



ENVIRONMENT, SOCIAL AND GOVERNANCE ROADSHOW PRESENTATION

IGO Limited (ASX: IGO) (**IGO** or the **Company**) is pleased to attach a copy of presentation materials which will be used during an Environment, Social and Governance (ESG) Roadshow which is being held in Melbourne and Sydney this week with institutional investors and proxy advisors.

IGO's Non-Executive Chair, Michael Nossal, Company Secretary and Head of Corporate Affairs, Joanne McDonald and Head of People and Culture, Sam Retallack, will use this roadshow as an opportunity to update key stakeholders on IGO's ESG performance and reporting, and discuss IGO's enduring commitment to sustainability.

This announcement is authorised for release to the ASX by Peter Bradford, Managing Director & CEO

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MAKING A DIFFERENCE

IGO Limited ESG Roadshow

June 2022

Agenda

Our Strategy, Purpose and Values	3
Our Approach to Sustainability	5
People & Community	8
Environment & Carbon Reduction	16
Governance	20

Our Strategy

Our Purpose of Making a Difference has underpinned our strategy



Our winning aspiration is to be a globally relevant supplier of products that are critical to clean energy, to create a better planet.



DIVERSE SUITE OF PRODUCTS

Made safely, ethically, sustainably and reliably



CUSTOMER FOCUSED

Connecting with end users through vertical integration



CARBON NEUTRAL

Committing to carbon neutrality across our business



PEOPLE

People who are bold, passionate, fearless and fun
– a smarter, kinder, more innovative team

Our Purpose & Values



Reimagined through co-creation with our people in 2019 to embody the IGO Difference

We believe in a world where people power makes amazing things happen.

Where technology opens up new horizons and clean energy makes the planet a better place for every generation to come. We are bold, passionate, fearless and fun – we are a smarter, kinder and more innovative company.

Our work is making fundamental changes to the way communities all over the world grow, prosper and stay sustainable. Our teams are finding and producing the specialist metals that will make energy storage mobile, efficient and effective enough to make long-term improvements to the lifestyle of hundreds of millions of people across the globe.

How? New battery storage technology is finally unleashing the full potential of renewable energy by allowing power produced from the sun, wind and other sources to be stored and used when and where it's needed. This technology will impact future generations in ways we cannot yet imagine, improving people's quality of life and changing the way we live.

We believe in a green energy future and by delivering the metals needed for new age batteries, we are making it happen.

This is the IGO Difference.



See beyond

We know that our actions today will impact the world of tomorrow.

We believe our people, community and the environment really matter.



Ignite the spark

We seek, question, innovate and create.

We know that without a burning curiosity and bright thinking, we risk missing the really big opportunities.



Be better together

We empower, support and respect each other.

We act safely and with care, to the strengths of our people.



Never stand still

We are bold, adventurous and excited for the future.

We imagine new opportunities and seek new horizons.



Run through the sprinklers

We find the fun in what we do.

When our workplaces are healthier and happier, we are better.

Sustainability at IGO

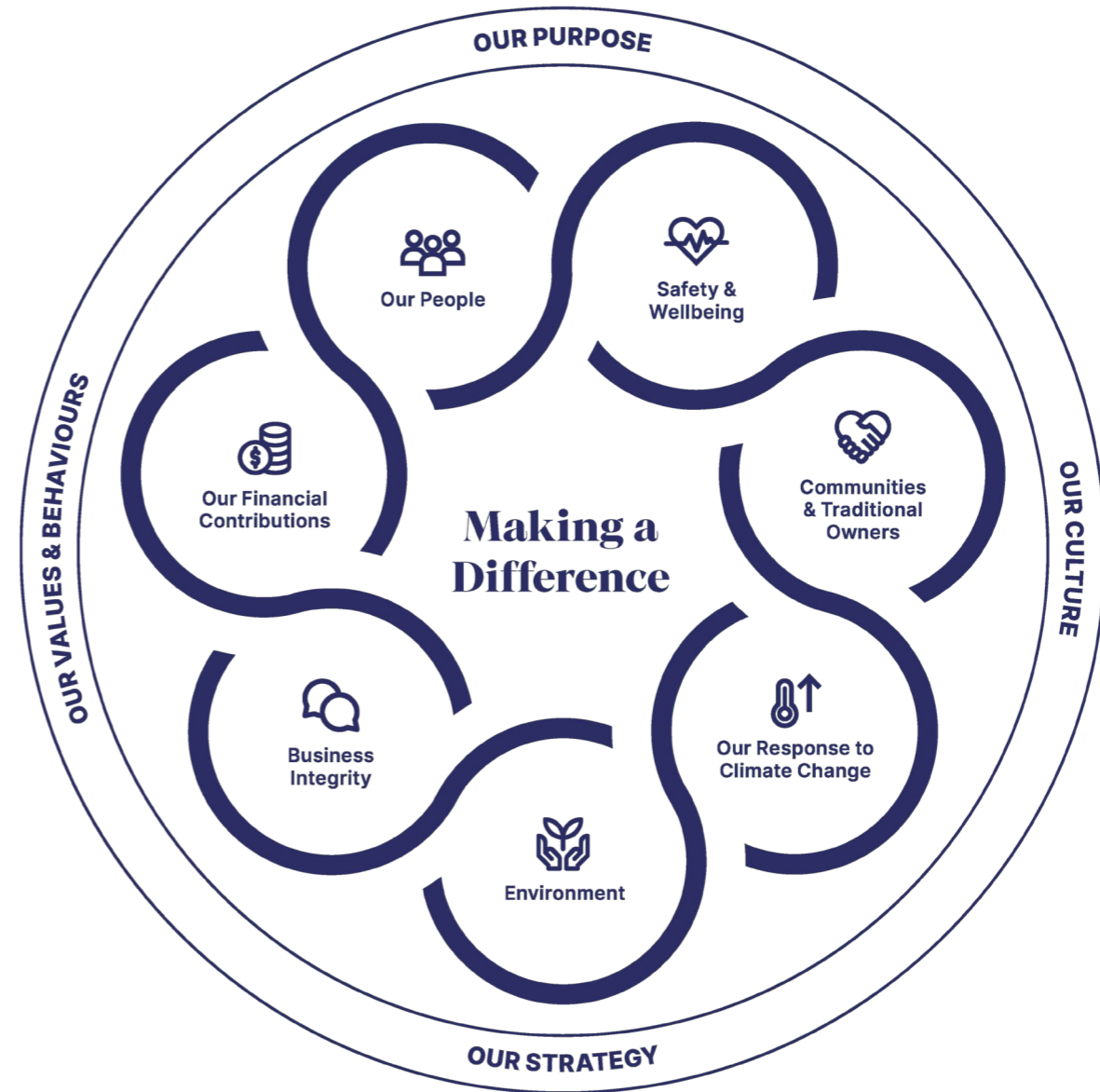


New model in 2021 revolving around seven key pillars

Sustainability is fully integrated into IGO's strategy and culture

Our approach is driven by IGO's Sustainability Framework

Focused on meeting the needs of the present without compromising the ability of future generations to meet their needs



Our Sustainability Performance

Global recognition for our leading sustainability performance and reporting



DOW JONES

Dow Jones Sustainability Australia Index
Dow Jones Sustainability Asia Pacific Index



ESG Reporting consistently rated as “Leading”

Sustainability Yearbook

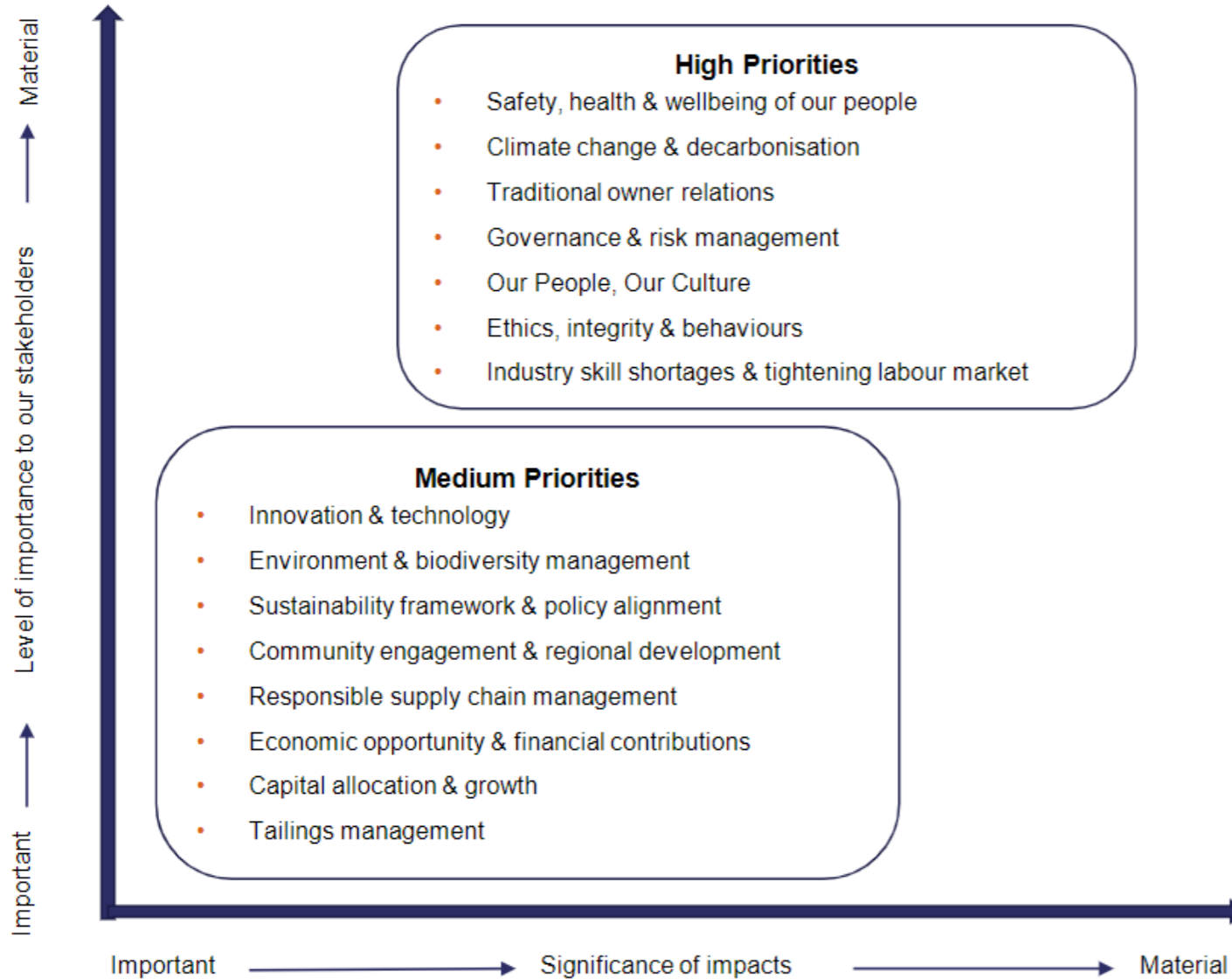
Member 2022

S&P Global

- ESG scores of +7,500 global companies assessed
- Top 15% performers within each industry are included
- IGO was the only Australian company in the Metals & Mining industry to be featured

Materiality Assessment

Comprehensive review undertaken during FY22



Focused on “what matters” to our stakeholders

Materiality assessed via extensive engagement with stakeholders

Assessment in line with GRI



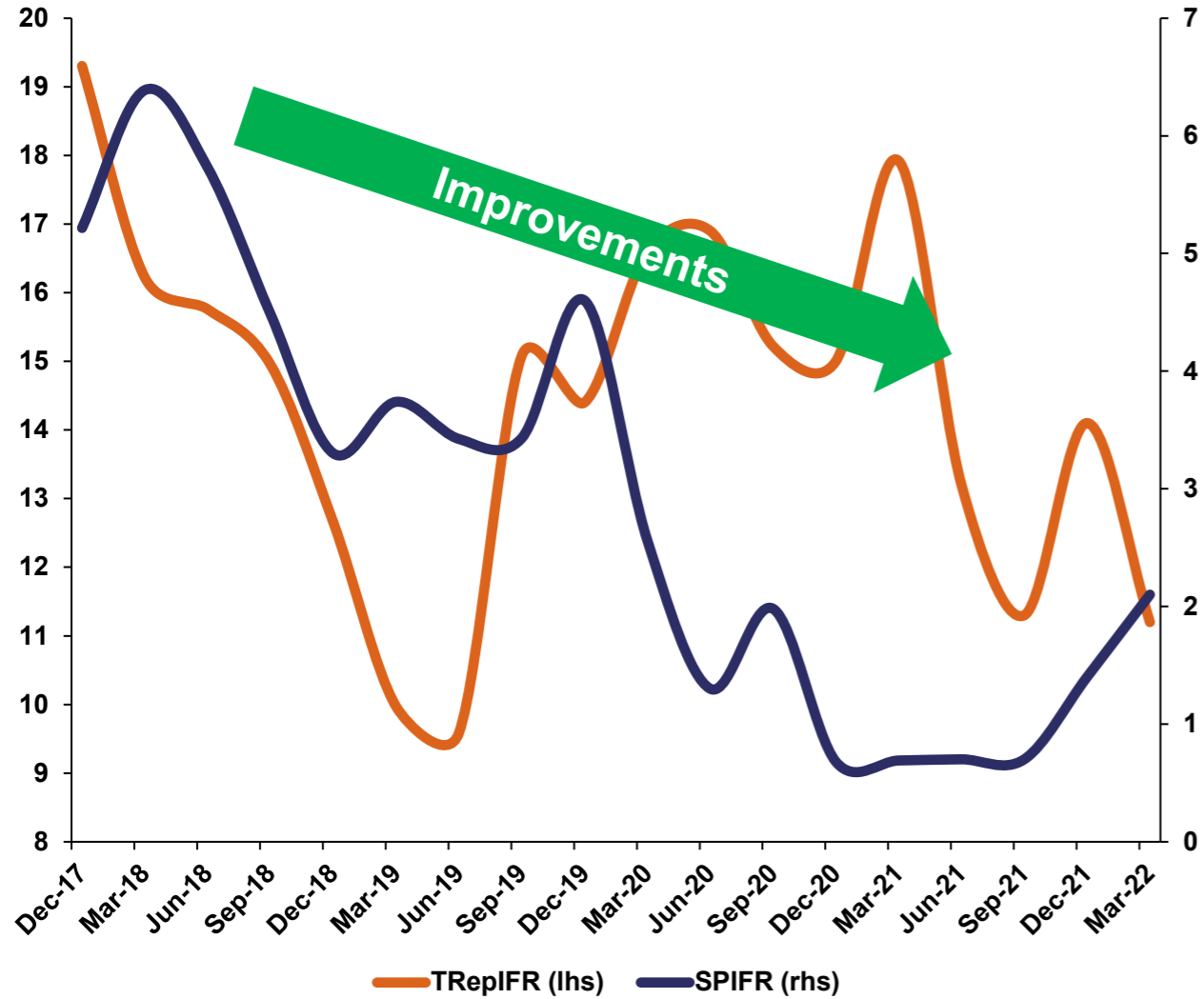
People & Community

Safety

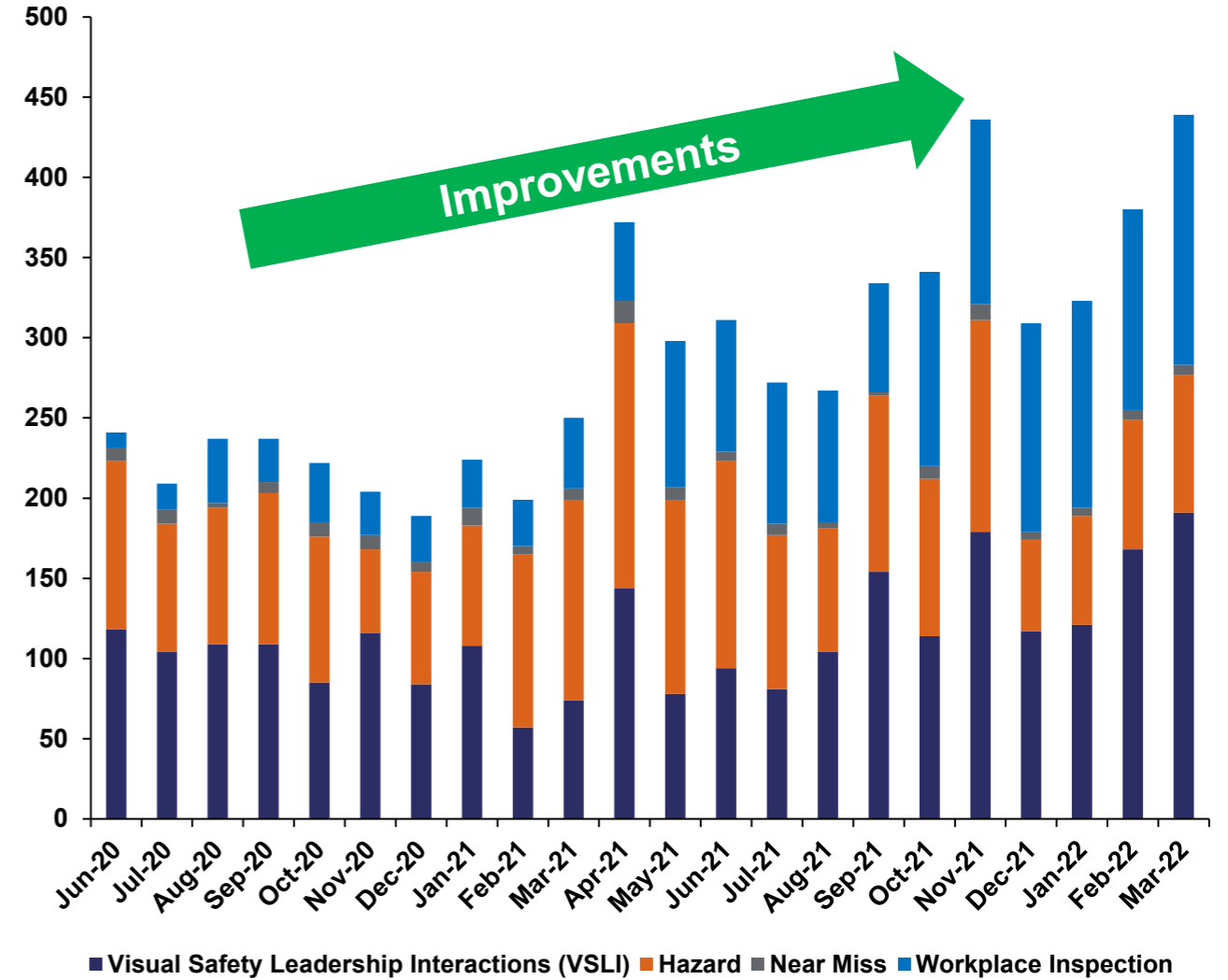
Improvement in key lag and lead indicators



Lag Safety Indicators (TRepIFR¹ & SPIFR²)



Lead Safety Indicators



1. 12 month moving average TRepIFR – Total Reportable Injury Frequency Rate: calculated as the number of reportable injuries x 1,000,000 divided by the total number of hours worked.
2. 12 month moving average SPIFR - Serious Potential Incident Frequency Rate: calculated as the number of serious potential incidents x 1,000,000 divided by the total number of hours worked.

Employee Engagement

2022 Engagement Survey Results demonstrated broad improvement in key metrics



Employee Engagement Score 74% ▲7% YoY

Pride in working for IGO 89% ▲2% YoY

Motivated to “go the extra mile” 77% ▲7% YoY

IGO’s purpose and goals provide meaningful direction to me 78% ▲3% YoY



Our People

Key Focus for FY22



Sexual Harassment

- Ensuring our internal practices and training support our strong culture in combatting sexual harassment in the industry

Employee Value Proposition

- Multi-angle approach to attracting and retaining the best people
- Strengthening our EVP through culture, training, benefits and opportunity

Holistic Wellbeing

- Focusing on enhancing the physical, mental and financial wellbeing of our people
- Constantly seeking innovative opportunities to provide our team with the support they need both at work and in their private lives

Safety

- Enduring commitment to safety across the business
- Demonstrating strong gains in leading and lag indicators

Enhanced Whistleblower processes – Speak Up – implemented in FY22



Managing the skills shortage

Responding appropriately to attract and retain the best people



Key focus areas:

Culture, Culture, Culture

Attractive employee benefits

Focus on learning and development

FINANCIAL REVIEW BOSS
BEST PLACES TO WORK

IGO was 4th place in the Mining, Utilities and Agriculture industry

The image shows a rectangular box containing the 'Financial Review Boss Best Places to Work' award logo. The logo features the words 'FINANCIAL REVIEW BOSS' in blue, 'BEST' in large white letters on a dark blue background, and 'PLACES TO WORK' in blue. Below the logo, text states 'IGO was 4th place in the Mining, Utilities and Agriculture industry'.

Diversity and Inclusion

Focus on building a culture of inclusion and belonging



Female Employment 28%

Aboriginal Employment 4.4%

Percentage of IGO people say that IGO values diversity 89%

Percentage of IGO people say that IGO is inclusive and accepting of diverse backgrounds and ways of thinking 89%

40:40^{VISION}

PRIDE

professionals

Aboriginal Employment

Maximising opportunities for Traditional Owners to join IGO in Making a Difference



Five Ngadju trainees currently rotating through the business as part of the IGO Ngadju Trainee Program. Plans in place for FY23 intake.

Cross-cultural awareness training across the business in partnership with Traditional Owners on whose land we operate, to foster awareness and highlight the importance of Aboriginal culture

Aboriginal employment rate has increased to 4.4%



Cultural Heritage Management

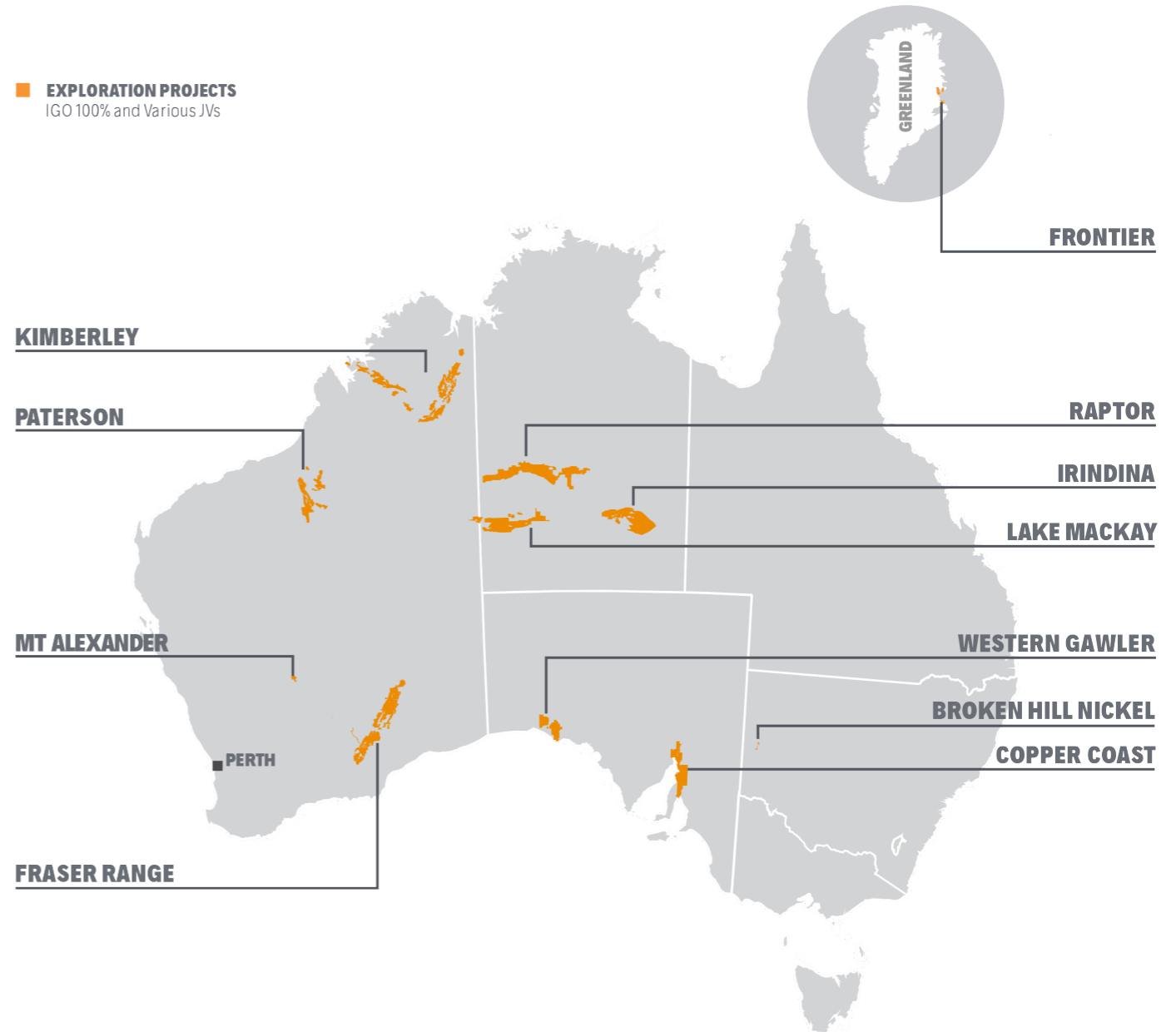


IGO ensures pro-active engagement with Traditional Owners prior to accessing land

IGO is a significant tenement holder across northern and Western Australia, and is engaged with multiple Native Title holder and Traditional Owner groups

Actively working with Traditional Owner groups prior to exploration activity commencing

Over 45 agreements in place, with agreements secured across the entire Kimberley Project



The background of the slide is a photograph of a field. In the foreground, there are several green plants with reddish-brown stems and buds. In the background, two workers wearing orange safety vests and white hard hats are visible, standing in a field of similar vegetation under a clear blue sky.

Environment

Climate Change

Aspiring to be carbon neutral across all operations and activities by 2035



Two key workstreams addressing our accelerated response to climate change:

Supplying products critical to clean energy

Reducing our total carbon footprint

IGO's portfolio is uniquely positioned to be part of the solution

Climate change reporting aligned to TCFD

Supplying Products Critical to Clean Energy

Focused on delivering products that will enable electrification and decarbonisation



Ni
Nickel

Li
Lithium

Cu
Copper

Co
Cobalt

Upstream mining and downstream processing



**Electrification of
Transport**



**Renewable Energy
Storage**



**Renewable Energy
Generation**

Reducing our Carbon Footprint

Committed to playing our part to reduce greenhouse gas emissions



Enhanced understanding of total carbon footprint

- Focused on assessing Scope 1, Scope 2 and elements of Scope 3
- Currently conducting detailed assessment of Scope 3 to understand where we can have an influence

Emissions Reductions Programs

- Four key programs underway at Nova in FY22 are expected to reduce emissions by 10%¹
- A further 24% reduction expected from Nova solar farm expansion and battery system (operational during FY23)

1. Scope 1 and 2 emissions vs FY20 baseline.

Adopting an Internal Carbon Price

- A\$60/t¹ internal carbon price adopted in FY22
- Decarbonisation fund expected to allocate A\$2M – A\$4M in FY22
- Incentivises change and investment in low/no emission opportunities

1. CO₂ Equivalent

Carbon removal and offsets

- Offsets to be used in parallel to removal program
- Targeting best in class offset projects using extensive due diligence
- Potential projects include emissions avoidance, sequestration and carbon capture

Nova Carbon Reduction Program

Four key projects to reduce emissions in FY22



Ventilation on Demand

SAVING OF

~4,500t

CO₂-e per annum

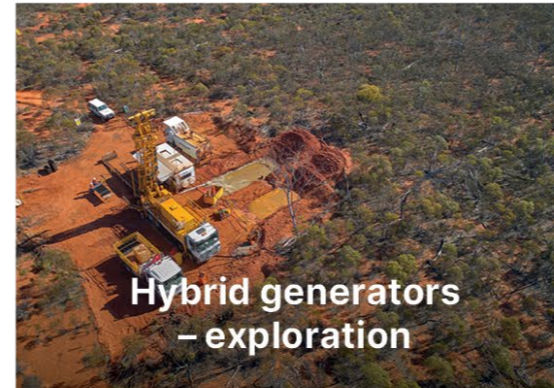


Solar Optimisation

SAVING OF

~1,300t

CO₂-e per annum



Hybrid generators
- exploration

SAVING OF

~380t

CO₂-e per annum



Culture and behaviour
changes

SAVING OF

~800t

CO₂-e per annum

Expected to reduce Scope 1 and 2 emissions by 10% from FY20 baseline



Governance

Board of Directors

Broad mix of skills, experience and backgrounds



MICHAEL NOSSAL
Non-Executive Chairman

Tenure: 1.5 years



PETER BRADFORD
Managing Director & CEO

Tenure: 8 years



DEBRA BAKKER
Committee Memberships
People & Performance
(Chair)
Audit & Risk

Tenure: 5 years



KATHLEEN BOZANIC
Committee Memberships
Audit & Risk (Chair)
Nomination & Governance

Tenure: 3 years



PETER BUCK
Committee Memberships
Nomination & Governance
(Chair)
People & Performance

Tenure: 8 years



KEITH SPENCE
Committee Memberships
Audit & Risk
Nomination & Governance
Sustainability (Chair)

Tenure: 8 years



XIAOPING YANG
Committee Memberships
Audit & Risk
Sustainability

Tenure: 1.5 years

Risk Management

Committed to effectively managing economic, environmental, social and governance risks



Risk Management Review in 2022

IGO's Head of Risk and Compliance is currently engaged in a ground-up review of IGO's enterprise risk management framework to ensure it adapts and responds to the changing nature of the business.

Work Programs

- **Policy Review:** A review of IGO's Risk Management Policy has been completed to ensure alignment with the ISO Risk Management standard
- **Risk Assessment Criteria:** Amended Risk Assessment Criteria have been developed
- **Risk Management Standard and Procedure:** A revised Risk Management Standard is being developed, along with an accompanying Risk Management Procedure, designed to make the application of risk management streamlined and aligned across business units
- **Risk Management Tools:** A holistic, fit-for-purpose software package is being considered which will have the capacity to manage risk, compliance, internal audit and safety management.



Short Term Incentive Program

- **Payable 50% cash, 50% equity (service rights)**
- **FY22 Performance Targets:**
 - Health, Safety, Environment & Community (15%)
 - People & Culture (15%)
 - Growth & Strategy (40%)
 - Operating & Financial (30%)
- **Service Rights**
 - Based on % of TFR
 - 50% vesting after 12 months
 - 50% vesting after 24 months

Long Term Incentive Program

- **Performance Rights**
 - Performance Hurdles
 - Relative TSR (20%)
 - Absolute TSR (20%)
 - Reserve Growth per Share (20%)
 - EBITDA average margin (20%)
 - *Climate Change Response Progress (10%)**
 - *People & Culture (10%)**
 - Defined vesting schedules via TSR testing
 - 3 year service condition

**New for FY22*

Conclusion

IGO has an enduring focus on delivering leading sustainability performance and reporting



Delivering on ESG performance via our seven-pillar model

Focused on continuous improvement of our ESG performance and disclosure

Key focus in FY22 is on accelerating our response to climate change, our people and evolving governance and risk management processes



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