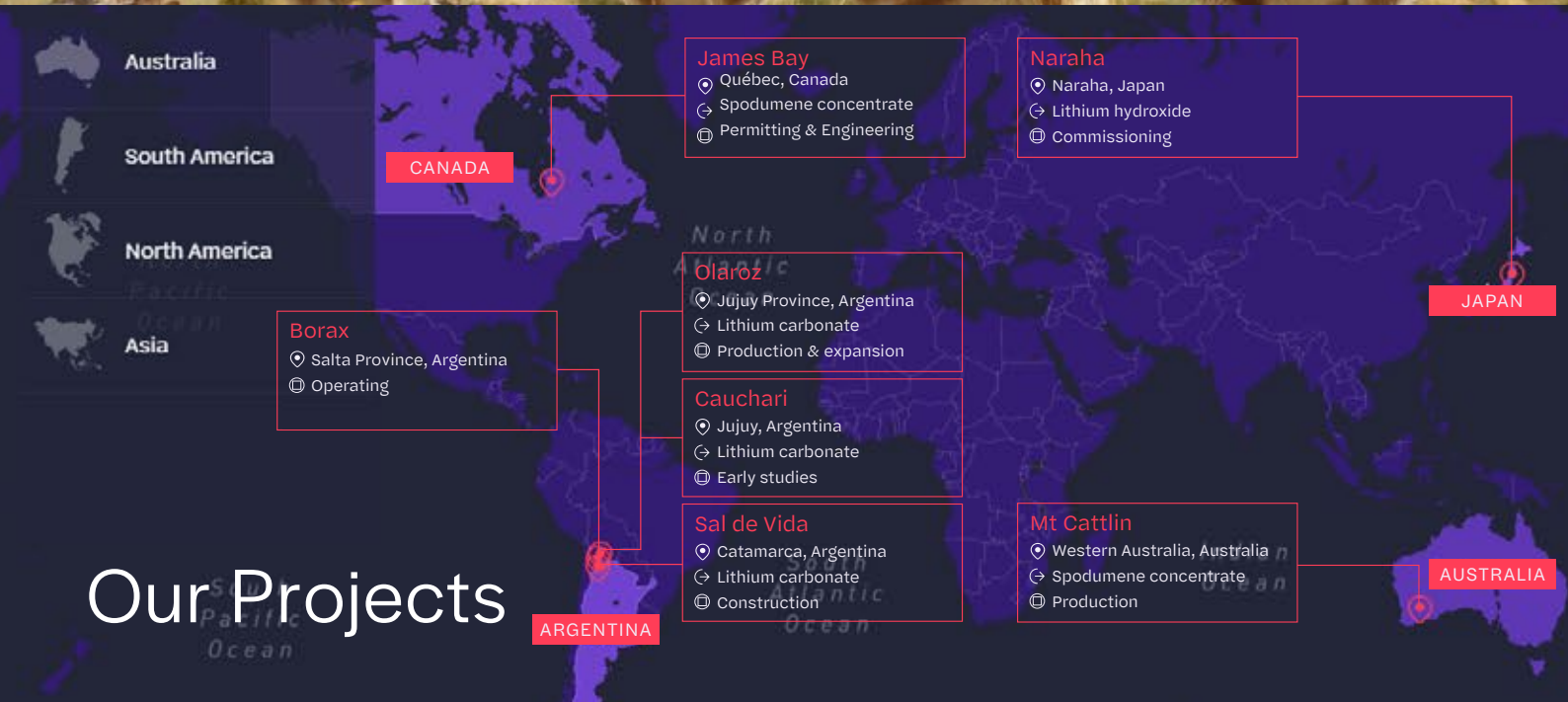


Sustainability Report

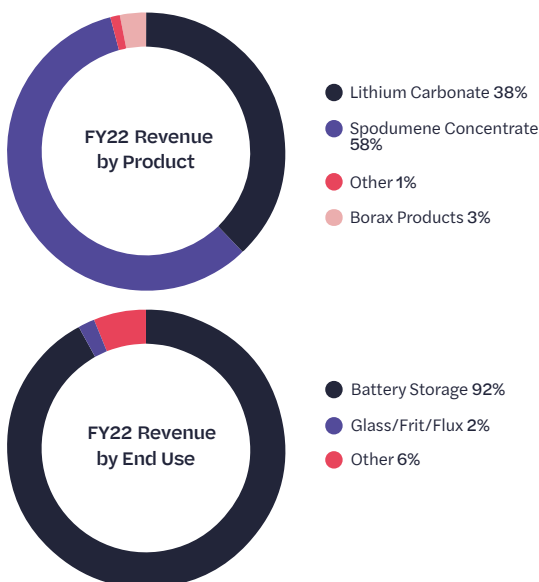
EXECUTIVE SUMMARY

Our 2022 financial year (FY22) Sustainability Report illustrates the sustainability performance of Allkem Limited.



Our Purpose

Allkem produces critical minerals to support global decarbonisation.



FY22 Value Creation

Inputs

Financial
US\$261.4 million
 Capital Expenditure and Exploration and Evaluation for FY22

People
1,300+ Employees
 >40% Local based
 >20% Female

Knowledge
16,800+ hours training
 Research and Development Hard rock and brine operations experience.

Manufactured
Reagents
 Including Lime And Soda Ash
 1,745k GJ Fuel Use

Natural
1,467ML
 Total Water Extraction
26.3 Mt LCE
 Resources Estimate as Lithium Carbonate Equivalent
Solar Energy
 increases brine concentration approximately x12

FY22 Outputs and Outcomes

193,563 dmt
 Record Annual Spodumene Concentrate Produced

12,863 t
 Record Annual Lithium Carbonate Produced

119.7 kt CO₂e
 Scope 1 GHG Emissions

626 t
 Waste Disposed

608 t
 Waste Recycled

1.17 Mt
 Percipitated and Harvested Salts

411 kt
 Tailings

>US\$60 m
 Payments to Local Suppliers and Employees

Contributing
 To Emissions Avoided by Enabling Decarbonisation

US\$4,536 m
 Market Capitalisation

US\$770 m
 Revenue

US\$605 m
 Gross Profit

US\$39.6 m
 Mining Royalties and Export Duties

>US\$1.3 m
 Community Contributions

Stakeholders



Investors



Employees



Communities/NGOs



Government/Regulators



Customers/Suppliers

FY22 Focus Areas

Health and safety, business growth, climate change response and environmental management remain primary areas of importance for Allkem and our stakeholders.

We foster connections to power a sustainable future: We believe the connections we create with all stakeholders enable us to deliver a sustainable future for all.



Employees

Together we are fostering personal growth and professional impact through an inclusive culture that celebrates diversity.

Communities and Government

Together we seek meaningful long-term relationships that respect local cultures and create lasting benefits.

Customers

Together we are responsibly delivering a reliable source of high-quality products with the scale, flexibility and global reach required by our customers.

Suppliers

Together with our suppliers we are improving efficiency, identifying innovative solutions and building capacity in our local community suppliers to create shared value.

Shareholders

Together we are undertaking sustainable development of our world-class growth pipeline to maximise shareholder value.

Our People

Gender diversity of Employees:

22%

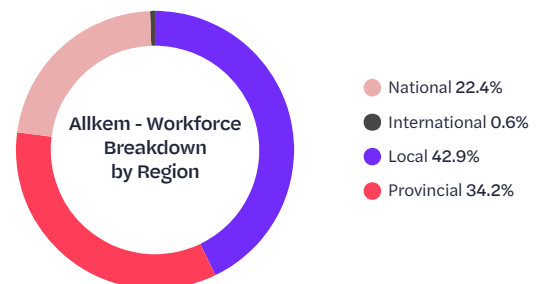
Proportion of female directors

20%

Proportion of females employed in senior executive positions

21%

Proportion of females employed across the Allkem group



Health & Safety

Medical Treatment Injury

4

Restricted Work Injury

6

Lost Time Injury

5

Lost Time Injury Frequency Rate (LTIFR)

0.9

Total Recordable Injury

15

Total Recordable Injury Frequency Rate (TRIFR)

2.6

Fatalities

0

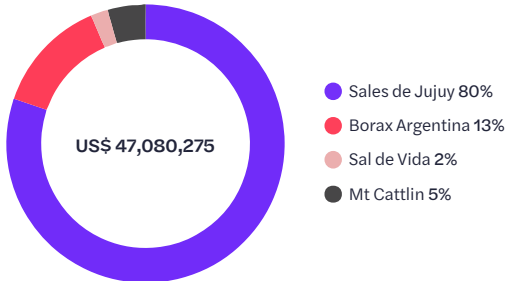
Allkem FY22 Group Total



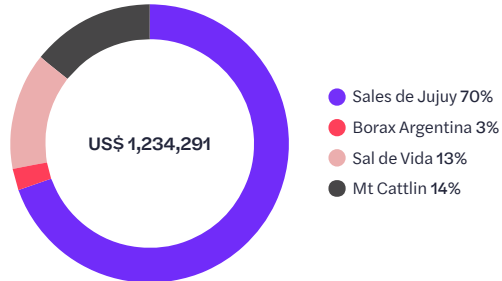
Our communities

We are privileged to have respectful partnerships with local and indigenous communities in Ravensthorpe in Western Australia, the provinces of Catamarca, Jujuy and Salta in Argentina and Quebec in Canada.

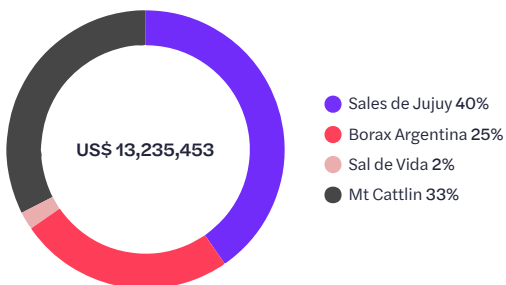
Local Procurement



Community Contributions



Salaries and benefits paid to local employees



Our Impact

Based on figures reported by the International Energy Agency, and other industry sourced data, it is estimated that for every one tonne of Lithium Carbonate Equivalent (LCE) we produce and sell into the electric vehicle (EV) value chain, we can contribute to a reduction of around 400-600 tonnes of greenhouse gas emissions.

Allkem Operational emissions intensity

2.2 tCO_{2e}/tLCE

Scope 1 & 2

At Allkem, we are proud of the role we play in enabling climate change mitigation through contributing to the clean energy storage and electric vehicle value chains.

We are also committed to reduce our own impact and to reach Net Zero emissions by 2035.



During the FY 22 we have brought together two successful lithium producers that have positioned us among the industry leaders, with a strong commitment to quality, sustainability and transparency.

We invite you to read our complete FY22 Sustainability Report here:
<https://www.allkem.co/sustainability/sustainability-reporting>