



## ESG ROADSHOW PRESENTATION

IGO Limited (ASX: IGO) (**IGO** or the **Company**) is pleased to attach a copy of presentation materials which will be used at the Company's 2024 ESG Roadshow which is being held this week in Sydney and Melbourne.

IGO's Non-Executive Chair, Michael Nossal and management will use the roadshow to engage with key shareholders and proxy advisors on the progress the Company has made over the past 12 months on environmental, social and governance matters.

This announcement is authorised for release to the ASX by Ivan Vella, Managing Director & CEO

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# 2024 ESG Roadshow

Michael Nossal – Non-Executive Chair

Bryan Williams – Head of Environment and Climate

Matthew Spagnolo – General Manager Cosmos Nickel Operation

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July 2024

IGO LIMITED | ASX: IGO

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- There are a number of risks specific to IGO and of a general nature which may affect the future operating and financial performance of IGO and the value of an investment in IGO including and not limited to economic conditions, stock market fluctuations, commodity demand and price movements, access to infrastructure, timing of environmental approvals, regulatory risks, operational risks, reliance on key personnel, reserve and resource estimations, native title and title risks, foreign currency fluctuations and mining development, construction and commissioning risk. The production guidance in this presentation is subject to risks specific to IGO and of a general nature which may affect the future operating and financial performance of IGO. Quarterly Financial Results are unaudited. All currency amounts are in Australian Dollars unless otherwise noted. Net Cash is cash balance less outstanding debt, Net Debt is outstanding debt less cash balances.
- Nickel cash costs are reported inclusive of royalties and after by-product credits on a per unit of payable metal basis, unless otherwise stated. Lithium cash costs are reported as COGS (cash costs of goods sold) per tonne sold and is inclusive of ore mining costs, processing, general and administrative, selling & marketing and inventory movements.
- Underlying EBITDA is a non-IFRS measure and comprises net profit or loss after tax, adjusted to exclude income tax expense, finance costs, interest income, asset impairments, gain/loss on sale of investments, depreciation and amortisation and once-off transaction and integration costs. Underlying EBITA includes IGO’s share of TLEA net profit after tax.
- Free Cash Flow comprises Net Cash Flow from Operating Activities and Net Cash Flow from Investing Activities. Underlying adjustments exclude acquisition and integration costs, proceeds from investment sales, and payments for investments and mineral interests.
- IGO has a 49% interest in Tianqi Lithium Energy Australia Pty Ltd (TLEA) and therefore, as a non-controlling shareholder, recognises its share of Net Profit After Tax of TLEA in its consolidated financial statements. As such, IGO has provided additional information on the operating, financial and expansion activities at both Greenbushes and the Kwinana Refinery which reflects IGO’s understanding of those operating, financial and expansion activities based on information provided to IGO by TLEA.

# Agenda

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## **Acknowledgement**

IGO acknowledges the Traditional Owners of the land on which we operate and with who we work. We recognise their connection to land, waters and culture, and pay our respects to their Elders past, present and emerging.



# Our Approach to Sustainability

# Our Approach to Sustainability

Responding to a complex ESG landscape



In line with our purpose of Making a Difference, we:

Seek to deliver leading sustainability performance and maintain our high standard of disclosure and transparency

Ensure compliance and effectively manage risk

Respond to the needs of our stakeholders

Prepare for new and emerging stakeholder expectations, reporting standards and frameworks

# Our Approach to Sustainability

Snapshot of our progress in FY24

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## SAFETY & WELLBEING

- Dedicated safety workshops held throughout business
  - Matured approach to psychosocial harms
- 



## OUR PEOPLE

- 94% of our people feel safe when performing their duties
  - Care for our people through Cosmos Project Care & Maintenance
- 



## TRADITIONAL OWNERS AND COMMUNITIES

- Implementation of new Innovate Reconciliation Action Plan and new external RAP Advisory Group
- 



## OUR RESPONSE TO CLIMATE CHANGE

- Net zero Scope 1 & 2 emissions by 2035
- Review and update of Climate Change strategy



## OUR FINANCIAL CONTRIBUTIONS

- Continue to support communities through our Corporate Giving program and payments to Ngadju People
- 



## ENVIRONMENT

- TNFD gap assessment and nature positive roadmap
  - Minimise impact on water resources where we operate
  - Advanced closure planning at Nova and Forrestania
- 



## GOVERNANCE AND BUSINESS INTEGRITY

- Continuing to improve governance processes as business matures



# People and Community

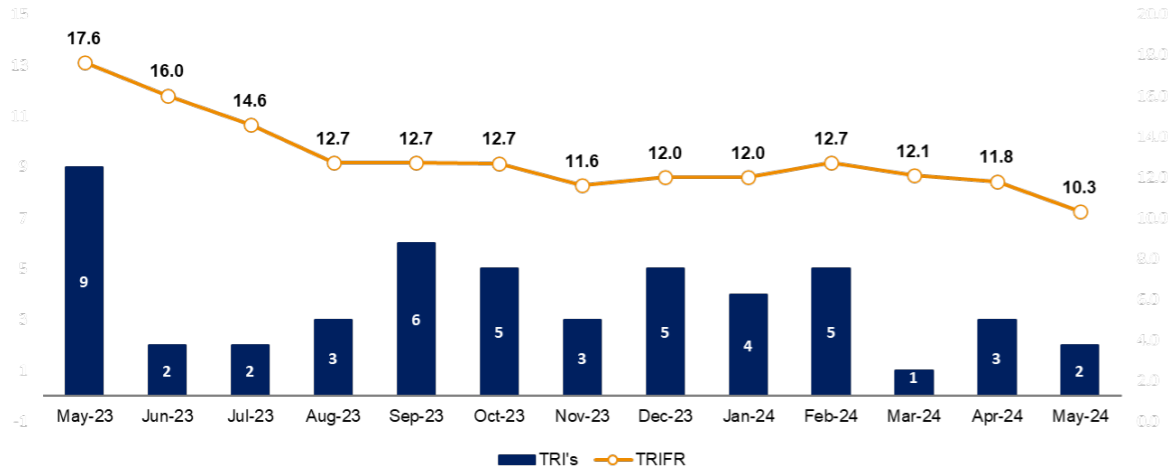


# Safety



Improving safety performance and supporting safety culture remains our highest priority

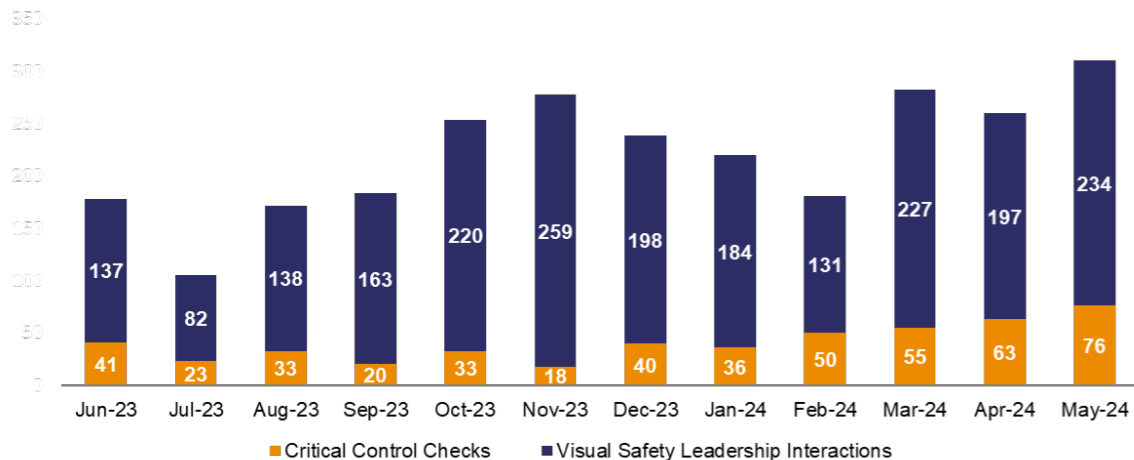
## TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)<sup>1</sup>



Improvement in key lead and lag indicators over FY24 has been an encouraging outcome of key programs of work

Dedicated focus on operational risk register reviews and safety workshops for senior leaders, with the aim of cultivating our safety-first culture

## LEAD SAFETY INDICATORS



94% of our people say they feel safe when performing their duties

1. 12 month moving average calculated as the number of recordable injuries x 1,000,000 divided by the total number of hours worked. IGO reports recordable injuries (TRI) as the sum of Lost Time Injury (LTI), Medically Treated Injury (MTI) and Restricted Work Injury (RWI) as required by Part 1.1 r.5 of the WHS (Mines) Regulations 2022. Western Areas injury data is captured from June 2022 onwards for the lead indicators, and April 2023 onwards for the lag indicators.

# Our People

Our culture and the strength of our people continue to shine...

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## Valuing diversity

- **76%** of our people believe that IGO values diversity
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## Care for our People

- **69%** of our people believe that IGOs shows care and concern for their health and wellbeing
  - We supported our people through Cosmos Project care & maintenance with responsible restructuring and redeployment of roles (where possible), providing counselling and psychosocial support
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## Making a Difference

- **62%** of our people believe that IGO's environment and community initiatives are making a difference for people in the communities where we work
- 



# Our People

...with a strong focus on diversity, inclusion and care



**50%:** Female representation on IGO Board<sup>1</sup>

**50%:** Female representation on Executive Team<sup>2</sup>

**4.2%:** Percentage Aboriginal and Torres Strait Islander employees

- Completion of mentally healthy workplaces audits and psychosocial harms risk assessments – with action plans for each operation
- Development and completion of psychosocial harms guidance material
- Positive Duty under *Sex Discrimination Act 1984 (Cth)*
  - Completion of gendered violence risk assessments and action plans at our accommodation villages
  - Business wide Sexual harassment training
  - Development and communication of IGO sexual harassment standard



All diversity statistics are measured as at 31 May 2024.

1. Including the CEO. Does not include the appointment of new Non-Executive Director Marcelo Bastos, who commences on 1 July 2024.

2. Including the CEO.

# Working with Traditional Owners

## Reaffirming our commitment to Reconciliation

### Reconciliation Action Plan

- We launched our inaugural Innovate Reconciliation Action Plan (RAP) in August 2023<sup>1</sup> – endorsed by Reconciliation Australia
- Supported by an IGO RAP Working Group and an external Aboriginal and Torres Strait Islander Peoples Advisory Group
- Our RAP focus areas include educating our workforce on reconciliation, broadening cultural knowledge and providing employment and contracting outcomes
- New Cross-Cultural Training Course developed for implementation at our South Perth Office with the Whadjuk Noongar People



Photo of IGO's external RAP Advisory Group members

1. IGO Limited Innovate Reconciliation Action Plan: August 2023 – July 2025

# Traditional Owner Engagement & Cultural Heritage



Strong relationships based on trust and doing the right thing

## In FY24 we:

- Continued to expand the IGO Ngadju Trainee Program at our Nova operation – with 3 new trainees
- Engaged with over 38 Traditional Owner Groups through Heritage Protection Agreements
- Undertook active and meaningful engagement with Traditional Owner Groups throughout the lifecycle of our activities
- Renewed our Aboriginal and Torres Strait Islander engagement and contracting standard and systems and established a Register of Traditional Owner Businesses





# Environment and Climate

# Climate Change



## Managing our climate-related risks and opportunities

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### Climate change strategy review

- Benchmarking decarbonisation strategy and targets
  - Carbon price review
  - Physical resilience assessment
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### Net Zero

- Net zero Scope 1 & 2 emissions by FY25 Target at Nova on track
  - Net zero Scope 1 & 2 goal by 2035 for all IGO owned operations
  - Internal decarbonisation fund to co-fund decarbonisation initiatives
- 

### Decarbonisation Projects

- Trialling of sodium sulphur, vanadium redox flow battery storage systems
  - Reviewing outcomes of Cosmos underground fleet electrification study
  - Electric Vehicle trials at Nova
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# Nature



## Understanding our nature-related dependencies, impacts, risks and opportunities

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### TNFD Readiness

- Assessed readiness against the Taskforce on Nature-Related Financial Disclosures (TNFD)
  - Developing TNFD roadmap
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### Multiple biodiversity programs underway

- Feral animal control and weed management to protect native fauna and flora
  - Fauna and flora monitoring programs, which are contributing to national studies and databases
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### Nature Positive Reforms

- Completed a benchmarking assessment
  - Developing our future roadmap to mitigate our potential impact on nature
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# Mine Closure

Mine closure planning is underway at Nova and Forresterania

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- Mine closure plans developed
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- Planning to involve close engagement with Traditional Owners
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- Undertaking mine closure studies, closure designs and rehabilitation trials
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- Cosmos in care and maintenance and undertaking progressive rehabilitation where possible
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# Lithium Joint Venture

# Lithium Joint Venture

Working with our JV Partners to generate and sustain value

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## Talison's second Sustainability Report (CY2023) released

- Female participation increased from 26% in CY22 to 30% in CY23
- Focus on water conservation and dust management
- Aiming to commence independent IRMA audit in 2024
- Working to achieve GISTM compliance

## Talison's Climate Change progress

- Long-term Scope 1 & 2 emissions net zero goal by 2050
- Aim to maintain carbon intensity as production increases at CY22 levels through to 2030
- Completed a climate change adaption and mitigation project - including climate change risk and opportunities assessment

Read Talison's 2023 Sustainability Report at [www.talisonlithium.com](http://www.talisonlithium.com)





# Governance

# Our Board

Diverse mix of skills, experience and backgrounds

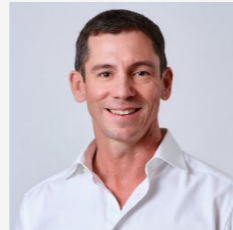


## **MICHAEL NOSSAL**

**Non-Executive Chairman**

Tenure: 3.5 years

People, Performance & Culture  
Sustainability



## **IVAN VELLA**

**Managing Director & Chief Executive Officer**

Tenure: 6 months



## **TRACE ARLAUD**

**Non-Executive Director**

Tenure: 2 years in August 2024

Nomination & Governance  
Sustainability



## **DEBRA BAKKER**

**Non-Executive Director**

Tenure: 7.5 years

People, Performance & Culture (Chair)  
Audit & Risk



## **MARCELO BASTOS**

**Non-Executive Director**

Tenure: Commencing 1 July 2024



## **SAMANTHA HOGG**

**Non-Executive Director**

Tenure: 1.5 years

Audit & Risk (Chair)



## **JUSTIN OSBORNE**

**Non-Executive Director**

Tenure: 2 years in October 2024

Nomination & Governance (Chair)  
People, Performance & Culture



## **KEITH SPENCE**

**Non-Executive Director**

Tenure: 9.5 years

Audit & Risk  
Nomination & Governance  
Sustainability (Chair)



## **XIAOPING YANG**

**Non-Executive Director**

Tenure: 3.5 years

Audit & Risk  
Sustainability

# Governance

Continuing to improve governance processes as business matures

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- Revised Board Evaluation and Skills Matrix Process

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- Ongoing evolution of remuneration structures

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- Ongoing work to collaborate with our JV partners to maximise value

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- Rolled out IGO Guardian, our new Governance, Risk and Compliance System and updated risk assessments across the business





# Summary

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# Summary

Focused on enhancing ESG performance

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Unique culture, outstanding people and a strong focus on safety, diversity, inclusion and care

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Committed to managing our climate and nature-related risks and opportunities

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Strengthening governance and risk management

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Alert to emerging issues, standards and needs of our stakeholders

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# Making a 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 generations to come. Our people 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 products 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? Developments in battery storage technology are enabling the full potential of renewable energy to be realised, by allowing energy 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 products needed for tomorrow's battery systems, we are making it happen.

**We are the IGO Difference.**