

# 2023 Sustainability Report

Post-Merger Transition Year Report



# About this Report

**Our 2023 Sustainability Report is our first sustainability report as Arcadium Lithium plc ("Arcadium Lithium") following the merger of equals between Allkem Limited ("Allkem") and Livent Corporation ("Livent") in January 2024.**

This transition year report covers operations of both legacy companies during the time frame from January 1, 2023 to December 31, 2023, with additional post-merger information relevant to 2024. The scope of our sustainability reporting and environmental, social and governance (ESG) performance metrics includes key performance data from our lithium extraction/mining sites, production facilities and growth projects owned by Allkem and Livent as separate companies during calendar year 2023. Key ESG reporting metrics and associated data collection methodology underwent independent limited assurance. See [Allkem's 2023 Assurance Statement](#) prepared by Ernst & Young and [Livent's 2023 Assurance Statement](#) prepared by ERM CVS for more information.

Performance data reporting excludes Nemaska Lithium<sup>1</sup>, which we co-own with Investissement Québec, and the Naraha Lithium Hydroxide Plant, which is managed by our joint venture partner Toyota Tsusho Corporation (TTC)<sup>2</sup>. This report also excludes our exclusive lithium hydroxide manufacturing partners in Rugao and Zhejiang (Linhai), China. For more information on the legacy Allkem and Livent facilities included in the scope of our report, please see our [2023 Annual Report on Form 10-K](#).

Our 2023 Sustainability Report is prepared with reference to the Global Reporting Initiative (GRI) Standards and in alignment with the requirements of the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks. We will continue to publish annual sustainability reports referencing the standards of leading reporting frameworks as we prepare for those that are being introduced in the jurisdictions in which our companies are incorporated.

## Disclaimer

**Throughout this report, materiality refers to the list of sustainability topics about which Arcadium Lithium communicates because they are material for our stakeholders in this context. It should not be confused with materiality for financial reporting or regulatory purposes.**

## Forward-looking Statements

This report contains certain statements that relate to future events and expectations, which constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include those containing such words as "may," "might," "will," "will continue to," "will likely result," "should," "expect," "expects," "intends," "plans," "anticipates," "believe," "believes," "estimates," "predicts," "potential," "continue," "could," "forecast," "is confident that," or "projects," the negative of these terms and other comparable terminology. All statements that reflect Arcadium Lithium's expectations, assumptions or projections about the future, other than statements of historical fact, are forward-looking statements. Forward-looking statements by Arcadium Lithium are not guarantees of future performance and are subject to known and unknown risks, uncertainties and changes in circumstances that are difficult to predict.

Although Arcadium Lithium believes that expectations reflected in any forward-looking statement are based on reasonable assumptions, it can give no assurance that

these expectations will be attained, and it is possible that actual results may differ materially from those indicated by these forward-looking statements due to a variety of risks and uncertainties. For a discussion of some of the specific factors that may cause Arcadium Lithium's actual results to differ materially from those projected in any forward-looking statement, see the risk factors described in our most recent Annual Report on Form 10-K for the fiscal year ended December 31, 2023, and other Securities and Exchange Commission reports. Arcadium Lithium disclaims any obligation to update publicly any forward-looking statement, whether in response to new information, future events or otherwise, except as required by applicable law.

This report is informed by and aligned with the disclosure standards established by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). Throughout this report, the terms "material," "materiality" and other similar terms are to be understood as they are used in such standards or refer to topics that reflect Arcadium Lithium's significant sustainability impacts or that substantially influence the assessments and decisions of its diverse set of stakeholders. They should not be confused with materiality under the securities or other laws of the United States or any other jurisdiction, financial reporting or regulatory purposes.

<sup>1</sup> Arcadium Lithium has a 50% ownership stake in Nemaska Lithium.  
<sup>2</sup> Arcadium Lithium has a 75% economic interest in the Toyotsu Lithium Corporation (TLC) joint venture.

# Contents

|  |    |
|--|----|
| About This Report                              | 2  |
| Message From the CEO                           | 4  |
| About Arcadium Lithium                         | 5  |
| Company Overview                               | 6  |
| Value Creation                                 | 9  |
| 2023 Value Creation                            | 10 |
| Our Operations and Capacity Expansion Projects | 12 |
| Our Sustainability Framework                   | 14 |
| Memberships and Affiliations                   | 16 |
| Research, Development and Innovation           | 17 |
| Business Continuity, Growth and Profitability  | 19 |
| Economic Performance and Contribution          | 20 |
| Product Safety and Quality                     | 21 |
| Climate Change Transition Planning             | 23 |
| GHG Emissions and Climate Change Response      | 24 |
| Climate Risk Assessment                        | 26 |

|  |    |
|--|----|
| Natural Capital Maintain Healthy Ecosystems        | 27 |
| Water Use  | 31 |
| Land Use and Biodiversity Management               | 33 |
| Effluents, Air Pollutants and Waste                | 35 |
| Shared Value Listen, Learn and Build Trust         | 38 |
| Community Relations                                | 39 |
| First Nations and Pueblos Originarios Partnerships | 43 |
| Human Capital Look After Our People                | 44 |
| Future Ready Workforce                             | 45 |
| Diversity, Equity and Inclusion                    | 47 |
| Health, Safety and Wellbeing                       | 49 |
| Sustainable Supply Chain                           | 51 |
| Responsible Sourcing                               | 52 |
| Governance   | 55 |
| Corporate Governance                               | 56 |
| ESG Performance Metrics                            | 59 |
| Disclosure References                              | 72 |
| Assurance Statements                               | 78 |

# Message from the CEO

**Thank you for your interest in the 2023 Arcadium Lithium Sustainability Report, our “transition year” report, following the merger of equals between Allkem Limited and Livent Corporation on January 4, 2024.**

Since the closing of the merger and the formation of Arcadium Lithium, we have taken important steps during our integration and strategic planning process to set forth a compelling, unified vision for the new company, one in which lithium enables exciting possibilities for renewable energy, electric transportation and modern life. That vision for a more sustainable world powers our company's purpose to safely and responsibly harness the power of lithium to improve people's lives and accelerate the transition to a clean energy future. Arcadium Lithium brings together the strengths and complementary capabilities of both legacy companies. Together, we are creating a stronger, more resilient organization that is better positioned to meet the world's rapidly expanding needs for lithium and climate-change solutions while continuing to drive our industry forward in sustainable operations and responsible growth.

As you review these pages note that our legacy companies operated as separate, independent companies in 2023, which is the time period covered in this report. We will present the new sustainability strategy and goals for Arcadium Lithium in subsequent disclosures. Our future sustainability reports will also present integrated ESG metrics for the entire company.

I would like to close by thanking our employees, management team and Board colleagues for their hard work, support and contributions over the past many months as we worked to successfully integrate our two great legacy companies.

While there is still more work to be done, we are charting an exciting path forward as Arcadium Lithium and have already begun unlocking many of the expected benefits of the merger, despite the challenging lithium market conditions over the past many months. I also want to extend my gratitude to the many stakeholders around the world who have shared this journey with us, including our customers, partners, investors, community members and governments.

We appreciate your ongoing support and look forward to the promising future that we will build together, one full of boundless possibilities.

Sincerely,



**Paul Graves**  
Chief Executive Officer





# About Arcadium Lithium

## COMPANY OVERVIEW

**An unwavering commitment to safety, reliability, quality, collaboration and a sustainable future**

Arcadium Lithium is a leading global lithium chemicals producer with a diversified product offering, vertically integrated lithium extraction and manufacturing capabilities, global operations and a lithium deposit base that is among the largest in the world.

We have industry-leading capabilities across lithium extraction processes, including hard-rock mining, conventional brine extraction and direct lithium extraction (DLE), and in lithium chemicals manufacturing for high performance applications. Our primary products are used in a wide range of applications and include lithium chloride, lithium carbonate, lithium hydroxide, spodumene concentrate, high purity lithium metal, butyllithium and other lithium specialty chemicals. We have operations around the world, with facilities and projects in Argentina, Australia, Canada, China, Japan, the United Kingdom and the United States.

Formed from the merger of Allkem Limited ("Allkem") and Livent Corporation ("Livent") in January 2024, Arcadium Lithium is listed on the New York Stock Exchange (NYSE: ALTM) with a foreign secondary listing on the Australian Securities Exchange (ASX: LTM).

## OUR PURPOSE

We safely and responsibly harness the power of lithium to improve people's lives and accelerate the transition to a clean energy future.

## OUR VISION

We envision a sustainable world in which lithium enables exciting possibilities for renewable energy, electric transportation and modern life.

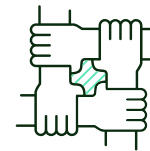
We have industry-leading capabilities across lithium extraction processes, including hard-rock mining, conventional brine extraction and direct lithium extraction (DLE), and in lithium chemicals manufacturing for high performance applications.

## OUR CORE VALUES

We have a non-traditional approach for how we present our values. Instead of using a conventional list, we tried to bind the values together with a distinct and memorable overarching statement:

**for each other. for our stakeholders. for the future.**

This statement provides a framework for the values which define our culture:



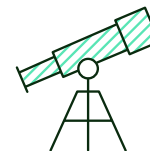
### for each other

Fostering inclusive teams centered on safety, well-being, integrity and respect for colleagues.



### for our stakeholders

Being a reliable, trusted company that operates responsibly, leads with excellence and delivers value.



### for the future

Working together to drive progress, sustainable growth and innovation for the transition to clean energy.

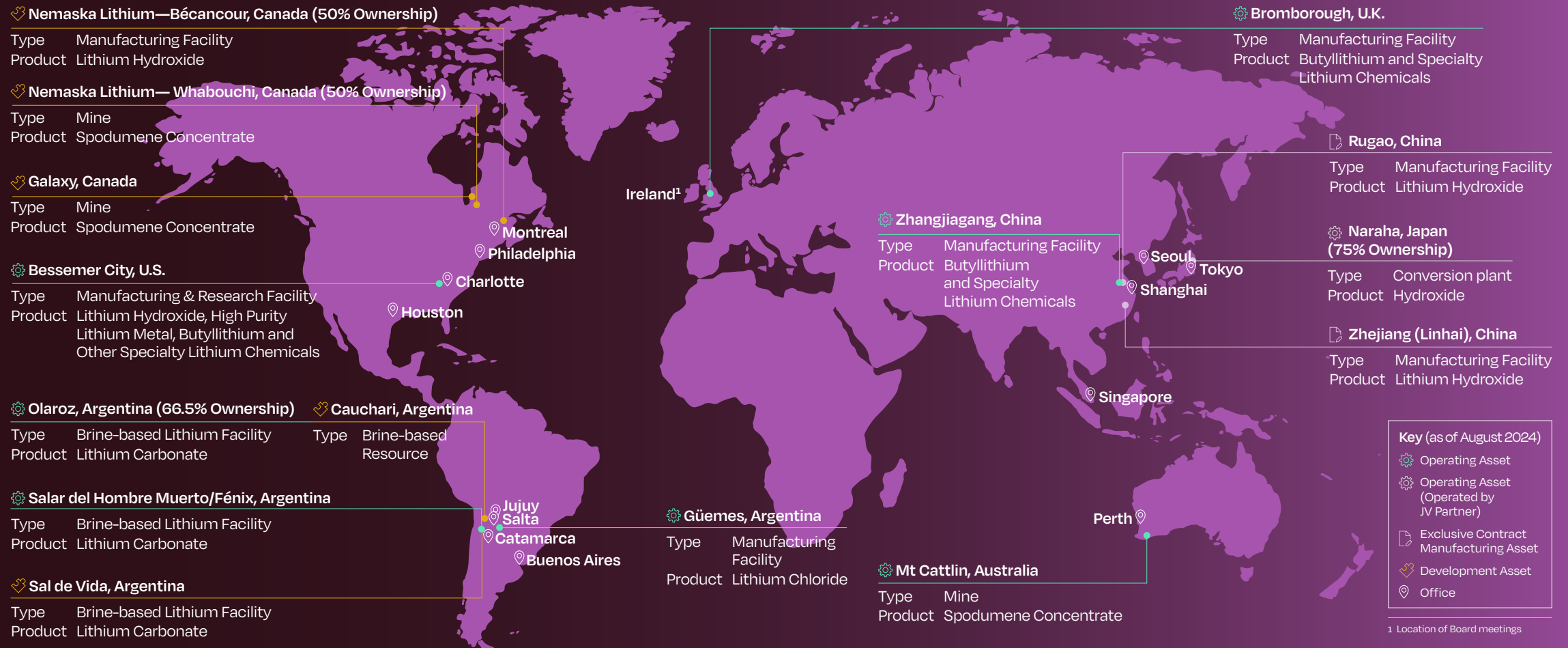


# History of Arcadium Lithium





# Scale Enhanced by Strategically Located Assets



# Awards and Recognition

**Allkem Limited**  
Metals & Mining Industry

**Sustainability  
Yearbook Member**

**S&P Global Corporate Sustainability  
Assessment (CSA) Score 2023**

S&P Global CSA Score 2023: 64/100  
Score date: February 7, 2024  
The S&P Global Corporate Sustainability Assessment (CSA) Score is the S&P Global ESG Score without the inclusion of any modelling approaches.  
Position and scores are industry specific and reflect exclusion screening criteria.  
Learn more at <https://www.spglobal.com/esg/csa/yearbook/methodology/>



**S&P Sustainability Yearbook**

Legacy Allkem was once again included in S&P's Sustainability Yearbook.

Only 759 companies were selected for the 2024 Yearbook out of more than 9,400 companies.



**EcoVadis Medal**

Legacy Livent was awarded the Silver EcoVadis Medal in January 2024, representing the top 15% of companies assessed by EcoVadis for excellence in environmental, labor & human rights, ethics, and sustainable procurement practices.

**Business of the Year 2023**

Livent Bessemer City was awarded Business of the Year 2023 by the Bessemer City Chamber of Commerce for contributions to the community and local economy.



**CDP Participation**

Legacy Allkem received a B- rating for the 2023 Climate Change and Water Security CDP surveys.

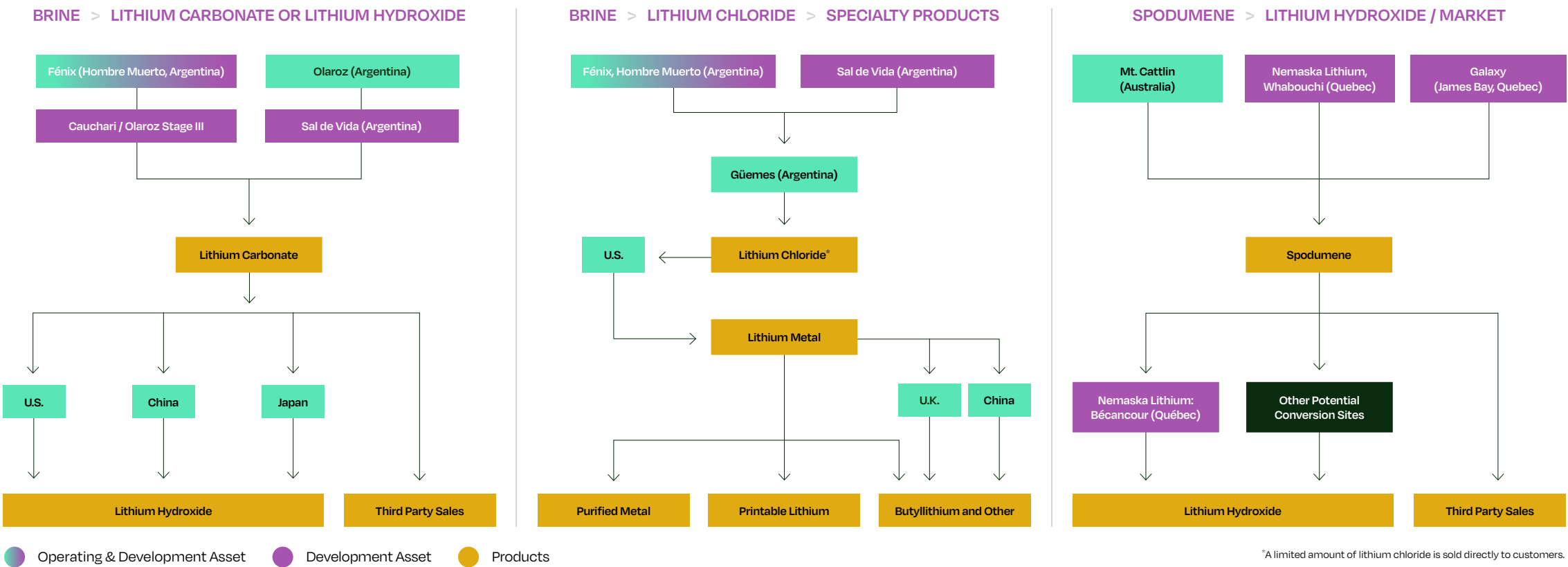




# Value Creation

# Value Creation

Our company has a diverse global portfolio of high-quality lithium assets, growth projects and operating capabilities, along with the scale and expertise to meet the rapidly growing demand for lithium chemical products.





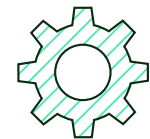
# Company Snapshot



**\$2.0B**  
**CY23 Pro  
Forma Revenue<sup>1</sup>**



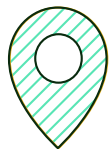
**~2,400**  
**Employees<sup>2</sup>**



**10**  
**Operating Sites**



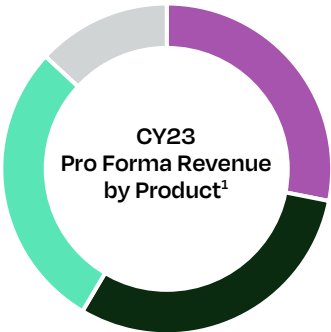
**5**  
**Development  
Assets**



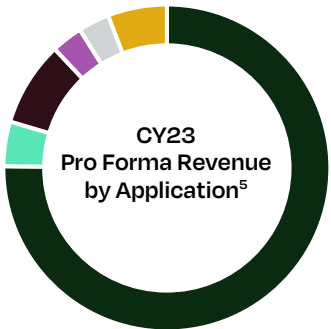
**9**  
**Countries**  
including locations of operating sites,  
development assets and offices



**62-66kt**  
**2024 Expected Volumes<sup>2</sup>**  
Lithium Carbonate Equivalent  
(LCE) Basis



● Lithium Carbonate<sup>3</sup> **28%**  
● Spodumene<sup>4</sup> **30%**  
● Lithium Hydroxide **28%**  
● Butyllithium & Other Lithium Specialties **14%**



● Energy Storage **75%**  
● Greases **4%**  
● Polymers **8%**  
● Synthesis **3%**  
● Other **3%**  
● Industrial **6%**

<sup>1</sup> CY23 Pro Forma Revenue represents combined revenue for legacy Allkem and Livent.  
<sup>2</sup> As of August 2024. Number of employees includes part-time employees and excludes contractors.  
<sup>3</sup> Includes lithium carbonate by-product revenues of \$13.8 million.  
<sup>4</sup> Includes low grade spodumene sales and minimal other products of \$37.7 million.  
<sup>5</sup> Company internal estimates. Energy storage is defined as battery technology and lithium-battery technology.

# Our Operations and Capacity Expansion Projects

## ARGENTINA

### Fénix

- 🏠 **Status** Operational and Expansion
- 🕒 **Ownership** 100%
- 🏭 **Type** Brine—Lithium Carbonate

Our Fénix facility is located at the Salar del Hombre Muerto in the Catamarca province of Argentina and has been producing lithium carbonate from high-quality lithium brine utilizing a proprietary selective adsorption direct lithium extraction (DLE) technology process since 1997. The first phase of a 10,000 metric ton expansion at Fénix was completed in May 2024.

### Güemes

- 🏠 **Status** Operational
- 🕒 **Ownership** 100%
- 🏭 **Type** Lithium Chloride

Our Güemes facility in Salta, Argentina produces the lithium chloride from high-quality lithium brine from the Salar del Hombre Muerto. The lithium chloride from Güemes feeds the production of lithium metal, which is then used as feedstock by our network of butyllithium manufacturing facilities in Bessemer City (U.S.), Bromborough (U.K.) and Zhangjiagang (China).

### Olaroz

- 🏠 **Status** Operational and Expansion
- 🕒 **Ownership** 66.5%
- 🏭 **Type** Brine—Lithium Carbonate

Arcadium Lithium owns a majority stake in the Olaroz Lithium facility located in the Jujuy Province of Argentina. At Olaroz, we first concentrate brine-based lithium using evaporation ponds and then produce technical and battery grade lithium carbonate.

### Cauchari

- 🏠 **Status** Early Studies
- 🕒 **Ownership** 100%
- 🏭 **Type** Brine

The Cauchari brine resource is located near our Olaroz property in the Jujuy Province of Argentina, providing opportunities for co-development of brine-based lithium for conversion into lithium carbonate. With similar chemistry to the nearby Olaroz facility, the project will enable compatible, efficient development and processing between the two sites.

### Sal de Vida

- 🏠 **Status** In Development
- 🕒 **Ownership** 100%
- 🏭 **Type** Brine

Our Sal de Vida project is located within 10 kilometers of our Fénix facility at the Salar del Hombre Muerto in the Catamarca province. The estimated 7.2 million metric tons of high-grade lithium carbonate equivalent (LCE) have low levels of impurities, making it one of the highest quality brines in the world.

## AUSTRALIA

### Mt Cattlin

- 🏠 **Status** Operational
- 🕒 **Ownership** 100%
- 🏭 **Type** Spodumene Mine

We produce high-quality spodumene concentrate at Mt Cattlin that is globally qualified in the lithium supply chain. Mt Cattlin is a mature and stable operation located in a world-class mining jurisdiction.

## ENGLAND

### Bromborough

- 🏠 **Status** Operational
- 🕒 **Ownership** 100%
- 🏭 **Type** Butyllithium Facility




The Bromborough facility services Europe and international butyllithium and organometallic compound needs for the polymer and pharmaceutical markets.








## NORTH AMERICA

### Bessemer City

-  **Status** Operational
-  **Ownership** 100%
-  **Type** Manufacturing and Research Facility




At our longest running and most diverse facility in Bessemer City, North Carolina, we produce lithium hydroxide, high-purity lithium metal, butyllithium, and several other specialty lithium chemicals, including various organic and inorganic products. Our new lithium hydroxide plant, completed at the end of 2022, provides an additional annual production capacity of 5,000 metric tons of lithium hydroxide.

### Galaxy (James Bay)

-  **Status** Development Project
-  **Ownership** 100%
-  **Type** Spodumene Mine




Our Galaxy project is located in the James Bay region of Québec, Canada, which is within 100 kilometers of the Nemaska spodumene operation at Whabouchi. This project is designed to be a sustainable hard rock mining operation through the utilization of renewable energy, drawing on the spodumene mining expertise gained from our Mt Cattlin operation. We expect to produce 40,000 metric tons of LCE of spodumene concentrate once operational.

### Whabouchi Mine (Nemaska Lithium)<sup>1</sup>

-  **Status** Development Project
-  **Ownership** 50%
-  **Type** Spodumene Mine

Through a joint venture, Arcadium Lithium owns a 50% equity interest in Nemaska Lithium, which is located in Québec, Canada. The project comprises two integrated developments including the Whabouchi mine, which we expect to produce 235,000 metric tons of spodumene concentrate per year.




### Bécancour (Nemaska Lithium)<sup>1</sup>

-  **Status** Development Project
-  **Ownership** 50%
-  **Type** Lithium Hydroxide Conversion Facility

At the Bécancour lithium hydroxide conversion plant, spodumene concentrate from the Whabouchi Mine will serve as feedstock for 32,000 metric tons of lithium hydroxide capacity per year.




## CHINA

### Zhangjiagang

-  **Status** Operational
-  **Ownership** 100%
-  **Type** Butyllithium Facility




Our Zhangjiagang location supplies the Asian polymer and pharmaceutical markets for butyllithium.

### Rugao<sup>1</sup>

-  **Status** Operational
-  **Ownership** Exclusive Contract Manufacturing Site
-  **Type** Lithium Hydroxide Conversion Facility

The Rugao facility in the Jiangsu province of China produces lithium hydroxide for the high-performance grease and lithium-ion battery markets through an exclusive contract manufacturing relationship with a sourcing partner in China.




### Zhejiang<sup>1</sup>

-  **Status** Commissioning
-  **Ownership** Exclusive Contract Manufacturing Site
-  **Type** Lithium Hydroxide Conversion Facility

At the end of 2023, we completed an additional 15,000 metric tons of lithium hydroxide capacity with a new, exclusive contract manufacturing sourcing partner at a site in Linhai, which is in the province of Zhejiang, China.

## JAPAN

### Naraha<sup>1</sup>

-  **Status** Operational
-  **Ownership** 75% Economic Interest
-  **Type** Hydroxide Conversion Facility

Through a joint venture with TTC, we completed the Naraha Lithium Hydroxide Plant in 2023, the first of its kind to be built in Japan. The plant is designed to convert primary-grade lithium carbonate feedstock, supplied by our operations in Olaroz, into purified battery-grade lithium hydroxide. This facility is managed by our joint venture partner TTC.



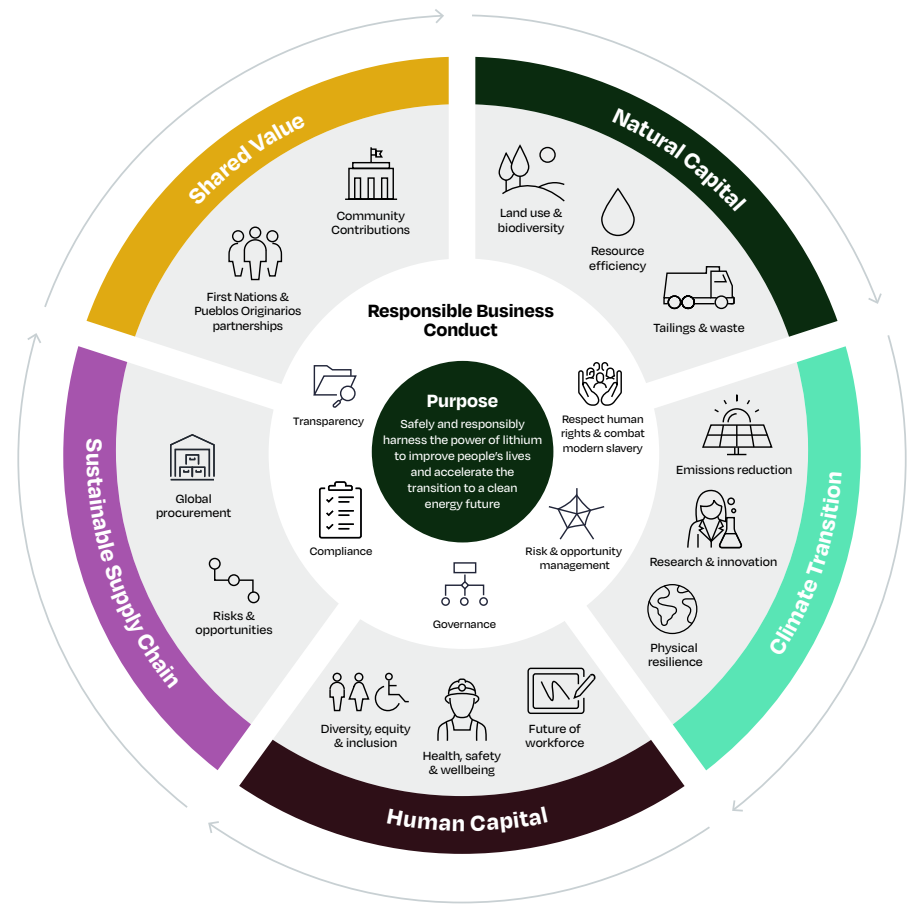
<sup>1</sup> As noted in the Report Scope section of this report, performance data reporting excludes Nemaska Lithium, which we co-own with Investissement Québec and the Naraha Lithium Hydroxide Plant, which is managed by our joint venture partner TTC. Arcadium Lithium has a 50% ownership stake in Nemaska Lithium and a 75% economic interest in the TLC joint venture. This report also excludes our exclusive lithium hydroxide manufacturing partners in Rugao and Zhejiang (Lin Hai), China. For more information on the legacy Allkem and Livent facilities included in the scope of our report, please see our 2023 Annual Report on Form 10-K and other Securities and Exchange reports.

# Our Sustainability Framework

Arcadium Lithium brings together two companies with long-standing, dedicated approaches to sustainability.

As part of our merger integration process, we mapped the core elements of the Alkem and Livent sustainability programs and found a high degree of alignment between them. Based on this work, we developed an initial sustainability framework for Arcadium Lithium that combines the focus areas and general structure of the sustainability programs of both predecessor companies. This initial sustainability framework for Arcadium Lithium is shown opposite.

We intend to evolve this framework as we progress with our integration, continue to establish harmonized metrics, policies and processes, and develop a sustainability strategy for Arcadium Lithium. We will present the new sustainability strategy and goals for Arcadium Lithium in subsequent disclosures.



Arcadium Lithium's sustainability framework is intended to focus our sustainability program on key areas that reflect our company's purpose, vision and core values as well as the priorities of our stakeholders.

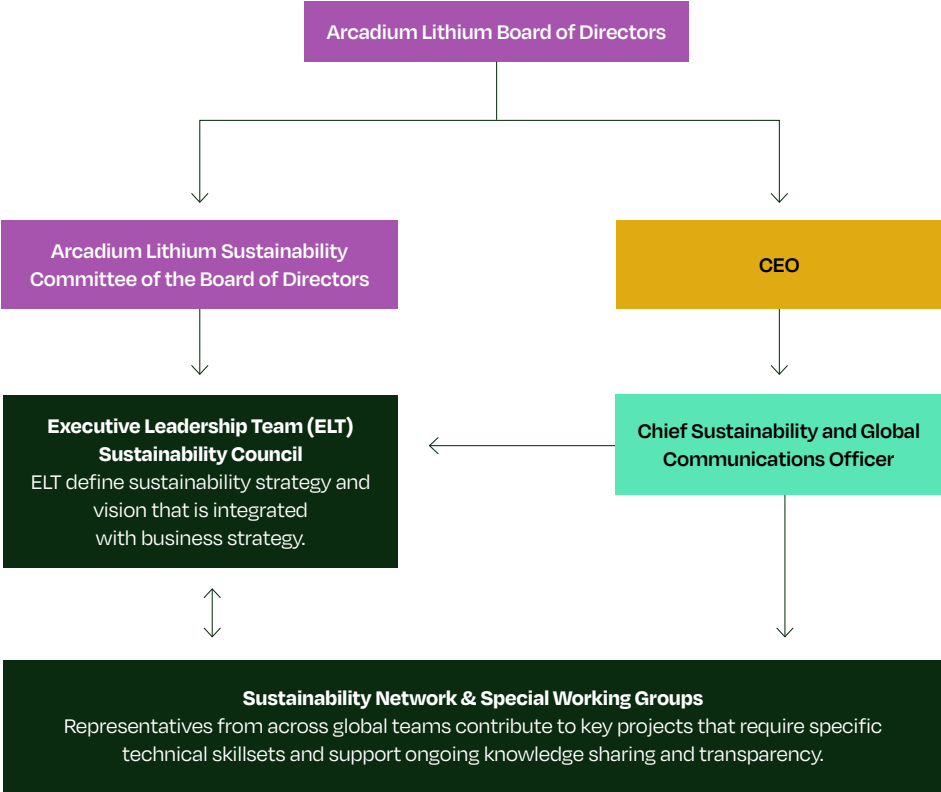
We have a broad network of professionals already working in each of these focus areas across our mine sites, production facilities and growth projects around the world. To further support our on-site professionals, we are establishing an integrated sustainability governance approach as shown below. Through these processes, we aim to share knowledge across the business, make better decisions by considering broad and diverse perspectives, and increase transparency with our external stakeholders.

Arcadium Lithium's Sustainability Committee of the Board of Directors assists the Board in the effective execution of its sustainability responsibilities. We are implementing a "top-down" approach for developing a sustainability strategy that is aligned with our overall business strategy. This process is led by our Executive Leadership Team Sustainability Council, which is chaired by our Chief Sustainability and Global Communications Officer, who reports directly to the CEO.

Our sustainability strategy also incorporates a "bottom-up" approach, which incorporates input from our Sustainability Network and Special Working Groups comprised of subject matter experts across the company. These groups of specialists come together to address specific sustainability topics across our operations and projects and include representatives from all of our functions and regions.

An Arcadium Lithium global sustainability materiality assessment is planned for the coming months. This assessment will involve representatives from across our company and incorporate feedback from key external stakeholders, including customers, investors, regulators and communities across the regions where we operate. The sustainability materiality assessment will serve as a key input for the development of our sustainability strategy.

Arcadium Lithium's sustainability framework is intended to focus our sustainability program on key areas that reflect our company's purpose, vision and core values as well as the priorities of our stakeholders.





# Partnerships, Memberships and Affiliations

Arcadium Lithium's Code of Ethics and Business Conduct prohibits any employees from making political donations on behalf of Arcadium Lithium.



## International Lithium Association ("ILiA")

ILiA are the global trade association for the lithium industry and represents the entire lithium value chain. Legacy Allkem is a core founding member of ILiA and we continue this association as Arcadium Lithium. In July 2022, ILiA became a member of the Global Battery Alliance and was confirmed as an official observer to the ISO Technical Committee for lithium, ISO/TC 333. In 2023, we participated in ILiA's Sustainability Sub-Committee, developing standardized guidance for determining product carbon footprint ("PCF") assessments for lithium products.



## Association Minière du Québec ("QMA") and Argentine Chamber of Mining Entrepreneurs ("CAEM")

Both CAEM and QMA support the Towards Sustainable Mining ("TSM") Initiative developed by the Mining Association of Canada.

## United Nations Global Compact ("UNGC")

Legacy Allkem and legacy Livent have been a participant of the United Nations Global Compact since 2018 and 2019, respectively, and we continue this association as Arcadium Lithium.





# Research, Development and Innovation

We trace our roots back to 1944, when we were founded as Lithium Corporation of America to collaborate with the U.S. government and develop practical applications for lithium.

For decades, we have worked with our customers and communities to pioneer, collaborate and evolve together, with the goal of producing high-performance lithium compounds in a safe and sustainable manner. To accelerate our work towards a more sustainable future, we operate laboratories where we work with industry partners to research next-generation technology for high-performance energy storage:

## CLEAR LAB

The Center for Lithium Energy Advanced Research (CLEAR) Lab is a cutting-edge facility where every link in the lithium-ion battery value chain converges. From cathode and anode producers to battery and original equipment manufacturers, partners collaborate with Arcadium Lithium scientists to conduct advanced materials testing and research. The lab's mission is to innovate safer and higher-performing batteries, powering everything from jets and electric cars to mobile devices and stationary energy solutions, ultimately driving the world toward a greener future.

## ANALYTICAL LABS

Our partners rely on us to provide products of the highest quality that follow stringent specifications. The Analytical Labs at all our operating sites are equipped with state-of-the-art instrumentation for rigorous analysis and process safety testing. Our expertise includes lithium carbonate, lithium hydroxide, and butyllithium, and extends to organometallics for polymer and pharmaceutical applications, as well as high-purity lithium metals used in non-rechargeable batteries and alloys.



LIOVIX®: ENABLER OF NEXT-GENERATION BATTERY TECHNOLOGY

LIOVIX® is a unique printable lithium formulation that can improve the performance of lithium-ion batteries (LIB), lithium-sulfur batteries (LSB), lithium metal batteries (LMB) and solid-state batteries (SSB), reduce manufacturing costs and enable the next generation of battery technology, all while enhancing safety and sustainability. LIOVIX® delivers lithium in a stable, protected form, giving battery manufacturers greater control and precision in how much lithium is used in a wide variety of battery applications, which reduces waste and allows for higher process efficiency. This technology is also opening pathways to shift away from conflict minerals and use more accessible battery materials, such as sulfur, metal fluorides or manganese compounds.

In collaboration with Idaho National Laboratory, Arcadium Lithium studied the unique properties of LIOVIX®-based thin lithium foils. The graphic opposite illustrates noticeable differences between lithium activity of the LIOVIX®-based foil and commercial lithium metal foil when characterized using fluorescence techniques.

The study demonstrated homogeneity of lithium activity, which potentially signifies electrode wettability to improve lithium utilization and increase the life of the battery cell. The study also showed that LIOVIX® foil has lowest variation of the depth of the activity of the fluorophores compared to other foils, which can potentially mitigate common cell failure mechanisms such a dendrite formation and foil dissolution.

LIOVIX® technology is “giga-scalable” and uses common industrial equipment to produce thin lithium electrodes, which allows the width and the thickness of the foil to be easily controlled to meet applications’ requirements. LIOVIX® formulation can be printed on a variety of substrates, such as various active anode materials including silicon, solid-state electrolytes substrates, cathode materials such as sulfur and composite sulfur materials, and polymer films. LIOVIX® technology provides lithium for a wide variety of uses and may be widely used in pre-lithiation of the LIB electrodes while being agnostic to existing cathode technology.

LIOVIX® Technology is Cathode Agnostic and is Effective for a Wide Range of Silicon Containing Anodes

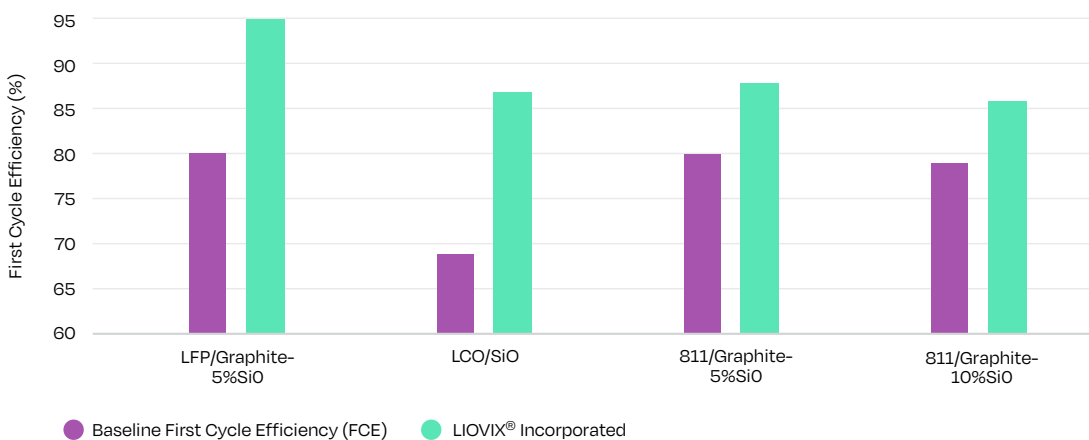
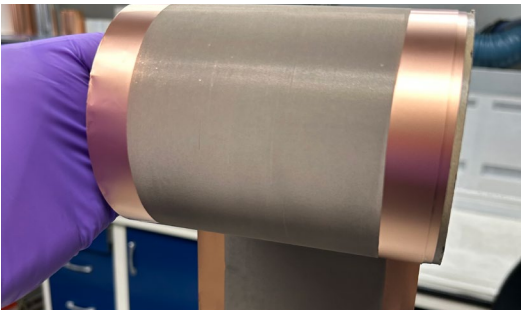


Figure 1 and 2 below show a difference in uniform surface activity for the LIOVIX®-based thin lithium foil vs. commercial foil using laser scanning microscopy.



Lithium foil roll before calendring



Calendered lithium metal foil sheet

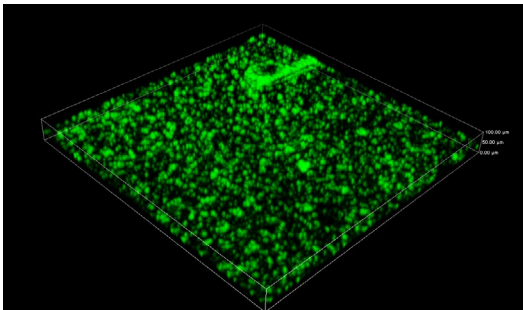


Figure 1: Arcadium Lithium LIOVIX-based

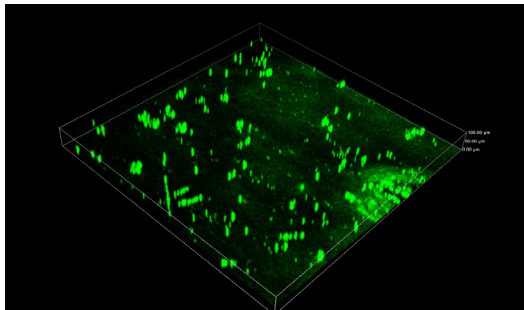


Figure 2: Commercial



# Business Continuity, Growth and Profitability

**Our long-standing expertise in producing high-performance lithium compounds positions us to meet the growing needs of our rapidly changing landscape, where we strive to anticipate, respond to and learn from challenges that arise within our industry.**

Our focus on business continuity allows us to properly manage other topics of significance to Arcadium Lithium's business, such as health and safety, community engagement and climate change.

Identifying, evaluating and mitigating risks within our business is critical to the continued operations of Arcadium Lithium, as well as to our growth and profitability. Our Enterprise Risk Management system, which is overseen by the Board of Directors, works in tandem with our internal audit function and critical incident response system to support organizational resilience. For more information on our critical incident response system, please see the [Health, Safety and Wellbeing](#) section of this report.

As a result of the merger, we expect to leverage complementary Allkem and Livent skillsets to streamline Arcadium Lithium's production processes and optimize the design of future projects. We aim to be the premier global and vertically integrated lithium chemicals producer through our established presence in the key lithium regions of Western Australia, South America and Canada.

To fully capitalize on our growth opportunities, we invest in our people and in our technology capabilities to address our customers' needs, as well as our broader commitments to other key stakeholders, including investors, employees, regulators and local communities.

Strategic developments and new projects support our vision and drive growth within the business. We continue to seek out opportunities that bring our products, such as lithium hydroxide and lithium carbonate, to more applications and customers. Through such compounds, we support the production of battery technology products, polymers, pharmaceuticals and lightweight materials for aerospace and other applications, all of which contribute to our differentiated position in the market.

Most recently in late 2023, we doubled our production capacity in China through the addition of 15,000 metric tons of lithium hydroxide capacity at a new site in the province of Zhejiang. We also continue to lend our expertise to Nemaska Lithium, a fully integrated development project in Québec, Canada, in which we maintain a 50% ownership interest. The business is in the early stages of constructing a new lithium hydroxide facility in Bécancour, Canada, leveraging Arcadium Lithium's experience in qualifying and selling battery-grade lithium products globally to advance the project and support the development of an appropriate technical and commercial strategy. Arcadium Lithium serves as the project's exclusive sales and marketing agent.

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Our focus on business continuity allows us to properly manage other topics of significance to Arcadium Lithium's business, such as health and safety, community engagement and climate change.



**Image** U.S. Secretary of the Treasury Janet Yellen and North Carolina Governor Roy Cooper learn about the lithium hydroxide manufacturing process during their visit to Bessemer City in November 2023

# Economic Performance and Contribution

Our 2023 Annual Report on Form 10-K shares details about our financial performance, including revenues for the year ended December 31, 2023. These were \$1,119.2 million and \$882.5 million, respectively, totalling ~\$2.0 billion in pro forma revenue for Arcadium Lithium.

We share this value generation in the regions where we operate through payments to our local employees and suppliers as well as through tax, royalty and other fee payments to governments.

We maintain open, professional and collaborative relationships with relevant revenue authorities. We support Argentina's participation in the Extractive Industry Transparency Initiative (EITI) through our membership of the Argentine Chamber of Mining Companies (CAEM) and participate in the annual EITI external validation process.

Allkem has also reported annual government payments under the Canadian Government Extractive Sector Transparency Measures Act (ESTMA) with this information available in our annual [ESTMA reporting](#).

Economic contributions in the regions where Arcadium Lithium extracts resources are shown here.

## 2023 Contributions<sup>1</sup> Include:

### ARGENTINA

\$230.4m

Government Payments<sup>2</sup>

\$792.2m

Capital and Supplier Payments<sup>3</sup>

### AUSTRALIA

\$156.2m

Government Payments<sup>2</sup>

\$148.6m

Supplier Payments<sup>3</sup>

<sup>1</sup> Amounts are reported in million USD.

<sup>2</sup> Including Federal, Provincial/State Government payments and fees, Royalties, Catamarca Province CSR Expenditures and Trust Payments and Jujuy Community Easement Agreements.

<sup>3</sup> Accruals-based.

# Product Safety and Quality

**Product stewardship extends our safety commitment across the full life cycle of our products, to our customers and to the communities in which we operate.**

Our Regulatory Affairs Team provides proactive global support to our customers and stakeholders by monitoring regulations in every jurisdiction where we manufacture and distribute products, ensuring that we are compliant around the world. The program is led by the Global Regulatory Manager who provides regular updates to members of the Executive Leadership Team.

To promote safe practices, we provide [Safe Handling Guides](#) at all steps of our processes, from extraction to end-user. In addition, we provide Safety Data Sheets and product safety labels through a semi-automated technology solution. In 2023, we created a real-time visualization dashboard that allows internal stakeholders to view key product-related metrics, including transportation safety, global Environmental, Health and Safety (EHS) updates, trainings and quality assurance updates.

As Arcadium Lithium, we continue to enhance our product stewardship procedures, and we remain committed to integrating sustainable practices throughout the life cycle of our products. We go beyond compliance and embed a culture of quality through our Global Quality Network. All our plants are either certified by or aligned with the quality and safety standards of the International Organization for Standardization (ISO). Our manufacturing sites maintained International Automotive Task Force (IATF) 16949 certification in 2023 and we have a continuous improvement plan in place as part of the certification that will be assessed annually to enhance further quality management.

In November 2023, Livent manufacturing sites around the world celebrated Quality Day to demonstrate their commitment to cultivating a strong quality culture. The event provided an opportunity for employees to come together and discuss the importance of integrating quality into all aspects of the organization. The theme of the day, Our Quality is the Safety of Our Customers, was integrated into collaborative activities including talks with site management and reviewing quality performance from the past year.





PRODUCT LIFE CYCLE IMPACT

We pursue life cycle assessments (LCAs) to gain a comprehensive understanding of our products’ environmental impact. Guided by the ISO 14040/14044 standard and a third-party consultant, we used the “cradle to gate” approach to complete or update LCAs for all our key products, assessing the environmental footprint from extraction to manufacturing and shipment. With oversight from our Chief Sustainability and Global Communications Officer, our Operations and Technical Center team will manage the LCA update cadence for our key products. With increased vertical integration resulting from the merger, we have an opportunity to further improve our products’ LCA results and reduce their environmental footprints through synergies in our stewardship of sustainable operational practices.

In 2023, Allkem’s Olaroz Lithium facility completed its first “cradle to grave” LCA for lithium carbonate produced at the facility, which incorporated an analysis of the environmental impact beyond shipment from our manufacturing gate, examining the disposal of the final battery product used in electric vehicles (EV). The LCA results provided valuable insights into the lithium carbonate production environmental footprint and emphasized the importance of sustainable sourcing.

Additionally, in partnership with Argonne National Laboratory, we completed a Life Cycle Assessment of Livent’s lithium metal formulation, LIOVIX®. This LCA determined LIOVIX® treated batteries use less material than conventional Lithium-Ion batteries and, therefore, have a smaller environmental footprint.

The table opposite provides the Global Warming Potential of our lithium carbonate and lithium hydroxide products.

The Fénix facility utilizes a direct lithium extraction (DLE) process and produces battery-grade lithium carbonate. The Olaroz facility utilizes traditional pond-based evaporation and produces technical and battery-grade lithium carbonate.

More information on the Fénix and Olaroz manufacturing processes is illustrated on [pages 28-29](#).

With increased vertical integration resulting from the merger, we have an opportunity to further improve our products’ LCA results and reduce their environmental footprints through synergies in our stewardship of sustainable, operational practices.

Global Warming Potential (Scope 1, 2 and 3)<sup>1</sup>

Lithium Carbonate

|                             |   |
|-----------------------------|---|
| Primary Manufacturing Route | Argentina (Fénix)                                     |
| Global Warming Potential    | 7.6<br>kg CO <sub>2</sub> e / kg product <sup>2</sup> |

Lithium Hydroxide

|                             |  |
|-----------------------------|--|
| Primary Manufacturing Route | Argentina to Bessemer City                             |
| Global Warming Potential    | 10.4<br>kg CO <sub>2</sub> e / kg product <sup>3</sup> |

Lithium Carbonate

|                             |   |
|-----------------------------|---|
| Primary Manufacturing Route | Argentina (Olaroz)                                    |
| Global Warming Potential    | 9.8<br>kg CO <sub>2</sub> e / kg product <sup>4</sup> |

Lithium Hydroxide

|                             |  |
|-----------------------------|--|
| Primary Manufacturing Route | Argentina to Rugao, China                              |
| Global Warming Potential    | 13.3<br>kg CO <sub>2</sub> e / kg product <sup>5</sup> |

1 As Allkem and Livent operated as independent companies until January 4, 2024, the LCAs were completed by different parties which may have utilized a separate set of assumptions.  
2 GWP based on Life Cycle Assessment (LCA) study completed by Minviro using an average of 2019, 2020, 2021 reported data. The GWP does not include carbon offsets, I-RECs, or other reduction instruments. The 3rd party review of the LCA was completed in May 2023.  
3 GWP based on LCA study completed by Minviro using an average of 2018, 2019, 2020 reported data. The GWP does not include carbon offsets, I-RECs, or other reduction instruments. The 3rd party review of the LCA was completed in May 2022.  
4 GWP based on LCA study completed by Kolibri using data from fiscal year 2020-2021. Represents an average of technical-grade and battery-grade products.  
5 GWP based on LCA study completed by Minviro using 2019 data based on lithium from Livent’s brine resource in Argentina. The GWP does not include I-RECs or any other reduction instruments. The 3rd party review of the LCA was completed in May 2022.





# Climate Change

Transition Planning



# GHG Emissions and Climate Change Response

Arcadium Lithium supports the recommendations of the TCFD, which have been incorporated in the IFRS S2 Climate Related Disclosures Standard and also form the basis of the SEC Climate Disclosure Rules. These are addressed in our annual disclosures.

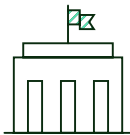
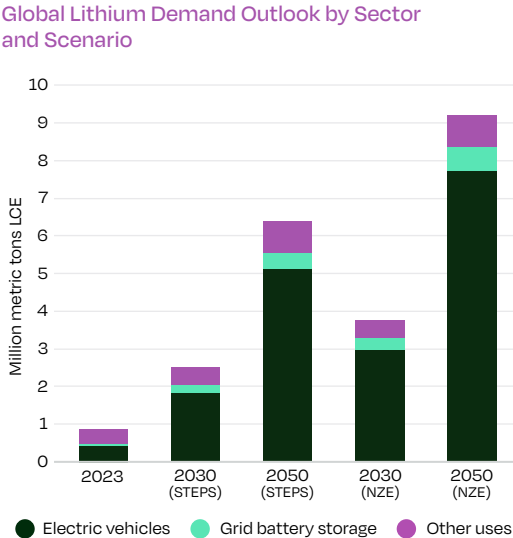
The global lithium-ion battery materials market is projected to experience robust growth over the long term, driven by the electrification of mobility and the broader transition toward cleaner energy sources.

Projections for global lithium demand<sup>1</sup> under the International Energy Agency (IEA) Stated Policies (STEPS) and Net Zero Emissions by 2050 (NZE) Scenarios are shown here. The % of total demand from EV and grid battery storage sectors—currently around 60%—is projected to rise to around 90% under both the scenarios.

Arcadium Lithium’s vertically integrated production base and strong lithium development pipeline means we are strategically aligned with supplying the increasing demand for lithium to support the clean energy transition.

We believe the demand for our lithium compounds will continue to grow as the electrification of transportation accelerates.

We also supply butyllithium, which is used in the production of polymers and pharmaceutical products, as well as a range of specialty lithium compounds. This includes high purity lithium metal, which is used in non-rechargeable batteries and in the production of lightweight materials for aerospace applications. It is in these applications that we have established a differentiated position in the market through our ability to consistently produce and deliver performance lithium compounds.



## Governance

What are the governance processes, controls and procedures Arcadium Lithium uses to monitor, manage and oversee climate related risks and opportunities?

See page 15. Also, [Arcadium Lithium Board Sustainability Committee Charter](#).



## Strategy

How does Arcadium Lithium’s business strategy respond to climate related risks and opportunities?

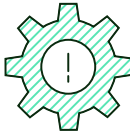
See pages 24 and 25. Also, [Arcadium Lithium 2023 10-K, page 14](#).



## Metrics and Targets

The metrics and targets being developed to understand Arcadium Lithium’s performance in relation to addressing climate related risks and opportunities.

Targets in place during 2023; for performance metrics see [pages 36-37, 59-71](#).



## Risk Management

Working together to drive progress, sustainable growth and innovation for the transition to clean energy.

See page 26. Also [Arcadium Lithium 2023 10-K, pages 35, 37, 42 and 99](#).

<sup>1</sup> IEA 2024; Critical Mineral Dataset, <https://www.iea.org/data-and-statistics/data-product/critical-minerals-dataset>, License: CC BY 4.0.



OUR PRODUCTS & ENABLING THE ENERGY TRANSITION

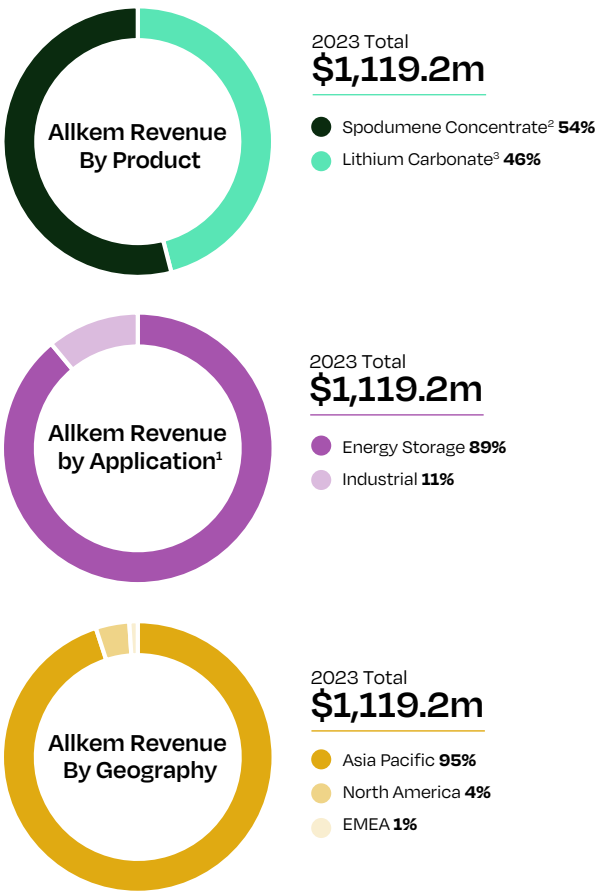
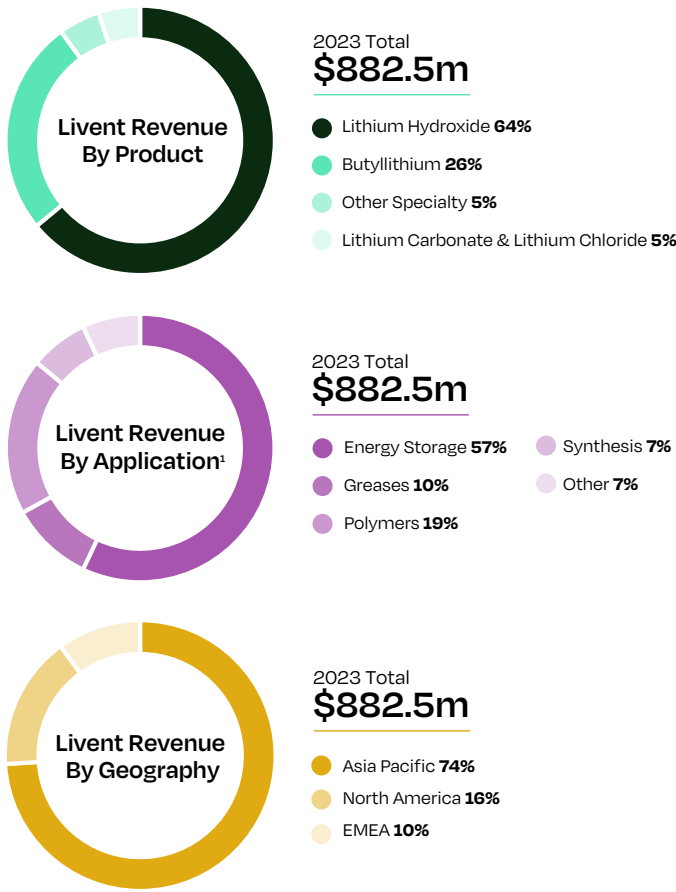
Today's EVs generate significantly less GHG emissions on a total life cycle basis, which accounts for the emissions from vehicle manufacturing (including mineral extraction and material production) and vehicle end-of-life, in addition to well-to-wheel emissions.

Modern EV battery sizes can range from ~20-120 kWh of total energy. The International Lithium Association states that a typical EV requires about 7kg of lithium, which converts to approximately 37kg of lithium carbonate or 42kg of lithium hydroxide monohydrate per EV<sup>4</sup>. Higher performance EVs that incorporate batteries that use the lithium hydroxide can include larger battery packs (>70 kWh). These batteries use around 12kg of lithium which converts to approximately 64kg of Lithium Carbonate Equivalent (LCE) or 72kg of lithium hydroxide monohydrate per EV.

Analysis by the International Energy Agency (IEA) indicates that EVs avoid 50% of the total life cycle GHG emissions generated by their ICE counterparts on a global average. This translates to approximately 20 metric tons of carbon dioxide equivalent (CO<sub>2</sub>e) avoided per EV. Using this figure, we estimate our lithium production in FY23 potentially enabled over 14 million metric tons of CO<sub>2</sub>e reduction on a total lifecycle basis.

This impact is expected to grow as EVs are increasingly powered by electricity grids which rely on a greater mix of renewable energy. With future uptake in recycling of EV batteries that have reached their end of life, our lithium products have the potential to continue contributing even further to global emissions reduction beyond their first use.

The graphs below illustrate our focus on lithium products for the growing EV and broader energy storage markets, which play a key role in advancing the energy transition:



1 Company internal estimates.  
2 Spodumene Concentrate revenue includes low grade spodumene sales and minimal other products of \$37.7 million.  
3 Lithium Carbonate includes lithium carbonate by-product revenues of \$13.8 million.  
4 Using conversion factors in Annex C of the [International Lithium Association Guidance on Determining the Product Carbon Footprint of Lithium Products](#).

# Climate Risk Assessment

**We are assessing the impact that climate-related risks may have on our operations. Utilizing the expertise of our consulting partners, we are considering both the acute and chronic physical climate risks posed to our sites by climate change under different emissions scenarios.**

We are evaluating multiple risk factors under three of the Shared Socioeconomic Pathways and how they may cause physical damage or a loss of productivity to our operations at five-year increments until the year 2100 under each scenario. The scenarios we use in our assessments are the SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios, representing pathways where the world achieves the goals of the Paris Agreement, a middle of the road path in which sustainable development goals are worked towards slowly but consistently, and a pathway where development is driven by fossil fuels and emissions are high, respectively.

The risk factors being considered in our assessments include chronic risks such as heat stress, water stress, and increased number of days below freezing. It also may include acute risks that arise from extreme weather events, such as droughts, heavy precipitation, heat and cold waves, wildfires and floods. The potential physical impact of each risk factor will then be evaluated in the assessment, as well as the potential impact to productivity. An extensive assessment of risk factors under different scenarios is intended to help us make better informed plans to manage these risks and mitigate their impacts to our business.







# Natural Capital

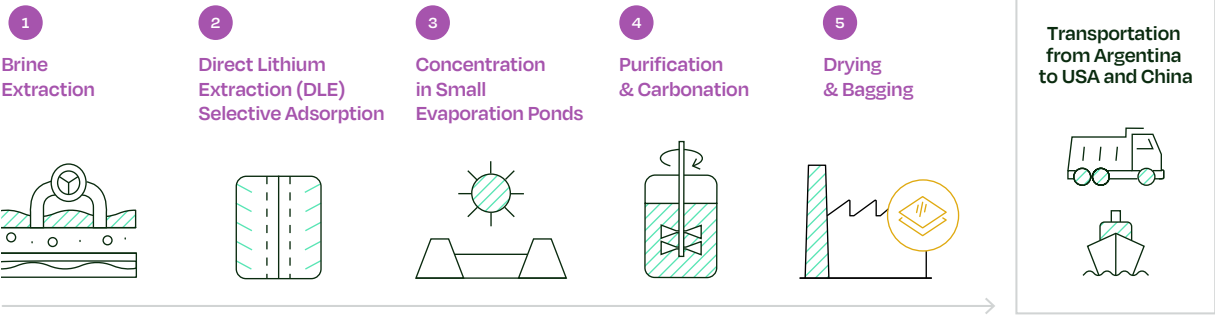
## Maintain Healthy Ecosystems

Natural Capital refers to the natural resources that we depend on as inputs for our business activities. Our long-term success is linked to understanding and managing any potential impacts and using these resources responsibly.



ENVIRONMENTAL INPUTS AND OUTPUTS FOR BRINE-BASED DLE TO LITHIUM HYDROXIDE PROCESS

LITHIUM CARBONATE PRODUCTION—LIVENT, SdHM, ARGENTINA



INPUTS

Brine and Raw Water<sup>1</sup>

**BRINE** containing lithium is pumped from below the salar.

**RAW WATER** is sourced from groundwater and surface water. This is treated using reverse osmosis then used in the DLE process and at the camp.

Energy

**NATURAL GAS** is used for heat for the required temperatures and electricity generation.

**DIESEL** is used to supplement electricity generation and for onsite vehicles and machinery.

Reagents

**SODA ASH** ( $\text{Na}_2\text{CO}_3$ ) is used to react with lithium chloride ( $\text{LiCl}$ ) brine in the Carbonation Reactor to produce lithium carbonate ( $\text{Li}_2\text{CO}_3$ ).

OUTPUTS

Lithium Carbonate

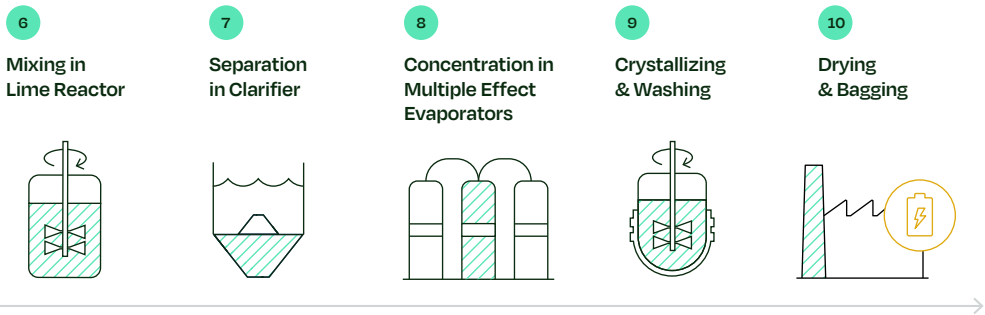
**GHG** emissions from fuel combustion.

**WATER** evaporates from small concentration ponds and from the surface of the salar.



**SPENT BRINE** (brine minus the lithium salts, plus used water) is returned to the Salar.

LITHIUM HYDROXIDE PRODUCTION—USA & CHINA



INPUTS (Lithium Carbonate)

Water

**MUNICIPAL WATER** is used in the plants.

Energy

**FUELS** are used for heat energy.

**ELECTRICITY** is sourced from the grid at each location.

Reagents

**LIME** ( $\text{CaO}$ ) is used with water to react with lithium carbonate and produce lithium hydroxide.

OUTPUTS

Lithium Hydroxide (Product)

**GHG** emissions from fuel combustion (scope 1) and electricity use (scope 2).

**WASTE**—Small levels of accumulated waste are disposed of by 3rd parties.

**CALCIUM CARBONATE** ( $\text{CaCO}_3$ ) byproduct sold to a 3rd party for producing cement, reducing demand for additional raw materials.



**USED WATER** is recycled within the plants.

1 Water as it exists naturally in the environment, without any treatment or filtration.

ENVIRONMENTAL INPUTS AND OUTPUTS FOR BRINE-BASED EVAPORATION POND TO LITHIUM CARBONATE PROCESS

LITHIUM CARBONATE PRODUCTION—OLAROZ, ARGENTINA



INPUTS

Brine and Raw Water

**BRINE** containing lithium is pumped from below the salar to large scale evaporation ponds. Brine has a salt concentration of ~330g/L (sea water has ~36g/L) and is not considered a water resource.

**RAW WATER** is sourced from groundwater wells. This is treated using reverse osmosis then used in the production process and at the camp.

Energy

**NATURAL GAS** is used for heat energy and to produce electricity for the operations and camp.

**DIESEL** is used for onsite vehicles and machinery.

**DIRECT SOLAR ENERGY & WIND** is used to concentrate brine in ponds.

Reagents

**REAGENTS** are incorporated in the process to remove impurities, crystallize and purify the lithium carbonate product.

**LIME** (CaO) is mixed with water and brine to remove magnesium from brine.

**SODA ASH** (Na<sub>2</sub>CO<sub>3</sub>) is used to react with lithium chloride (LiCl) brine to produce lithium carbonate (Li<sub>2</sub>CO<sub>3</sub>).

OUTPUTS

Lithium Carbonate (Product)

**GHG** emissions from natural gas and diesel combustion, and emissions from use of reagents.

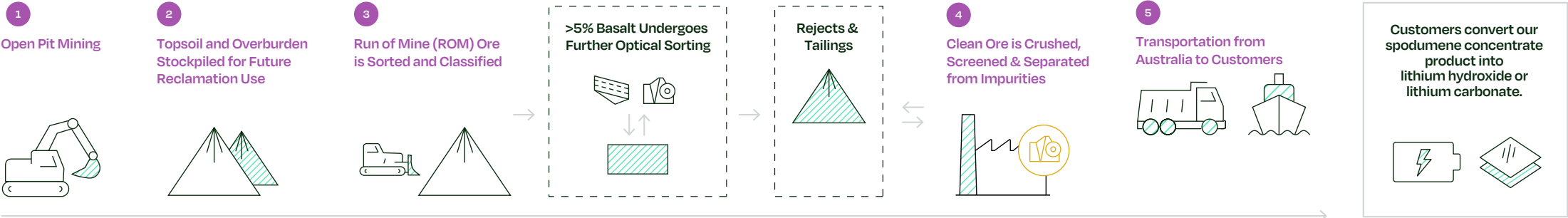
**HARVESTED SALTS** mostly sodium chloride (NaCl) and magnesium hydroxide (Mg(OH)<sub>2</sub>) are removed from the ponds and stockpiled for potential future use.



**WATER** and **SPENT BRINE** is returned to the evaporation ponds after processing. There are no operational water discharges to the environment (other than through evaporation).

ENVIRONMENTAL INPUTS AND OUTPUTS FOR HARD ROCK LITHIUM OPERATION PRODUCING SPODUMENE CONCENTRATE

SPODUMENE CONCENTRATE PRODUCTION—MT CATTLIN, AUSTRALIA



INPUTS

Raw Water

**RAW WATER** is sourced from pit dewatering, decant return line from in pit tailings storage facility (TSF), groundwater wells and rainwater. This is then treated for use on site.

Energy

**DIESEL** is used for onsite vehicles and machinery and for electricity generation.

Reagents

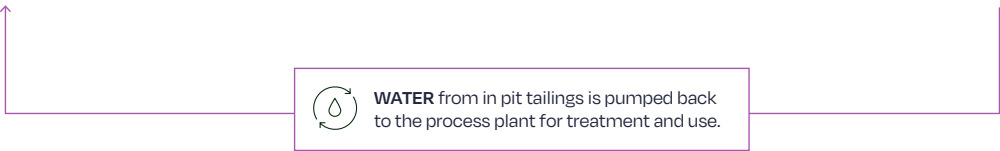
**REAGENTS** and other chemicals used in mining and ore processing.

OUTPUTS

Spodumene Concentrate (Product)

**GHG** emissions primarily from diesel combustion.

**TAILINGS**—Process tailings are stored on site in-pit TSF.





# Water Use

## STRATEGIC FOCUS

At Arcadium Lithium, we understand that water is a shared resource necessary to sustain life in communities and ecosystems in the areas where we operate. Given increasing demands on the world's natural resources and increased climatic variability and uncertainty due to climate change, maintaining water availability is as crucial as ever. We are careful to adhere to all local and federal water regulations where we operate, including obtaining the necessary permits. We continue to monitor our water usage within our operations and consider water-related impacts when engaging with local communities and governments. Due to the nature of our operations, water use at extraction sites has the most significant impact on our water footprint and is the focus of our water-related reporting.

## GOVERNANCE

Managing our water usage begins with proper governance. Each of our extraction and operating sites has a comprehensive water monitoring program that tracks the use and quality of water and brine. This information is reported to our Heads of Operations and to our Corporate Sustainability group, who are all responsible for disclosing water use metrics to our Chief Sustainability and Global Communications Officer. The Board's Sustainability Committee ultimately oversees water risk management and strategy implementation.

## 2023 PERFORMANCE

### Argentina

Responsible water management is important at all our facilities around the world, but it is particularly important at our Fénix operations at the Salar del Hombre Muerto (SdHM) in the Catamarca province of Argentina, where we use our proprietary direct lithium extraction (DLE) process.

The vast majority, over 90%, of legacy Livent's water use is from the operations at our Fénix facilities, which are positioned at the terminus of a large watershed in a vast, remote area of the Andes Mountains. The SdHM receives perennial water from higher elevations, which flows toward the salar and evaporates from shallow depths beneath the ground surface, leaving behind the brine we extract. Even though SdHM is in an area with low levels of surface water, it does not have a water scarcity issue and is not deemed to be a "high risk" water area, according to the World Resources Institute Water Risk Atlas and studies conducted by third parties. Our processes capture less than 4% of water inflow before it would otherwise evaporate. This captured water is nearly all raw ground water, which is water as it exists naturally in the environment, without any treatment or filtration. This raw ground water is pumped from wells far downstream of any communities, near the transition zone where the water would have naturally mixed with the brine at the Salar or been lost to evapotranspiration. Additionally, nearly the entire mix of brine and the non-potable groundwater we use in our processes is safely returned to the salar surface, minus the lithium and without any contaminants or solvents.

Our DLE process was designed specifically to suit our basin at the SdHM and allows us to extract lithium from brine by using raw groundwater from the salar as a stripping agent. This raw groundwater is treated before it is used in our processes. Although our DLE process utilizes a greater amount of water and energy compared to conventional pond processes, it is significantly more efficient, removing more than 90% of the lithium from the brine extracted from the salar, unlike conventional processes which typically remove less than 50% of the lithium from the brine pumped into the ponds. Additionally, our DLE process uses less brine and a fraction of the land, and it produces less salt waste by-products than conventional pond processes without introducing any harmful chemicals or solvents into the environment.

Further information on these operations is available in the [2023 Resource and Reserve Report \(Salar del Hombre Muerto\)](#).

To utilize water resources in a sustainable manner, we monitor and record parameters such as water flows, groundwater levels and water quality, and we adapt to changing environmental conditions when necessary.

Our hydrogeological models are used to optimize the location and rate of water withdrawals to reduce impacts to water resources, meet project demands and ensure the aquifers and brine resource are not over-used. Monitoring data collected during 25+ years of operations together with these models, provide the decision framework to diversify our sources of water, including adjusting withdrawals downward at the Trapiche Aquifer once withdrawals from the Los Patos River Aquifer commence.

All the water we use at the salar is captured upstream, far from any local communities. Due to the harsh, high-altitude environment location of the SdHM, there are fewer than 20 people living within a 60-kilometer radius of the Fénix operations, with the nearest town nearly a two-hour drive away.

At our Sal de Vida development project, also located at the SdHM, we conduct joint water monitoring with local community representatives and periodic sampling for water testing is also done at our Fénix operations. In addition, we provide all our water data to government regulators, auditors and third-party hydrogeology experts.

Our Olaroz brine-based operations in the Jujuy province of Argentina extract brine from wells in the Salar de Olaroz and pump it to large scale evaporation ponds. We utilize raw groundwater to process the brine, which is then returned to the evaporation ponds.

Further information on these operations is available in the [Allkem FY23 Sustainability Report](#).

## CASE STUDY

### Third-Party Monitoring at SdHM

Since water is so critical to our direct lithium extraction (DLE) process, we carefully monitor our water usage at the SdHM and have done so for the past 25+ years. Throughout our operations, we are careful to draw brine and water at rates that maintain the natural equilibrium of the salar and leverage third-party monitoring of both the water aquifer and the brine at salar to manage resources and measure our progress. These studies support our understanding that there is a significant and constant inflow of water at the SdHM from higher elevations and that there are vast reservoirs of stored underground water in the expansive watershed. The ample supply of water is more than sufficient to support the ecosystem, human consumption, current lithium operations and announced expansions by most of the key operators at the SdHM. These studies have also demonstrated that reduction in water flows or stored water over the last 30 years can be largely attributed to changing climate conditions, particularly a multi-decade reduction in rainfall in the region and are not a result of lithium extraction activities.

## CASE STUDY

### Applying our Investment in ILiAD Technologies to Water Use

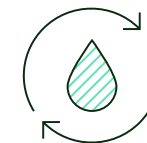
At the end of 2023, Livent acquired a minority stake in the parent company of ILiAD Technologies. The ILiAD (Integrated Lithium Adsorption Desorption) technology platform is a next generation DLE platform which offers various efficiency, flexibility and sustainability benefits. The extraction technology can be used to recover high-purity lithium chloride from lithium-laden brine resources around the world, including brine from salars, produced water, geothermal brine operations and other lithium resources. In particular, ILiAD Technologies can offer water usage savings of up to nine times greater than the water usage required for conventional pond evaporation.<sup>1</sup>

While lithium brine traditionally requires heating up to temperatures of 75 degrees Celsius, ILiAD technology works with temperatures as low as 35 degrees Celsius, greatly reducing the amount of energy required for heating. The platform, which complements Arcadium Lithium's proprietary process technologies, has also the potential to significantly reduce our water usage by recycling water, while simultaneously reducing energy consumption and our carbon footprint. Through our investment, we aim to help ILiAD Technologies to commercialize and develop its DLE platform. Beginning with this investment, Arcadium Lithium will license ILiAD technology for anticipated deployment at our operations in Argentina, with a focus on supplementing or upgrading our existing DLE processes.

<sup>1</sup> Source: ILiAD Technologies | Lithium.

## Australia

At our hard rock lithium operations at Mt Cattlin in Western Australia, approximately 90% of water used for processing is sourced from in-pit dewatering and recycled water decanted from the tailings storage facility (TSF). Additional water needs are met by water sourced from licensed groundwater bores adjacent to the site and rainwater collected on site. A reverse osmosis plant is utilized to treat water to the standards required for our process or for human consumption. Our teams at Mt Cattlin are focused on site water balance through the reuse of processing water. In addition, our increased water recovery efficiency has stabilized water quality in the area and ensured consistency with background levels since the commencement of mining and abstraction. Throughout 2023, new environmental monitoring software was implemented and tested at Mt Cattlin, resulting in improved oversight of the water balance on site.



~90%

of water used for processing is sourced from in-pit dewatering and recycled water.



# Land Use and Biodiversity Management

## STRATEGIC FOCUS

Our business can only be sustainable if we operate within a thriving society that benefits from a healthy environment. Through adherence to [Principles 7 and 8 of the United Nations Global Compact](#), we support a precautionary approach to environmental challenges and commit to undertaking initiatives to promote greater environmental responsibility.

## GOVERNANCE

We assess, manage, mitigate and report on potential impacts at all sites in accordance with federal and regional government requirements to maintain the necessary permits to support our operations.

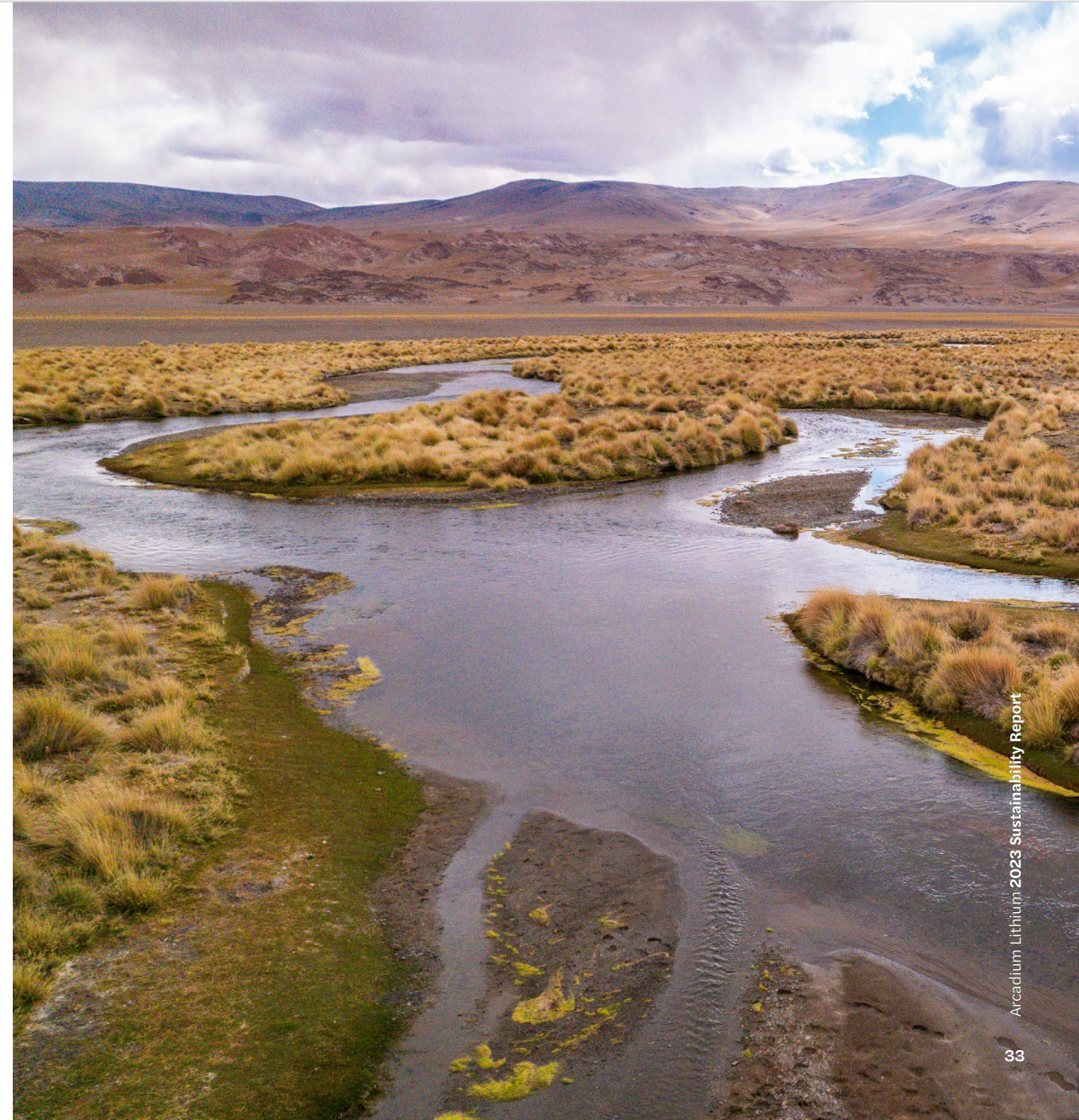
As outlined in the [Environmental Policies of both legacy companies](#), we strive to conduct operations in an environmentally responsible manner. This includes complying with all applicable legal requirements, incorporating environmental considerations into our corporate strategy and maintaining an environmental management system at each site to mitigate risks and prevent environmental incidents.

Arcadium Lithium's Board Sustainability Committee has oversight of environmental performance, as was the case for both legacy companies. Our Sustainability Team work with our Operations Center of Excellence to monitor and report key metrics. These are reported quarterly through our Chief Sustainability and Global Communications Officer to the Board Sustainability Committee.

We work with third-party specialists to undertake longer-term biodiversity studies to monitor plant and animal species populations and diversity. We also involve community members in our environmental stewardship efforts. For example, at Olaroz, our Shared Value teams are responsible for supporting local engagement on biodiversity matters, collaborating with the community on projects and managing participatory environmental monitoring activities.

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Our business can only be sustainable if we operate within a thriving society that benefits from a healthy environment.





CASE STUDY

Preserving Biodiversity  
at Salar del Hombre Muerto

Regions surrounding the Salar del Hombre Muerto in Catamarca Province, Argentina, have been designated as a critical habitat for the Andean Flamingo and the Horned Coot by the International Union for Conservation of Nature (IUCN). The Fénix operation and Sal de Vida project site, at the SdHM, have been designed to avoid areas of higher biodiversity value, such as wetlands and vegetated areas. We have conducted Environmental Impact Assessments approved by the Catamarca Provincial Government to identify potential impacts and define ongoing mitigation actions.

We regularly commission third-party specialists to monitor the different species and abundance of local plants and animals at the SdHM, as well as watershed properties and limnology. At Fénix, our environmental team collaborate with the EcoConciencia Foundation and local community members on the Vega Trapiche Recovery Project. Through this initiative, we have implemented a long-term plan to remediate the impact of a dam that was built at the end of the Trapiche catchment near the manufacturing site, around 30 years ago. Actions to date have included replanting, irrigation improvement and regular monitoring. We remain committed to revitalizing the impacted area.





# Effluents, Air Pollutants and Waste

## STRATEGIC FOCUS

The remote location of some of our operations and projects can make the management of effluents, air emissions and waste challenging, which has caused us to be more thoughtful, diligent and effective in our management approaches.

## GOVERNANCE

We actively measure and manage our impact through key performance indicators and designated roles responsible for mineral and non-mineral waste and effluent management. We abide by federal, state, local and foreign laws governing air pollutant emissions and discharges of water pollutants, as well as the manufacturing, storage, handling and disposal of hazardous wastes, substances and other toxic materials.

## 2023 PERFORMANCE

In 2023, Allkem generated 207,518 dry metric tons of tailings at its Mt Cattlin site.<sup>1</sup> We implemented the guidelines prescribed by the Australian National Committee on Large Dams (ANCOLD) and Western Australian Department of Mines, Industry Regulation and Safety (DMIRS) Guidelines. In 2023, Allkem also utilized the standards and guidelines established by the Canadian Dam Association (CDA) and Towards Sustainable Mining (TSM) Tailings Management Directive and Protocol (which references the Global Industry Standard on Tailings Management (GISTM)). These frameworks guided the remediation process of Coniagas, the closed, historic tailings and waste rock facility in the James Bay and Northern Quebec Agreement region, which was included in the Lithium One Inc. acquisition. During FY23 we commenced remediation of this area to ensure the site is environmentally safe for future generations. Rehabilitation activities at the site reached 84% completion during the year. For more information on Allkem's tailings management, please see the [Tailings Storage Facilities Disclosure](#). Arcadium Lithium is committed to building, operating, maintaining and decommissioning TSFs consistent with leading guidelines and standards including Global Industry Standards on Tailing Management.

In 2023, Allkem generated 2,116 metric tons of waste, which was discarded through a mix of recycling, treatment and disposal, landfilling and recovery. Similarly, Livent generated 7,018 metric tons of waste and disposed of it through a mix of incineration, landfilling, wastewater treatment, fuel blending, beneficial reuse and recycling. In 2023, Livent also tracked its waste disposal intensity, which was 141 kg per product metric tons produced. Both Allkem and Livent strove to recycle as much operational waste as possible, and in 2023, the companies respectively recycled 52.3% and 38.7% of their waste. In particular, Allkem's focus on identifying efficiencies in 2023 led to the company recycling twice as much operational waste as landfilled waste. As combined Arcadium Lithium, we will continue to improve waste disposal and water use processes across our operations.

In 2023, Livent tracked nitrogen oxide and sulfur oxide air emissions for the second year, capturing 24.44 metric tons of nitrogen oxides (NOX) and 1.76 metric tons of sulfur oxides (SOX) in the company's emissions inventory. Moving forward as Arcadium Lithium, we aim to continue to refine our air emissions tracking and reporting as new data and tools become available.

<sup>1</sup> Dry metric tons of tailings.



ALLKEM GROUP LEVEL ENVIRONMENTAL PERFORMANCE METRICS<sup>1</sup>

Energy Consumed and Intensity

|                           | FY20    | FY23      | 2023      |
|---------------------------|---------|-----------|-----------|
| Energy consumed GJ        | 984,092 | 1,540,167 | 1,489,181 |
| Energy intensity GJ/t LCE | 33.72   | 46.56     | 31.24     |

Energy consumed

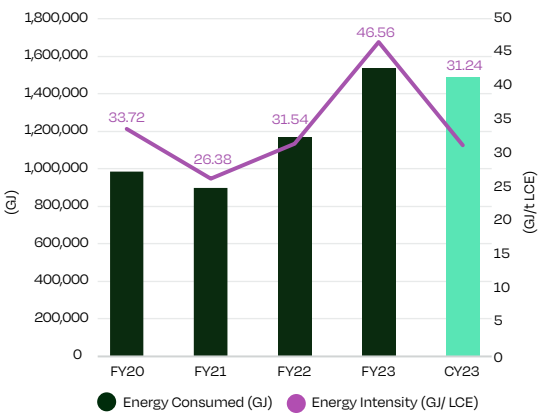
↑ 51.33%  
(2023 vs FY20)

↓ 3.31%  
(2023 vs FY23)

Energy intensity

↓ 7.36%  
(2023 vs FY20)

↓ 32.91%  
(2023 vs FY23)



GHG Emitted and Intensity

|   | FY20   | FY23    | 2023   |
|---|--------|---------|--------|
| GHG emitted CO <sub>2</sub> e           | 64,627 | 100,959 | 97,919 |
| GHG intensity t CO <sub>2</sub> e/t LCE | 2.21   | 3.05    | 2.05   |

GHG emitted

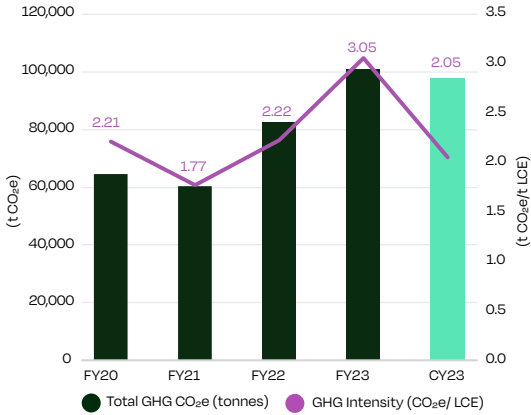
↑ 51.51%  
(2023 vs FY20)

↓ 3.01%  
(2023 vs FY23)

GHG intensity

↓ 7.25%  
(2023 vs FY20)

↓ 32.71%  
(2023 vs FY23)



Water Consumed and Intensity

|                                       | FY20    | FY23    | 2023    |
|---------------------------------------|---------|---------|---------|
| Water consumed m <sup>3</sup>         | 711,855 | 872,450 | 950,585 |
| Water intensity m <sup>3</sup> /t LCE | 24.39   | 26.38   | 19.94   |

Water consumed

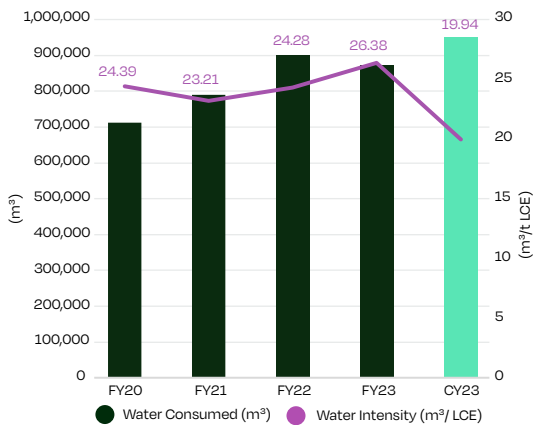
↑ 33.54%  
(2023 vs FY20)

↑ 8.96%  
(2023 vs FY23)

Water intensity

↓ 18.25%  
(2023 vs FY20)

↓ 26.38%  
(2023 vs FY23)



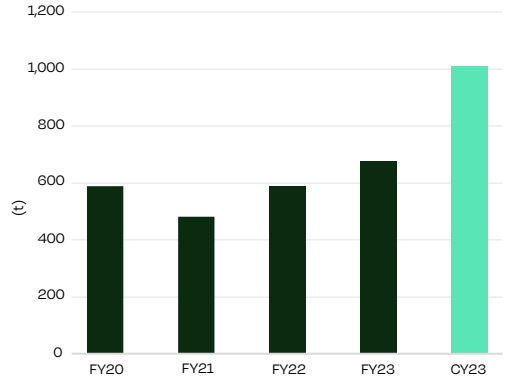
Waste Disposed

|                       | FY20 | FY23 | 2023  |
|-----------------------|------|------|-------|
| Waste disposed tonnes | 589  | 677  | 1,010 |

Waste disposed

↑ 71.28%  
(2023 vs FY20)

↑ 49.19%  
(2023 vs FY23)



1 Annual Allkem Group level totals are reported for financial year (FY) 1 Jul - 30 Jun from FY20 to FY23 and also for calendar year (CY) 2023. Intensity measures are reported per metric ton of lithium carbonate equivalent (LCE). For the purpose of these metrics, a conversion factor of 8 has been used for Spodumene concentrate to LCE. GHG metrics include scope 1 and 2. Water use refers to raw groundwater extracted and treated for use at Mt Cattlin and Olaroz Stage 1. Energy, Water and GHG metrics include operations (Mt Cattlin and Olaroz Stage 1). Waste disposed also includes expansion activities and projects (Sal de Vida & Galaxy).



LIVENT GROUP LEVEL ENVIRONMENTAL PERFORMANCE METRICS<sup>1</sup>

Energy Consumed and Intensity

|                               | 2019 Baseline | 2022      | 2023      |
|-------------------------------|---------------|-----------|-----------|
| Energy consumed GJ            | 2,094,068     | 2,203,665 | 2,266,289 |
| Energy intensity GJ/product t | 41.07         | 46.10     | 45.68     |

Energy consumed

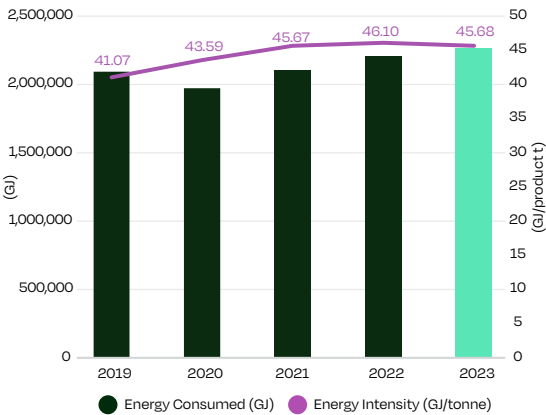
↑ 8.22%  
(2023 vs 2019)

↑ 2.84%  
(2023 vs 2022)

Energy intensity

↑ 11.23%  
(2023 vs 2019)

↓ 0.92%  
(2023 vs 2022)



GHG Emitted and Intensity

|   | 2019 Baseline | 2022    | 2023    |
|---|---------------|---------|---------|
| GHG emitted CO <sub>2</sub> e             | 124,539       | 115,272 | 118,576 |
| GHG intensity CO <sub>2</sub> e/product t | 2.44          | 2.41    | 2.39    |

GHG emitted

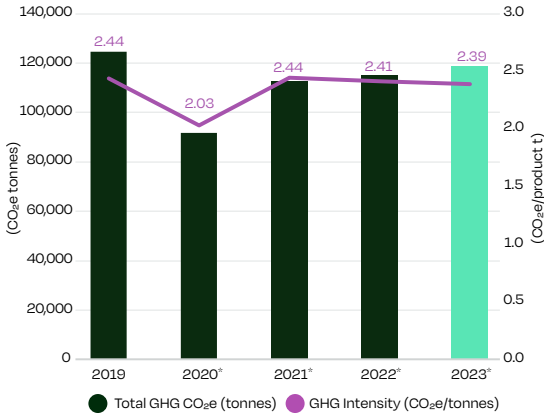
↓ 4.79%  
(2023 vs 2019)

↑ 2.87%  
(2023 vs 2022)

GHG intensity

↓ 2.14%  
(2022 vs 2019)

↓ 0.89%  
(2022 vs 2021)



Water Consumed and Intensity

|   | 2019 Baseline | 2022      | 2023      |
|---|---------------|-----------|-----------|
| Water consumed m <sup>3</sup>             | 3,263,712     | 3,320,211 | 3,422,624 |
| Water intensity m <sup>3</sup> /product t | 64.00         | 69.46     | 68.99     |

Water consumed

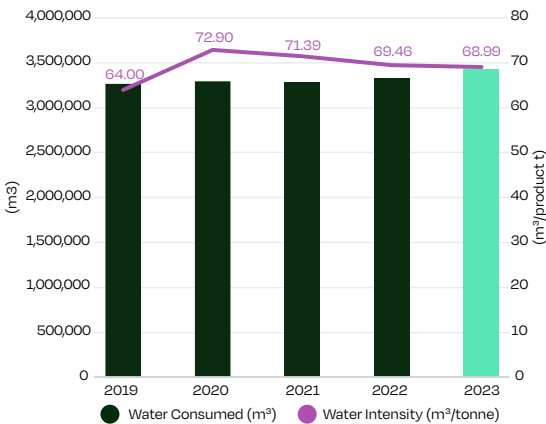
↑ 4.87%  
(2023 vs 2019)

↑ 3.08%  
(2023 vs 2022)

Water intensity

↑ 7.79%  
(2023 vs 2019)

↓ 0.68%  
(2023 vs 2022)



Waste Disposed

|                              | 2019 Baseline | 2022      | 2023      |
|------------------------------|---------------|-----------|-----------|
| Waste disposed kg            | 10,519,690    | 5,829,548 | 7,038,845 |
| Waste intensity kg/product t | 206.30        | 121.96    | 141.88    |

Waste deposited

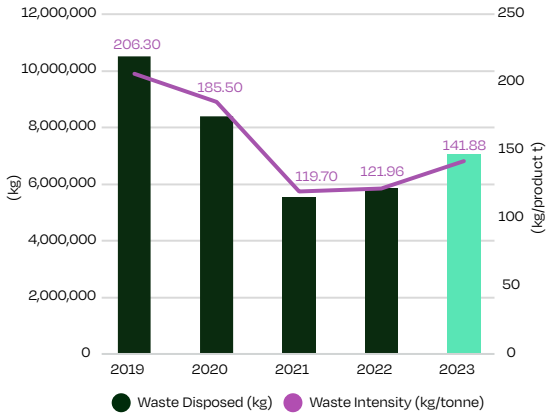
↓ 33.09%  
(2023 vs 2019)

↑ 20.74%  
(2023 vs 2022)

Waste intensity

↓ 31.23%  
(2023 vs 2019)

↑ 16.33%  
(2023 vs 2022)



1 Annual Livent Group level totals. Intensity measures are reported per combined metric ton of product from each operational site. GHG metrics include scope 1 and 2. 2019 utilized Location Based Methodology and included no carbon offsets. 2020 utilized Location Based Methodology and reflects Livent's first use of carbon offsets. 2021–2023 utilized Market Based Methodology and includes both carbon offsets and I-REC purchases.





# Shared Value

Listen, Learn and Build Trust

Our Shared Value approach acknowledges that our business is more successful when the communities where we operate are thriving.



# Community Relations

For many years, both Allkem and Livent have worked to contribute positively to neighboring areas by fostering local development and employment programs to improve the quality of life. Arcadium Lithium aims to operate with a continued focus on community relations near our areas of operation, building on legacy initiatives.

We believe our success is dependent upon the trust and partnership we build with our local communities.

## STRATEGIC FOCUS

We are privileged to have respectful partnerships with local and indigenous communities and aim to have a positive impact in the locations where Arcadium Lithium operates by helping them benefit from the value created by our company.

We understand the importance of listening to all voices that make up our communities and being responsive to community ideas and concerns. As such, we are focused on developing community projects and partnerships that have the potential to generate long term benefits.

We believe our success is dependent upon the trust and partnership we build with our local communities. We encourage our employees globally to become sound corporate citizens and engage in community outreach in the regions in which we operate. We support our communities around the world through a range of activities, including employee volunteerism, infrastructure development, local capacity building and philanthropic giving.





## GOVERNANCE

Local teams at each site manage community engagement under the guidance of the Director or General Manager. These teams report to the Chief Operations Officers or Country Manager. The Arcadium Lithium Board's Sustainability Committee has oversight of the ongoing risks and opportunities related to local communities through reporting managed by the Chief Sustainability and Global Communications Officer. Our commitment to local communities includes stakeholder engagement, cultural heritage preservation, economic opportunities and support for local projects.

## AROUND THE WORLD

With support from company leadership, employees collaborate with community members and local organizations to support philanthropic contributions and volunteer efforts. Community engagement activities at both legacy companies focused on promoting safety, STEM (science, technology, engineering and mathematics) education, environmental conservation and local capacity building.

Arcadium Lithium Bromborough was selected as one of three finalists for the 2024 Chemicals Northwest Corporate Social Responsibility Award.

## HIGHLIGHTS OF OUR 2023 CSR INITIATIVES AROUND THE WORLD (OUTSIDE ARGENTINA):

### United States

- Participation in Career Day at Hawk's Nest STEAM Academy in Gastonia
- Sponsorship of Bessemer City annual Juneteenth Festival
- Volunteering with Metropolitan Area Neighborhood Nutrition Alliance (MANNA) to prepare meals for homebound individuals battling serious illnesses and fundraising for Philabundance Food Bank in Philadelphia
- Donations to Kings Mountain YMCA, Gaston College Foundation, and local schools
- Breast Cancer Awareness fundraising and walks in Philadelphia, Charlotte, Atlanta
- Volunteering with the Thomas Davis Defending Dreams Foundation's Toy Drive
- Volunteering at Second Harvest Food Bank in Charlotte and donation of turkeys for the Charlotte Rescue Mission Thanksgiving dinner boxes
- Our Bessemer City manufacturing site was awarded Business of the Year 2023 by Bessemer City Chamber of Commerce for contributions to the community and local economy
- Our Bromborough manufacturing site was chosen as one of three finalists for the 2024 Chemicals Northwest Corporate Social Responsibility Award

### United Kingdom

- Participation in the Wirral Coastal Walk in support of Breast Cancer Now
- Supplies and food drive in support of Charles Thompson's Mission and Wirral Foodbank

### Asia

- Zhangjiagang manufacturing site awarded scholarships for local high school students interested in chemistry
- Groceries and supplies donation drive benefiting the Wing Tai-Boy's Brigade Share-A-Gift Project in Singapore

### Australia

- "Pitch your Project" initiative which invites members of the local community and not-for-profit groups to apply for funding for projects that benefit the region of Mt Cattlin
- Believe in Yourself program benefiting the youth of Ravensthorpe and Hopetoun by assisting with the availability of focused services and programs in the town

Further community capacity building case studies for available on our [website](#).



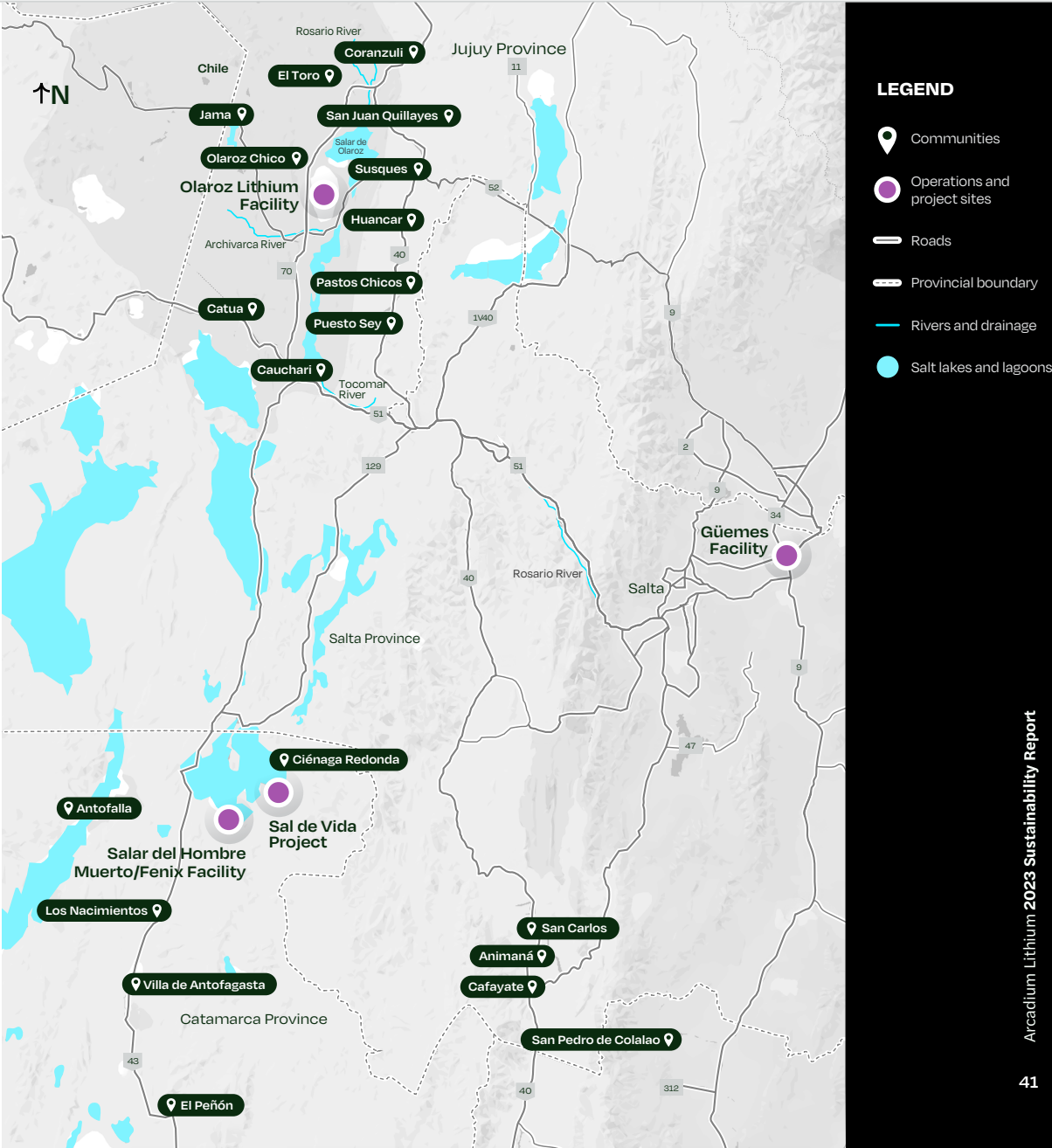
WESTERN AUSTRALIA

At our Mt Cattlin site, we invite members of the local community and not-for-profit groups to apply for funding for projects that benefit the region through our Pitch Your Project initiative. Since its inception, the initiative has supported over 80 community projects and contributed over \$550,000 AUD to local schools and education providers, community and sporting groups, events, shows and exhibitions. Believe in Yourself, another program run in the Mt Cattlin area, seeks to inspire and connect local youth by assisting with the availability of focused services and programs in the town. Since 2022, legacy Allkem has supported seven youth focused programs and events through Believe in Yourself. Additionally, Allkem hosted annual community fun days at Ravensthorpe, located near our Mt Cattlin mine. The events of the day serve to show our gratitude to local families and businesses that support our operations at the mine.

The initiative has supported over 80 community projects and contributed over \$550,000 AUD to local schools and education providers, community and sporting groups, events, shows and exhibitions.

ARGENTINA

While we emphasize community engagement around the globe, we understand that our operations in Argentina present the greatest opportunity for community involvement. Thus, legacy Livent has employed a robust community relations program specific to Argentina, which has for many years aimed to contribute a positive impact on the communities in Antofagasta de la Sierra, located near our Fénix facility. The program seeks to drive and foster community development based on four pillars: Local Development and Employment, Quality of Life, Environmental Action and Corporate Volunteering. The Shared Value and Human Resources teams responsible for community relations at legacy Allkem have also long worked to establish and maintain trust with local communities by collaborating with local residents to provide opportunities based on individual community needs.



## LOCAL DEVELOPMENT AND EMPLOYMENT

The Antofagasta de la Sierra Learning Contracts (CAAS) program provides an opportunity for young members of working age in the community to receive their first workforce experience and learn about the importance of working under procedures and respecting safety and the environment. Between 2017 and 2023, over 70% of CAAS participants were hired by Livent at the end of their learning period. In 2023 alone, 88% of participants in the February–August CAAS learning period were hired as Livent employees. All of them were supported by the Puentes Foundation, which closely monitored their learning process and offered workshops on topics such as leadership and public speaking, ensuring that each of them received an enlightening experience.

In addition to CAAS, the La Puna Entrepreneurs Program provides further opportunities for community members to participate in local development and employment. We host a series of workshops providing training to support the design and development of local business projects, which adds value to local production. This year's training modules included professional guest speakers that taught 30 enrolled participants. Upon completing the training modules, participants take part in a competition in the Ongoing Project or Initial Project categories, where an award is granted to the best project.

The EcoConciencia Foundation supports Livent's Agro-Livestock Sustainable Development Program as part of our focus on local development and employment. Livent provides training and technical assistance to livestock breeders and farmers from local communities, covering areas such as family greenhouses with hydroponic systems, charcuterie and cold cut production and animal health. Throughout this program, the need for water has surfaced as one of the most critical areas of concern for the community. In 2023, field training on water monitoring was offered to the communities to teach them how to take measurements and properly use equipment with the goal of enabling the development of a water system that meets their demand.

In the Province of Jujuy, Allkem also identified a need to provide sufficient education and training to contribute to local employment in the area. The Continuing Education Program was designed to provide quality and accessible education to enable local community members to complete their secondary education. Representatives from Allkem coordinated logistics of the program, including funding transportation and supplies and appointing teachers from the Jujuy Ministry of Education to lead classes. Since the implementation of the program in 2015, the percentage of local employees with secondary education at Olaroz has increased from 25% to 75%. In 2023, 66 students were enrolled in the program.

## QUALITY OF LIFE

Efforts through the Quality of Life pillar are devoted to implementing various programs to support local communities and improve their quality of life, particularly those closest to Livent's operations. Through the Good Neighbors program, Livent conducted regular visits, delivered goods, provided healthcare checks and assisted in home maintenance to neighbors in the Salar del Hombre Muerto, Cerro Gordo and Alca Zoque areas. In 2023, almost 400 visits were made to these neighbors to deliver donations, such as vans and other equipment, and provide medical check-ups. Check-ups are conducted by healthcare professionals and occur at least three times a week to support local healthcare and nutrition. Additionally, over 50 scholarships for local education were awarded by Livent to students in La Puna and Western Catamarca in 2023. Scholarships included funding for university and motivational support from volunteer mentors.

In Sal de Vida, Allkem similarly focused on community infrastructure and medical programs. In 2023, Allkem worked with local communities to install solar photovoltaic electricity systems and Wi-Fi access for rural homes. In addition, we partnered with medical teams at the Antofagasta de La Sierra Hospital to conduct medical visits in local communities near the Sal de Vida project, providing services to over 440 community members in 2023.

## ENVIRONMENTAL ACTION

The Environmental Action pillar of Livent's community program has aimed to facilitate environmental protection and care. In 2023, we continued our process of restoring plant life at the Vega Trapiche and discovered new flora and fauna species, indicating significant progress in ecosystem restoration. We also implemented a water work program to supply running water to 30 families who previously did not have running water, conducted environmental protection training in local schools and built productive animal enclosures out of pallets donated by Livent to support agriculture and livestock projects.

## CORPORATE VOLUNTEERING

Livent's fourth and final pillar has encouraged employees to donate their time and services in support of our communities through our Corporate Volunteer Program. In 2023, 25 Livent employees acted as mentors to students who received Livent scholarships.



# First Nations and Pueblos Originarios Partnerships

**Our approach to engaging with indigenous peoples, including First Nations and Pueblos Originarios, is guided by the United Nations Declaration on the Rights of Indigenous Peoples.**

We understand that maintaining strong relationships based on mutual respect, trust and transparency with indigenous groups allows us to continue operating while providing value to those in nearby communities. We prioritize respectful relationships with Indigenous communities that reside near our operations in Argentina, Western Australia, and Canada.

## ARGENTINA

In the Jujuy province of Argentina we engage with each of the ten indigenous communities in the area of the Olaroz Lithium Facility. Each year, our Shared Value teams work collaboratively with each of these communities to identify and support development projects and initiatives. The Olaroz Chico Community Participation Agreement has been in place since 2016. This agreement was updated during 2023 and reflects ongoing support of the Olaroz Lithium Facility as production increases. An easement agreement was

also signed during 2023 with the El Toro community providing consent for infrastructure on land owned by their community.

In the Catamarca province of Argentina where the Fenix Plant and Sal de Vida project are located, social assessments have been carried out that have determined these projects do not overlap on activities or resource use areas of local indigenous peoples. Despite this, we continue to apply the Informed Consultation and Participation (“ICP”) approach to our broader stakeholder engagement. Teams from Fenix and Sal de Vida have established relationships of trust and ongoing dialogue along with agreements in place for social investment. The Salar del Hombre Muerto Trust Fund (“the Argentina Infrastructure Trust”) has also been developed in partnership with the Province of Catamarca, Argentina.

## WESTERN AUSTRALIA

We have a Native Title Claim Wide Mining Agreement for the Mt Cattlin mine with the South West Aboriginal Land and Sea Corporation (“SWALSC”) representing the Wagyl Kaip and Southern Noongar People. In 2018, we also entered a Noongar Standard Heritage Agreement (Non ILUA Proponents) with the SWALSC which defines the requirements for heritage surveys. During 2023, legacy Allkem hosted these groups at our Mt Cattlin mine to determine priorities for each group and collaborated on foundations for a piece of indigenous artwork.

## CANADA

Impact Benefit Agreements (“IBAs”) with indigenous communities are in place for both of our mining projects in Canada. These Agreements govern the relationship between the parties while respecting Cree traditional activities and ensuring the promotion of Cree economic and social development based on mutual trust and respect during all phases of the Project. The agreements also provide for training, employment and business opportunities at each Project, as well as for the cooperation and involvement of the Cree parties in ongoing environmental monitoring.

For our Galaxy project, the IBA is called the Kapisikama Agreement. This Agreement was finalized with the Cree Nation of Eastmain, the Grand Council of the Cree and the Cree Nation Government in December 2023.

For the Whabouchi Mine, the IBA is called the Chinuchi Agreement. This Agreement was signed in 2014 and outlines shared expectations with the Cree Nation of Nemaska, Grand Council of the Cree, and the Cree Nation Government.





An aerial photograph of two people standing in a body of water, likely a lake or ocean. The water is a deep green color. The two people are standing close together, and their shadows are cast onto the water's surface, appearing as dark, elongated shapes. The water's surface is covered in ripples and small waves, creating a textured appearance. The overall mood is serene and contemplative.

# Human Capital

Look after our people

Our Human Capital is represented in the skills and creativity of our people. We invest in building and developing our diverse workforce with a strong focus on health, safety and wellbeing at all our global sites.



# Future Ready Workforce

## TALENT DEVELOPMENT AND MANAGEMENT

Arcadium Lithium is committed to being an employer of choice for our workforce. As individual companies, both Allkem and Livent prioritized investing in our people, and as a merged entity, we aim to ensure our workforce development and management continues to be as strong as possible.

Arcadium Lithium's Compensation Committee of the Board is responsible for human capital management functions, including policies and strategies regarding corporate culture, talent acquisition and retention and career development. In particular, the Compensation Committee reviews organizational changes and evaluates recommendations made for executives and Board members.

In 2023, Livent identified three human capital priorities to support a workforce that enables a consistent supply in global lithium:

- Identify the technical skills and experience required for key areas of our business.
- Remain nimble in how we review and adjust our total rewards packages to meet evolving candidate expectations.
- Support our employees' continued development and career goals in our evolving industry.

In conjunction with these priorities, Livent's talent management strategy continued to evolve to support the continued growth and development of employees at all career levels. As part of this process, we involved select leaders in talent review discussions to ensure they remain engaged in understanding, promoting and responding to the developmental needs of their workforce.

Leading up to the merger, both companies distributed surveys to over 500 employees which aimed to understand employee sentiment around company cultures and aspirations for that of Arcadium Lithium. The results have served as a blueprint for cultural integration between the two companies. Based on these insights, Arcadium Lithium introduced our company values in April 2024 that represent and complement both companies' histories while outlining our unified path forward. Following the implementation of these new values, we engaged more than 20 focus groups of global employees to outline behaviors that define and reinforce our values in a way that represents all employees.

These values outline our ways of working together as a company and drive our focus on investing in and retaining talent and enhancing our employee programs and processes, such as succession planning and the overall development of our workforce.



## CASE STUDY Advancing Employee Learning

In 2023, both Allkem and Livent launched organization-wide learning management systems (LMS) supported by a broad library of content to address diverse training needs globally and functionally. In conjunction with each LMS, Allkem and Livent partnered with Coursera and LinkedIn Learning respectively to enrich each learning ecosystem through cutting-edge content curated by industry experts. The combined impact of the LMS with Coursera and LinkedIn Learning greatly contributed to individual growth and organizational effectiveness at Allkem and Livent. Going forward, the platforms will remain available for all Arcadium Lithium employees under a combined LMS which is intended to be a single location for training needs through an array of courses and learning opportunities.

At Allkem, we increased our focus on leadership training to build and maintain strong teams through the integration of new employees. Over 400 employees from our operations in Jujuy, Catamarca and Buenos Aires participated in the Leadership Academy program, which provided tools and skills development for leaders to achieve organizational objectives within their teams. Overall, Allkem employees completed almost 50,000 hours of training in fiscal year 2023, including topics such as diversity, inclusion and respectful behaviors; our Code of Conduct; and role-specific technical training.

## COMPENSATION AND BENEFITS

As Arcadium Lithium, we recognize that maintaining competitive compensation and benefit programs is essential for employee satisfaction and attracting new talent. Our goal is to deliver total compensation that is internally equitable and enables us to attract, motivate and retain top talent.

We offer a range of benefits across our global locations, including medical and life insurance, paid leave, employee assistance programs (EAP), wellness initiatives and employee recognition programs. Our benefits vary based on country-specific needs, government requirements and employment classification.

### U.S. Benefits

- **Insurance Coverage:** Medical, prescription drug, vision and dental insurance; life and accident insurance; short and long-term disability insurance
- **Retirement Planning:** Tax-qualified savings programs; employer match and contribution; financial literacy resources
- **Paid Time Off:** Family leave, including maternity and paternity leave; paid vacation time and holidays
- **Flexible Work:** Alternative work arrangements where appropriate, including hybrid/remote options and part-time<sup>1</sup>

- **Wellness Programs:** Mental health coaching, therapy and support through Lyra Health; Health savings and flexible spending accounts; incentives for participating in wellness activities and challenges
- **Continuing Education and Training:** Full-time employees are eligible to be reimbursed for 100% of the cost of tuition and textbooks

## PAY EQUITY

In 2023, Livent enhanced its compensation and benefits programs through additional tools and assessments. Updates included an improved short-term incentive program to strengthen recruiting and retention efforts, a new cloud-based compensation management tool to increase managers' planning capabilities and streamline the year-end compensation planning process and an evaluation of global benefit offerings to respond to the needs of employees. In addition, Livent participated in an Argentina-based peer group study to identify comparisons between compensation and benefit programs and implemented appropriate improvements, including an annual base salary review process for all global employees. Going forward, Arcadium Lithium employees will be able to participate in annual base pay reviews, where their performance, compensation ratio and internal equity are assessed to ensure all employees are paid competitively.

Following the merger, Arcadium Lithium harmonized short- and long-term incentive plans from both organizations. We also introduced a combined global compensation structure that will offer employees an opportunity to advance within their grade or be considered for promotional opportunities, where available, at higher grade levels.

Pay equity is a priority for Arcadium Lithium and was an area of focus at both legacy organizations. We plan to build on these foundations by regularly monitoring pay equity across the organization and conducting an inaugural pay equity review which we intend to begin in 2025.

## LABOR RELATIONS

We are committed to upholding freedom of association and the right to collective bargaining. We are also dedicated to the elimination of forced and compulsory labor, child labor and discrimination regarding employment in accordance with Principles 3-6 of the U.N. Global Compact. In 2023, 33% of Allkem's workforce and 28% of Livent's workforce were covered by collective bargaining agreements.

<sup>1</sup> For our manufacturing operations, Arcadium Lithium follows a standard workweek, work schedules, rest periods, meal breaks and attendance expectations for all employees in accordance with local employment laws.





# Diversity, Equity and Inclusion

**We believe that developing a diverse and engaged workforce enriches our organization and is essential to our success as a business.**

We view our global workforce's breadth of experience and perspectives as our greatest asset, and we are committed to embedding diversity, equity and inclusion (DE&I) in all aspects of our culture.

Our Board of Directors' Compensation Committee oversees the development, implementation and effectiveness of our DE&I strategy and reports on our initiatives and progress against our targets to the full Board. Our Chief Human Resources Officer is responsible for the development and implementation of our DE&I strategy and collaborates with our DE&I Committee, Talent Acquisition, regional site and Human Resources leaders to consider how to engage with diverse talent pools and create an workplace culture where all employees thrive.

To foster a culture of respect and inclusion across our workforce, we train full-time employees on a variety of DE&I topics, including creating an inclusive environment, identifying microaggressions and implicit biases and the importance of allyship. Furthermore, we engage employees in DE&I programming through Employee Resource and Affinity Groups (ERGs).

With the formation of Arcadium Lithium, we continue promoting the efforts of Livent's legacy ERGs: the Black Employee Network, the Global Women's Network and LiFT UP (which supports employees with shared professional development interests). We will also continue to support and promote Livent's legacy LGBTQ+ affinity group, the Free to Be You Alliance, which was established in 2023. The ERGs and affinity groups drive awareness of DE&I, implement related initiatives and educational programs and host critical conversations. Allkem did not leverage ERGs or affinity groups as part of its DE&I strategy, although it did execute on its programming through the support and efforts of regional employee volunteers. We are excited to provide opportunities for new colleagues from Allkem and Livent to connect through collaboration and exchange within the ERGs and affinity groups. Arcadium Lithium's leadership is engaging the groups to help shape a culture of respect, acceptance and inclusion.

We believe that tracking our diversity metrics and addressing our employees' needs are key to maintaining a diverse workforce. In 2023, Allkem implemented initiatives focused on maintaining its female workforce within Argentinian operations and projects. In 2022, the average participation of females in the Argentinian mining sector was 10% compared to Allkem's 24% in 2023.<sup>1</sup> Additionally, in 2023, Allkem committed to at least 26% of its Sal de Vida project employees being

women by 2030. To demonstrate progress towards this goal, 23% of the Sal de Vida project employees identified as women that same year. To assist the female workforce, Allkem subsidized daycare for working parents and offered extended family leave and flexible work for returning parents.

As we embark on our first year of integration, we plan to focus on the following short-term goals:

- Implement our new DE&I governance approach and structure.
- Support global diversity recruitment efforts to address underrepresentation in critical DE&I categories by:
  - Establishing and sustaining quantifiable measures that promote recruitment and representation, with an aspirational goal of increasing the percentage of women in manufacturing roles to representation levels consistent with the applicable local labor force.
  - Promoting retention and advancement of employees at all levels by ensuring equitable access to opportunities for professional development, leadership roles and career progression.
- Encourage ERG growth and assess opportunities for the inclusion of additional groups based on employee feedback.
- Establish a framework and tracking system for increased global supplier diversity.

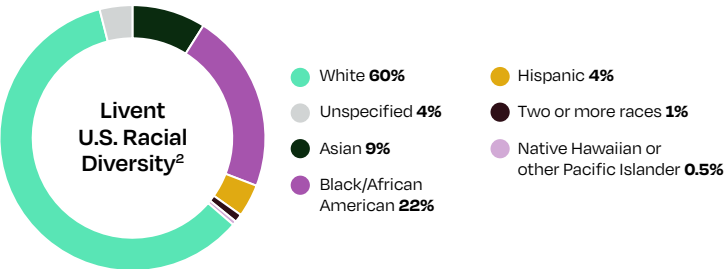
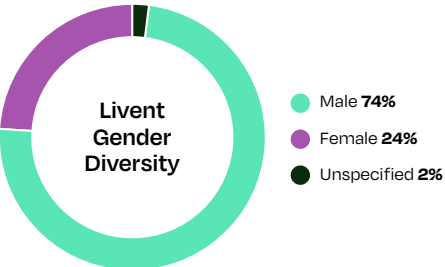
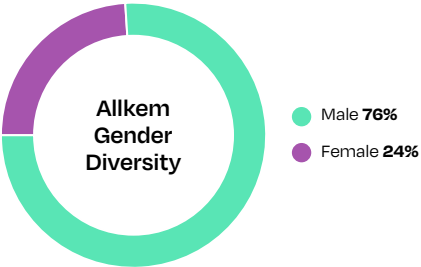
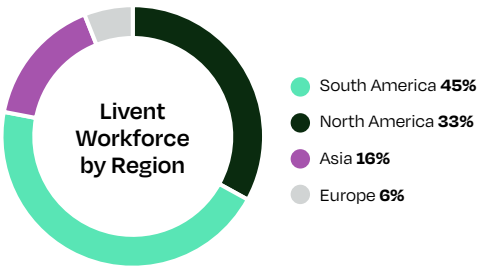
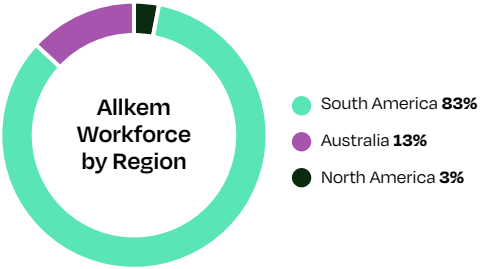
## CASE STUDY

### The Black Employee Network ERG Hosts a Professional Networking Event

In 2023, Livent's Black Employee Network ERG hosted a professional networking event at the 49th Annual National Society of Black Engineers Conference in Kansas City, Missouri, U.S. This event provided Livent with exposure to diverse talent and increased brand awareness among Black professionals. Additional examples of 2023 initiatives undertaken by the Black Employee Network ERG and other ERGs are available in our [2023 Annual Report on Form 10-K](#).

1 Source: CAEM—Cámara Argentina de Empresas Mineras (Argentine Chamber of Mining Companies) <https://www.caem.com.ar/genero-e-inclusion/>.

EMPLOYEE DIVERSITY<sup>1</sup>



1 Diversity data as of December 31, 2023. Numbers may not add up to 100% due to rounding.  
2 Based on voluntary disclosure.



# Health, Safety and Wellbeing

## STRATEGIC FOCUS

Ensuring that our workforce is supported, safe and healthy has consistently been identified as one of our most material topics. **At Arcadium Lithium, safety is more than a priority—it's core to who we are and how we work.**

## GOVERNANCE

Our Board of Directors is the highest governing body responsible for health and safety, primarily through oversight from the Sustainability Committee. Our Board's Sustainability Committee maintains oversight of employee occupational health and safety performance and process safety programs, which encompass the overall health, safety and well-being of local communities and the public.

Execution is managed through our Global Environmental, Health and Safety (EHS) team, under the Center of Excellence for Operations. Each mining and manufacturing site has a dedicated EHS manager responsible for supporting employees by developing safety programs, providing necessary training and tracking performance data to understand opportunities for improvements.

Our Global EHS Leadership team has established a program for each individual Site EHS Manager to share information with their counterparts across the globe. Learning from each other is key for our growth. As of 2024, we are working to establish a safety baseline for Arcadium Lithium that accounts for both legacy Allkem and Livent protocols and metrics.

Our Health and Safety Policy and EHS Global Policy from our legacy companies provide further information on the health and safety processes at Arcadium Lithium. For details on Allkem and Livent's health and safety performance in 2023, see the ESG Performance Metrics section of this report.

## SAFETY CULTURE

At Arcadium Lithium, safety is more than a priority—it's core to who we are and how we work.

The Elements of Our Safety Culture outline our safety principles as Arcadium Lithium, which were developed by bringing together the strengths of our teams to describe key principles that guide our behaviors and actions. With development projects around the world, we recognize the need to be aware of new potential hazards our employees may face.

All employees receive safety training relevant to their specific site and function. To complement individual safety training, our EHS policy outlines how all employees and contractors are expected to uphold key safety principles that include:

- Striving to eliminate all accidents and injuries, with an objective of achieving injury-free workplaces.
- Openly conducting our business in a manner that is protective of public and occupational health, the environment and employee safety.
- Giving Health, Safety, Security and Environment priority consideration in manufacturing our products and planning for new products, facilities and processes.
- Actively soliciting constructive discussions with our employees, suppliers, customers, neighbors and shareholders on managing EHS issues to ensure continuous improvement.

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At Arcadium Lithium, safety is more than a priority—it's core to who we are and how we work.







## WORKPLACE SAFETY SYSTEMS

To implement company-wide standards of safety performance and define our operational management framework, we are integrating an Environmental, Health and Safety (EHS) Management System. The management system will apply to all operations, project sites and offices and will drive continuous improvement in our safety practices. Allkem and Livent have maintained our legacy manufacturing facilities' ISO certification or alignment and intend to continue certification and alignment for those facilities. All of our downstream manufacturing sites are ISO 45001 certified, the international standard for occupational health and safety (OH&S) management systems.

A critical element of our safety culture is the reporting and investigation of significant incidents and near misses. We investigate significant incidents and near misses and track the implementation of corrective actions to resolve or prevent future accidents. In 2023, Allkem worked to increase active participation in the detection and correction of Significant Potential Incidents (SPIs), which are those with the potential to seriously injure or kill a person, through a Behavioral Based Safety program at its Olaroz and Sal de Vida facilities.

At some sites, including Bessemer City, Fénix, Olaroz, Sal de Vida and Mt Cattlin, we provide medical services and employ medically trained staff members. We also strive to involve employees directly in the development and communication of workplace safety systems through risk assessments, incident investigations, when applicable, safety committees, town hall meetings and monthly EHS communications.

## EMPLOYEE WELL-BEING

We take a holistic approach to overall well-being, recognizing that both physical and mental health play crucial roles in workplace health, safety and productivity. In 2023, each company provided a diverse range of health and wellness programs to employees around the world, complementing existing health benefits. These offerings included: mental health educational activities, financial wellness webinars, fitness challenges and access to an Employee Assistance Program (EAP), which provides free counseling. Learn more about the resources offered in the Compensation and Benefits section of this report.

## EMERGENCY PREPAREDNESS AND RESPONSE

Arcadium Lithium recognizes the importance of taking proactive steps to prepare for quick and effective responses to emergencies. Each site has established a Site Incident Management Plan which serves as the framework for preparing for and managing incidents. For issues that require attention and support beyond the site level, Arcadium Lithium has a process in place for activating a Global Crisis Team and a Global Crisis Management Plan.

Additionally, our proactive safety culture includes initiatives like proactively engaging with first responders, local fire departments, hazardous materials experts and government agencies for incident response preparation and training.



An aerial photograph of a dry lake bed, showing a light-colored, cracked surface with a winding, darker path or channel running through it. The surrounding area is covered in low-lying, scrubby vegetation in shades of green and brown.

# Sustainable Supply Chain



# Responsible Sourcing

## STRATEGIC FOCUS

At Arcadium Lithium, we hold ourselves accountable for upholding responsible supply chain practices to provide products in a safe, ethical and sustainable manner.

## GOVERNANCE

The Sustainability Committee of the Arcadium Lithium Board of Directors has oversight of the company's approach to identifying and mitigating modern slavery and human rights risks in our supply chain. To increase transparency and open communication with our business partners, we have processes in place to communicate expectations to our contractors and suppliers to maintain the same focus on [responsible conduct](#) that we do. We are committed to sourcing components and materials from companies that share our values regarding respect for human rights, integrity and environmental responsibility. Arcadium Lithium is focused on integration activities and standardizing global supply chain policies, procedures and performance metrics. We are continuing to enhance due diligence processes for identifying and managing human rights and environmental risks in global operations and supply chains.

## 2023 PERFORMANCE

### Responsible Sourcing

We expect our suppliers and contractors to understand and comply with our policies. Each year, we communicate our Code of Conduct to key suppliers. Additionally, our master supply agreement includes clauses that outline our expectations for mitigating risks of modern slavery. During 2023, both legacy companies continued to implement supply chain mapping and risk assessments. These processes help to focus our risk-based due diligence efforts on suppliers where most potential risk factors are present.

### Responsible Production—Third Party Audits

We understand the need for transparency as our customers continue to refine their own supply chain standards. We work with third party audit programs to provide our customers with assurance of the high level of commitment we have to sustainability at each of our facilities.

Regular third-party audits are required to maintain site certifications against ISO Quality, Environment and Health & Safety Management System Standards. These certificates are available on [our website](#).

### Responsible Minerals Initiative (RMI)

In late 2023, we reaffirmed our dedication to responsible mining by engaging with Responsible Minerals Initiative (RMI), a leading organization that sets global standards for ethical mining practices. RMI directs a comprehensive dual-assessment program for miners and mineral refiners. In 2024, their third-party auditors will visit our locations in Bessemer City, North Carolina and Fénix, Argentina to validate our adherence to RMI's Responsible Mineral Assurance Process and ESG standards. These assessment programs will place our mineral sourcing due diligence practices under intense scrutiny to ensure that our procurement procedures are aligned with the leading standards in responsible mineral supply chain management. Both assessments are scheduled to be completed by the end of 2024.

RMI's ESG standard entails an assessment of our occupational health and safety management, community engagement, ethics, human resources and environmental management policies, procedures and actions. Our teams are actively in the process of developing the Responsible Sourcing of Minerals Policy. This policy will outline our approach to responsible mineral procurement and will undergo a thorough audit by RMI's approved third-party auditors.

### Initiative for Responsible Mining Assurance (IRMA)

The IRMA Standard for Responsible Mining is a comprehensive and rigorous voluntary mining standard, defining robust criteria in environmental management, labor practices, human rights, health and safety, community engagement and business integrity. IRMA is governed equally by affected stakeholders: representatives of mining companies, communities, purchasers, labor, NGOs and finance.

At the end of 2022, SCS Global Services (SCS)—an IRMA-approved independent audit firm—completed an onsite audit of Livent's Fénix operation at the Salar del Hombre Muerto. As part of its assessment, SCS auditors met with local stakeholders including mine workers, community members, contractors and government representatives. We are continuing to work with IRMA and the independent auditors to finalize the audit report.

### Towards Sustainable Mining (TSM)

Through membership of local mining associations, our Olaroz facility in Argentina and projects in Canada are also required to report against the protocols of the Towards Sustainable Mining Initiative (TSM). With the Argentine Chamber of Mining Companies (Cámara Argentina de Empresas Mineras, CAEM), we look forward to participating in our first external verification under the TSM program for our Olaroz Lithium Facility in 2024.



# HUMAN RIGHTS AND MODERN SLAVERY

As part of our commitment to responsible production, we strive to ensure the protection of human rights in our operations and throughout our supply chain. First and foremost, it is our duty to protect the employees, contractors and other key stakeholders who work and engage with Arcadium Lithium. Both Allkem and Livent's [Human Rights Policy](#), which apply to all stakeholders in our value chain, outlines our commitment to respecting human rights and demonstrating good international business practices. Topics covered in the policies include fair wages and compensation; child, forced or bonded labor; non-discrimination; worker health and safety expectations; and protection against harassment.

Arcadium Lithium is dedicated to the objective of ensuring there is no modern slavery in our supply chains or in our business. We continue to act ethically and with integrity in all our business relationships to implement and maintain effective systems and controls to prevent modern slavery. Prior to the merger, both Allkem and Livent published [annual Modern Slavery Statements](#) in line with the U.K. Modern Slavery Act 2015 and Australian Modern Slavery Act 2018, respectively. In June of 2024, Arcadium Lithium published our 2023 Modern Slavery Statement for the Livent U.K. entity under the U.K. Modern Slavery Act 2015. The statement can be found on our [website](#). The FY23 Modern Slavery Statement for the Allkem entity is available on our website and the Australian Government's Modern Slavery Register.

In addition, Allkem previously conducted a human rights risk assessment, which has been routinely assessed and updated as part of reporting requirements on modern slavery. Please see [Allkem's Fiscal 2023 Sustainability Report](#) for more information on Allkem's human rights risk and modern slavery standard.

We closely follow human rights regulations to work towards continued compliance, such as the United States Uyghur Forced Labor Prevention Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, the latter of which came into effect in January 2024 and requires modern slavery reporting for Canadian entities when they reach certain thresholds. We also work closely with our customers to assist them in addressing supply chain due diligence requirements of other jurisdictions where they are located.

Arcadium Lithium is dedicated to the objective of ensuring there is no modern slavery in our supply chains or in our business.







## APPROACH TO SCOPE 3 EMISSIONS AND OTHER ENVIRONMENTAL RISKS AND OPPORTUNITIES IN SUPPLY CHAIN

Just as our operations impact the upstream sustainability of our customers, we engage with our own suppliers to minimize ESG risks and identify opportunities throughout our value chain. In particular, upstream Scope 3 greenhouse gas (GHG) emissions represent a significant portion of our total emissions inventory. We continue to work with our suppliers to identify opportunities for emissions reductions through practices such as conducting gap assessments and establishing performance baselines.

In previous years, both Allkem and Livent completed analyses to identify key areas contributing to Scope 3 emissions in their value chain. In 2022, Livent conducted their inaugural global Scope 3 screening to better understand and mitigate their carbon footprint. Allkem had identified the most significant sources of Scope 3 emissions for both their hard rock operations in Australia and brine-based operations in Argentina.

These observations allowed Allkem to transition to more sustainable road transportation methods using a combination of road and rail, which achieved a 37% reduction in average GHG emissions associated with the transportation of soda ash to our facility. Arcadium Lithium is eager to build on past progress and move forward as one entity to continue bringing improvements and new opportunities to our value chain.

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We continue to work with our suppliers to identify opportunities for emissions reductions through practices such as conducting gap assessments and establishing performance baselines.



An aerial photograph of a lithium salt flat, characterized by its white, crystalline, and highly reflective surface. The flat is divided into several rectangular sections by dark, linear features, likely roads or drainage channels. The entire image is overlaid with a semi-transparent teal color, which is darker in some areas and lighter in others, creating a gradient effect. The word "Governance" is written in white, sans-serif font in the lower-left quadrant of the image.

# Governance



# Corporate Governance

**We believe robust governance practices are required to effectively implement a sustainability strategy and develop a strong culture of accountability within the company.**

Our emphasis on governance is outlined by our [Corporate Governance Guidelines](#), which establish the principles, policies and procedures of governance for the Company and the Board. Per the Guidelines, our Board of Directors, formed following the merger to incorporate expertise of previous Allkem and Livent Boards, is responsible for the oversight of the Company's strategy, management, material risks, risk appetite, internal compliance and controls and policy issues. We have four Board-level committees that frequently engage with Arcadium Lithium's management—the Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee and Sustainability Committee. Arcadium Lithium's Committee Charters are available on our [website](#).

Our Corporate Governance Guidelines provide insight into the qualities we look for in Board members in addition to our nomination and election process. In particular, our Guidelines stipulate that the majority of Directors should be independent at all times. Among the Arcadium Lithium Board of Directors that went into effect January 4, 2024 11 out of 12 Directors are independent.<sup>1</sup> As part of our commitment to further diversity, equity and inclusion, we also considered gender in our Director nominations and elected three female Directors, which make up 25% of the Board. Learn more about Arcadium Lithium's Directors' qualifications and diversity of experiences and expertise on our [website](#).

In addition to our Corporate Governance Guidelines, we published a [Code of Ethics and Business Conduct](#) in January 2024 to guide our business decisions and hold our directors, officers, employees, contractors and suppliers accountable for honest and ethical conduct.

At the end of calendar year 2023: 75% of Allkem's Directors were independent;<sup>2</sup> and 88% of Livent's Directors were independent.<sup>3</sup> Both companies tracked Board diversity metrics, with Allkem monitoring gender diversity and Livent monitoring gender, racial and ethnic diversity. In 2023, Allkem's Board included two female Directors, which made up 25% of the Board. Livent's Board was comprised of two female Directors, which made up 22% of the Board.

Both companies tracked Board diversity metrics, with Allkem monitoring gender diversity and Livent monitoring gender, racial and ethnic diversity.

<sup>1</sup> Under the independence criteria set by the New York Stock Exchange.

<sup>2</sup> Six members of the Allkem Board of Directors met independence criteria set by the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition).

<sup>3</sup> Eight members of the Livent Board of Directors met independence criteria set by the New York Stock Exchange as of March 2022 (three-year cooling off period).





The table below provides certain highlights of key skills and competencies and diversity characteristics of our Board:

|  | Michael<br>F. Barry | Peter<br>Coleman | Alan<br>Fitzpatrick | Paul<br>W. Graves | Florencia<br>Heredia | Leanne<br>Heywood | Christina<br>Lampe-Önnerud | Pablo<br>Marcet | Steven<br>T. Merkt | Fernando<br>Oris de Roa | Robert<br>Pallash | John<br>Turner |
|--|---------------------|------------------|---------------------|-------------------|----------------------|-------------------|----------------------------|-----------------|--------------------|-------------------------|-------------------|----------------|
| <b>KEY SKILLS/ COMPETENCIES</b>  |                     |                  |                     |                   |                      |                   |                            |                 |                    |                         |                   |                |
| <b>Senior Management (C-suite) Experience</b> —current or past   | ✓                   | ✓                | ✓                   | ✓                 |                      | ✓                 | ✓                          | ✓               | ✓                  | ✓                       | ✓                 |                |
| <b>Global Business/International Experience</b> —managed multinational/global business and/or extensive foreign dealings   | ✓                   | ✓                | ✓                   | ✓                 | ✓                    | ✓                 | ✓                          | ✓               | ✓                  | ✓                       | ✓                 | ✓              |
| <b>Mining and Resources Experience</b> —works (current or past) for a business involved in mineral resources exploration, mining, project development or operations, or has served as director |                     | ✓                | ✓                   | ✓                 | ✓                    | ✓                 |                            | ✓               |                    |                         |                   | ✓              |
| <b>Industry Experience</b> —works (current or past) for a business involved in the lithium end market, batteries or EV supply chain, or has served as director                                 |                     |                  |                     | ✓                 |                      |                   | ✓                          |                 | ✓                  |                         |                   |                |
| <b>Sustainability/ESG Experience</b> —experience on sustainability issues or managed organization with significant environmental, health or safety issues                                      | ✓                   | ✓                | ✓                   | ✓                 | ✓                    | ✓                 | ✓                          | ✓               | ✓                  | ✓                       | ✓                 | ✓              |
| <b>Human Capital/Talent Management Experience</b> —managed large organization or HR function   | ✓                   | ✓                | ✓                   | ✓                 |                      | ✓                 | ✓                          | ✓               | ✓                  | ✓                       | ✓                 |                |
| <b>Corporate Strategy/M&amp;A Experience</b> —managed corporate strategy or significant M&A transactions   | ✓                   | ✓                | ✓                   | ✓                 | ✓                    | ✓                 | ✓                          | ✓               | ✓                  | ✓                       | ✓                 | ✓              |
| <b>NYSE Public Company Governance Experience</b> —experience as officer or director of NYSE public company   | ✓                   | ✓                |                     | ✓                 |                      |                   | ✓                          | ✓               | ✓                  |                         | ✓                 |                |
| <b>Risk Oversight (or Risk Management)</b> —experience overseeing complex risk management matters  | ✓                   | ✓                |                     | ✓                 |                      | ✓                 |                            | ✓               | ✓                  | ✓                       | ✓                 |                |
| <b>Innovation Experience</b> —experience managing innovation, R&D or information technology  |                     |                  |                     | ✓                 |                      |                   | ✓                          |                 | ✓                  |                         |                   |                |
| <b>Accounting or Financial Expertise</b> —meets SEC audit committee financial expert(1) standard or current/former CPA   | ✓                   | ✓                |                     | ✓                 |                      | ✓                 |                            | ✓               | ✓                  | ✓                       |                   |                |
| <b>DIVERSITY</b>   |                     |                  |                     |                   |                      |                   |                            |                 |                    |                         |                   |                |
| Gender (Female, Male)  | M                   | M                | M                   | M                 | F                    | F                 | F                          | M               | M                  | M                       | M                 | M              |
| Race (Hispanic, White)   | W                   | W                | W                   | W                 | H                    | W                 | W                          | H               | W                  | H                       | W                 | W              |
| National Origin  | U.S.                | Australia        | Australia           | U.K.              | Argentina            | Australia         | Sweden                     | Argentina       | U.S.               | Argentina               | U.K.              | Canada         |

## BUSINESS ETHICS

Ethical business conduct is central to how we work at Arcadium Lithium. We are committed to operating with integrity, honesty and in full compliance with applicable laws, and we have a “no tolerance” approach to ethical violations. Our Code of Ethics provides guidelines for ethical behavior, compliance with laws and regulations, responding to non-compliance, relationships with suppliers and customers, employee rights, information privacy, antitrust laws, conflicts of interest and anti-bribery and political contributions. All employees are required to read the Code, and we expect them to model exemplary ethical standards and integrity. We train employees on the following:

- The Arcadium Lithium Code of Ethics
- Anti-Harassment and Workplace Inclusivity
- Anti-Bribery and Anti-Corruption
- Cybersecurity

To ensure compliance with the Code and all applicable laws, we established a Corporate Responsibility Committee that reports to the Board's Audit Committee. The Corporate Responsibility Committee is comprised of senior management and works with the Law Department and external counsel to monitor updates to applicable laws, assess compliance with the Code and the law and resolve compliance and legal issues, including engaging in voluntary remediation compliance programs as needed. The Committee also manages our compliance training program.

As independent companies, Allkem and Livent exhibited strong ethics performance and each detailed expected employee conduct in their respective [Code of Conduct](#) and [Code of Ethics and Business Conduct](#). In 2023, both Allkem and Livent had no incidents involving violations

of rights of communities or indigenous peoples. Additionally, in 2023, both companies had no significant fines or non-monetary sanctions for non-compliance with laws and/or regulations, including environmental laws. Both Allkem and Livent also had no monetary losses as a result of legal proceedings associated with anticompetitive behaviors, bribery or corruption.

To ensure awareness of expected behaviors, each company provided training on their Code of Conduct. Allkem tracked Code of Conduct training by site and reported that at least 79% or more employees at each site were trained on the Code of Conduct in 2023, reaching a company-wide average of 92%. In 2023, 98% of Livent employees across the company completed the Code of Ethics training.

## COMPLIANCE WITH ANTITRUST AND COMPETITION LAWS

As codified in our Code of Ethics, we comply with all antitrust and competition laws that apply to our activities, as well as laws governing mergers and acquisitions. We do not collude with competitors on prices, production volumes or capacity, where to sell or on other competitive matters. Additionally, we utilize lawful commercial practices and do not commit fraud or improperly interfere with a competitor, customer or supplier's business relationships through false disparagement or other means. We recognize that there are serious consequences for violation of antitrust and competition laws, both reputationally and financially.

## GRIEVANCE AND NON-COMPLIANCE REPORTING MECHANISMS

Our [Code of Ethics](#) addresses the processes for grievance and reporting ethical violations. In cases of suspected non-compliance, employees, officers, directors and contractors are expected to promptly report a violation of ethics, laws, regulations, rules or the Code to their manager, a human resource manager, the Law Department or via our Ethics Response Line. In our Code of Ethics, we provide Ethics Response Line phone numbers for 13 countries. Additionally, all stakeholders are able to report violations online through our [Ethics Response Line website](#). The Ethics Response Line phone lines and website provide a 24-7, third-party reporting mechanism that allows individuals to anonymously report violations of the Code, other Company policies or applicable laws. Additionally, in the case of accounting, internal accounting controls or audit matters, the Audit Committee of the Board should be notified of non-compliance. Each party is mandated to escalate the concern to the appropriate level. All reports made in good faith are protected from retaliation.

## CYBERSECURITY AND DATA PRIVACY

In our increasingly digital world, we recognize the importance of implementing strong cybersecurity protocols and data privacy standards to effectively manage cyber risks. Our Board of Directors and management are actively involved in our cybersecurity and data privacy strategy and risk management through oversight of our Enterprise Risk Management (ERM) program. Our ERM program actively monitors and reports on cybersecurity risks and engages our management team and the Board's Audit Committee members in regular meetings to review our risk posture, new risks and the development of mitigation strategies.

To mitigate cybersecurity risk, we have invested in risk-based security architecture that conforms to the National Institute of Standards and Technology framework to protect our most critical assets from common threats. Our cybersecurity program follows industry best practices and standards, incorporating a zero-trust model, penetration testing, monitoring and threat intelligence. Additionally, we have instituted a Cybersecurity Incident Response plan to effectively respond to and recover from material incidents, and all employees are assigned quarterly cybersecurity training.

Our data privacy measures comply with all applicable laws and regulations governing the collection, use, storage and disposal of personal data. We implement security measures to safeguard the data we manage from unauthorized access or use. We aim to actively maintain and monitor our cybersecurity and data privacy programs to stay ahead of emerging cyber threats.





# ESG Performance Metrics



ALLKEM 2023 PERFORMANCE DATA

In the following tables, "†" indicates metrics included in 2023 limited assurance by EY Argentina

| Topic       |                                  | Indicator  | Units                               | CY 2023 |
|-------------|----------------------------------|--|-------------------------------------|---------|
| ENVIRONMENT | Manufacturing and Sourcing Sites | Number of sites <sup>1</sup>                                     | #                                   | 4       |
|             |                                  | Number of sourcing partner sites <sup>2</sup>                    | #                                   | 1       |
|             |                                  | ISO-certified sites <sup>3</sup>                                 | #                                   | 1       |
|             | GHG Emissions                    | Total GHG emissions (Scope 1 and 2) <sup>†4</sup>                | metric tons CO <sub>2</sub> e       | 129,879 |
|             |                                  | Scope 1 emissions <sup>†5</sup>                                  | metric tons CO <sub>2</sub> e       | 129,708 |
|             |                                  | Scope 2 emissions, location based <sup>†6</sup>                  | metric tons CO <sub>2</sub> e       | 172     |
|             |                                  | GHG Operational emissions intensity (Scope 1 and 2) <sup>7</sup> | metric tons CO <sub>2</sub> e/t LCE | 2.06    |
|             |                                  | Scope 3 emissions <sup>†8</sup>                                  | metric tons CO <sub>2</sub> e       | 464,131 |
|             |                                  | Purchased goods and services <sup>9</sup>                        | metric tons CO <sub>2</sub> e       | 90,107  |
|             |                                  | Capital goods <sup>10</sup>                                      | metric tons CO <sub>2</sub> e       | 1,623   |
|             |                                  | Fuel and energy-related activities <sup>11</sup>                 | metric tons CO <sub>2</sub> e       | 16,269  |
|             |                                  | Upstream transportation and distribution <sup>12</sup>           | metric tons CO <sub>2</sub> e       | 9,567   |
|             |                                  | Waste generated in operations <sup>13</sup>                      | metric tons CO <sub>2</sub> e       | 1,661   |
|             |                                  | Business travel <sup>14</sup>                                    | metric tons CO <sub>2</sub> e       | 227     |
|             |                                  | Employee commuting <sup>15</sup>                                 | metric tons CO <sub>2</sub> e       | 1,288   |
|             |                                  | Downstream transportation and distribution <sup>16</sup>         | metric tons CO <sub>2</sub> e       | 33,070  |
|             |                                  | Wastewater treatment <sup>17</sup>                               | metric tons CO <sub>2</sub> e       | 10      |
|             |                                  | Processing of sold products <sup>18</sup>                        | metric tons CO <sub>2</sub> e       | 310,308 |

| Topic       |               | Indicator   | Units                 | CY 2023    |
|-------------|---------------|---|-----------------------|------------|
| ENVIRONMENT | Energy        | Total energy consumption <sup>†19</sup>                                 | GJ                    | 1,936,938  |
|             |               | Energy Operational intensity <sup>20</sup>                              | GJ/t LCE              | 31.24      |
|             |               | Total energy consumption within the organization from renewable sources | GJ                    | 438.30     |
|             |               | Total energy consumption within the organization from renewable sources | %                     | 0.02%      |
|             | Water         | Total water withdrawal <sup>†21</sup>                                   | Mega Liters (ML)      | 1,667      |
|             |               | Operational Water intensity <sup>22</sup>                               | m <sup>3</sup> /t LCE | 19.94      |
|             | Waste         | Non-Hazardous Waste <sup>†</sup>  | metric tons           | 1,775      |
|             |               | Non-Hazardous Recycled (For external use)                               | metric tons           | 979        |
|             |               | Non-Hazardous sent to Landfill  | metric tons           | 796        |
|             |               | Off Site  | metric tons           | 583        |
|             |               | On Site   | metric tons           | 213        |
|             |               | Hazardous Waste <sup>†</sup>  | metric tons           | 341        |
|             |               | Hazardous Recovery (For external use)                                   | metric tons           | 127        |
|             |               | Hazardous Treatment & Disposal (Off Site)                               | metric tons           | 214        |
|             | Mineral Waste | Waste Rocks <sup>†</sup>  | metric tons           | 15,767,181 |
|             |               | Tailings <sup>†</sup>   | Dry metric tons       | 207,518    |
|             |               | Harvested Salts <sup>†</sup>  | metric tons           | 1,428,103  |
|             |               | Drill cuttings <sup>†</sup>   | metric tons           | 370        |



ALLKEM 2023 PERFORMANCE DATA

In the following tables, "†" indicates metrics included in 2023 limited assurance by EY Argentina

| Topic             | Indicator  | Units  | CY 2023 |
|-------------------|--|--|---------|
| <div>SOCIAL</div> | <b>Workforce Composition</b>                     | Total number of employees worldwide (full-time and part-time) <sup>†23</sup> | # 1,470 |
|                   | <b>Workforce Breakdown by Region<sup>†</sup></b> |  |         |
|                   | Argentina  | #  | 1,238   |
|                   | Australia  | #  | 184     |
|                   | Canada   | #  | 46      |
|                   | Japan  | #  | 2       |
|                   | <b>Workforce Breakdown by Gender<sup>†</sup></b> |  |         |
|                   | Women <sup>†</sup>                               | #  | 351     |
|                   | Men <sup>†</sup>                                 | #  | 1,119   |
|                   | <b>Employee Diversity</b>                        | <b>Workforce Breakdown by Employment Category</b>                            |         |
|                   |  | <b>Senior Executives positions</b>   | # 12    |
|                   |  | Women in executive positions   | % 17%   |
|                   |  | Men in executive positions   | % 83%   |
|                   |  | <b>Directors/Management Positions</b>  | # 124   |
|                   |  | Women Directors/Managers   | % 24%   |
|                   |  | Men Directors/Managers   | % 76%   |
|                   |  | <b>Middle Management Positions</b>   | # 520   |
|                   |  | Women Middle Managers  | % 23%   |
|                   |  | Men Middle Managers  | % 78%   |
|                   |  | <b>Analyst/Assistant Positions</b>   | # 307   |
|                   |  | Women Analyst/Assistant  | % 47%   |
|                   |  | Men Analyst/Assistant  | % 53%   |
|                   |  | <b>Operator Positions</b>  | # 507   |
|                   |  | Women Operators  | % 12%   |
|                   |  | Men Operators  | % 88%   |

| Topic             | Indicator                 | Units                                     | CY 2023 |
|-------------------|---------------------------|---|---------|
| <div>SOCIAL</div> | <b>Employee Diversity</b> | <b>Global Age Diversity</b>               |         |
|                   |                           | <30 years old                             | % 24%   |
|                   |                           | 30-50 years old                           | % 63%   |
|                   |                           | >50 years old                             | % 13%   |
|                   |                           | <b>Age Diversity by Employee Category</b> |         |
|                   |                           | <b>Senior Executives</b>                  | # 12    |
|                   |                           | <30 years old                             | % 0%    |
|                   |                           | 30-50 years old                           | % 25%   |
|                   |                           | >50 years old                             | % 75%   |
|                   |                           | <b>Directors/Managers</b>                 | # 124   |
|                   |                           | <30 years old                             | % 1%    |
|                   |                           | 30-50 years old                           | % 61%   |
|                   |                           | >50 years old                             | % 38%   |
|                   |                           | <b>Middle Management</b>                  | # 520   |
|                   |                           | <30 years old                             | % 10%   |
|                   |                           | 30-50 years old                           | % 76%   |
|                   |                           | >50 years old                             | % 14%   |
|                   |                           | <b>Analyst/Assistant</b>                  | # 307   |
|                   |                           | <30 years old                             | % 33%   |
|                   |                           | 30-50 years old                           | % 59%   |
|                   |                           | >50 years old                             | % 8%    |
|                   |                           | <b>Operators</b>                          | # 507   |
|                   |                           | <30 years old                             | % 38%   |
|                   |                           | 30-50 years old                           | % 53%   |
|                   |                           | >50 years old                             | % 8%    |

## ALLKEM 2023 PERFORMANCE DATA

In the following tables, "†" indicates metrics included in 2023 limited assurance by EY Argentina

|        | Topic                           | Indicator   | Units | CY 2023 |
|--------|---------------------------------|---|-------|---------|
| SOCIAL | Employee Turnover and New Hires | New employee hires  | #     | 421     |
|        |                                 | Employee turnover   | %     | 11%     |
|        | Employee Development Programs   | Parental leave  | Y/N   | Y       |
|        |                                 | Salaried employees receiving regular performance and career development reviews | %     | 100%    |
|        | Labor Relations                 | Percentage of Active workforce covered under collective bargaining agreements*  |       |         |
|        |                                 | Argentina <sup>24</sup>   | %     | 33%     |
|        |                                 | Australia   | %     | 0%      |
|        |                                 | Canada  | %     | 0%      |
|        |                                 | Japan   | %     | 0%      |
|        | Safety                          | Total Recordable Injury (TRI) <sup>25</sup>                                     | #     | 11      |
|        |                                 | Total Recordable Injury Frequency Rate (TRIFR) <sup>†26</sup>                   | #     | 1.32    |
|        |                                 | Lost-Time Injury (LTI) <sup>27</sup>  | #     | 6       |
|        |                                 | Lost-Time Injury Frequency Rate (LTIFR) <sup>†28</sup>                          | #     | 0.72    |
|        |                                 | Fatalities <sup>27</sup>  | #     | 0       |
|        |                                 | Employees   |       |         |
|        |                                 | Total Recordable Injury (TRI)   | #     | 1       |
|        |                                 | Total Recordable Injury Frequency Rate (TRIFR) <sup>†29</sup>                   | #     | 0.33    |
|        |                                 | Lost Time Injury (LTI)  | #     | 1       |
|        |                                 | Lost Time Injury Frequency Rate (LTIFR) <sup>†30</sup>                          | #     | 0.33    |
|        |                                 | Contractors   |       |         |
|        |                                 | Total Recordable Injury (TRI)   | #     | 10      |
|        |                                 | Total Recordable Injury Frequency Rate (TRIFR) <sup>†29</sup>                   | #     | 1.87    |
|        |                                 | Lost Time Injury (LTI)  | #     | 5       |
|        |                                 | Lost Time Injury Frequency Rate (LTIFR) <sup>†30</sup>                          | #     | 0.94    |
|        | Human Rights                    | Percentage of proved reserves in or near areas of conflict                      | %     | 0       |
|        |                                 | Percentage of probable reserves in or near areas of conflict                    | %     | 0       |

|            | Topic                             | Indicator   | Units | CY 2023         |
|------------|-----------------------------------|---|-------|-----------------|
| SOCIAL     | Community                         | Argentina   |       |                 |
|            |                                   | Total Community Investment  | USD\$ | 727,508         |
|            |                                   | Participation Agreement 2016 SDJ-Olaroz Chico Community and Easement Agreement 2023 SDJ-El Toro Community | USD\$ | 937,500         |
|            |                                   | Total Spend on Local Suppliers <sup>31</sup>  | USD\$ | 37,582,028      |
|            |                                   | Australia   |       |                 |
|            |                                   | Total Community investment  | USD\$ | 365,498         |
|            |                                   | Total Spend on Local Suppliers <sup>32</sup>  | USD\$ | 3,004,959       |
|            |                                   | Canada  |       |                 |
|            |                                   | Total Community investment  | USD\$ | 0               |
|            |                                   | Total Spend on Local Suppliers <sup>33</sup>  | USD\$ | 1,432,328       |
| GOVERNANCE | Board Structure                   | Size of the Board <sup>†</sup>  | #     | 8               |
|            | Board Independence                | Non Executive Directors on Board  | #     | 7               |
|            |                                   | Separate Chairman of the Board and CEO  | Y/N   | Y               |
|            |                                   | Independent Directors   | #     | 6               |
|            | Board and Exec Diversity          | Number of Women on Board  | #     | 2               |
|            |                                   | Women on Board <sup>†</sup>   | %     | 25%             |
|            |                                   | Age group (<30, 30-50 years old, >50)   | %     | 100%<br>over 50 |
|            | Board Meetings                    | Board Meeting Attendance  | %     | 98%             |
|            | Executive Compensation            | Executive Compensation Tied to ESG Target   | Y/N   | Y               |
|            | Audit and Risk Committee          | % Independent Directors on Audit & Risk Committee   | %     | 100%            |
|            |                                   | Attendance Audit & Risk Committee   | %     | 94%             |
|            | People and Remuneration Committee | % Independent Directors on People & Remuneration Committee  | %     | 67%             |
|            |                                   | Attendance People & Remuneration Committee  | %     | 100%            |



## ALLKEM 2023 PERFORMANCE DATA

In the following tables, "†" indicates metrics included in 2023 limited assurance by EY Argentina

|            | Topic                                | Indicator   | Units | CY 2023 |
|------------|--------------------------------------|---|-------|---------|
| GOVERNANCE | Nominations and Governance Committee | % Independent Directors on Nominations and Governance Committee   | %     | 100%    |
|            |                                      | Attendance Nominations & Governance Committee   | %     | 100%    |
|            | Sustainability Committee             | % Independent Directors on Sustainability Committee   | %     | 67%     |
|            |                                      | Attendance Sustainability Committee   | %     | 100%    |
|            | Competitive Behavior                 | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | \$    | 0       |
|            |                                      | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption                | \$    | 0       |
|            | Socioeconomic Compliance             | Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations <sup>34</sup>            | #     | 1       |
|            |                                      | Total monetary value of significant fines   | \$    | N/A     |
|            |                                      | Total number of non-monetary sanctions <sup>34</sup>  | #     | 1       |
|            |                                      | Cases brought through dispute resolution mechanisms   | #     | 0       |
|            | Environmental Compliance             | Significant fines and non-monetary sanctions for non-compliance with environmental laws                               | #     | 0       |
|            |                                      | Total monetary value of significant fines   | USD\$ | 0       |
|            |                                      | Total number of non-monetary sanctions  | #     | 0       |
|            | Ethics and Compliance                | Percentage of employees completing Code of Conduct training   | %     | 92      |

|          | Topic                 | Indicator                               | Units | CY 2023 |
|----------|-----------------------|---|-------|---------|
| POLICIES | Environment           | Environmental Policy                    | Y/N   | Y       |
|          |                       | Sustainable Development Policy          | Y/N   | Y       |
|          |                       | Climate Change Statement                | Y/N   | Y       |
|          | Ethics and Compliance | Whistleblower Policy                    | Y/N   | Y       |
|          |                       | Anti-Bribery and Corruption Policy      | Y/N   | Y       |
|          |                       | Information Security Policy             | Y/N   | Y       |
|          |                       | Tax Policy                              | Y/N   | Y       |
|          |                       | Trading Policy                          | Y/N   | Y       |
|          | Social                | Health and Safety Policy                | Y/N   | Y       |
|          |                       | Human Rights Policy                     | Y/N   | Y       |
|          |                       | Community and Social Performance Policy | Y/N   | Y       |
|          |                       | Diversity and Inclusion Policy          | Y/N   | Y       |
|          |                       | Landholder Engagement Policy            | Y/N   | Y       |
|          |                       | Remuneration Policy                     | Y/N   | Y       |
|          |                       | Code of Conduct                         | Y/N   | Y       |
|          |                       | Modern Slavery Statement                | Y/N   | Y       |

FOOTNOTES

Allkem 2023 Performance Data

- 1

Olaroz Lithium Facility (SDJ) Brine based, Lithium Carbonate production. Mount Cattlin (MtC) Hard rock mine, spodumene production. Sal de Vida (SDV) Brine based Lithium Carbonate Project in construction stage. James Bay (JB) now "Galaxy" Hard Rock spodumene project in Permitting and detailed engineering stage.
- 2

Naraha, Lithium Hydroxide Convension Facility in Japan (Non-Operated Joint Venture).
- 3

Environment, Quality and Safety Management systems are ISO Standard certified for the Olaroz Lithium Facility. The Sal de Vida project is working toward implementation and certification when operational, and Mt Cattlin operation management systems are aligned with the ISO Standards.
- 4

Includes all subsidiary companies and corporate of the Allkem group.
- 5

Includes emissions from fuel combustion used on site for transport and non transport purposes.  
Australia: NGER (Measurement) Determination.  
Argentina: IPCC Guidelines for National Greenhouse Gas Inventories.  
Canada: RDOCECA: Québec's GHG emission reporting regulation.
- 6

Includes emissions from Purchased electricity for Allkem administrative offices.  
Australia: Factor from South West Interconnected System in Western Australia and Queensland.  
Argentina: Calculation of the CO2 emissions factor of the Argentine Electric Energy Network.  
Canada: ECCC, NATIONAL INVENTORY REPORT 1990–2019: GREENHOUSE GAS SOURCES AND SINKS IN CANADA.
- 7

Intensity value includes SDJ (Olaroz Stage 1) and Mt Cattlin operations. For the purpose of these metrics, a conversion factor of 8 has been used for Spodumene concentrate to LCE (Lithium Carbonate Equivalent).
- 8

Mt Cattlin (Australia) scope 3 emissions from downstream transportation have been updated for CY2023 incorporating trucking and shipping of spodumene concentrate and low-grade product.
- 9

Includes emissions for production of Ferrosilicon (15–16%, South African National GHG Emission Reporting Regulations 2017), Explosives (Orica Climate Action Report 2021), Antifoam and Flocculant (Ecolab Corporate Social Sustainability Report 2021) for Mt Cattlin Site and Lime and Soda Ash for Argentina (2006 IPCC Guidelines for Soda ash and lime production).
- 10

Australia: US EPA Factors 2022.
- 11

Includes emissions related to the production of fuels and energy purchased and consumed by the company that are not included in scope 1 or scope 2.  
Australia: Australian NGA Factors (National Greenhouse Accounts Factors 2021).  
Argentina & Canada: the UK Government GHG Conversion Factors for Company Reporting 2023 - WWT fuels.
- 12

Argentina: Water transportation: 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Volume 3: Mobile combustion. Rail & Road transportation: EPA - Emission Factors for Greenhouse Gas Inventories (2023). Table 8: Scope 3 Category 4: Upstream Transportation and Distribution and Category 9: Downstream Transportation and Distribution.  
Australia: UK Conversion Factors 2022
- 13

Australia: Australian NGA Factors (National Greenhouse Accounts Factors 2021).  
Argentina: Landfill: Tercera Comunicación Nacional sobre Cambio Climático. Secretaría de Ambiente y Desarrollo Sustentable de la Nación. Argentina (2015). Recycling & Incineration: EPA—Emission Factors for Greenhouse Gas Inventories (2023). Scope 3 Category 5: Waste Generated in Operations.  
Canada: USEPA, GHG Emission Factors.
- 14

Emissions calculated based on km travelled by employees and short, medium and long-haul flight emission factors from US EPA.
- 15

Transportation of employees between their homes and their worksites during the reporting year.  
Australia: UK Conversion Factors.  
Argentina & Canada: US EPA emission factors.
- 16

Argentina: Water transportation: 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Volume 3: Mobile combustion. Rail & Road transportation: EPA —Emission Factors for Greenhouse Gas Inventories (2023). Table 8: Scope 3 Category 4: Upstream Transportation and Distribution and Category 9: Downstream Transportation and Distribution.  
Australia: UK Conversion Factors 2023
- 17

Argentina: Tercera Comunicación Nacional sobre Cambio Climático. Secretaría de Ambiente y Desarrollo Sustentable de la Nación. Argentina (2015).
- 18

Li2CO3—Electricity: Climate Transparency Report 2021  
Li2CO3—Coal: NGER (Measurement) Determination 2008  
LiOH\*H2O—Electricity: Climate Transparency Report 2021  
LiOH\*H2O—Coal: NGER (Measurement) Determination 2008
- 19

Includes Fuel consumption: Natural Gas, Diesel, Petrol and propane, Solar panels generation and Electricity purchased from the Grid from administrative offices.
- 20

Total energy consumed in SDJ (Olaroz, Stage 1) and Mt Cattlin operations per tonne of equivalent product. For the purpose of these metrics, a conversion factor of 8 has been used for Spodumene concentrate to LCE (Lithium Carbonate Equivalent).
- 21

99% correspond to Industrial Groundwater (total dissolved solids >1000mg/l), and 1% is Freshwater (total dissolved solids ≤1000mg/l) from surface and groundwater sources. All of Allkem Sites are located in areas of low water stress and low overall water risk according to the WRI Aqueduct Tool "Water Risk Atlas".
- 22

Total water consumed in SDJ (Olaroz, Stage 1) and Mt Cattlin operations per tonne of equivalent product. For the purpose of these metrics, a conversion factor of 8 has been used for Spodumene concentrate to LCE (Lithium Carbonate Equivalent).
- 23

Includes all subsidiary companies and corporate of the Allkem Group: Sales de Jujuy, Sal de Vida, James Bay (now "Galaxy" Project, Mt Cattlin and Buenos Aires, Canada & Australian offices.
- 24

This represent 28% of total Allkem employees.
- 25

Includes Allkem employees and contractors.
- 26

TRIFR: number of lost time, medical treatment, restricted work and fatality injuries per million hours worked. Includes Allkem employees and contractors.
- 27

Includes Allkem employees and contractors.
- 28

LTIFR: number of lost time injuries per million hours worked. Includes Allkem employees and contractors.
- 29

TRIFR: number of lost time, medical treatment, restricted work and fatality injuries per million hours worked
- 30

LTIFR: number of lost time injuries per million hours worked.
- 31

Local Suppliers in Argentina are from communities in the Jujuy and Catamarca Province. This represents 8% of total supplier spend of US\$485,582,166 accruals based.
- 32

Local suppliers in Australia are from the Ravensthorpe Shire near Mt Cattlin. This represent 1.97% of total supplier spend (Total spend = US \$152,363,418 accruals based)
- 33

Local suppliers in Canada are from the community of Eastmain and the other eight indigenous communities within the Eyyou Itchee territory. This represent 1.6% of total supplier spend (Total spend - Canada = US \$88,454,364 accruals based)
- 34

The activities of the Sal de Vida project were temporarily suspended preventively due to non-compliance according to the authority's criteria. The suspension was lifted after demonstrating compliance within 24 hours.



## LIVENT 2023 PERFORMANCE DATA

In the following tables, "\*\*\*" indicates metrics included in 2023 limited assurance by ERM CVS and "—" means data not available

|                          | Topic                            | Indicator  | Units   | FY 2023 |
|--------------------------|----------------------------------|--|---|---------|
| ENVIRONMENT <sup>2</sup> | Manufacturing and Sourcing Sites | Number of Livent manufacturing sites                     | #   | 5       |
|                          |                                  | Number of sourcing partner sites                         | #   | 2       |
|                          |                                  | ISO-certified sites <sup>1</sup>                         | #   | 6       |
|                          | GHG Emissions                    | <b>Total GHG emissions (Scope 1 and 2)<sup>3</sup></b>   | metric tons CO <sub>2</sub> e                       | 118,576 |
|                          |                                  | <b>Scope 1 emissions*</b>                                | metric tons CO <sub>2</sub> e                       | 104,509 |
|                          |                                  | Scope 1 emissions, without carbon offsets*               | metric tons CO <sub>2</sub> e                       | 110,930 |
|                          |                                  | Carbon offsets*  | metric tons CO <sub>2</sub> e                       | (6,421) |
|                          |                                  | <b>Scope 2 emissions, market-based*</b>                  | metric tons CO <sub>2</sub> e                       | 14,067  |
|                          |                                  | <b>Scope 2 emissions, location-based*</b>                | metric tons CO <sub>2</sub> e                       | 16,818  |
|                          |                                  | GHG emissions intensity (Scope 1 and 2) <sup>3</sup>     | metric tons CO <sub>2</sub> e/Product tons produced | 2.39    |
|                          |                                  | <b>Scope 3 emissions<sup>4,10,14</sup></b>               | metric tons CO <sub>2</sub> e                       | 258,965 |
|                          |                                  | Purchased goods and services <sup>4</sup>                | metric tons CO <sub>2</sub> e                       | 158,125 |
|                          |                                  | Capital goods <sup>4</sup>                               | metric tons CO <sub>2</sub> e                       | 6,351   |
|                          |                                  | Fuel and energy-related activities <sup>5</sup>          | metric tons CO <sub>2</sub> e                       | 58,595  |
|                          |                                  | Upstream transportation and distribution <sup>6</sup>    | metric tons CO <sub>2</sub> e                       | 26,215  |
|                          |                                  | Waste generated in operations <sup>7</sup>               | metric tons CO <sub>2</sub> e                       | 4,584   |
|                          |                                  | Business travel <sup>8</sup>                             | metric tons CO <sub>2</sub> e                       | 843     |
|                          |                                  | Employee commuting <sup>9</sup>                          | metric tons CO <sub>2</sub> e                       | 2,446   |
|                          |                                  | Downstream transportation and distribution <sup>11</sup> | metric tons CO <sub>2</sub> e                       | -       |
|                          |                                  | End-of-life treatment of sold products <sup>12</sup>     | metric tons CO <sub>2</sub> e                       | 1,806   |
|                          |                                  | Investments <sup>13</sup>                                | metric tons CO <sub>2</sub> e                       | 0       |
|                          | Air Pollutants                   | SOx emissions*   | metric tons CO <sub>2</sub> e                       | 1.76    |
|                          |                                  | NOx emissions*   | metric tons CO <sub>2</sub> e                       | 24.44   |

|             | Topic            | Indicator   | Units  | FY 2023   |
|-------------|------------------|---|--|-----------|
| ENVIRONMENT | Energy           | Total energy consumption*   | GJ   | 2,266,289 |
|             |                  | Energy intensity*   | GJ/product metric tons produced              | 45.7      |
|             |                  | Total energy consumption within the organization from renewable sources | GJ   | 25,213    |
|             |                  | Total energy consumption within the organization from renewable sources | %  | 1%        |
|             | Water            | Total water consumed*   | Cubic meters (m <sup>3</sup> )               | 3,422,624 |
|             |                  | Water intensity*  | m <sup>3</sup> /product metric tons produced | 69.0      |
|             | Waste            | <b>Total waste disposed*</b>  | metric tons                                  | 7,039     |
|             |                  | <b>Total hazardous waste—disposed</b>                                   | metric tons                                  | 1,592     |
|             |                  | Incinerated   | metric tons                                  | 223       |
|             |                  | Wastewater treatment  | metric tons                                  | 1,204     |
|             |                  | Landfill  | metric tons                                  | 165       |
|             |                  | <b>Total non-hazardous waste—disposed</b>                               | metric tons                                  | 5,446     |
|             |                  | Incinerated   | metric tons                                  | 377       |
|             |                  | Wastewater treatment  | metric tons                                  | 4,155     |
|             |                  | Landfill  | metric tons                                  | 915       |
|             |                  | <b>Total waste recycled</b>   | metric tons                                  | 2,715     |
|             |                  | Total hazardous waste—recycled  | metric tons                                  | 1,455     |
|             |                  | Total non-hazardous waste—recycled                                      | metric tons                                  | 1,260     |
|             |                  | Total waste disposed intensity*   | kg/product metric tons produced              | 141.87    |
|             | Clean Technology | Capital investment (growth and maintenance)                             | USD\$ (million)                              | 329       |

## LIVENT 2023 PERFORMANCE DATA

In the following tables, "\*\*\*" indicates metrics included in 2023 limited assurance by ERM CVS and "—" means data not available

| Topic  | Indicator   | Units | FY 2023 |
|--------|---|-------|---------|
| SOCIAL | <b>Workforce Composition</b>  |       |         |
|        | Total number of employees worldwide (full-time and part-time)*        | #     | 1,179   |
|        | Number of contractors worldwide                                       | #     | 260     |
|        | <b>Workforce Breakdown by Region</b>                                  |       |         |
|        | North America   | %     | 34      |
|        | South America   | %     | 49      |
|        | Asia  | %     | 10      |
|        | Europe  | %     | 7       |
|        | <b>Workforce Breakdown by Gender</b>                                  |       |         |
|        | Women*  | %     | 24      |
|        | Men*  | %     | 74      |
|        | Not specified   | %     | 2       |
|        | <b>Contractors</b>  |       |         |
|        | Women   | %     | 16      |
|        | Men   | %     | 48      |
|        | Not specified   | %     | 36      |
|        | <b>Relative Mix of Employees Compared to Contractors, By Region</b>   |       |         |
|        | North America   | %     | 70      |
|        | South America   | %     | 91      |
|        | Asia  | %     | 90      |
|        | Europe  | %     | 84      |
|        | <b>Employee Diversity<sup>15</sup></b>                                |       |         |
|        | Total number of executives*   | #     | 11      |
|        | Women in executive positions*   | %     | 45      |
|        | Men in executive positions*   | %     | 55      |
|        | Black, Indigenous, and People of Color (BIPOC) in executive positions | %     | 27      |

| Topic  | Indicator   | Units | FY 2023 |
|--------|---|-------|---------|
| SOCIAL | <b>Employee Diversity<sup>15</sup></b>                                  |       |         |
|        | <b>Total number of employees in professional positions<sup>16</sup></b> | #     | 300     |
|        | Women in professional positions*  | %     | 42      |
|        | Men in professional positions*  | %     | 58      |
|        | Gender not specified  | %     | 0       |
|        | <b>Total number of employees in managerial positions<sup>17</sup></b>   | #     | 285     |
|        | Women in managerial positions*  | %     | 28      |
|        | Men in managerial positions*  | %     | 72      |
|        | Gender not specified  | %     | 0       |
|        | <b>Total number of employees in operations positions*</b>               | #     | 583     |
|        | Women in operations positions*  | %     | 13      |
|        | Men in operations positions*  | %     | 84      |
|        | Gender not specified  | %     | 3       |
|        | <b>U.S. Employee Racial Diversity<sup>18</sup></b>                      |       |         |
|        | White   | %     | 57      |
|        | Black and African American  | %     | 21      |
|        | Latino/Hispanic   | %     | 3       |
|        | Asian/Pacific Islander  | %     | 9       |
|        | Two or more races   | %     | 1       |
|        | Not specified   | %     | 8       |
|        | <b>Global Age Diversity</b>   |       |         |
|        | <30 years old   | %     | 18      |
|        | 30–50 years old   | %     | 55      |
|        | >50 years old   | %     | 27      |



## LIVENT 2023 PERFORMANCE DATA

In the following tables, "\*\*\*" indicates metrics included in 2023 limited assurance by ERM CVS and "-" means data not available

|        | Topic                            | Indicator  | Units | FY 2023 |
|--------|----------------------------------|--|-------|---------|
| SOCIAL | Employee Diversity <sup>15</sup> | <b>Age Diversity by Employee Category</b>  |       |         |
|        |                                  | Executives   |       |         |
|        |                                  | <30 years old  | %     | 0       |
|        |                                  | 30-50 years old  | %     | 27      |
|        |                                  | >50 years old  | %     | 73      |
|        |                                  | Professional Positions   |       |         |
|        |                                  | <30 years old  | %     | 20      |
|        |                                  | 30-50 years old  | %     | 58      |
|        |                                  | >50 years old  | %     | 22      |
|        |                                  | Operations Positions   |       |         |
|        |                                  | <30 years old  | %     | 24      |
|        |                                  | 30-50 years old  | %     | 50      |
|        |                                  | >50 years old  | %     | 26      |
|        | Employee Turnover and New Hires  | New employee hires   | #     | 159     |
|        |                                  | Employee turnover (overall)  | %     | 8       |
|        | Employee Development Programs    | Parental leave   | Y/N   | Y       |
|        |                                  | Salaried employees receiving regular performance and career development reviews      | %     | 98      |
|        |                                  | Programs for upgrading employee skills and transition assistance programs            | Y/N   | Y       |
|        | Labor Relations                  | <b>Percentage of active workforce covered under collective bargaining agreements</b> |       |         |
|        |                                  | North America  | %     | 0       |
|        |                                  | South America  | %     | 58      |
|        |                                  | Asia   | %     | 0       |
|        |                                  | Europe   | %     | 0       |

|        | Topic                                       | Indicator  | Units                                      | FY 2023 |
|--------|---|--|--|---------|
| SOCIAL | Occupational, Health & Safety <sup>19</sup> | <b>First aid injuries<sup>20</sup></b>                         |  |         |
|        |   | Employees  | #  | 14      |
|        |   | Contractors  | #  | 7       |
|        |   | <b>First aid injury rate</b>                                   |  |         |
|        |   | Employees  | # of first aid injuries per 200,000 hours  | 1.12    |
|        |   | Contractors  | # of first aid injuries per 200,000 hours  | 0.4     |
|        |   | <b>Recordable injuries/illnesses</b>                           |  |         |
|        |   | Employees  | #  | 4       |
|        |   | Contractors  | #  | 7       |
|        |   | <b>Recordable injury/illness rate</b>                          |  |         |
|        |   | Employees*   | # of injuries/ illnesses per 200,000 hours | 0.32    |
|        |   | Contractors  | # of injuries/ illnesses per 200,000 hours | 0.4     |
|        |   | Fatalities and permanent disabilities                          | #  | 0       |
|        |   | <b>Number of fatalities as a result of work-related injury</b> |  |         |
|        |   | Employees  | #  | 0       |
|        |   | Contractors  | #  | 0       |

## LIVENT 2023 PERFORMANCE DATA

In the following tables, "\*\*\*" indicates metrics included in 2023 limited assurance by ERM CVS and "—" means data not available

| Topic  | Indicator  | Units   | FY 2023   |
|--------|--|---|-----------|
| SOCIAL | <b>Occupational, Health &amp; Safety<sup>a9</sup></b>                          |   |           |
|        | <b>Rate of fatalities as a result of work-related injury</b>                   |   |           |
|        | Employees  | %   | 0         |
|        | Contractors  | %   | 0         |
|        | <b>Number of high-consequence work-related injuries (excluding fatalities)</b> |   |           |
|        | Employees  | #   | 0         |
|        | Contractors  | #   | 0         |
|        | <b>Rate of high-consequence work-related injuries (excluding fatalities)</b>   |   |           |
|        | Employees  | #   | 0         |
|        | Contractors  | #   | 0         |
|        | Total hours worked—employees   | #   | 2,504,249 |
|        | Total hours worked—contractors   | #   | 3,491,648 |
|        | Loss of Primary Containment Category 1 Incidents <sup>21</sup>                 | #   | 1         |
|        | Loss of Primary Containment Category 2 Incidents <sup>22</sup>                 | #   | 2         |
|        | Loss of Primary Containment Category 3 Incidents <sup>23</sup>                 | #   | 25        |
|        | Notices of violation (regulatory)  | #   | 0         |
|        | Lost Time Incident Rate (LTIR)   | Number of lost time injuries in the reporting period x 200,000 / Total hours worked in the reporting period   | 0.08      |
|        | <b>Process Safety</b>  |   |           |
|        | Process Safety Incidents Count (PSIC)  | #   | 3         |
|        | Process Safety Total Incident Rate (PSTIR)                                     | Total severity score for all PS incidents x 200,000 / Total employee, contractor and subcontractor work hours | 0.1       |

| Topic      | Indicator   | Units | FY 2023       |
|------------|---|-------|---------------|
| SOCIAL     | <b>Process Safety</b>   |       |               |
|            | Process Safety Incident Severity Rate (PSISR)   |       | 0.1           |
|            | Number of transport incidents <sup>24</sup>   | #     | 2             |
|            | Number of reportable spills   | #     | 0             |
|            | <b>Community</b>  |       |               |
|            | Community Relations (CR) program in Catamarca to support health, nutrition, education, training, quality of life, climate action, local development and employability | USD\$ | 2.1 million   |
|            | Capital Spend in Argentina, which supports the national and local economies <sup>25</sup>   | USD\$ | 306.6 million |
|            | Argentina Infrastructure Trust Agreement to support community infrastructure projects <sup>26</sup>   | USD\$ | 8.7 million   |
|            | <b>Human Rights</b>   |       |               |
|            | Percentage of proved reserves in or near areas of conflict  | %     | 0             |
| GOVERNANCE | Percentage of probable reserves in or near areas of conflict  | %     | 0             |
|            | <b>Board Structure</b>  |       |               |
|            | Size of the Board <sup>*</sup>  | #     | 9             |
|            | <b>Board Independence</b>   |       |               |
|            | Non-Executive Directors on Board  | #     | 8             |
|            | CEO duality   | Y/N   | N             |
|            | Independent Directors <sup>27</sup>   | #     | 8             |
|            | <b>Board Diversity</b>  |       |               |
|            | Number of gender-diverse Board members  | #     | 2             |
|            | Percentage of gender-diverse Board members <sup>*</sup>   | %     | 22%           |
|            | Number of ethnically-diverse Board members  | #     | 1             |
|            | Percentage of ethnically-diverse Board members  | %     | 11            |
|            | Age group (<30, 30-50 years old, >50)   | %     | 100% over 50  |
|            | <b>Board Meetings</b>   |       |               |
|            | Board meeting attendance <sup>28</sup>  | %     | 75%           |
|            | <b>Audit Committee</b>  |       |               |
|            | Size of Audit Committee   | #     | 4             |
|            | # Non-executive Directors on Audit Committee  | #     | 4             |
|            | Percentage of Non-executive Directors on Audit Committee  | %     | 100           |
|            | Non-executive Audit Committee Chairperson   | Y/N   | Y             |



## LIVENT 2023 PERFORMANCE DATA

In the following tables, "\*" indicates metrics included in 2023 limited assurance by ERM CVS and "-" means data not available

|            | Topic                    | Indicator   | Units | FY 2023 |
|------------|--------------------------|---|-------|---------|
| GOVERNANCE | Compensation Committee   | Size of Compensation and Organization Committee   | #     | 4       |
|            |                          | # Non-executive Directors on Compensation Committee   | #     | 4       |
|            |                          | Percentage of Non-executive Directors on Compensation Committee   | %     | 100     |
|            |                          | Non-executive Compensation Committee Chairperson  | Y/N   | Y       |
|            | Nominating Committee     | Size of Nominating and Corporate Governance Committee   | #     | 3       |
|            |                          | # Non-executive Directors on Nominating Committee   | #     | 3       |
|            |                          | Percentage of Non-executive Directors on Nominating Committee   | %     | 100     |
|            |                          | Non-executive Nominating Committee Chairperson  | Y/N   | Y       |
|            | Sustainability Committee | Size of CSR/Sustainability Committee  | #     | 4       |
|            |                          | # Non-executive Directors on CSR/ Sustainability Committee  | #     | 4       |
|            |                          | Percentage of Non-executive Directors on CSR/ Sustainability Committee  | %     | 100     |
|            |                          | Non-executive CSR/Sustainability Committee Chairperson  | Y/N   | Y       |
|            | Competitive Behavior     | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | USD\$ | 0       |
|            |                          | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption                | USD\$ | 0       |
|            | Socioeconomic Compliance | Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations                          | #     | 0       |
|            |                          | Total monetary value of significant fines   | USD\$ | 0       |
|            |                          | Total number of non-monetary sanctions  | #     | 0       |
|            |                          | Cases brought through dispute resolution mechanisms   | #     | 0       |

|            | Topic                    | Indicator   | Units | FY 2023 |
|------------|--------------------------|---|-------|---------|
| GOVERNANCE | Environmental Compliance | Significant fines and non-monetary sanctions for non-compliance with environmental laws | #     | 0       |
|            |                          | Total monetary value of significant fines   | USD\$ | 0       |
|            |                          | Total number of non-monetary sanctions  | #     | 0       |
|            |                          | Cases brought through dispute resolution mechanisms                                     | #     | 0       |
| POLICIES   | Ethics and Compliance    | Percentage of employees completing Code of Ethics training                              | %     | 98      |
|            | Environment              | Animal Welfare Policy   | Y/N   | Y       |
|            |                          | Biodiversity Policy   | Y/N   | Y       |
|            |                          | Climate Change Policy   | Y/N   | Y       |
|            | Ethics and Compliance    | Anti-Bribery Ethics Policy  | Y/N   | Y       |
|            |                          | Business Ethics Policy  | Y/N   | Y       |
|            |                          | Code of Conduct   | Y/N   | Y       |
|            |                          | Employee Protection / Whistle Blower Policy   | Y/N   | Y       |
|            |                          | Political Contributions Policy  | Y/N   | Y       |
|            |                          | Health and Safety Policy  | Y/N   | Y       |
|            |                          | Human Rights Policy   | Y/N   | Y       |
|            |                          | Enterprise Level Workforce/Labor Rights Policy  | Y/N   | Y       |
|            |                          | Conflict Minerals Policy  | Y/N   | Y       |
|            |                          | Modern Slavery Statement  | Y/N   | Y       |
|            |                          | Policy Against Child Labor  | Y/N   | Y       |
|            |                          | Supplier Code of Conduct  | Y/N   | Y       |
|            |                          | Responsible Sourcing Policy   | Y/N   | Y       |
|            |                          | UN Global Compact Participant <sup>29</sup>   | Y/N   | Y       |

# FOOTNOTES

## Livent 2023 Performance Data

- 1

At the end of 2023, Livent added an exclusive contract manufacturing sourcing partner in Zhejiang (Linhai), China. At the time of publication, this site is in the process of ISO certification.

2

The organizational boundary for the environmental data is based on the operational method.

Environmental data covers the five manufacturing sites that Livent owned and operated directly as of December 31, 2023. As noted in the Report Scope section of this report, performance data reporting excludes Nemaska Lithium, which we co-own with Investissement Québec, and also excludes our exclusive lithium hydroxide manufacturing partners in Rugao and Zhejiang (Linhai), China.

In May 2023, Livent finalized the sale of our manufacturing operations in Patancheru, India to Neogen Chemicals Limited. This site did not operate under Livent ownership in 2023 and is not included in this data.

Intensity data for emissions, energy and water refers to both operational and expansion data, unless otherwise stated.
- 3

Market-based methodology.

Scope 1 CO<sub>2</sub>e factors reference—United States (US) Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories dated 12 September 2023. Scope 1 emissions include emissions from direct sources such as fuel combustion.

Scope 2 CO<sub>2</sub>e factors references—2022 International Energy Agency (IEA) Emission Factors (2020) and 2022 Duke Energy Report; US EPA Emission Factors for Greenhouse Gas Inventories dated 12 September 2023 using SRVC (SERC Va/Carolinas Subregion). Scope 2 emissions are from indirect sources such as electricity and steam.
- 4

Category 1 and 2: Emission factors from the US Environmentally Extended Input-Output Model v1.1.1 (USEEIO) were used to calculate our Scope 3 Category 1 and 2 emissions. The USEEIO is a combined economic-environmental model that presents the GHG emissions per dollar spent in different industries. Each purchase made by legacy Livent in 2023 was categorized by industry and multiplied by the corresponding emission factor to calculate emissions. A spend-based methodology provides a high-level screening of Scope 3 Category 1 and 2 emissions to identify “hot spots” in our supply chain. For purchases of select chemicals identified as hotspots last year, the activity-based calculation method was used with Sphera Life Cycle Assessment Datasets instead of the spend methodology. Overall, Category 1 and 2 emissions decreased this year due to lower overall expenditures.

5

Category 3: Fuel and Energy related activities refers to the upstream emissions from the extraction, production, and distribution of fuels and energy purchased and consumed by legacy Livent in 2023. The upstream emissions of purchased fuels were calculated for natural gas, diesel, and gasoline use with activity data and emissions factors from Sphera Life Cycle Assessment Datasets. The use of other fuels, such as propane and kerosene, was found to be immaterial.

Upstream emissions of purchased electricity and T&D losses were calculated using activity data and a relevant emissions factor from various sources, including energy suppliers, the International Energy Agency, and the UK DEFRA 2023.
- 6

Category 4: Upstream Transport refers to emissions from third-party transportation and distribution services purchased by legacy Livent in 2023. This includes transportation of raw materials to legacy Livent's sites, logistics, warehousing, the transportation of intermediary products between legacy Livent's sites, and the outbound logistics of sold products. \$ / kg CO<sub>2</sub>e Emission factors from the same EEIO dataset used in Categories 1 and 2 were used to calculate upstream transport as well.

7

Category 5: Waste Management includes all emissions originating from the disposal of legacy Livent's waste streams in 2023. There are six methods that legacy Livent uses to dispose of its waste: Landfill, Incineration, Wastewater, Fuel Blending, Recycling and Beneficial Reuse. Kilograms of waste disposed by each method were multiplied by a corresponding emissions factor for that method. Emissions factors were obtained from the U.K. Government GHG conversion factors for company reporting and the EPA Emission Factors for Greenhouse Gas Inventories. Activity data was collected at the site level.

8

Category 6: Business Travel includes all air, intercity rail transport, and hotel stays from 2023. Legacy Livent's travel partner, Egencia, provided legacy Livent with the key metrics to calculate its business travel emissions. The miles flown on short, medium, and long-haul flights were used in conjunction with EPA Emission Factors to produce air travel emissions. The same was also done for the number of miles traveled on intercity rail. The number of hotel stays was multiplied by a country-specific emission factors from the UK DEFRA 2023.
- 9

Category 7: Employee Commuting emissions were estimated by multiplying the number of legacy Livent employees in 2023 by 1700 kg of CO<sub>2</sub>e. This emissions / employee factor is based on a study conducted by the U.S. Department of Transportation in 2014, which used Ecoinvent datasets 2.2 in conjunction with GWP impact assessment (IPCC 2007) to estimate the average U.S. commuter's emissions per year.

10

Category 8: Legacy Livent has a small number of leased assets, such as vehicles and offices, but has not calculated the emissions from their use.

11

Category 9–11: Legacy Livent produces intermediate products with a variety of downstream applications that have many different greenhouse gas emissions profiles. We cannot reasonably estimate the downstream emissions associated with our products in their various end uses. For this reason, legacy Livent is not disclosing estimations for scope 3 categories 9, 10, and 11.


12

Category 12: An estimate for End of Life of Sold Products was made by categorizing the products sold by legacy Livent into Metals or Organics, and then multiplying the number of kg of each category sold by an emissions factor published by the EPA. Although some products may be recycled and others may be incinerated, assuming 100% landfilling is a conservative method for estimating emissions from the EoL of sold products when their destination is uncertain.



- 13 Category 15: Legacy Livent has a 50% investment in the mining / chemical company Nemaska Lithium. Nemaska Lithium has no operational sites and is opening its first combined mine and chemical plant. Because Nemaska Lithium is non-operational and generates no revenue for legacy Livent, we are reporting zero emissions for this category.
- 14 Category 13: Legacy Livent has no downstream eased assets.  
Category 14: Legacy Livent has no franchises.
- 15 Diversity data covers employees only and excludes contractors.
- 16 Professional positions are defined as non-manufacturing, salaried staff identified by the following legacy Livent job classifications: Distribution, Engineering, Finance, Human Resources, Information Technology, Legal and Marketing.
- 17 Managerial positions are defined as staff identified by the following Livent job class categories: Manager and Executive.
- 18 Based on voluntary disclosure.
- 19 Safety data covers all Livent facilities (manufacturing and nonmanufacturing). "Employees" include full-time and part-time legacy Livent employees and embedded contract employees directly managed by a legacy Livent employee.
- 20 First aid refers to work-related injuries or illnesses for which the individual received basic medical attention on-site.
- 21 Loss of Primary Containment Category 1 Event results in one of the following: fatality; permanent disabling injury; multiple lost time injuries; injury to offsite personnel; onsite damages greater than USD\$ 100,000; offsite damage greater than USD\$ 5,000; regulatory agency action (citation or order) with penalties greater than USD\$ 5,000; or two or more complaints to site management, media or to a community organization from offsite personnel.
- 22 Loss of Primary Containment Category 2 Event results in one or more of the following: Employee or contractor recordable injury; fire or explosion resulting in damage equal to or greater than USD\$ 25,000 of direct cost; any acute release of flammable, combustible or toxic chemicals greater than regulated chemical threshold quantities.
- 23 Loss of Primary Containment Category 3 Event refers to: any other event that does not meet the criteria of a LOPC Category 2 event. This includes any unplanned or unanticipated fire in a process area.
- 24 Transport incidents as defined by Sustainability Accounting Standards Board, Chemicals (2018).
- 25 Includes all (accruals-based) capital expenditures in Argentina, not just Catamarca, as was presented in legacy Livent's Sustainability Reports since 2019.
- 26 This is the Salar del Hombre Muerto Trust Fund that is more fully described in Arcadium Lithium's 2023 Form 10-K, Part I, Item 2, Properties, Mineral Concession Rights and Royalties.
- 27 Eight members of the Board of Directors met independence criteria set by the New York Stock Exchange (NYSE) as of March 2022 (three-year cooling off period) and subsequently as defined by Institutional Shareholder Services (ISS) as of March 2024 (five-year cooling off period).
- 28 During 2023, the Board of Directors of Livent held seven meetings. Each former Livent director who is currently on the board of Arcadium Lithium attended at least 75% of the aggregate of total meetings of the Board of Directors of Livent and of each committee on which they served during 2023. Mr. Pierre Brondeau, a former director of Livent who is not on the board of Arcadium Lithium, attended less than 75% of the aggregate of total meetings of the Board of Directors of Livent and of each committee on which he served in 2023 due to health reasons.
- 29 Livent was a signatory / participant of the United Nations Global Compact (UNGC) as part of FMC Corporation through the first part of FY2019. In early FY2020, Livent became a participant of the UNGC as an independent company.



An aerial photograph of a lush green landscape. A winding road or path cuts through the terrain, leading towards a body of water in the distance. The vegetation is dense and vibrant green, with some lighter patches indicating different types of plants or perhaps a dry riverbed. The overall scene is serene and natural.

# Disclosure References



# Disclosure References

|                     | Disclosure Title   | Location or Direct Response  | SASB | UNSDG | TCFD     |
|---------------------|--|--|------|-------|----------|
| GRI 1: FOUNDATION   | Foundation Disclosures 2021  |  |      |       |          |
|                     | Statement of use   | Arcadium Lithium has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards. |      |       |          |
| GENERAL DISCLOSURES | General Disclosures 2021   |  |      |       |          |
|                     | 2-1 Organizational details   | About This Report  |      |       |          |
|                     | 2-2 Entities included in the organization's sustainability reporting | About This Report  |      |       |          |
|                     | 2-3 Reporting period, frequency and contact point                    | About This Report<br>communications@arcadiumlithium.com  |      |       |          |
|                     | 2-4 Restatements of information                                      |  |      |       |          |
|                     | 2-5 External assurance   | About This Report  |      |       |          |
|                     | 2-6 Activities, value chain, and other business relationships        | About Arcadium Lithium<br>Value Creation—2023 Value Creation;<br>Our Operations and Development Projects<br>Research, Development and Innovation                       |      | 9     | Strategy |
|                     | 2-7 Employees  | Value Creation—2023 Value Creation<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics   |      |       |          |
|                     | 2-8 Workers who are not employees                                    | Livent ESG Performance Metrics   |      |       |          |
|                     |  |  |      |       |          |

|                     | Disclosure Title   | Location or Direct Response                                       | SASB | UNSDG | TCFD |
|---------------------|--|---|------|-------|------|
| GENERAL DISCLOSURES | 2-9 Governance structure and composition   | Governance—Corporate Governance                                   |      |       |      |
|                     | 2-10 Nomination and selection of the highest governance body                     | 2024 Proxy Report, Page 10-11, 24-25                              |      |       |      |
|                     | 2-11 Chair of the highest governance body  | Arcadium Lithium—Leadership                                       |      |       |      |
|                     | 2-12 Role of the highest governance body in overseeing the management of impacts | Value Creation—Our Sustainability Framework                       |      |       |      |
|                     | 2-13 Delegation of responsibility for managing impacts                           | Value Creation—Our Sustainability Framework                       |      |       |      |
|                     | 2-14 Role of the highest governance body in sustainability reporting             | 2024 Proxy Report, Page 20-22<br>Sustainability Committee Charter |      |       |      |
|                     | 2-15 Conflicts of interest   | Governance—Business Ethics<br>Code of Ethics and Business Conduct |      |       |      |
|                     | 2-16 Communication of critical concerns  | Governance—Business Ethics  |      |       |      |
|                     | 2-17 Collective knowledge of the highest governance body                         | Governance—Corporate Governance<br>2024 Proxy Report, Page 12-13  |      |       |      |
|                     | 2-18 Evaluation of the performance of the highest governance body                | 2024 Proxy Statement, Page 25-26                                  |      |       |      |
|                     | 2-19 Remuneration Policies   | 2024 Proxy Report, Page 23-24, 32-39                              |      |       |      |
|                     | 2-20 Process to determine remuneration   | 2024 Proxy Report, Page 35-38                                     |      |       |      |
|                     |  |   |      |       |      |
|                     |  |   |      |       |      |
|                     |  |   |      |       |      |

|                     |                             | Disclosure Title                                   | Location or Direct Response  | SASB         | UNSDG | TCFD     |
|---------------------|-----------------------------|--|--|--------------|-------|----------|
| GENERAL DISCLOSURES | 2-21                        | Annual total compensation ratio                    | 2024 Proxy Report, Page 55   |              |       |          |
|                     | 2-22                        | Statement on sustainable development strategy      | Message from the CEO   |              |       | Strategy |
|                     | 2-23                        | Policy commitments                                 | Code of Ethics and Business Conduct<br>Human Rights Policy<br>Supplier Code of Conduct<br>Supplier Sustainability Policy<br>Conflict Minerals Policy |              |       |          |
|                     | 2-24                        | Embedding policy commitments                       | Sustainable Supply Chain—Responsible Sourcing<br>Governance—Business Ethics  |              |       |          |
|                     | 2-25                        | Processes to remediate negative impacts            | Governance—Business Ethics   |              |       |          |
|                     | 2-26                        | Mechanisms for seeking advice and raising concerns | Governance—Business Ethics   |              |       |          |
|                     | 2-27                        | Compliance with laws and regulations               | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics   | RT-CH-140a.2 |       |          |
|                     | 2-28                        | Membership associations                            | Value Creation—Memberships and Affiliations  |              |       |          |
|                     | 2-29                        | Approach to stakeholder engagement                 | Our Sustainability Program   |              |       |          |
|                     | 2-30                        | Collective bargaining agreements                   | Human Capital—Future Ready Workforce<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics   | EM-MM-310a.1 |       |          |
|                     | <b>Material Topics 2021</b> |  |  |              |       |          |
|                     | 3-1                         | Process to determine material topics               | Value Creation—Our Sustainability Framework  |              |       |          |
|                     | 3-2                         | List of material topics                            | Value Creation—Our Sustainability Framework  |              |       |          |

|             |  | Disclosure Title                              | Location or Direct Response  | SASB                         | UNSDG   | TCFD                |
|-------------|--|---|--|------------------------------|---------|---------------------|
| ENVIRONMENT | <b>GRI 302: Energy 2016</b>              |   |  |                              |         |                     |
|             | 3-3                                      | Management of material topics                 | Climate Change—GHG Emissions and Climate Change Response                         |                              |         |                     |
|             | 302-1                                    | Energy consumption within the organization    | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics                 | RT-CH-130a.1<br>EM-MM-130a.1 | 7<br>12 | Metrics and Targets |
|             | 302-3                                    | Energy intensity                              | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics                 |                              | 7<br>12 | Metrics and Targets |
|             | <b>GRI 303: Water and Effluents 2018</b> |   |  |                              |         |                     |
|             | 3-3                                      | Management of material topics                 | Natural Capital—Water Use  |                              |         |                     |
|             | 303-1                                    | Interactions with water as a shared resource  | Natural Capital—Water Use  |                              | 6       |                     |
|             | 303-2                                    | Management of water discharge-related impacts | Natural Capital—Water Use<br>Natural Capital—Effluents, Air Pollutants and Waste | RT-CH-140a.3                 | 6       |                     |
|             | 303-3                                    | Water withdrawal                              | Natural Capital—Water Use<br>Allkem ESG Performance Metrics                      | RT-CH-140a.1<br>EM-MM-140a.1 | 6       |                     |
|             | 303-5                                    | Water consumption                             | Natural Capital—Water Use<br>Livent ESG Performance Metrics                      | RT-CH-140a.1<br>EM-MM-140a.1 | 6       |                     |



|             | Disclosure Title                  |   | Location or Direct Response   | SASB   | UNSDG    | TCFD                |
|-------------|-----------------------------------|---|---|--|----------|---------------------|
| ENVIRONMENT | <b>GRI 304: Biodiversity 2016</b> |   |   |  |          |                     |
|             | 3-3                               | Management of material topics   | Natural Capital—Land Use and Biodiversity Management                                  | EM-MM-160a.1   |          |                     |
|             | 304-1                             | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Natural Capital—Land Use and Biodiversity Management                                  |  |          |                     |
|             | 304-3                             | Habitats protected or restored  | Natural Capital—Land Use and Biodiversity Management                                  |  | 15       |                     |
|             | <b>GRI 305: Emissions 2016</b>    |   |   |  |          |                     |
|             | 3-3                               | Management of material topics   | Climate Change—GHG Emissions and Climate Change Response                              |  |          |                     |
|             | 305-1                             | Direct (Scope 1) GHG emissions  | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics                      | RT-CH-110a.1<br>RT-CH-110a.2<br>EM-MM-110a.1<br>EM-MM-110a.2 | 13       | Metrics and Targets |
|             | 305-2                             | Energy indirect (Scope 2) GHG emissions   | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics                      | RT-CH-410a.1   | 13       | Metrics and Targets |
|             | 305-3                             | Other indirect (Scope 3) GHG emissions  | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics                      | RT-CH-410a.1   | 13       | Metrics and Targets |
|             | 305-4                             | GHG emissions intensity   | Livent ESG Performance Metrics  |  | 12<br>13 | Risk Management     |
|             | 305-7                             | Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions  | Natural Capital—Effluents, Air Pollutants and Waste<br>Livent ESG Performance Metrics | RT-CH-120a.1<br>EM-MM-120a.1                                 | 13       | Metrics and Targets |

|             | Disclosure Title           |   | Location or Direct Response   | SASB   | UNSDG | TCFD |
|-------------|----------------------------|---|---|--|-------|------|
| ENVIRONMENT | <b>GRI 306: Waste 2020</b> |   |   |  |       |      |
|             | 3-3                        | Management of material topics                   | Natural Capital—Effluents, Air Pollutants and Waste   |  |       |      |
|             | 306-2                      | Management of significant waste related impacts | Natural Capital—Effluents, Air Pollutants and Waste   |  |       |      |
|             | 306-3                      | Waste generated                                 | Natural Capital—Effluents, Air Pollutants and Waste<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | RT-CH-150a.1<br>EM-MM-150a.5<br>EM-MM-150a.7 |       |      |
|             | 306-4                      | Waste diverted from disposal                    | Natural Capital—Effluents, Air Pollutants and Waste<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | RT-CH-150a.1<br>EM-MM-150a.8                 |       |      |
|             | 306-5                      | Waste directed to disposal                      | Natural Capital—Effluents, Air Pollutants and Waste<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | RT-CH-150a.1<br>EM-MM-150a.5<br>EM-MM-150a.7 |       |      |

|        | Disclosure Title                                    | Location or Direct Response   | SASB   | UNSDG                        | TCFD |
|--------|---|---|--|------------------------------|------|
| SOCIAL | <b>GRI 401: Employment 2016</b>                     |   |  |                              |      |
|        | 3-3   | Management of material topics   | Human Capital—Future Ready Workforce                             |                              |      |
|        | 401-1   | New employee hires and employee turnover  | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | 8                            |      |
|        | 401-3   | Parental leave  | Human Capital—Future Ready Workforce—Compensation and Benefits   | 8                            |      |
|        | <b>GRI 403: Occupational Health and Safety 2018</b> |   |  |                              |      |
|        | 3-3   | Management of material topics   | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-1   | Occupational health and safety management system  | Human Capital—Health, Safety and Wellbeing                       | 8                            |      |
|        | 403-2   | Hazard identification, risk assessment, and incident investigation  | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-3   | Occupational health services  | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-4   | Worker participation, consultation, and communication on occupational health and safety                       | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-5   | Worker training on occupational health and safety   | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-6   | Promotion of worker health  | Human Capital—Health, Safety and Wellbeing                       | 3<br>8                       |      |
|        | 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Human Capital—Health, Safety and Wellbeing                       | 3                            |      |
|        | 403-8   | Workers covered by an occupational health and safety management system  | Human Capital—Health, Safety and Wellbeing                       |                              |      |
|        | 403-9   | Work-related injuries   | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | RT-CH-320a.1<br>EM-MM-320a.1 | 3    |

|        | Disclosure Title                                     | Location or Direct Response  | SASB   | UNSDG                        | TCFD |
|--------|--|--|--|------------------------------|------|
| SOCIAL | 403-10   | Work-related ill health  | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics   | RT-CH-320a.1<br>EM-MM-320a.1 | 3    |
|        | <b>GRI 404: Training and Education 2016</b>          |  |  |                              |      |
|        | 3-3  | Management of material topics  | Human Capital—Future Ready Workforce   |                              |      |
|        | 404-2  | Programs for upgrading employee skills and transition assistance programs            | Human Capital—Future Ready Workforce   | 4                            |      |
|        | 404-3  | Percentage of employees receiving regular performance and career development reviews | Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics   |                              |      |
|        | <b>GRI 405: Diversity and Equal Opportunity 2016</b> |  |  |                              |      |
|        | 3-3  | Management of material topics  | Human Capital—Diversity, Equity and Inclusion  |                              |      |
|        | 405-1  | Diversity of governance bodies and employees   | Human Capital—Diversity, Equity and Inclusion<br>Governance—Corporate Governance<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | 5<br>8                       |      |
|        | <b>GRI 411: Rights of Indigenous Peoples 2016</b>    |  |  |                              |      |
|        | 3-3  | Management of material topics  | Shared Value—First Nations and Pueblos Originarios Partnerships  |                              |      |
|        | 411-1  | Incidents of violations involving rights of indigenous peoples                       | Governance—Business Ethics   | 10                           |      |
|        | <b>GRI 413: Local Communities 2016</b>               |  |  |                              |      |
|        | 3-3  | Management of material topics  | Shared Value—Community Relations   |                              |      |



|            |       | Disclosure Title   | Location or Direct Response   | SASB         | UNSDG  | TCFD |
|------------|-------|--|---|--------------|--------|------|
| GOVERNANCE |       | <b>GRI 201: Economic Performance 2016</b>                                      |   |              |        |      |
|            | 3-3   | Management of material topics  | Value Creation—Economic Performance and Contribution  |              |        |      |
|            | 201-1 | Direct economic value generated and distributed                                | Value Creation—Economic Performance and Contribution  |              | 8<br>9 |      |
|            | 201-2 | Financial implications and other risks and opportunities due to climate change | Climate Change—GHG Emissions and Climate Change Response  |              |        |      |
|            |       | <b>GRI 204: Procurement Practices</b>  |   |              |        |      |
|            | 3-3   | Management of material topics  | Sustainable Supply Chain—Responsible Sourcing   |              |        |      |
|            | 204-1 | Proportion of spending on local suppliers                                      | Allkem ESG Performance Metrics  |              | 8      |      |
|            |       | <b>GRI 205: Anti-Corruption 2016</b>   |   |              |        |      |
|            | 3-3   | Management of material topics  | Governance—Business Ethics  |              |        |      |
|            | 205-2 | Communication and training about anti-corruption policies and procedures       | Sustainable Supply Chain—Responsible Sourcing<br>Governance—Business Ethics<br>Allkem ESG Performance Metrics<br>Livent ESG Performance Metrics | EM-MM-510a.1 |        |      |


|            |       | Disclosure Title  | Location or Direct Response   | SASB | UNSDG | TCFD |
|------------|-------|---|---|------|-------|------|
| GOVERNANCE |       | <b>GRI 206: Anti-competitive Behavior 2016</b>                                  |   |      |       |      |
|            | 3-3   | Management of material topics   | Governance—Business Ethics  |      |       |      |
|            | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Governance—Business Ethics  |      |       |      |
|            |       | <b>GRI 207: Tax 2019</b>  |   |      |       |      |
|            | 3-3   | Management of material topics   | Value Creation—Economic Performance and Contribution                      |      |       |      |
|            | 207-1 | Approach to tax   | Value Creation—Economic Performance and Contribution<br>Allkem Tax Policy |      |       |      |
|            | 207-2 | Tax governance, control, and risk management                                    | Allkem Tax Policy   |      |       |      |
|            | 207-3 | Stakeholder engagement and management of concerns related to tax                | Value Creation—Economic Performance and Contribution<br>Allkem Tax Policy |      |       |      |
|            | 207-4 | Country-by-country reporting  | Value Creation—Economic Performance and Contribution                      |      |       |      |

An aerial photograph of a dry lake bed, characterized by a large, light-colored, cracked expanse of earth. The surrounding landscape is arid, with sparse, low-lying vegetation and small trees visible in the upper right corner. The entire image is overlaid with a semi-transparent purple and pink gradient, creating a soft, ethereal atmosphere.

# Assurance Statements



INDEPENDENT AUDITOR'S ASSURANCE LETTER: EY ARGENTINA



Pistrelli, Henry Martín y Asociados S.A.  
25 de mayo 487 - C1002ABH  
Buenos Aires, Argentina

Tel: (54-11) 4318-1600/4311-0644  
Fax: (54-11) 4510-2220  
ey.com

**REPORT OF INDEPENDENT ACCOUNTANTS ON SUSTAINABILITY INDICATORS**

To the Directors of  
**ARCADIUM LITHIUM**

**1. Identification of the information related to the engagement**

We have been engaged by Livent USA Corp. to perform a limited assurance engagement as defined by FACPCE (Argentine Federation of Professional Councils in Economic Sciences) Technical Resolution No. 37 (hereinafter, the "engagement"), aimed at reporting on certain sustainability indicators (hereinafter, the "indicators") included in the "Arcadium Lithium 2023 Sustainability Report", Corresponding to the management carried out by the firm "Alkem Limited" (hereinafter, the "Entity") during the period from January 1, 2023, to December 31, 2023, and issued in English (hereinafter, the "Report"). The indicators that are the subject of the engagement are marked with a '†' in the 'Performance Metrics' section of the Report.

This engagement has been performed by an interdisciplinary team which includes independent public accountants, sociologists, engineers, and environmental specialists.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

**2. Criteria applied by the Entity**

In preparing and presenting the indicators, the Entity applied the GRI standards established by the GSSB (Global Sustainability Standards Board) (hereinafter, the "Criteria").


**3. Responsibility of the Entity's management in connection with the indicators**

Management is responsible of selecting the Criteria and of presenting the indicators in conformity with such Criteria in all material respects. This responsibility includes designing, implementing and maintaining internal controls, maintaining proper records and preparing estimates which may be relevant to preparing the indicators so that they are free from material misstatements, whether due to fraud or error.

**4. Responsibilities of the independent public accountants in connection with the indicators**

Our responsibility consists in expressing a conclusion on the indicators based on the procedures performed and the evidence obtained.

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We have performed a limited assurance engagement in accordance with FACPCE Technical Resolution No. 37 included in sections V.A. "Other assurance engagements in general" and V.F. "Assurance engagement on the Financial statements for Social Responsibility Purposes" (related to the Sustainability Report), and with the reference terms agreed with Livent USA Corp. on May 22, 2024. Such standards require that we plan and perform our engagement to express a conclusion about whether any material modifications should be made to the indicators in order for them to be in accordance with the Criteria and to issue a report.

However, the lack of a generally accepted practice or methodology to identify, assess and measure non-financial information may give rise to different assumptions and criteria, and therefore to values which are not necessarily comparable with those of other entities, which represents an inherent limitation.

The nature, timing of application and scope of the selected procedures depend on our judgment, including the assessment of material misstatements, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to sustain our limited assurance conclusion.

**5. Our independence**


We are independent from the Entity and have complied with the other ethics responsibilities in accordance with the Code of Ethics issued by the Professional Council in Economic Sciences of the City of Buenos Aires and the FACPCE Technical Resolution No. 37. We possess the necessary skills and experience to carry out this assurance review

**6. Description of procedures performed**

In conformity with FACPCE Technical Resolution No. 37, in a limited assurance engagement, valid and sufficient evidence is obtained as part of a systematic process which includes obtaining an understanding of the subject matter of the engagement and other circumstances of the work, making inquiries mainly from the persons in charge of preparing the information filed and applying analytical procedures and other appropriate procedures. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed; therefore, it does not enable us to obtain reasonable assurance that we have become aware of all the material matters that could be identified, so we do not issue an opinion on the indicators.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls, and our procedures did not include testing such controls.

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Our procedures included conducting interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period; checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria; undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified, identifying and testing assumptions supporting calculations; testing, on a sample basis, underlying source information to check the accuracy of the data; verifying whether the data has been aggregated or calculated in the information systems; checking the data on which the estimates were based and preparing independent estimates to compare them against those made by the Entity.


We also perform other procedures that we deem necessary given the circumstances.

**7. Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any matters that may lead us to believe that the Arcadium Lithium Sustainability Report 2023, corresponding to the management performed by Alkem Limited during the period from January 1, 2023, to December 31, 2023, have not been prepared, in all material respects, based on the Criteria included in the section "Criteria applied by Entity".

Buenos Aires City, August 27, 2024

**PISTRELLI, HENRY MARTIN Y ASOCIADOS S.A.**  
C.P.C.E.C.A.B.A. T°1 – F°13  
Member of Ernst & Young Global Limited

  
Diego Christensen  
Partner  
Certified Public Accountant U.N.C.P.B.A.  
C.P.C.E.C.A.B.A. T°410 – F° 165

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INDEPENDENT AUDITOR'S ASSURANCE LETTER: ERM CVS

| Independent Limited Assurance Report to Livent Corporation  |  |
|---|--|
| ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Livent Corporation ("Livent") to provide limited assurance in relation to the selected information set out below and presented in the Livent 2023 Sustainability Report (the "Report"). |  |
| Engagement summary  |  |
| Scope of our assurance engagement   | Whether the 2023 data for specified environmental, social, and safety indicators are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.  |
|   | <b>GHG Emissions</b> <ul style="list-style-type: none"><li>• Scope 1 GHG Emissions [tonnes CO2e]</li><li>• Scope 1 GHG Emissions, without carbon offsets [tonnes CO2e]</li><li>• Scope 1 GHG Emissions, carbon offsets [tonnes CO2e]</li><li>• Scope 2 GHG Emissions (location-based methodology) [tonnes CO2e]</li><li>• Scope 2 GHG Emissions (market-based methodology) [tonnes CO2e]</li><li>• Total GHG (Scope 1 and Scope 2 market-based) Emissions [tonnes CO2e]</li><li>• GHG (Scope 1 and Scope 2 market-based) Intensity [tonnes CO2e / Product tonne produced]*</li><li>• Total Scope 3 GHG Emissions [tonnes CO2e] comprised of the following categories:<ul style="list-style-type: none"><li>◦ Category 1: Purchased goods and services</li><li>◦ Category 2: Capital goods</li><li>◦ Category 3: Fuel- and energy-related activities</li><li>◦ Category 4: Upstream transportation and distribution</li><li>◦ Category 5: Waste generated in operations</li><li>◦ Category 6: Business travel</li><li>◦ Category 7: Employee commuting</li><li>◦ Category 9: Downstream transportation and distribution</li><li>◦ Category 12: End-of-life treatment</li><li>◦ Category 15: Investments</li></ul></li></ul> |
|   | <b>Air Emissions</b> <ul style="list-style-type: none"><li>• NOx [tonnes]</li><li>• SOx [tonnes]</li></ul>   |
|   | <b>Energy</b> <ul style="list-style-type: none"><li>• Total energy consumption [GJ]</li><li>• Energy intensity [GJ / Product tonne produced]*</li></ul>  |
|   | <b>Water</b> <ul style="list-style-type: none"><li>• Total water consumed [m3]</li><li>• Water intensity [m3 / Product tonne produced]*</li></ul>  |
|   | <b>Waste</b> <ul style="list-style-type: none"><li>• Total waste disposed [kg]</li><li>• Waste disposed intensity [kg / Product tonne produced]*</li></ul>   |
|   | <b>Safety Indicators</b> <ul style="list-style-type: none"><li>• Recordable injury/illness rate [# of injuries/illnesses per 200,000 hours]</li></ul>  |
|   | <b>Social Indicators</b> <ul style="list-style-type: none"><li>• Total employees (#)</li><li>• Total professional employees (#)</li><li>• Total operations employees (#)</li><li>• Total executives (#)</li><li>• Total managers (#)</li><li>• Total board of directors (# in 2023)</li><li>• Workforce – women (%) and men (%)</li><li>• Operations positions – women (%) and men (%)</li><li>• Executive positions – women (%) and men (%)</li><li>• Manager positions – women (%) and men (%)</li><li>• Board of directors – women (%) and men (%)</li></ul>  |
|   | *ERM CVS places reliance on the accuracy and completeness of 2023 product tonne produced number (verified by financial audit) used as the denominator for the intensity metrics.   |
|   |  |
|   |  |

|  |  |
|--|--|
|  | Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.  |
| Reporting period   | 1 January 2023 to 31 December 2023   |
| Reporting criteria   | <ul style="list-style-type: none"><li>• Livent's internal reporting criteria and definitions;</li><li>• WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, Scope 2, and Scope 3 GHG emissions;</li><li>• OSHA Injury and Illness Recordkeeping and Reporting definitions</li></ul>  |
| Assurance standard and level of assurance  | <p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p> |
| Respective responsibilities  | <p>Livent is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.</p> <p>ERM CVS' responsibility is to provide a conclusion to Livent on the agreed scope based on our engagement terms with Livent, the assurance activities performed and exercising our professional judgement.</p>  |
| <b>Our conclusion</b> <p>Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information for the disclosures listed under 'Scope' above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p>   |  |
| <b>Our assurance activities</b> <p>Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:</p> <ul style="list-style-type: none"><li>• Evaluating the appropriateness of the reporting criteria for the Selected information;</li><li>• Interviewing management representatives responsible for managing the selected issues;</li><li>• Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;</li><li>• Reviewing of a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;</li><li>• Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;</li><li>• Conducting two virtual site visits to China and Argentina facilities to review source data and local reporting systems and controls;</li><li>• Evaluating the conversion and emission factors and assumptions used;</li><li>• Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.</li></ul> |  |
| <b>The limitations of our engagement</b> <p>The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.</p>   |  |

|  |  |
|--|--|
| <b>Our independence, integrity and quality control</b> <p>ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).</p> <p>ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.</p> <p>ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Livent in any respect.</p> |  |
|   |  |
| Heather I. Moore<br>Partner, Corporate Assurance<br>Malvern, PA  |  |
| August 2, 2024   |  |
| On behalf of:<br>ERM Certification & Verification Services Incorporated<br><a href="http://www.ermcvs.com">www.ermcvs.com</a>   <a href="mailto:post@ermcvs.com">post@ermcvs.com</a>   |  |
|   |  |



