

TAX POLICY

Allkem Limited's (Allkem or Company) commitment to Environment, Social and Governance (ESG) standards extends to its approach on Taxes. The Allkem Tax Policy (Policy) governs the Group's tax management practices to support ESG. For this reason, the Board of Allkem has approved this Policy with mandatory application throughout Allkem and its Subsidiaries.

The Group is committed to conducting its tax affairs with the following principals

Environmental, Social and Governance

- The Group conducts business with honesty, integrity and in compliance with applicable laws and regulations.
- In tax planning, we follow sound commercial principles in supporting business operations.
- We do not engage in aggressive tax planning.
- We protect the Group's reputation in relation to tax matters.
- We are transparent about the taxes and royalties that we pay to governments to ensure all stakeholders can understand the contribution we make in the countries in which we operate.
- We engage in tax reform in the jurisdictions in which we operate to support the development of sustainable and effective tax systems.

Tax Risk Management and Governance

- We are committed to strong governance to identify, manage and report tax risks in accordance with our risk management framework.
- Risks identified as material are reported to the Audit and Risk Committee.
- This Policy is reviewed and approved by the Board every three years or as required.
- We ensure that tax risks are considered as part of the overall commercial assessment of any transactions or projects.
- We price transactions in our global value chain according to where value is created and economic activities occur, in compliance with the Organisation for Economic Co-operation and Development guidelines, based on the arm's length principle.
- We foster a strong commitment to ongoing professional development by all tax and finance staff.
- We will engage appropriately qualified external advisors to seek opinions on our material tax positions.

Dealings with Tax authorities

- We maintain an open, respectful, professional and collaborative relationship with the relevant revenue authorities.
- We seek to engage with revenue authorities on a real-time basis to obtain certainty on the application of tax law and resolve any disagreements on a timely basis.

The Board of Directors of Allkem Limited commits to ensuring the availability of resources (as necessary) for implementing this policy. This policy has been approved by the Board of Directors of Allkem Limited.



Martin Perez de Solay
Managing Director/ Chief Executive Office
Allkem Limited
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