

Sustainability department

Sustainable Development Policy

Policy Owner:

Corporate Sustainability Manager

Policy Approver:

Chief Sustainability and Global
Communications Officer

Issue Date:

September 2024

A. Purpose

Sustainability is an integral part of everything we do at Arcadium Lithium plc (“the Company”) and a key consideration in our strategy. Our aim is to build strong relations with our employees, partners, customers and communities. The purpose of this Sustainable Development policy is to set forth criteria to minimize risks and adverse impacts while delivering greater value for our stakeholders as we operate and grow our enterprise.

B. Scope

This policy applies to:

- The Company and its majority controlled and managed subsidiaries (all, “Arcadium Group”).
- All employees, officers, directors and contractors of these entities (to the extent applicable to their work for the Arcadium Group).

Responsibilities arising from this policy also apply to service providers who, through the obligations in their supply arrangements and our Code of Ethics and Business Conduct, are committed to meeting the standards and performance expectations defined by this policy and associated documentation.

The Company is also committed to working with our joint venture partners (or those that are not majority controlled by the Arcadium group) to promote the adoption and implementation of the principles of this policy.

C. Guiding Principles

As the shift towards electrification accelerates, we know that our Company’s and Arcadium Group’s success will depend on our ability to meet the rapidly growing needs of our customers and remain a reliable supplier of high-quality lithium chemicals. We believe it is equally important for Arcadium Group to continue operating and expanding lithium production in a safe, socially responsible, ethical and environmentally conscious way.

We are committed to creating value for our stakeholders in a manner that encourages high standards of respect, transparency, and ethics in everything we do.

To fulfill the goals and objectives of this policy, we will aim to:

- Be a good corporate citizen and responsible producer.
- Support the achievement of the United Nations Sustainable Development Goals (SDGs)
- Prioritize safety, health and wellbeing.
- Apply concepts of stewardship in our plans for resource extraction, chemical manufacturing and expansions.
- Implement and support emissions reduction strategies, adaptive capacity and resilience to climate-related events.
- Protect biodiversity (including flora and fauna and local ecosystems), promote positive environmental and social behaviors and mitigate negative impacts.
- Honor and recognize local communities' cultural heritage, customs and traditions, and their relationship with the environment.
- Support and respect the livelihoods and socio-economic aspirations of the communities in which we operate.
- Encourage diversity and inclusivity, and promote respect for human rights, especially the rights of women and the vulnerable– in the workplace, in our supply chain and in the communities in which we operate.
- Encourage the development of strong partnerships, and the creation and formation of social value.
- Procure goods and services in a way which considers environmental and human rights risks, product life cycles and the principles of the circular economy.
- Promote a culture of sustainability to influence and encourage our entire value chain and other stakeholders.
- Implement strong corporate governance, including following required standards for transparency and disclosures, decision-making, risk management, continuous improvement and controls.

D. Implementation, Communications and Training

We will strive to provide adequate resources and training at all levels of the Arcadium Group to ensure that there is a proper understanding and implementation of this policy.

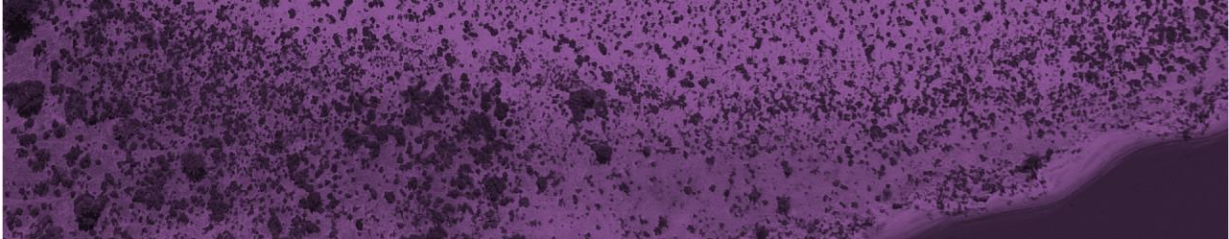
Revisions of this Policy will be promptly communicated to those affected by it.

E. Policy Review

This policy shall be reviewed and updated as necessary, at minimum every three (3) years.

History of modifications and changes to this document are reflected in the table below. All changes, updates, revisions or comments should be documented and reflected in this table.

arcadium
lithium



Number:

#

Details:

Details Here

Date:

MM/DD/YYYY

Approval:

Insert Name(s)