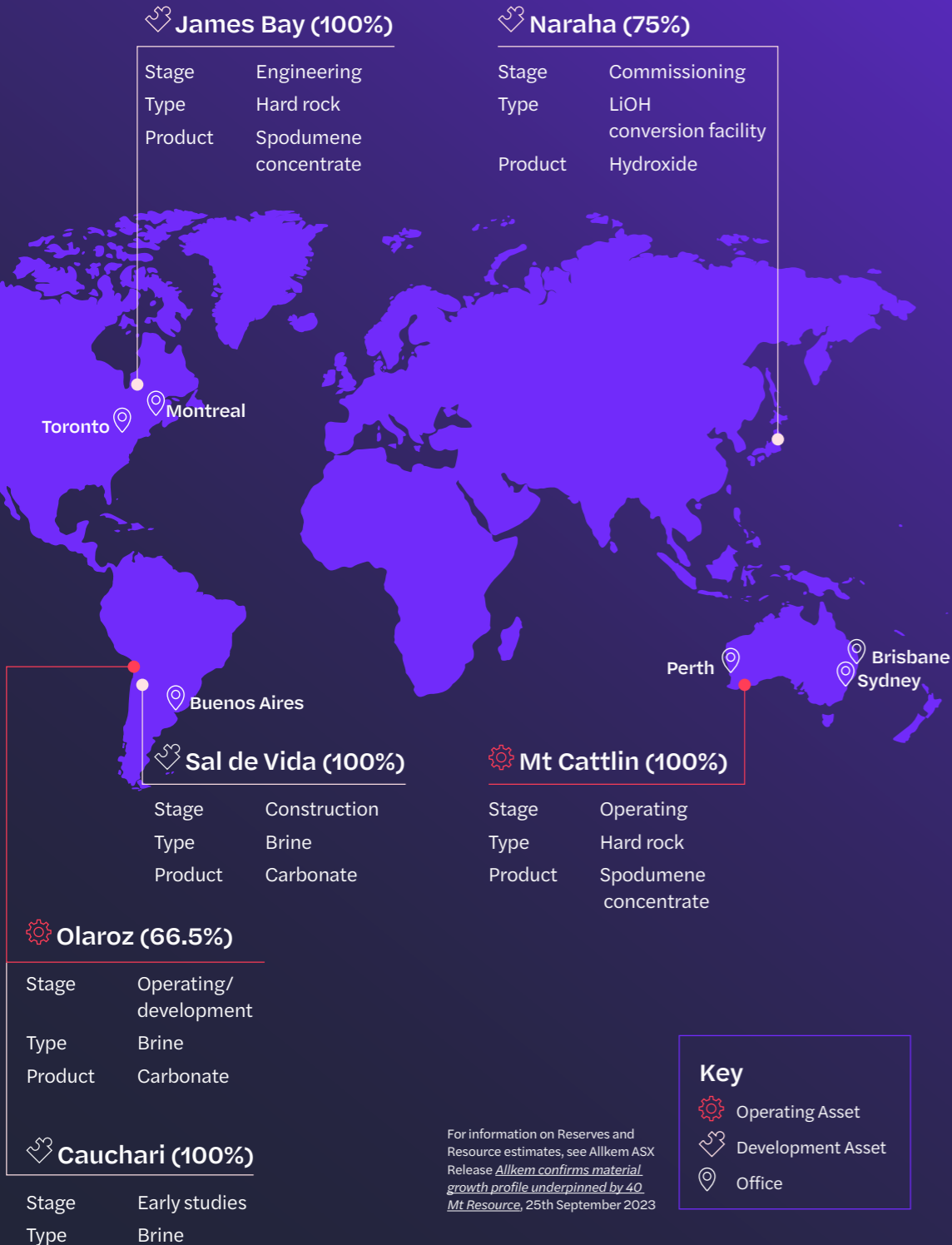


FY23 Sustainability Report Executive Summary

Allkem is a speciality lithium company with a diverse global portfolio of high-quality brine and hard rock lithium assets.



Our Impact

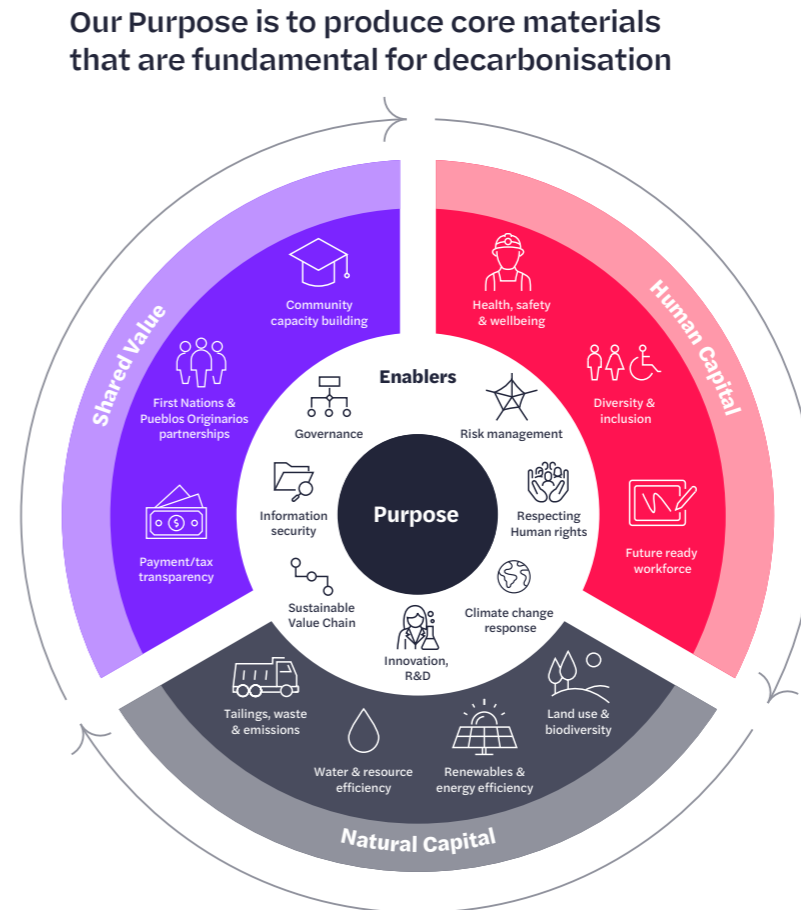
99%
of FY23 revenue was from lithium products

95% of FY23 revenue was from the sale of products that contributed to the energy storage value chain.

Our Strategy to produce lithium sustainably

Allkem's Sustainability Strategy aligns our business activities with our purpose and assists Allkem in creating long term value.

We have defined what success looks like for each of these areas of our strategy and put in place metrics to measure our progress.



To read more about Allkem's FY23 Sustainability Performance, you can access our Full Sustainability Report and Performance Data Spreadsheet [here](#).

FY23 Highlights

This year, Allkem has been included in the S&P Global Sustainability Yearbook. This means that our Corporate Sustainability Assessment score is in the top 15% of the industry.

Allkem Limited
Metals & Mining

Sustainability Yearbook Member
S&P Global ESG Score 2022

64 /100

As of February 7, 2023. Position and Score are industry specific and reflect exclusion screening criteria. Learn more at spglobal.com/sgyearbook

S&P Global

FTSE4Good

MSCI ESG RATINGS

AA

CCC B BB BBB A AA AAA

IFC Sustainability Linked and Green Loan for Sal de Vida

Signed just following the end of this reporting period in July 2023. This is the first IFC financing in lithium mining and the first time a greenfield mining project's finance has been structured as a sustainability linked and green loan. This process required extensive external validation of our high ESG standards against IFC's globally recognised environmental and social performance requirements. We have also committed to sustainability performance measures for renewable energy, GHG emissions intensity and workforce diversity during the operational phase of the project.

Our Purpose is to produce core materials that are fundamental for decarbonisation

Developing our Net Zero Plan

Allkem has a Board approved target of Net Zero for scope 1 and 2 GHG emissions by 2035 and during FY23 we developed our first action plan towards achieving this goal. The plan identifies a series of high impact GHG mitigation projects.

Strengthening transportation safety

At Olaroz and Sal de Vida, we created a new department focused on managing road safety risks. This department is implementing improvements in vehicle safety critical controls, new road safety protocols and training for road users from our operations, contractors, and local communities.

Addressing Human Rights and Modern Slavery risk

Allkem's Modern Slavery Working Group, including representatives of sustainability, procurement and compliance teams from Australia, Canada and Argentina, developed Allkem's group level Modern Slavery Standard.

Strengthening Communications and Public Affairs

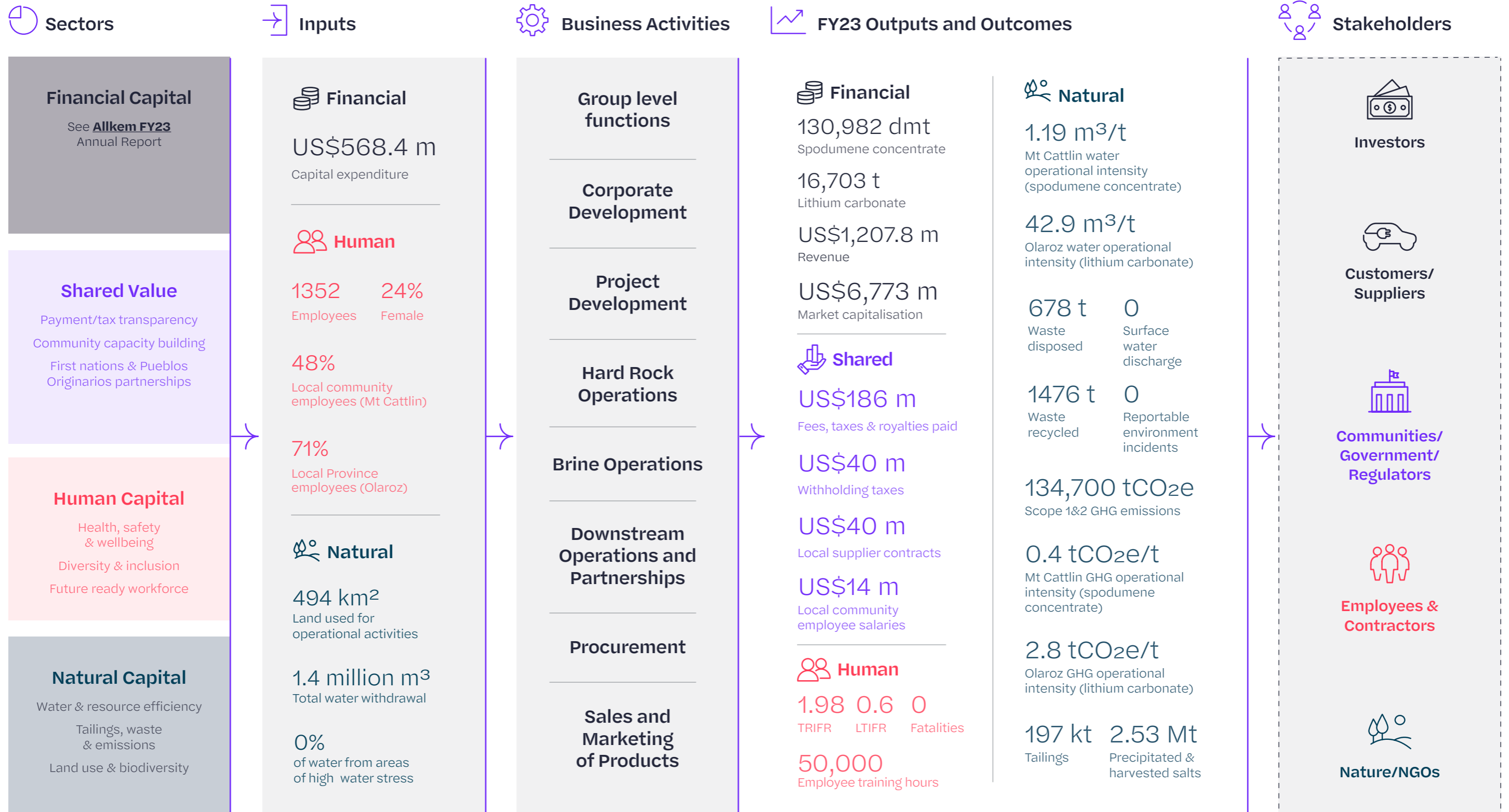
Established Allkem's Public Affairs Department to support the business establishing strong stakeholder relationships to address regulatory measures relevant to the sector.



FY23 Value Creation

Our performance against key metrics of our sustainability strategy are highlighted below demonstrating how we generate value for our stakeholders, which contributes to the long term sustainability of our business.

Purpose: produce core materials that are fundamental for decarbonisation



Agreements with traditional owners

Olaroz: Olaroz Chico Participation Agreement updated & Easement Agreement signed with El Toro community in FY23

Mt Cattlin: Native Title Claim Wide Mining Agreement with the Wagyl Kaip and Southern Noongar People

James Bay: Preliminary Development Agreement signed with Cree Nation of Eastmain and Cree Nation Government in 2019 to be replaced by an Impact Benefit Agreement (“IBA”) before construction initiated

Sal de Vida: Informed Consultation and Participation engagement process. Have established relationships of trust and ongoing dialogue along with agreements for social investment.

Implementing Shared Value initiatives

We continued to build capacity in collaboration with local communities by supporting training and infrastructure development and reporting transparently on taxes and payments.

~US\$54 m

local employee salaries and supply contracts

>US\$1 m

in community infrastructure, grants and donations

Mt Cattlin

- Funding for community projects through 'Pitch your Project' and 'Believe in Yourself' programs
- Annual Community Day

Sal de Vida

- New university course to develop local lithium knowledge and skills
- Local agriculture programs
- Community medical support

Olaroz

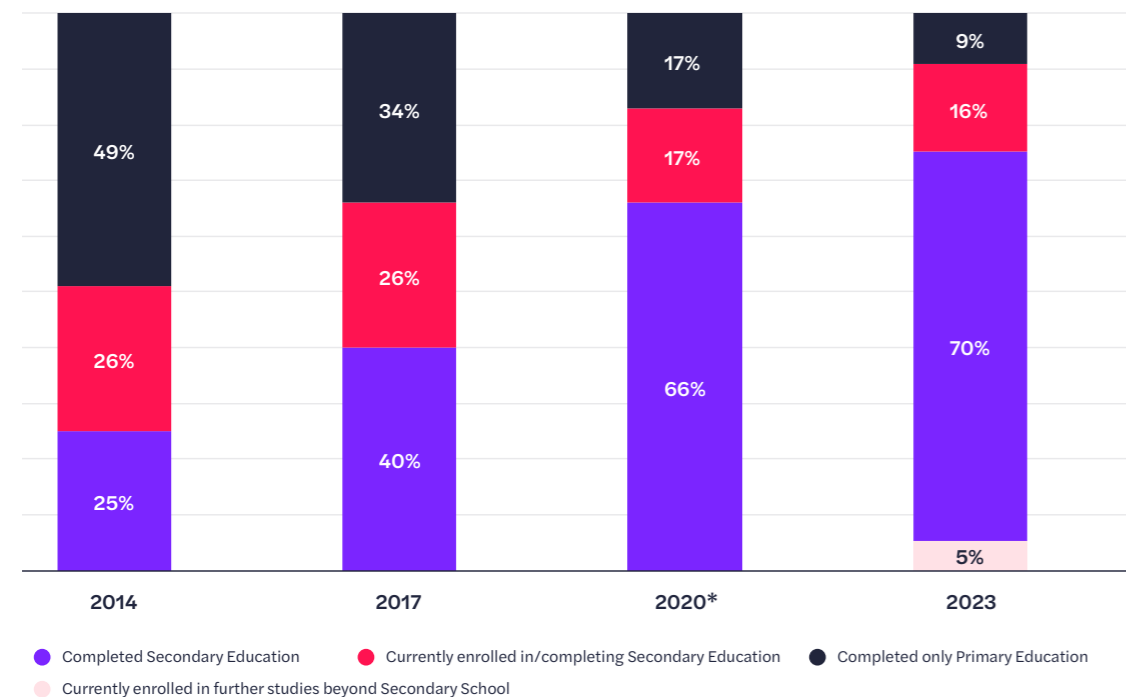
- Local food production projects
- Vicuña management
- My Green Footprint—Community Sustainability Initiative
- Continuing education program

James Bay

- Continuing regular engagement developing Impact Benefit Agreement to ensure positive long-term outcomes for communities



Olaroz—Local Community Employee—Education Levels



"Our goal has always been to create bonds of trust, relationships with the communities, prioritising their participation in our projects and actions. I'm proud of working at the company, to be welcomed with such love due to all the work."

Carmen Benitez—Allkem Shared Value Team (pictured above)



Left: Sustainable Vicuña Management Program in Olaroz

Above left: Local Food Production Projects with Olaroz and Sal de Vida communities

Above: Mt Cattlin Community Day

