes
	2-20 Process to determine remuneration	See note	A formal remuneration guideline remains under development in 2025. More information to be provided in the 2025 Sustainability Report.	Yes
	2-21 Annual total compensation ratio	See notes	A) The annual compensation ratio is unavailable and will be omitted under GRI’s permitted reason ‘confidentiality constraints’. As Talison Lithium is a private entity, and in accordance with our privacy policies and confidentiality obligations, this information is regarded as sensitive and remains confidential. B) The ratio of percentage increase in the compensation ratio is unavailable and will be omitted GRI’s permitted reason ‘information unavailable.’ The Chief Executive Officer began their tenure in October 2024, and as a result, no percentage increase is currently available for calculation.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance¹
General disclosures (continued)		🔗 = External governance document		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	CEO message (p.10-11)		Yes
	2-23 Policy commitments	🔗 Code of Business Conduct and Ethics (p.6-7) 🔗 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: - 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: - onboarding process - toolbox meetings Human Rights Policy Statement is available at Talison website: 🔗 Human Rights Policy Statement Talison Modern Slavery Statement is available at Talison website: 🔗 Governance The Human Rights Policy Statement and Modern Slavery Statement are approved at the CEO level with Board endorsement, and apply fully to Talison’s activities and business relationships. They are communicated to employees through mandatory training.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance¹
General disclosures (continued)		🔗 = External governance document		
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Supply chain (p.69) 🔗 Code of Business Conduct and Ethics (p.4-20) 🔗 Modern Slavery Statement 2023 (p.14-18)	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. A Human Rights Impact Assessment was conducted in 2023, the assessment informed the development of the Human Rights Management Plan in 2024. Talison provides training to employees (i.e. induction) regarding Code of Business Conduct and Ethics.	Yes
	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.59)	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. Talison Lithium has a Stakeholder Management System in which community complaints and queries are logged for investigation and action. A summary of complaints and grievances are reviewed at the monthly stakeholder engagement team meeting. This informs the tracking of effectiveness of grievance mechanisms and remediation processes. An example of improvement measures is the introduction of a close-out button for complaints. This measure enhances transparency and accountability of the complaints process by making sure each concern is formally addressed and resolved before closure.	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.69)		Yes
	2-27 Compliance with laws and regulations	Performance data (p.79)		Yes

GRI Standards	Disclosure	Location	Notes	External assurance ¹
General disclosures (continued)		🔗 = External governance document		
GRI 2: General Disclosures 2021	2-28 Membership associations	See note	Member – Australian Resources and Energy Employer Association (AREEA), Diversity Council Australia(DCA), Bunbury Geographe Economic Alliance (BGEA)	Yes
	2-29 Approach to stakeholder engagement	Communities (p.52-53)	We assessed stakeholder classification and the required engagement level to produce a list of stakeholder categories in our Community and Stakeholder Engagement Management Plan.	Yes
	2-30 Collective bargaining agreements	Performance data (p.77)	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.12)		Yes
	3-2 List of material topics	Materiality (p.13)		Yes
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic contributions (p.70-71)	Impacts on human rights: Fair economic growth should contribute to equitable opportunities, ensuring communities benefit from shared prosperity, and are not economically marginalised.	Yes
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic contributions (p.70) 🔗 Windfield AIFRS Financial Statements 2024 ³		Yes
	201-2 Financial implications and other risks and opportunities due to climate change	🔗 Sustainability Report 2023 Climate change (p.26-27) Sustainability Report 2024 Climate change (p.30-31)	Mitigation measures have been implemented to address a range of climate and market-related risks. For bushfires, these measures include training and equipping emergency services personnel, installing and maintaining suitable fire detection and suppression systems, and maintaining adequate cleared areas around plant and equipment. Insurance is also in place to cover both physical damage and loss of profits resulting from bushfires. In response to the risk of low rainfall, actions include reducing water consumption, increasing water capture and storage capacity, and sourcing additional external water supplies. To manage the growing demand for critical minerals, Talison continues to investigate and assess opportunities to increase production capacity. GRI201-2 a. iii and v are omitted due to information unavailable. We are working to disclose this information as we prepare to align with ASRS requirements for climate-related disclosures.	

3. Available at Talison website.

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Economic performance (continued)				
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	See note	Talison contributes mandatory employer paid and voluntary employee salary sacrificed superannuation contributions to a defined contribution superannuation fund of the employee's choosing. If the employee does not choose a fund then contributions are made to Talison's default fund. Talison has no defined benefit plan obligations. Talison pays mandatory super contributions of 11.5% of employees' ordinary time earnings.	Yes
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	See note	Not applicable to Talison. Talison did not receive any financial assistance from government during the reporting period.	Yes
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Performance data (p.77)	All employees are compensated above the National Minimum Wage. Other workers (excluding employees) are employed under an Enterprise Agreement and are not subject to minimum wage rules.	Yes
	202-2 Proportion of senior management hired from the local community	Performance data (p.77)	We follow WGEA's definition for senior managers which are employees responsible for one or more functions, departments or outcomes for an entity. They are more likely to take part in both the strategic and operational sides of management. The local geographical region refers to areas within a 30 to 75 minute drive from the Greenbushes Lithium Operation. Significant locations of operation include Perth office and Greenbushes.	Yes
GRI203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Communities (p.54-58) Performance data (p.77)	This requirement only refers to 203-1a and 203-1c. 203-1b is not disclosed.	Yes
	203-2 Significant indirect economic impacts	See note	The increased local population in Greenbushes brings positive economic impacts, including greater employment opportunities, higher average wages and improved availability, and quality of community services. These benefits align with Regional Development Australia's initiative, supporting economic growth in rural areas. However, the influx of people also places upward pressure on property prices and reduces housing availability. These challenges are not unique to Talison or Greenbushes but reflect broader national trends.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance¹
Anti-corruption		🔗 = External governance document		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business ethics (p.69)	Impacts on human rights: Transparent and ethical governance should support societal rights by preventing the diversion of resources meant for public welfare.	Yes
GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-Corruption policies and procedures	Performance data (p.79)		
	205-3 Confirmed incidents of corruption and actions taken	Performance data (p.79)		Yes
Anti-competitive behaviour				
GRI 206 Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Performance data (p.79)		Yes
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	Tax (p.70-71)		
	207-1 Approach to tax	Tax (p.70-71)	GRI207-1 a. iv is omitted due to information unavailable. Talison will review its Tax Policy in relation to its economic and social impacts.	
	207-2 Tax governance, control and risk management	Tax (p.70-71)	Any material change in tax risk is communicated to the Windfield Board either monthly, in the risk section of the Talison Monthly Report, or quarterly, as part of the Finance section of the Board Meeting business update. Significant income tax related matters identified by Talison's external tax advisor are documented in the annual Tax Management Letter which is provided to the Windfield Board. External auditors provide an Audit Report annually to the Windfield Board outlining any concerns in relation to the financial statements. Talison's financial statements include tax-related disclosures in accordance with IFRS, are externally audited and include an external audit opinion. A copy of the latest version of our financial statements is on our website.	Yes
	207-3 Stakeholder engagement and management of concerns related to tax	Tax (p.70-71)		Yes
	207-4 Country-by-country reporting	🔗 <i>Windfield AIFRS Financial Statements 2024 (p. 9, 11, 12, 14, 15, 16, 27 and 29)</i>	As at 31 December 2024, a total of 865 employees (including casual employees) were included in the Windfield AIFRS Financial Statements 2024 for tax purposes.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance¹
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and emissions (p.24-29) 2024 Highlights and future focus (p.19)	Impacts on human rights: The right to a healthy and a safe environment must be upheld by minimising greenhouse gas emissions to mitigate climate change impacts on communities.	Yes
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Performance data (p.73)		Yes
	302-3 Energy intensity	Performance data (p.73)	The ratio uses energy consumption within the organisation.	Yes
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water stewardship (p.24-25) 2024 Highlights and future focus (p.19)	Impacts on human rights: The right to clean water must be preserved by preventing over-extraction or contamination of local water sources.	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water stewardship (p.20-21)	Risk assessment, including Model Predictions and Seepage Analysis, was conducted to identified 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, 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 routine and exceedance reporting to DWER (as required by Talison's operating Licence L4247/1991/13).	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Water stewardship (p.20-21)	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 <i>Environmental Protection Act 1986</i> 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>Mining Act 1978</i> (WA), and requirements as a registered contaminated site under the <i>Contaminated Sites Act 2003</i> (WA).	
	303-3 Water withdrawal	Performance data (p.74)		
	303-4 Water discharge	Performance data (p.74)		
	303-5 Water consumption	Performance data (p.74)		

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity (p.42-43) 2024 Highlights and future focus (p.19)	Impacts on human rights: The right of Indigenous peoples and local communities to access natural resources should be protected, ensuring their dependence on biodiversity is not compromised.	Yes
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	See notes	The Greenbushes Lithium Operation is not within or adjacent (less than 5km) to areas with protected conservation status or critical habitat. Areas of protected conservation status are defined as: • 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
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	See notes	In 2024 we conducted the following assessment: • A detailed study of downstream water and stream sediment quality including bioaccumulation and biodiversity of aquatic fauna downstream from the mine. The study did not identify any negative impacts to aquatic fauna from mining activities. • An assessment on dieback occurrence which indicated no major disease spread observed. • A native vegetation and significant habitat tree monitoring program. Although the mean tree health in 2024 has declined progressively from 2023, the decline reflected below average annual rainfall in 2022 and 2023 compounded by drought conditions over summer and autumn 2024, noting that similar vegetation decline has been reported extensively across the south-west land division.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Biodiversity (continued)				
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	See notes	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: • 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	See notes	Endangered Carnaby's Black Cockatoo (<i>Zanda latirostris</i>) Numbat (<i>Myrmecobius fasciatus</i>) Critically endangered Baudin's Black Cockatoo (<i>Zanda baudinii</i>) Western Ringtail Possum (<i>Pseudocheirus occidentalis</i>) Near threatened Western Chuditch (<i>Dasyurus geoffroii</i>) Wambenger Brush-Tailed Phascogale (<i>Phascogale tapoatafa wambenger</i>) Least concern Red-Tailed Black Cockatoo (<i>Calyptorhynchis banksii</i>) Vulnerable (<i>Eucalyptus relict</i>a)	Yes
GRI Mining and Metals Sector Disclosure (MM1)	MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	See notes	Total land disturbed and not yet rehabilitated (A: Opening Balance): 1,424.42 ha. Total amount of land newly disturbed within the reporting period (B): 48.34 ha. Total amount of land newly rehabilitated within the reporting period to the agreed end use (C): 1.58 ha. Total land disturbed and not yet rehabilitated (D = A+B-C: Closing Balance): 1,471.18 ha.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and emissions (p.24-29) 2024 Highlights and Future Focus (p.19)	Impacts on human rights: The right to a healthy and a safe environment must be upheld by minimising greenhouse gas emissions to mitigate climate change impacts on communities.	Yes
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance data (p.72)		Yes
	305-2 Energy indirect (Scope 2) GHG emissions	Performance data (p.72)		Yes
	305-4 GHG emissions intensity	Performance data (p.72)		Yes
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance data (p.73)		Yes
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste (p.22-23) 2024 Highlights and Future Focus (p.19)	Impacts on human rights: Proper waste management should ensure communities’ right to health and safety is protected by avoiding contamination of soil, water, and air.	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste (p.22-23)	Non-production waste includes: • general domestic-type wastes • hydrocarbons • rubber and plastics • scrap metal Production waste generated by the mine site includes: • overburden material from the development of pits • tails slurry from ore processing • process waters • water from dewatering of pits and underground workings • potentially contaminated water from the maintenance workshop, washdown pad fuel storage areas	
	306-2 Management of significant waste-related impacts	Waste (p.22-23)	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.74)	Either weighbridge or weight per item method was used to collect and monitor waste data.	

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Waste (continued)				
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Performance data (p.74)	Either weighbridge or weight per item method was used to collect and monitor waste data.	
	306-5 Waste directed to disposal	Performance data (p.74)	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.74)		Yes
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees (p.62-65) 2024 Highlights and Future Focus (p.43)	Impacts on human rights: Employment policies should ensure the right to decent work and equal opportunity for all employees.	Yes
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance data (p.76-77)	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
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	See notes	Full-time and part-time Talison employees receive several standard benefits that are not extended to temporary or casual employees. These benefits include: • Life insurance • Healthcare • Disability and invalidity coverage Parental leave is available to temporary employees. Superannuation is paid for all employees.	
	401-3 Parental leave	Performance data (p.77)		

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, safety and wellbeing (p.44-51) 2024 Highlights and future focus (p.43)	Impacts on human rights: Workers' right to health and safety must be upheld through rigorous safety protocols and risk prevention measures.	Yes
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety and wellbeing (p.44-45, 50-51)	The MSMS is prepared in alignment to the <i>Work Health and Safety Act 2020</i>, Work Health and Safety (Mines) Regulations 2022, AS/NZS ISO 31000:2018 Risk Management; IEC 31010: Risk Assessment Techniques and ISO 45001:2018 Occupational Health and Safety Management Systems – Requirements with guidance for use. The MSMS covers the activities, products and services within Talison's control or influence that can impact Talison's WHS performance. Contractors' safety obligations are described in Code of Practice MSMS. We uphold strong contractor safety governance through our established auditing processes, which monitor safety obligations for all contractors.	Yes
	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing (p.44-51)		Yes
	403-3 Occupational health services	Health, safety and wellbeing (p.49)		Yes
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, safety and wellbeing (p.45)	The WHS Committee is comprised of various safety representatives from across the organisations - mining, engineering, laboratory, administration, supply, production and environment, safety and training - along with management representatives from administration, mining, processing, and engineering. Representatives from the WHS Committee are involved in ICAM (Incident Cause Analysis Method) investigations. The WHS Committee holds meetings on a monthly basis.	Yes
	403-5 Worker training on occupational health and safety	See note	Talison's main types of employee training: • 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

GRI Standards	Disclosure	Location	Notes	External assurance ¹
Occupational health and safety (continued)				
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Health, safety and wellbeing (p.49)		Yes
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and wellbeing (p.44-51)		Yes
	403-8 Workers covered by an occupational health and safety management system	See note	All employees and contractors are covered by Health and Safety Management Plan.	Yes
	403-9 Work-related injuries	Health, safety and wellbeing (p.44-51) Performance data (p.75)	Two high-consequence, work-related injuries were recorded: one (rate: 0.7) involving an employee and one (rate: 0.3) involving a contractor. 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. Musculo-skeletal injuries are the main types of injury for both employees and contractors. No incidents related to hazards that pose a risk of ill health.	Yes
	403-10 Work-related ill health	Performance data (p.75)	No incidents related to hazards that pose a risk of ill health. GRI403-10 e. is omitted due to incomplete information being available at the time of reporting.	Yes
	Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Attracting and retaining employees (p.62-65) 2024 Highlights and Future Focus (p.43)	Impacts on human rights: Employees' right to access learning and professional growth opportunities must be supported equitably.	Yes

GRI Standards	Disclosure	Location	Notes	External assurance¹
Training and education (continued)				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance data (p.77)	Breakdown by gender and employee category is not available due to system limitations.	Yes
	404-2 Programs for upgrading employee skills and transition assistance programs	See notes	Talison's main types of employee training: • 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 Flexible working arrangements have been provided to facilitate continued employability with the management of career endings due to transition to retirement.	
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Communities (p.52-59) 2024 Highlights and future focus (p.43)	Impacts on human rights: Communities' right to participation and consultation must be upheld in decision-making processes that impact their lives.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See note	Talison's engagement approach to local communities is mentioned in the Communities section.	





Independent assurance statement

INDEPENDENT ASSURANCE STATEMENT

To the Stakeholders of Talison Lithium Australia Pty Ltd ("Talison")



Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the selected GRI disclosures ("Subject Matter Information"), including associated methods, assumptions, and estimation uncertainty, presented in the 2024 Talison Sustainability Report ("the Report"), is not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement.

Scope of the Assurance Engagement

The scope of assurance was limited to the Subject Matter Information, as presented within the GRI Index of the Report, applicable to Talison's related bodies corporate including Windfield Holdings Pty Ltd, Talison Lithium Pty Ltd, Talison Services Pty Ltd and Talison Lithium Australia Pty Ltd for the period of 1st of January 2024 to 31st of December 2024.

Our assurance engagement does not extend to any other information included in the Report or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Reporting Criteria

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

Talison's Responsibilities

Management of Talison was responsible for:

- Selecting and establishing suitable reporting criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that is free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.

Inherent Uncertainty in preparing GHG disclosures

The GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Responsibilities

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- 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.

Summary of Work Performed

Our limited assurance engagement on the Subject Matter Information was conducted in accordance with ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, ISAE 3410 *Assurance Engagements on Greenhouse Gas Statements* issued by the International Auditing and Assurance Standards Board (IAASB), 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 the intended level of assurance and to provide a sound basis for our conclusions.



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INDEPENDENT ASSURANCE STATEMENT



The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information.
- Enquiries of Talison representatives to gain an understanding and evaluate implementation of processes, systems and internal controls to collect, aggregate, calculate, analyse and report the Subject Matter Information.
- Enquiries of personnel responsible for the performance of the processes and preparation of the Subject Matter Information.
- Review of documentary evidence produced by Talison representatives.
- Comprehensive performance data testing, involving source verification as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether the methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the Report.
- Request of Management Representation Letter on key assertions.

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessment procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level of assurance, does not guarantee the detection of all material misstatements, should they exist.

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.
- 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, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services whose mission is to support its clients complying with regulations, managing risks and improving performance 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 (<https://group.bureauveritas.com/>).

Bureau Veritas operates a 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.

Bureau Veritas

Bureau veritas Australia Pty Ltd
30 May 2025

Jeremy Leu
General Manager, Perth, Australia



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FOR A BETTER FUTURE

*We value feedback
from our stakeholders.*

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