Sustainability Report 2024

Acknowledgement of Country

IGO's head office in Mindeerup (South Perth) lies on the banks of the Derbarl Yerrigan (Swan River) on Whadjuk Boodjar, the lands of the Whadjuk Noongar People. IGO would like to acknowledge and pay respects to Whadjuk Noongar People and other Traditional Owner groups whose lands we are privileged to work on and acknowledge their strong and longstanding cultural connections to their ancestral lands. IGO would also like to acknowledge all Aboriginal and Torres Strait Islander peoples who work for us, with whom we work and upon whose lands we operate, and we pay our respects to Elders, past, present and emerging.

About this Report

This is IGO's tenth Sustainability Report and presents our sustainability performance for the period 1 July 2023 to 30 June 2024 (FY24). The report is produced to provide our stakeholders with a transparent a ccount of how we manage our material sustainability topics and the progress we made during FY24. It forms part of IGO's 2024 Annual Reporting Suite and is best read in conjunction with the IGO 2024 Sustainability Databook and the IGO 2024 Annual Report, in addition to other IGO communications and continuous disclosure announcements lodged with the Australian Securities Exchange, available at **www.igo.com.au.**

The Sustainability Report is prepared for IGO Limited (ABN 46 092 786 304) and unless otherwise stated, all references to 'IGO', 'the Company', 'our', or 'we' refer to IGO Limited. This report covers activities currently under exploration and discovery, projects in development, managed operations and operated joint ventures for IGO and its subsidiary companies.

All performance data relates to IGO operated operations only, unless otherwise stated. Further information on our reporting boundaries can be found within the 'Reporting Boundaries' section of the IGO 2024 Sustainability Databook at **www.igo.com.au**. Additional information about Tianqi Lithium Energy Australia Pty Ltd can be found online at **www.tianqilithium.com.au.**

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 and the Recommendations of the Task Force on Climate-Related Financial Disclosures. The report addresses those aspects deemed material to IGO and our stakeholders. For further information on our sustainability approach refer to page 10 of this Sustainability Report. A copy of our GRI Index is available in the IGO 2024 Sustainability Databook at **www.igo.com.au.**

We engaged an independent external assurance organisation, BDO Audit Pty Limited, to provide the Directors of IGO with limited assurance on selected subject matter and criteria.

The Independent Assurance Report to the Directors of IGO Limited is available in the 'Assurance' section of the IGO 2024 Sustainability Databook.

In this report, IGO may use the terms Indigenous and Aboriginal and Torres Strait Islander peoples interchangeably in different contexts. We respectfully acknowledge that preferred terms and language may vary between jurisdictions. We use the term Traditional Owners to describe Aboriginal and Torres Strait Islander peoples who have a continuing connection to the lands on which we work and operate, with rights and interests granted under traditional law and customs.

We value feedback from our stakeholders. Please forward any comments on this report or requests for additional information to **contact@igo.com.au.**

Forward Looking Statements

This report includes forward looking statements regarding future events, conditions, circumstances, and the future performance of IGO. Often, but not always, forward looking statements can be identified by the use of words such as 'may', 'will', 'expect', 'intend', 'plan', 'estimate', 'anticipate', 'continue' and 'guidance', and may include statements regarding plans, strategies and objectives of management, anticipated production or construction commencement dates and expected costs of production outputs. Such forecasts, projections and information are not a guarantee of future performance and involve unknown risks and uncertainties, many of which are beyond IGO's control. This may cause actual results and developments to differ materially from those expressed or implied in this Sustainability Report. Relevant factors, including those identified as risk factors, are set out in our 2024 Annual Report. Forward looking statements only apply at the date of issue. Except as required by applicable regulations or by law, IGO does not undertake any obligation to publicly update or revise any forward looking statements, whether as a result of new information or future events.

Contents

2024 Annual Reporting Suite

Available to view and download from our website

www.igo.com.au

Annual Report

Sustainability Report

Sustainability Databook

Corporate Governance Statement

Tax Transparency Report

Modern Slavery Statement[1]

1. 2024 Modern Slavery Statement will be released by 31 December 2024.

Who We Are

IGO Limited is an ASX-listed resources company focused on creating a better planet for future generations.

Led by our purpose and driven by our unique values, we are striving to discover, develop and produce products critical to the clean energy transition, and are doing so safely, sustainably and ethically.

Our lithium interests are held via our 49% shareholding in Tianqi Lithium Energy Australia Pty Ltd (TLEA), an incorporated non-operated joint venture with our partner Tianqi Lithium Corporation (Tianqi). TLEA owns upstream and downstream lithium assets, including a 51% stake in the world-class Greenbushes Lithium Operation and a 100% interest in the Kwinana Lithium Hydroxide Refinery, both located in Western Australia.

IGO owns and operates the Nova Nickel Operation, an underground nickel mining and processing facility located in Western Australia. During 2024, the Forrestania Nickel Operation will reach the end of mine life and transition into care and maintenance.

IGO is growth focused, and has an enduring commitment to investing in exploration to discover the mines of the future, and ensure the world has a sustainable supply of clean energy metals into the future.

Our Values

Our values help define who we are as an organisation and are key to our long-term success.

Be better together

We act safely and with care, to the strengths of our people. We empower, support and respect each other.

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.

See beyond

We know that our actions today will impact the world of tomorrow. We believe our people, community and the environment really matter.

Run through the sprinklers

We find the fun in what we do. When our workplaces are healthier and happier, we are better.

Never stand still

We are bold, adventurous and excited for the future. We imagine new opportunities and seek new horizons.

Our Purpose

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 teams are finding and producing the products that will make energy storage mobile and efficient as we seek to contribute to the way communities grow and prosper.

We believe in a clean energy future and by delivering the products needed for tomorrow's battery systems, we are making it happen.

Our Strategy

Discover. Develop. Deliver.

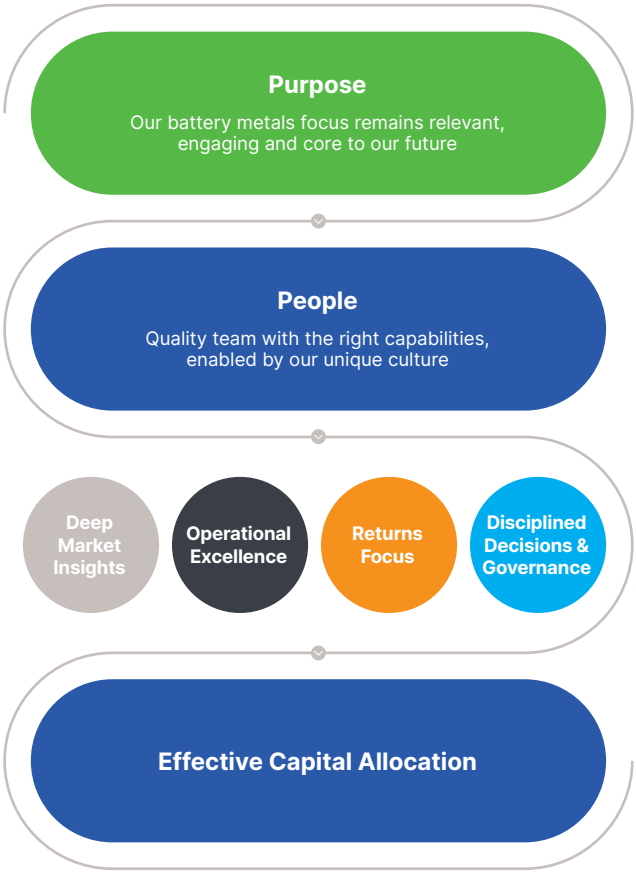
IGO's path to 2035

During 2024, IGO has completed a review of our strategy, informed by a detailed analysis of key battery materials commodity economics, end use market dynamics, the implications for the mining sector and IGO's strengths and natural advantages.

Led by our purpose, which remains unchanged, our strategy will remain focused on our people and stakeholders, working safely, ethically, sustainably, and reliably.

Key elements of the new strategy include:

- We see value in upstream mining, where we expect to generate most value through the cycle through a disciplined focus on low-cost assets. It's also where we can leverage IGO's existing skills across mining, processing, operating and technical disciplines, our exploration capability and our ability to operate with the highest level of sustainability.
- We will continue to pursue a portfolio that has exposure to exploration, development and operating assets in lithium, building on the TLEA Joint Venture, and at least one other battery material commodity that will help smooth our cashflows and maintain our resilience through the cycle.
- We also see opportunity in developing deep commercial capability in lithium as this market matures. This will be deployed through our partnership with Tianqi Lithium Corporation.
- IGO will communicate our refreshed strategy in more detail on 12 September 2024 and will rapidly build alignment across IGO through active communications and a structured execution plan.



Our Business Model

Our Inputs

People
We recognise and value the contribution of our people who have industry leading expertise, knowledge and innovative thinking for Making a Difference.

Stakeholders
We grow and maintain strong and trusted relationships with Traditional Owners, partners and community groups to create shared value for the benefit of wider society.

JV Partners
We engage and collaborate with partners where there is shared strategic interest and a focus on innovation to create sustainable value.

Supply Chain
We leverage the expertise and strength of our supply chain partners to deliver value.

Managed Tenure
We have a range of holdings to enable continued prospective and exploration activity.

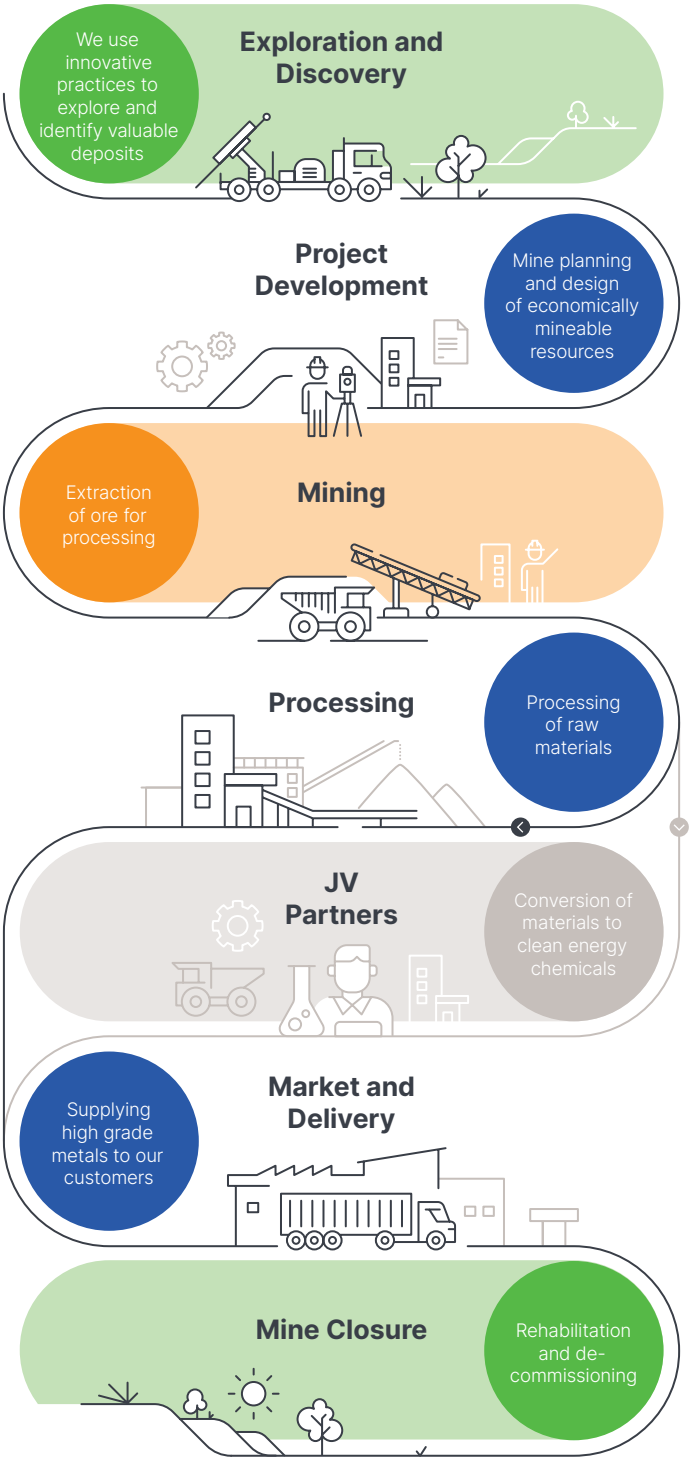
Infrastructure
We construct, own and maintain the infrastructure (buildings, accommodation airfields and utilities) that enable us to undertake our operations.

Resources and Reserves
We seek to maximise the highest possible value from the assets we own.

Natural Capital
We are careful stewards of the environment in which we operate and make efficient usage of the natural resources on which we depend.

Financial
We are disciplined in the utilisation of shareholder and investor contributions.

Our Value Chain



Our Outputs

The value we deliver

IGO delivers value to our customers through the products we produce that are essential for the clean energy transition. Furthermore, we create value for our people, our stakeholders and the communities where we operate, along with financial value for our shareholders.

Our People

Payments to employees

$163.1M Wages and salaries

Development of future skills

8 Apprentices and trainees

19 Vacation students

28 Graduates

Commodities

Lithium (Li)
1,383kt spodumene production in FY24 (100% basis)

Nickel (Ni)
28,376t production in FY24

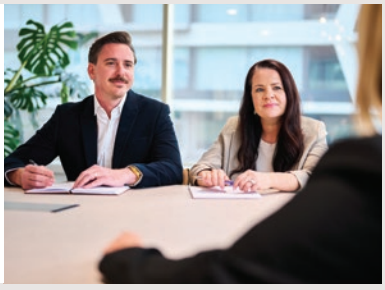
Copper (Cu)
9,922t production in FY24

Cobalt (Co)
735t production in FY24

Financial Value

$537.7M
Shareholder dividends

$580.9M
Group underlying EBITDA



Social Value

71% Of our corporate giving budget spent on long-term partnerships

$3.9M Payments to Ngadju People

Supply Chain

$832.0M Spend on suppliers

$18.1M Spend on Aboriginal and Torres Strait Islander businesses

Environmental Value

Land rehabilitated
207.2ha

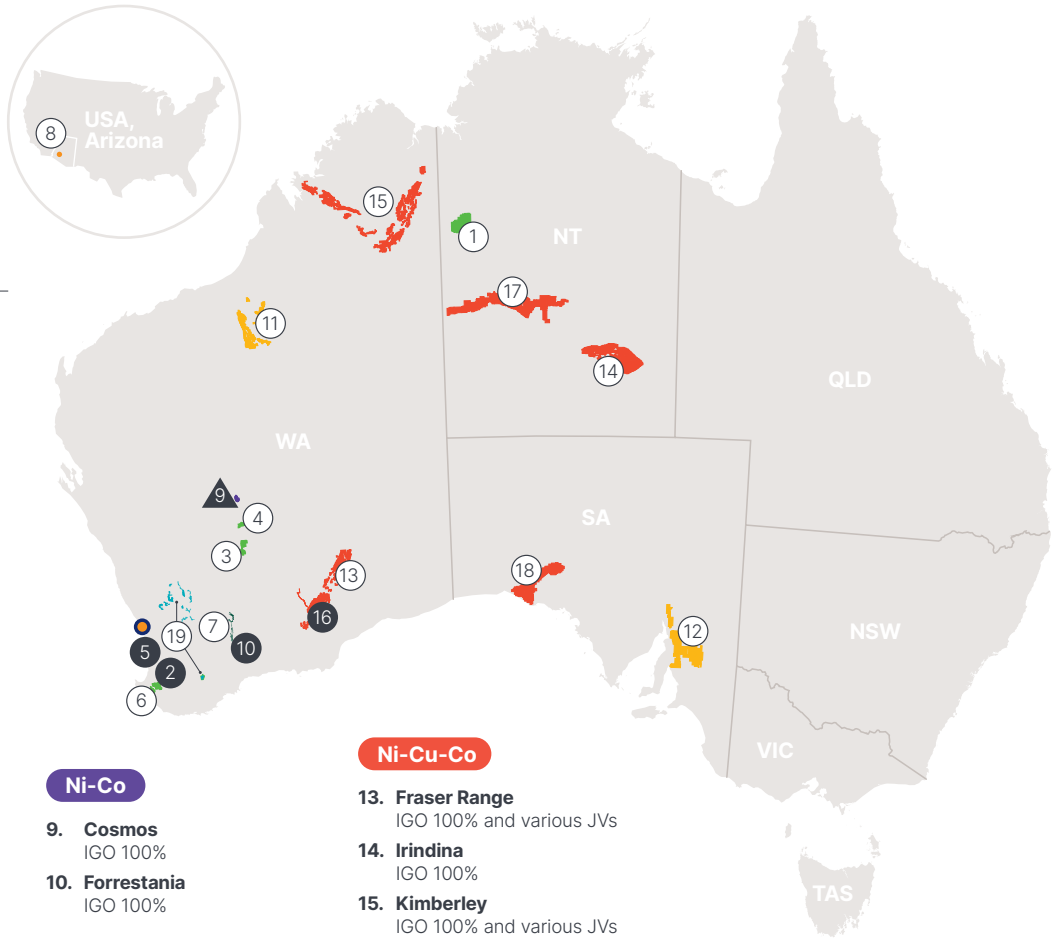
Solar generated electricity
20,110 MWh

Socio-economic Contributions

$131.2M
Taxes and payments to government

Where We Work

- Head Office Perth
- Existing operations
- Exploration projects
- Care and maintenance



Key operations and projects

Li_2O

1. **Bloodwood** IGO 100%
2. **Greenbushes** IGO 24.99%
3. **Henderson** IGO up to 70%
4. **Ida Valley** IGO 100%
5. **Kwinana** IGO 49%
6. **South West Terrane** IGO up to 100%

Li_2O-Ni

7. **Forrestania** IGO 100%

Cu-Mo

8. **Copper Wolf** IGO up to 70%

Ni-Co

9. **Cosmos** IGO 100%
10. **Forrestania** IGO 100%

Cu-Co

11. **Paterson** IGO 100% and various JVs
12. **Copper Coast** IGO 100%

Ni-Cu-Co

13. **Fraser Range** IGO 100% and various JVs
14. **Irindina** IGO 100%
15. **Kimberley** IGO 100% and various JVs
16. **Nova** IGO 100%
17. **Raptor** IGO 100%
18. **Western Gawler** IGO 100% and Iluka JV

REE

19. **Lake Campion** IGO 100%

Traditional Owner groups by project/region

Bloodwood
Warlpiri

Copper Coast
Barngarla, Ngadjuri

Cosmos
Tjiwarl

East Kimberley
Jaru, Koongie-Elvire, Malarngowem, Miriuwung-Gajerrong, Ngarrawanji, Yi-Martuwarra Ngurrara, Yurriyangem Taam, Gooniyandi

Forrestania
Ballardong (South West Settlement), Marlinyu Ghoorlie

Fraser Range / Nova Operation
Ngadju, Untiri Pulka, Upurli Upurli Nguratja

Greenbushes
South West Boojarah (South West Settlement), Wagyl Kaip Southern Noongar (South West Settlement), Gnaala Karla Booja (South West Settlement)

Ida Valley
Darlot

Irindina
Arrernte People

Kwinana
Gnaala Karla Booja (South West Settlement)

Lake Campion
Ballardong (Noongar South West Settlement) and Marlinyu Ghoorlie

Paterson
Nyangumarta People, Martu, Ngurrara

Raptor
Warlpiri, Anmatyerre, Kaytetye

South Perth
Whadjuk (South West Settlement)

West Kimberley
Bunuba, Warrwa,Wanjina Wunggurr Wilinggin, Dambimangari

Western Gawler
Mirning - Far West Coast, Wirangu - Far West Coast, Kokatha - Far West Coast, Yalata, Maralinga Tjaratja - Far West Coast

FY24 Snapshot

Safety

Total Recordable Injury Frequency Rate (TRIFR)

FY24 **10.4**

FY23 (16.0) ↓35%

Climate

GHG emissions[1]

SCOPE 1 AND 2 **133,741.3tCO$_{2-e}$**

SCOPE 3 **136,749.2tCO$_{2-e}$**

People

29.9% Women employees

4.6% Aboriginal and Torres Strait Islander employees

50% Women on our Board and Executive Leadership Team (ELT)

Community Contributions

$18.1M Spend on Aboriginal and Torres Strait Islander owned businesses

$0.9M Payments made through corporate giving

Financial Contributions

Supplier spend in Western Australia

Shareholder dividends
$537.7M

Taxes and payments to governments
$131.2M

1. Scope 1 and 2 emissions are from our operated assets. Scope 3 emissions include an equity share percentage of GHG emissions from the TLEA non-operated joint venture.

Chair and CEO's Message

It is our joint pleasure to present IGO's Sustainability Report for the 2024 financial year.

In a year of significant change at IGO, our commitment to sustainability has remained steadfast. Sustainability is central to everything we do, as we seek to safely and ethically discover, develop and produce products that are critical to the clean energy transition.

The team at IGO is rightfully proud of the progress we have made on sustainability over the past year. But the journey is ongoing, and our focus remains very much on innovation and adaptability as we continue to grow sustainability across the business.

This Sustainability Report outlines progress through the year on our seven-pillar sustainability framework, in addition to strategies and focus areas that will help drive improvement into the future.

The safety and wellbeing of our people is our highest priority. Over the past 12 months, the Board and ELT have been highly cognisant that this period of significant change impacts our people. We have worked hard to drive a strong safety culture and implemented key programs of work to minimise any risk arising from that impact.

Over the past year we have seen a strong dedication by our people to their safety, and that of their colleagues, which has translated to a reduction in our TRIFR from 16.0 in FY23 to 10.4 in FY24. While this result, and the momentum we have generated in our safety performance, is encouraging, we must strive to do better.

As referenced above, the challenges we've faced over the past 12 months have involved significant change to IGO's structure and strategy and have necessitated some difficult decisions which have had an impact on our people. We understand and regret the impact these changes have had on our people, however we have been incredibly proud of how our culture of care and respect has shone through during this tough period.

IGO's strategy is focused not only on discovering, developing and producing the products the world needs for the clean energy transition, but doing so in a way that integrates sustainability across our operations and reflects our purpose of Making a Difference.

From this perspective, it's encouraging to see tangible progress on our long-term goal of pursuing net zero Scope 1 and 2 emissions across our operating assets by 2035. We are on track to achieve net zero Scope 1 and 2 emissions at our Nova Operation by FY25, following the completion of the project's solar farm during the reporting period. Nova has now run 'engines-off' for up to nine hours in spring and summer, an exciting development that reduces diesel use and GHG emissions.

IGO's strategy is focused not only on discovering, developing and producing the products the world needs for the clean energy transition, but doing so in a way that integrates sustainability across our operations and reflects our purpose of Making a Difference.

Investments in electrification and renewable battery and storage trials will also contribute towards the decarbonisation of IGO's operations. With this in mind, we were pleased to lead a collaborative study at the Cosmos Project alongside partners Perenti and ABB, confirming the technical feasibility of an all-electric underground mining fleet. While the study was specific to Cosmos, it marked a significant step towards realising the underground environment of the future. Findings and learnings will help inform the electrification of fleets at other operations.

Of course, the broadest illustration of IGO's focus on clean energy comes from our lithium interests in WA's South West. Through our TLEA joint venture with Tianqi Lithium Corporation, we are focused on producing high-quality materials to support global decarbonisation, including the growing take-up of electric vehicles. Maximising production of lithium concentrate from the world-class Greenbushes mine will be critical to meeting demand for battery mineral products, as will the optimisation of the Kwinana Lithium Hydroxide Refinery. We are pleased to note the recent release of Talison Lithium's second sustainability report demonstrating alignment between our joint venture interests and IGO's commitment to sustainability.

Elsewhere, our exploration activities have concentrated on discovering the new resources that align with the world's evolving needs. Recent changes to the structure and strategy of our exploration processes and teams will bring renewed focus to this work, with a clear aim of identifying assets that will deliver a pipeline of battery metal projects to support IGO's future growth. Finding another Nova or Greenbushes will be no easy task but it's what we must aspire to achieve.

Our nickel business has faced several challenges during the year, particularly the decision to transition the Cosmos Nickel Project to care and maintenance. Despite this decision, the work on site to develop the project to its current position has been impressive, as has the care and diligence our team have taken to safely transition the asset into care and maintenance. Cosmos remains a resource of potential, one that IGO will continue to study with a view to identifying options that would allow the project to restart in the future.

At the time of the publication of this report, IGO is also working toward the transition of the Forrestania Nickel Operation into care and maintenance as the operation comes to the end of mine life. In line with our commitment to sustainability, our team have been actively seeking opportunities for the valuable processing assets at Forrestania to be acquired by another party for re-use, while retaining the exploration potential for lithium and nickel.

IGO's ability to succeed both commercially and sustainably is very much dependent on the support of the communities in which we operate. Our relationships with these communities are built on trust, which we can never take for granted.

Across the business we work continuously to achieve our vision for reconciliation through the development of strong relationships with host Traditional Owner communities.

We recognise, respect, and promote Aboriginal and Torres Strait Islander cultural heritages and seek to deliver real social and economic opportunities. Our Innovate Reconciliation Action Plan (RAP) introduced in 2023 guides IGO's approach to reconciliation and we have established an external Aboriginal and Torres Strait Islander Peoples Advisory Group to embed Aboriginal and Torres Strait Islander perspectives into our operations and support the development and implementation of our RAP.

Elsewhere in the community, IGO continues to support the local communities closest to our operations through our Corporate Giving Program. In FY24, we provided $909k of funding through support of our long-term partners and community initiatives, with our people dedicating more than 158 hours to volunteering and giving back to communities.

Our sustainability achievements would not be possible without the hard work and dedication of our employees, collaboration with our contractors and support from our suppliers. We extend our sincere thanks for their contributions and commitment to creating a more sustainable future for generations to come.

Michael Nossal
Non-executive Chair

Ivan Vella
Managing Director and Chief Executive Officer

Our Approach to Sustainability

We are a purpose-led organisation with strong, embedded values and a culture of caring for our people and our stakeholders.

We strive to fulfil the needs of the current generations without compromising the needs of future generations, while ensuring a balance between economic growth, environmental care and social wellbeing.

We believe we are Making a Difference by safely, sustainably and ethically delivering the battery minerals that are critical for the clean energy transition.

What guides us

Our approach to sustainability is rooted in our sustainability framework, a set of seven interconnected pillars which reflect the sustainability areas that are important to the Company and its stakeholders.

As new members of the United Nations Global Compact (UNGC), we are guided by the UNGC Principles and the United Nations Sustainable Development Goals (UN SDGs).

We have prepared this report in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 and the Recommendations of the Task Force on Climate Related Financial Disclosures (TCFD), now incorporated under the International Financial Reporting Standards (IFRS) Foundation. This year we have also pursued alignment with IFRS Foundation's Sustainability Accounting Standards Board (SASB) Standard for the Metals and Mining Industry.

For the first time we have developed a Sustainability Databook, which presents our FY24 sustainability performance data, sustainability reporting boundaries, GRI Index, SASB Index, TCFD Index and Independent Assurance Report. For more information about our sustainability performance and the scope of our limited assurance engagement, refer to our 2024 Sustainability Databook at **www.igo.com.au.**

We recognise the importance of staying abreast of changing reporting standards and requirements. This year we undertook readiness assessments against the requirements of the Taskforce on Nature-related Financial Disclosures (TNFD) Framework and the Exposure Draft of the Australian Sustainability Reporting Standards – Disclosure of Climate-related Financial Information. This resulted in a series of recommendations to improve our alignment with the requirements, which we will work to implement over FY25 and beyond.

IGO continues to participate in active ESG questionnaires, such as CDP Climate Change and the S&P Corporate Sustainability Assessment. For the fourth consecutive year we were included in the S&P Global Sustainability Yearbook 2024, which acknowledges the top 15% of sustainable companies in the metals and mining industry. As at 30 June 2024, we were members of the Dow Jones Sustainability Index (DJSI) Asia Pacific and DJSI Australia; as well as constituents of the FTSE4Good Index Series. We continue to participate in various ESG rating assessments, including the Sustainalytics ESG Risk Rating, MSCI ESG Rating, the ISS ESG Corporate Rating and ISS ESG Quality Score. A summary of our latest ESG ratings can be found in the 2024 Sustainability Databook at **www.igo.com.au.**

Reporting what matters

Each year we undertake a materiality assessment to identify the sustainability topics that matter the most to the Company and its stakeholders.

This year our materiality assessment process was guided by the GRI Sustainability Reporting Standards GRI 3: Material Topics 2021, which outlines a process to determine material topics. The process involves understanding the organisation's context, identifying impacts, assessing the significance of impacts and prioritising the most significant impacts to determine a list of material topics.

Our materiality assessment included an initial desktop assessment which reviewed key information sources to identify actual, potential, positive and negative impacts associated with our activities. Sources included the newly released GRI 14: Mining Sector 2024 Standard, the SASB Mining and Metals Sustainability Accounting Standard as well as global and industry risk assessments, including the World Economic Forum's Global Risks Report. We also assessed peer company material topics and our enterprise strategic risks, undertook a detailed media review, and assessed feedback obtained from our investor engagements and ESG rating reports. The desktop assessment considered sources that represent both:

- An impact materiality lens, through considering the outward impact of IGO on the external environment, economy and society; and
- A financial materiality lens, through considering our dependencies on resources that could give rise to sustainability-related risks and opportunities affecting our ability to generate and sustain value in the short, medium and long-term.

The desktop assessment was supplemented by an internal stakeholder survey which was sent to IGO's ELT, Senior Leadership Team as well as the internal Sustainability Working Group. Stakeholders were asked to rank topics identified in the desktop assessment from one (lowest importance) to five (very high importance) according to their perceived importance to IGO and IGO's external stakeholders. The results of the desktop assessment and the stakeholder surveys were combined to produce a combined ranking of topics. A validation workshop was held to discuss the outputs of the materiality assessment, which were presented to the Sustainability Committee for consideration and approval.

The final list of our 2024 material topics is shown on page 13, together with the linkage to the relevant pillar in our sustainability framework. Alignment to the UNGC Principles and UN SDGs is also shown, with further detail provided in our 2024 Sustainability Databook at **www.igo.com.au.**

Changes to our material topics this year included the addition of water, cyber security, responsible supply chain as well as rehabilitation and closure. While these topics were disclosed in the 2023 Sustainability Report, they were not defined as stand alone material topics. We also made some minor changes to the grouping of topics under our Traditional Owners and Communities pillar and our Governance and Business Integrity pillar. In this report we disclose our approach, progress and performance against our material sustainability topics.

Sustainability Framework

Pillar	Material Topics	UNGC Principles	UN SDGs
Safety, Health and Wellbeing	Safety, Health and Wellbeing	LABOUR	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Our People	Our People	LABOUR; HUMAN RIGHTS	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
Traditional Owners and Communities	Working with Communities	LABOUR; HUMAN RIGHTS	8 DECENT WORK AND ECONOMIC GROWTH; 11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Our Approach to Climate Change	Our Approach to Climate Change	ENVIRONMENT	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
Environment	Water Biodiversity Tailings, Waste and Non-GHG Emissions Rehabilitation and Mine Closure	ENVIRONMENT	6 CLEAN WATER AND SANITATION; 15 LIFE ON LAND; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Governance and Business Integrity	Corporate Governance and Risk Cyber Security Responsible Supply Chain	ANTI-CORRUPTION; LABOUR; HUMAN RIGHTS; ENVIRONMENT	10 REDUCED INEQUALITIES; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Our Financial Contributions	Our Socio-Economic Contributions	LABOUR	8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES

Collaborating with our stakeholders

Stakeholder engagement is essential to building respectful and trusted relationships.

Our stakeholder policy commits IGO to working in a transparent and collaborative way with our stakeholders, and we seek to engage regularly, openly and honestly, while considering stakeholder views and concerns in our decision making. We recognise the growing and evolving expectations of stakeholders on sustainability and ESG performance and seek to respond to these expectations through this report and our 2024 Sustainability Databook.

Collaboration with stakeholders is an important part of our sustainability approach and a key driver behind innovation at IGO.

We engage with a range of industry associations, think tanks and initiatives as part of our approach to managing our material sustainability topics. Our industry associations include the Association of Mining and Exploration Companies (AMEC) and more recently the Chamber of Minerals and Energy, and the Minerals Council of Australia.

We also work with a number of other topic specific groups and initiatives, which are discussed throughout this report.

Read more about how we engage with our stakeholders in the 2024 Sustainability Databook at **www.igo.com.au.**

Stakeholder Engagement

- **Our Stakeholders**
- **Why they are important to IGO**
- **Why IGO matters to them**

Our people

Our people are our greatest asset. They provide industry leading expertise, knowledge and innovative thinking to make our business work.

We provide our people with wages, salaries and benefits as well as career development opportunities.

Host communities and Traditional Owners

IGO's access to land relies on support from the host communities and Traditional Owners on whose Country we operate. Our success is underpinned by trusted relationships.

We provide Traditional Owners and host communities with access to infrastructure, payments of royalties, corporate giving as well as procurement and employment opportunities.

Our suppliers and contractors

Our supply chain partners provide the goods and services that we need to operate. We leverage their products and expertise to deliver value.

IGO provides our suppliers with procurement and contracting opportunities at fair and competitive rates.

Our customers

Our customers purchase the commodities we produce, including nickel, copper, cobalt and lithium.

We produce the commodities our customers need as inputs into their business.

Our JV partners

Our Joint Venture partners engage and collaborate with IGO where we have a shared strategic interest.

IGO works with its Joint Venture partners on shared strategic interests, providing joint ownership and expertise to generate shared outcomes.

Our shareholders

IGO is owned by our shareholders, who play an important role in approving executive remuneration outcomes, the appointment of Board members and voting on other shareholder resolutions at our Annual General Meetings.

IGO allocates capital based on our Capital Management Policy and shareholders share in share price performance.

Governments and regulators

We value our relationships with Federal, State and local governments who provide us with the permits, licenses and agreements we need to operate.

IGO pays taxes and royalties to governments and complies with regulations and operating requirements as outlined in permits, licenses and agreements.

Industry associations and peers

IGO gains value from industry associations through sharing knowledge, tracking industry and policy developments, and collaborating on shared challenges.

As members of industry associations, IGO pays membership fees, participates in industry initiatives and shares knowledge.

Learning and research partners

IGO collaborates with learning and research partners on research and development initiatives, obtaining access to a pool of future talent through career entry opportunities.

IGO provides financial and in-kind support, including scholarship and career entry opportunities to vacation students, graduates, apprentices and trainees.

NGOs, special interest groups and civil society

We work with NGOs and special interest groups on specific initiatives to achieve shared social and environmental outcomes.

We provide support to NGOs and other civil society groups through corporate giving, financial and in-kind support and participation in stakeholder and community events.

Sustainability governance and risk management

As the context in which we operate changes, it is important that we understand our sustainability-related risks and opportunities, especially those which may influence our ability to create and sustain value in the short, medium and long-term.

Having robust governance processes in place is essential to monitor, manage and oversee sustainability-related risks and opportunities.

Board-level sustainability governance

The Board continues to recognise the important relationships between the Company and the communities where it operates. It is the collective responsibility of the Board and all levels of management to ensure we act ethically, sustainably and within the law. As outlined in the IGO Board Charter, the Board is responsible for ensuring that IGO has an appropriate risk management framework for sustainability-related risks; as well as for setting standards for sustainability, social and ethical practices that will build the desired corporate culture and enhance and protect IGO's reputation.

Our Sustainability Committee assists the Board in fulfilling its responsibilities by overseeing, monitoring, reviewing and reporting to the Board our practices and governance in our sustainability areas, including safety and wellbeing, environment, climate change and decarbonisation, human rights, Traditional Owners, heritage and land access, physical security at our operations and community.

The Sustainability Committee is responsible for overseeing IGO's risk framework and management systems related to sustainability, as well as the identification, management and mitigation of sustainability-related risks and performance. Our annual materiality assessment process was reviewed by the Sustainability Committee, who also reviews and provides recommendations to the Board for approval of our annual sustainability reporting.

Board training sessions are held to improve knowledge and awareness on specific sustainability-related topics, particularly emerging sustainability-related standards and expectations. This year we undertook Board training sessions on the Exposure Draft of the Australian Sustainability Reporting Standards – Disclosure of Climate Related Financial Information, biodiversity and TNFD Reporting, as well as the new Australian Work Health and Safety Legislation.

Management-level sustainability governance

The Board delegates responsibility for day-to-day operations and administration of the Group to the Managing Director and CEO, who is supported by our ELT. The ELT has collective management oversight over sustainability, with specific management accountability for different sustainability areas outlined throughout the report. Post the end of the FY24 reporting period, there was a change in management accountability amongst IGO's ELT. In FY24, the Chief Legal Officer role had management accountability for climate change, environment, communities and heritage.

Post August 2024, management accountability for these areas has transitioned to the Chief People Officer. Management provides the Sustainability Committee, the People, Performance and Culture Committee and the Audit and Risk Committee with quarterly updates on sustainability performance and progress.

Linking remuneration to performance is a powerful incentive to drive behaviour that aligns with organisational goals. Sustainability performance is factored into remuneration at IGO through both long-term and short-term incentives. Our Executive Key Management Personnel's short-term incentive program includes an at-risk component linked to a set of performance targets, including sustainability performance. In FY24, the long-term incentive program allocated a 5% weighting to the strategic delivery performance hurdle for the delivery of the decarbonisation plan. Learn more about our approach to remuneration in the 2024 Annual Report at **www.igo.com.au.**

For more information on corporate governance and risk management at IGO, refer to page 89 of this report, the 2024 Corporate Governance Statement and the 2024 Annual Report at **www.igo.com.au.**

Working with our joint venture partners

Our lithium business includes a 49% shareholding in Tianqi Lithium Energy Australia Pty Ltd (TLEA), an incorporated joint venture with Tianqi Lithium Corporation (Tianqi).

TLEA owns upstream and downstream lithium assets, including a 51% stake in the Talison Lithium Pty Ltd (Talison) Greenbushes Lithium Operation and a 100% interest in a battery grade lithium hydroxide refinery in Kwinana (Kwinana Refinery), Western Australia.

Through the TLEA joint venture, both IGO and our partner Tianqi aim to deliver long-term economic, social and environmental benefits to our stakeholders through the mining and processing of lithium products that are critical for enabling the clean energy transition. As partners, we seek to engage and collaborate on our sustainability progress and performance. This year members from the IGO, TLEA and Talison sustainability teams held a workshop to discuss sustainability progress and challenges across a range of areas, including net zero goals, clean energy transition plans, carbon offset strategies and the Global Industry Standard on Tailings Management (GISTM). Going forward, we aim to continue working with our joint venture partners to share knowledge and learnings on sustainability.

Talison's Greenbushes Lithium Operation

The Greenbushes Lithium Operation is a leading global supplier of lithium mineral concentrates and is expanding its operations to keep up with the demand for lithium driven by the global clean energy transition. Talison has a long-term goal to pursue net zero Scope 1 and 2 emissions by 2050 or earlier, as well as a more immediate goal to maintain carbon intensity at CY22 levels as production increases through to 2030.

This year, Talison built on their inaugural sustainability report to release their second sustainability report, covering the calendar year 2023. Dust, decarbonisation and water management remain key focus areas. Talison saw a slight increase in Occupational Injury Frequency Rate (OIFR)[1] for employees and contractors, from 7.0 in CY22 to 7.1 in CY23. An increase in minor and medically treated injuries highlighted the need for continued safety efforts, injury analysis and implementation of recommendations to improve safety outcomes and reduce injury rates. Sustainability priorities going forward include commencing an independent audit against the Initiative for Responsible Mining Assurance (IRMA) Standard in 2024 and working towards compliance with GISTM. More information on Talison's sustainability performance and progress can be found in their 2023 Sustainability Report at **www.talisonlithium.com.**

For more information on sustainability performance associated with our lithium non-operated joint ventures, refer to our 2024 Sustainability Databook at **www.igo.com.au.**

Kwinana Refinery

TLEA owns and operates the Kwinana Refinery, a fully automated facility designed to produce lithium hydroxide monohydrate, a key material used in the manufacture of batteries. Located in the Kwinana Strategic Industrial Area, 35km south of Perth, the facility has been engineered to process spodumene concentrate sourced from the Greenbushes Operation, located 200km away. First battery grade lithium hydroxide production from Train 1 was achieved in May 2022, a significant milestone that represented the first time lithium hydroxide had been produced in Australia from a commercial facility.

Sustainability is key area for TLEA, which established a dedicated sustainability function in 2023. Improving safety performance has been a strong focus. Safety initiatives undertaken include chemical safety risk assessments, individual safety risk assessments, mental health programs, and the development and rollout of a reward and recognition program. During CY23[2], TLEA was successfully qualified by two customers. This involved undertaking remote and onsite prequalification audits, which considered both quality and ESG criteria, as well as achieving ISO 9001 certification. Other sustainability initiatives include the development and implementation of a modern slavery program in preparation for TLEA's inaugural modern slavery report in CY24, as well as collaboration with Murdoch University to establish a roadmap to decarbonisation for the Kwinana Refinery.

Over the year, TLEA supported a research study to use one of its by-products, delithiated beta spodumene (DBS), to partially replace cement binders in paste backfill material at IGO's Nova Operation. The use of DBS resulted in a 40% stronger paste backfill material, with the potential to reduce carbon dioxide emissions by up to 28% when compared to cement binders. The initiative received the 2023 AMEC Environment Award for reducing the carbon footprint of cemented paste backfill in underground mining operations.

1. OIFR includes medically treated injuries, restricted work injuries and lost-time injuries, and is the same basis of calculation as IGO's TRIFR.
2. TLEA's sustainability performance is measured on a calendar year basis.

Safety, Health and Wellbeing

Safety, Health and Wellbeing

At IGO, the safety, health and wellbeing of our people is our highest priority. The nature of our mining and processing activities poses potential health, safety and wellbeing hazards to our workforce and it is important that we proactively prevent harm. We actively seek to achieve a positive safety culture by creating physically and psychologically safe workplaces, safe systems of work and an environment where we all take responsibility for our safety, health and wellbeing.

FY24 progress

Continuous improvement in the assessment and management of critical risk hazards and controls – including upgrades in remote tracking systems to manage exploration safety risks.

Focus on embedding our custom health and wellbeing program, I-GO Well, across IGO.

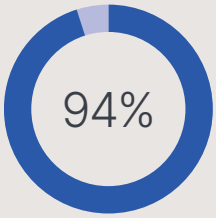
Collaborated with an external industry expert to undertake a gender-based violence risk assessment at our accommodation villages and developed action plans to manage identified issues.

FY24 TRIFR

10.4

↓ 35%

FY23 (16.0)



of our people felt safe to carry out their work according to our 2024 Employee Engagement Survey

Updated our health and safety reporting guidelines

to improve how we classify incidents and improve the communication of learnings from incidents

UNCG PRINCIPLES

LABOUR

UNSDGs

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

UN SDG targets 3.4, 3.8, 3.9, 8.8

Our approach

Our approach to safety, health and wellbeing is guided by the IGO Safety and Wellbeing Policy, which sets out our safety and wellbeing commitments.

Our Policy is supported by a Group Standard on Safety and a Group Standard on Mental Health and Wellbeing. Our safety, health and wellbeing management system is based on ISO 45001:2018 and applies to all IGO operations, activities and workers. It also supports compliance with the Western Australian Code of Practice – Mine Safety Management System.

The overall effectiveness of our safety, health and wellbeing management system is assessed through our safety performance metrics, field verification activities such as critical control checks, and visual safety leadership interactions (VSLIs) and inspections. As part of our commitment to continuously improve our health and safety systems, this year we developed an independent health and safety assurance procedure to assess the effectiveness of our safety, health and wellbeing management system.

Leadership and training

While all our people have a common set of responsibilities for safety, health and wellbeing, we know that leadership is critical to setting a strong safety culture. Our ELT is responsible for setting safety strategy and driving continuous improvement, while our Sustainability Committee assists the IGO Board in oversight of safety, health and wellbeing policies, practices and performance.

We invest in our leadership capabilities and practices to strengthen our culture of strong and visible leaders. Acknowledging that our safety performance has required improvement this year, we focused on supporting our leaders and undertook specific safety leader online education sessions. The nine-week program focused on enabling our leaders to exercise shared and integrated responsibility for safety, operational efficiency and reliability. We also reinforced our commitment to developing effective safety leadership in our senior team through running a specific leadership workshop with renowned Australian safety thought leader, Dr David Provan.

It is important that we have the right skills and tools to support the Company in effectively managing safety, health and wellbeing. IGO has health and safety support roles at our corporate office and across our mining and exploration businesses to support our teams in the work that they do. Each operation has an annual program of work to drive continuous improvement in safety and wellbeing related performance.

Safety training, communication and awareness are critical to our safety, health and wellbeing programs. Role specific training, with associated verification of competency, allows for the consideration of role-specific hazards which may pose potential harm to our workforce. Training is supported by site and area-specific inductions and site pre-start meetings. At an operational level, there are regular site leadership meetings to discuss safety and wellbeing matters as well as regular safety committee meetings between operational leadership and worker health and safety representatives.

The IGO safety and wellbeing steering committee formed from ELT members, senior operational managers and health and safety professionals, meets several times a year to review safety and wellbeing performance against the strategy; and share successes, challenges and learnings. These meetings are supplemented by monthly meetings between the IGO ELT, senior operational managers and heads of departments to review safety, health and wellbeing performance across the Company and discuss programs and incidents. Where there have been significant incident investigation findings during the month, a specific review session is held with the ELT and the incident review team to discuss the outcomes of the investigation and ensure that they are applied across the Company.

Risk management

IGO's operations have distinct phases of work that can give rise to specific hazards, including phases relating to exploration, the design and construction of plant, starting new projects or operations, routine operations, care and maintenance, and mine closure.

We assess work activities to identify all potential safety, health and wellbeing hazards and apply the hierarchy of control to manage risks so far as is reasonably practicable. Our safety systems of work include personal and team-based risk assessments, permit to work systems, correct tool availability and selection, active supervision, and continual training. Our workforce is actively supported to stop unsafe activities and trained in the safety, health and wellbeing issue resolution process.

Our company-wide risk management system describes our minimum requirements for identifying, analysing, evaluating, treating, monitoring, communicating, and reporting on health and safety critical hazards.

The critical safety, health and wellbeing hazards which may exist at IGO's operations include:

Airborne contaminants

Aviation

Confined space

Cranes, lifting and supporting loads

Digging and excavation

Entanglement and crushing

Electricity

Explosives

Extreme weather

Fire and explosions

Geotechnical structure instability

Inrush of any substance

Mine shafts and winding systems

Psychosocial harm

Radiation

Roads and mobile plant

Stored energy

Thermal stress

Underground ventilation

Working around open holes

Working at heights

Refer to 'Occupational hygiene' on page 24 for a list of our potential occupational health hazards, and to 'Health and wellbeing' on page 25 for further detail on health and wellbeing hazards.

Continuous improvement in critical risk management is an important part of improving our safety performance. This year, we conducted a significant review of our health and safety critical hazard risk assessments to assess whether all aspects of risk are covered across the Company and appropriate controls are in place. Following these reviews, we prepared and/or revised our operational management plans describing how we manage the risks associated with critical hazards.

We also established critical control checks at the Cosmos Project and Forrestania Operation to align with those already in place at our Nova Operation and our exploration sites. This in-field observation process is performed on a routine basis by nominated critical control owners, who check that critical controls are in place and effective to prevent serious incidents from occurring in the workplace.

In FY24, we commenced an internal audit of our underground geotechnical risks and also undertook third party audits of roads and mobile plant at our mining operations.

This year, we saw a serious potential incident associated with the movement of mobile plant in our exploration activities. To further manage this risk, we reviewed our risk assessments and the critical controls in place for the movement of mobile plant. This led to the implementation of multiple additional engineering controls, including the installation of reverse cameras and internal rollover protection into light vehicles and trucks and the installation of eye scanners in trucks to monitor fatigue. Furthermore, we also undertook proximity sensor trials for forklifts and earth moving machinery and worked on the upgrade and standardisation of vehicle tow hitches, light and heavy vehicle recovery gear and processes.

Our Incident Reporting and Management Procedure outlines the process whereby hazards and incidents are reported and, where appropriate, effectively investigated and managed through the implementation of corrective actions. This year we updated our health and safety reporting guidelines to improve how we classify incidents, define our performance measures and improve the communication of learnings from incidents across the Company. Our newly established leadership forum has reviewed serious potential incident investigation findings and has continued to upskill our people by providing incident investigation training to further strengthen our culture of learning from incidents.

Improving our remote tracking systems to manage a critical exploration safety risk

IGO's exploration projects are spread throughout Australia, mostly in very remote areas with limited mobile phone coverage. This poses safety risks for our exploration team when driving and working alone, which often involves travelling many hundreds of kilometres along unsealed roads and tracks. To manage these safety risks, we have invested in the latest technology to enable a timely response in the event of an emergency.

Over the past year, a project has been underway to update, upgrade or replace remote tracking systems to newer, better technology. Our remote tracking systems include three components:

- The IGO Journey Management System (JMS), which provides journey management planning support through an IGO branded mobile application. The JMS replaces previous paper-based journey management plans and scheduled phone check-ins.
- Garmin inReach devices, which provide monitoring support to isolated workers.
- Geotab In Vehicle Monitoring System, which provides improved vehicle monitoring and collision alert and replaces a previous system.

The JMS integrates with both the Garmin inReach and Geotab In Vehicle Monitoring System to provide real time location and vehicle data throughout a journey or for regular check ins during lone work. The platform works by creating a journey plan within the application and selecting a journey approver.

When undertaking a journey, the system tracks location through the designated mobile device using the mobile phone network or though the Garmin inReach using the Iridium satellite network. Should a driver fail to arrive within 30 minutes of the planned arrival time, the JMS will alert the journey approver to check on the driver's welfare. Both the JMS and the Garmin inReach device also include SOS buttons, providing other avenues for emergency escalation. To support the monitoring of journeys, the JMS has a web interface linked to all inReach devices and In Vehicle Monitoring Systems, which provides visibility over all locations where personnel are working or driving by displaying real time information.

Since implementing these improved remote tracking systems, we have observed several safety benefits, including a 100% reduction in missed fatigue breaks in the month following the announcement that they were being monitored, and a reduction of over 77% in incidents of driving over the speed limit. We have also seen a substantial reduction in driving risk following the alerts and reports produced by the In Vehicle Monitoring System for unsafe driving. Further to the safety benefits, we are also able to track utilisation, asset location, availability and kilometres travelled to inform maintenance planning.

The remote tracking systems have proved successful in managing some of the safety risks that our exploration team are exposed to, and we look to other applications where these systems can be applied.

Contractor safety management

Our safety performance is strongly linked with contractor safety management.

Our contractors represent a large portion of IGO's workforce, contributing to 64% of our FY24 exposure hours. Contractors undertake activities such as underground mining, exploration drilling and site village management. Our safety performance is strongly linked with contractor safety management, and our safety performance data, targets and goals are inclusive of our contractor workforce.

IGO has overall responsibility for a safety management system being in place at all operating sites. Where we work with larger contractors who have existing safety management systems in place, IGO supports the use of the contractor's own safety procedures and processes, provided that the relevant contractor meets IGO's minimum requirements, are fit for purpose and are adequately resourced to enable effective implementation.

At an operational level, we have routine regular meetings with our contractors, particularly Barminco who undertake our underground mining activities, to discuss safety management and review any safety incidents that may have occurred.

We seek a consistent approach to leadership development, investigations, actioning of reports, training and communication. This year we held several sessions to share best practice and resources on psychosocial risk management, including providing Barminco personnel with access to IGO's sexual harassment training.

In alignment with new legislative requirements for Western Australian workplaces, this year we also undertook a shared initiative focused on the cessation of smoking and vaping underground and in enclosed workplaces. We provided a one-to-one competent health coach to support those wanting to quit smoking or vaping, which was available to our workforce.

Following a serious permanent injury to a contractor, we worked with our exploration contracting partners on critical risk management, including risks associated with driving long distances in remote areas. Refer to the case study on page 22 for more information on how we are improving the management of exploration critical safety risks.

Occupational hygiene

Health and hygiene management is essential to creating a healthy and safe working environment. Our operational health and hygiene management programs cover occupational hygiene monitoring, health surveillance activities such as audiometric testing, as well as training and education. We seek to manage our workplace environments in a way that effectively minimises the exposure of our people to hazards that may cause long-term or chronic health impacts.

Occupational health hazards are identified through operational health risk assessments, which are undertaken in consultation with management and supervisors from each operation. Potential occupational health hazards include airborne contaminants (such as particulates, dusts, fibres, liquids, fumes and vapours), noise and vibration, radiation, ergonomics, thermal stress, infectious diseases, water-borne pathogens and mould. Each operation has a health risk assessment which defines occupational health risk profiles for similar exposure groups and informs the hygiene management activities and monitoring program.

All operations have a health management plan, which outlines a systematic process to managing and monitoring potential adverse health risks across all stages of the mining lifecycle. We monitor health risks identified through the health risk assessment and compare our monitoring data to national workplace exposure standards and previous results to assess our performance and the effectiveness of our controls. Incident reports are also reviewed to determine if any of our controls need to be amended to reduce the risk of future incidents occurring. No occupational hygiene injuries or illnesses were reported in FY24.

Our health management plans are an integral part of our safety, health and wellbeing management system and are submitted to the regulator, the Western Australian Government's Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) every five years, or more frequently if there is a significant change to an operation.

This year we focused on maturing our health and hygiene management program to meet our duty of care and regulatory requirements.

At our Cosmos Project and exploration sites, we undertook health risk assessments and developed health management plans, while at our Nova Operation, we revised the hygiene monitoring sampling plan.

Training and awareness are an important part of our management program. This year we ran 'introduction to occupational hygiene' information sessions across IGO and updated our induction training to include information on occupational hygiene. To support our workforce in managing occupational health and hygiene hazards, we matured the documentation of our processes and developed supporting procedures, guidance notes and work instructions. Our internal hygiene reporting processes were enhanced by using the InControl system, and we have improved the sharing of occupational hygiene information and learnings across the Company.

We seek to continuously improve our approach to occupational hygiene, and this year reduced our occupational exposure limit (OEL) for welding fumes from the regulatory OEL of 5mg/m³ to 1mg/m³. All relevant work groups were informed of the changing OEL and the recommended controls such as extraction ventilation and the use of specialist respirator systems to provide adequate protection.

Some other health and hygiene initiatives undertaken in FY24 include:

- Conducting occupational hygiene specific workplace inspections at each operation
- Procuring sound level meter and audiometric testing equipment to enable inhouse noise assessments and audiometric testing to meet new regulations as part of the audiometric surveillance program
- Commencing the rollout of respiratory and hearing protection fit testing at each operation to support their efficacy
- Providing drinking water quality management support and guidance; and
- Reviewing fibrous minerals management plans.

Health and hygiene management is essential to creating a healthy and safe working environment.

Health and wellbeing

The health and wellbeing of our people is a fundamental part of their safety and engagement. I-GO Well is our custom-tailored health and wellbeing program, which aims to inspire our people to look after their physical, mental and financial wellbeing. The I-GO Well program is moving into the second year of a five-year roadmap.

Embedding the I-GO Well program has involved a comprehensive and integrated approach within IGO, with health and wellbeing advisors allocated at all our locations to support our people's health and wellbeing needs.

The I-GO Well program includes a number of initiatives, such as Up All Night, The Push-Up Challenge, subsidised skin checks, Quit Buddies and the FIFO Mental Health Group. In FY24, we partnered with The Resilience Project for the first time, a group which aims to help everyone to be mentally healthy. The program runs for 12 months with access to a presentation on resilience and digital wellbeing series.

At our Nova and Forrestania Operations, we have an ongoing musculoskeletal injury prevention program. These programs involve general site and job specific manual handling workshops, the implementation of coached manual handling VSLIs with supervisors and ongoing workstation ergonomic assessments, with workstation adjustments and upgrades, where necessary. We also undertook site wide hydration testing at our Nova and Forrestania Operations and Cosmos Project, using MX3 saliva testing devices throughout the day, to gather data and educate our workforce on the importance of hydration. Our health and wellbeing advisors provide ongoing advice and awareness about thermal stress and the importance of hydration and electrolyte replacement. We have also developed a hydration procedure, which is being rolled out across our sites.

This year we introduced mobile I-GO Well wellbeing boxes to our exploration sites to improve access to health, wellbeing, social and injury prevention options for our employees based in remote locations. Items within the box allow individuals to complement their physical training needs, provide access to injury prevention and rehabilitation options to aid in preventing musculoskeletal injuries, and encourage social connections whilst onsite.

Monthly health screening is available for all site personnel, including blood glucose, blood pressure, resting heart rate, cholesterol, hydration, range of motion and mobility screening. This year we updated our gym equipment at our Cosmos Project and Forrestania Operation, to support our onsite gyms. IGO also continues to offer all eligible employees with health insurance cover.

Outside of these initiatives, we also work with employees on injury management, including early intervention support, support for non-work-related issues and return to work support. Our early intervention support provides IGO employees with the support they require to focus on their recovery from injury or illness. Training has been provided to our health and wellbeing team, as well as to our leaders and supervisors on IGO's proactive return to work approach and procedures, including leader responsibilities following an employee's illness or injury, as well as the legislative requirements and process of returning an injured or ill employee back to work.

Over the next year, the I-GO Well program will focus on developing a consistent, holistic and data driven approach to health and wellbeing.

Psychosocial risk management

A psychosocial hazard refers to anything that could cause psychological or physical harm, including anxiety, depression, post-traumatic stress-disorder, sleep disorders, sexual or other forms of harassment.

Following a review of psychosocial hazards and risk at IGO in FY23, a psychosocial harms working group was established to drive change, implement programs of work and collaborate across all areas of the Company to support the management of psychosocial hazards, including workplace sexual harassment. The working group includes representatives from each operation, our safety, health and wellbeing team, our people and culture team as well as our learning and development team, with members acting as a key liaison point between their work areas or operations, and the working group.

In FY24, there were 23 incidents related to discrimination, harassment and bullying, of which 74% were substantiated. Of those cases substantiated, 59% of perpetrators left the business or were removed from site, while 41% were subject to one or more disciplinary actions. We continue to focus our efforts on managing psychosocial risks, undertaking a number of activities over the year, including:

- Developing and implementing psychosocial harms reporting processes and guidance material.
- Rolling out company-wide 'Introduction to psychosocial harms' information sessions to improve awareness and understanding. This was further supported by the development and communication of toolbox talk guidance material.
- Developing a process to capture learnings from psychosocial incidents.
- Developing and implementing a sexual harassment standard, including our requirements with regards to Positive Duty under the *Australian Sex Discrimination Act 1984 (Cth).*

- Developing family and domestic violence guidance and holding training sessions run by an external consultant to support our employees.
- Developing a psychosocial risk report for the Company, including a review of events, hazards and performance data.

Each of our operations has completed a psychosocial harms risk assessment, a mentally healthy workplaces audit and developed action plans to further improve psychosocial risk management.

This year, we also collaborated with an external industry expert to undertake a gender-based violence village risk assessment at the Forrestania Operation, Cosmos Project and Nova Operation. The assessment, which also included a high-level remote review of our exploration sites, culminated in the development of a report with action plans identified for all operations. For more information on this assessment refer to the case study on page 27.

Quarterly reports are provided to the Board on psychosocial harms across the Company, including feedback on actions taken and details of current and upcoming activities to mitigate psychosocial risks. Our psychosocial harms reporting includes our contractors, who we continue to support through providing training on sexual harassment and psychosocial hazards. Refer to 'Contractor safety management' on page 23 for more information.

Fitness for work

Fitness for work relates to the capacity of a worker to undertake their job activities safely and productively.

IGO's Common Management Standard on Safety and Wellbeing Risks describes the requirements for managing safety, health and wellbeing risks, including fitness for work. This standard is supported by fitness for work guidance and procedures, which are routinely assessed and updated to improve consistency in how these issues are managed across different operations.

Fatigue can impact the ability of our workforce to undertake tasks in a safe manner and can lead to errors, accidents, ill-health and injury. This year we updated our fatigue risk management guideline and fatigue risk assessment forms. We also updated our IGO-wide fatigue risk management training and have undertaken biomathematical modelling for rosters and working hours to reduce the risk of fatigue.

Furthermore, we reviewed our drug and alcohol procedure to update guidance on drug testing and medical cannabis and commenced the development of an IGO safe drinking standard to apply to all IGO work environments.

Psychosocial harms and gender-based violence village risk assessments

At IGO we actively seek to create a safe and inclusive workplace culture by creating physically and psychologically safe workplaces, safe systems of work and an environment where we all take responsibility for our safety, health and wellbeing. Over the past few years, the mining industry has been under growing scrutiny from regulators and other stakeholders on the psychosocial impacts that may be experienced by the mining workforce.

Following the review undertaken in FY23 into psychosocial risks and hazards, which included site specific risk assessments, this year we wanted to better understand our psychosocial safety and gender based risk profiles at our village accommodations.

Between August and October 2023, IGO engaged an external industry expert to undertake a gender-based violence village risk assessment at the Forrestania Operation, Cosmos Project and Nova Operation, as well as a remote review of our exploration teams. As part of the risk assessment, a survey was conducted and interviews were held with accommodation village residents, both IGO employees and contractors, as well as the accommodation village contractor workforce who provide onsite services such as cleaning and catering. The assessment also included discussions with our exploration teams to review their accommodation experiences.

Following the risk assessment, action plans were created and shared with each site to achieve the identified positive changes. Actions to be implemented by IGO included:

- Developing and implementing a process for reporting and investigating psychosocial events
- Educating leaders to better understand psychosocial risks
- Improving fatigue management across the Company
- Including psychosocial harms in pre-starts and toolbox talks; and
- Communicating updates and improvements to the workforce.

Several operation specific actions were also implemented, including:

- Upgrading WIFI at one of our accommodation villages
- Conducting a review of accommodation door locks and lighting to confirm all rooms and all sites met our security standard
- Reinvigorating the activities of the social club to incorporate more non–alcohol related events at camp
- Ensuring training on sexual harassment, bullying and harassment is completed by the workforce; and
- Liaising with contracting groups to review their training and competencies with regards to psychosocial risks.

We continue to monitor and manage psychosocial hazards and risks across the Company as we seek to continuously improve our safety and wellbeing performance.

Our progress and performance in FY24

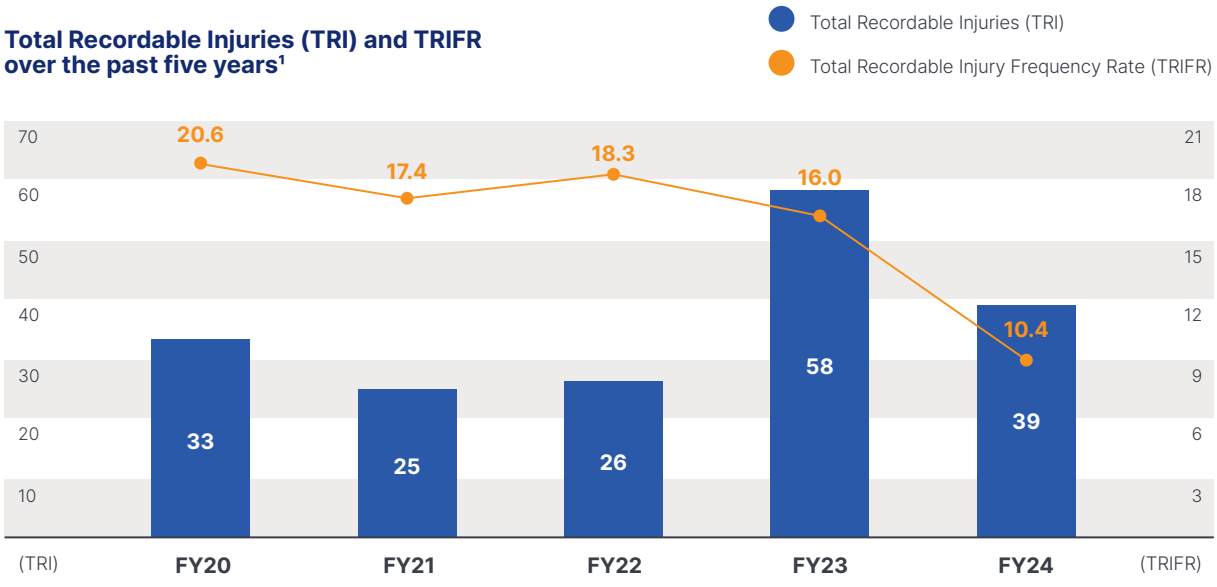
We track our safety, health and wellbeing performance against a range of performance metrics, a summary of which is provided below. Refer to the 2024 Sustainability Databook for a full list of our safety, health and wellbeing metrics.

Performance metric[1]	FY24	FY23
Fatalities from health and safety incidents	0	0
Total recordable injuries[2]	39	58
Total recordable injury frequency rate	10.4	16.0
Total lost time injuries[3]	2	3
Total lost time injury frequency rate	0.5	0.8
Serious potential incidents[4]	17	20
Serious potential incident frequency rate	4.5	5.5
Total recordable cases of work-related ill-health[5]	26	10
Total recordable cases of work-related ill-health frequency rate	6.9	2.8
Open accepted workers' compensation claims as at 30 June	4	10
Total accepted workers' compensation claims as at 30 June	5	11

1. All performance metrics represented in this table are a total of both employees and contractors. Incidents are included where IGO controls the work location or controls the work activity. All frequency rates are calculated per million hours worked. For separate reporting of employee and contractor data, and for five-year performance data trends, refer to the 2024 Sustainability Databook at **www.igo.com.au**.
2. Total recordable injuries are the sum of all new work-related injury cases that meet recording criteria during the reporting period, which include medical treatment injuries, restricted work injuries, lost time injuries and fatalities. This includes a disabling injury in our contractor workforce.
3. A Lost Time Injury (LTI) is an injury sustained by an employee, or contractor while at work which prevents the employee from completing any duties for a period of one or more calendar days, following the date of the incident.
4. Serious Potential Incidents (SPI) are incidents where the worst credible potential consequence is determined to be a fatality or permanently disabling injury, or a critical environmental or community impact. This year we had a disabling injury in our contractor workforce.
5. Recordable illnesses are the sum of all new work-related disease cases that meet recording criteria during the reporting period, including occupational respiratory disorders, occupational hearing loss, musculoskeletal disorders, occupational cancers and other occupational medical disorders.

In FY24, we recorded no fatalities across the Company. Our TRIFR decreased by 35% from FY23 with the main types of work-related injury for employees and contractors related to musculoskeletal strains and sprains, open wounds and crush injuries.

Total Recordable Injuries (TRI) and TRIFR over the past five years[1]



1. Data for FY20, FY21 and FY22 does not include Western Areas (Forrestania Operation and Cosmos Project). Data for FY20, FY21 and FY22 has been restated to include restricted work injuries, LTIs and medically treated injuries to be consistent with the basis of calculation for FY23 and FY24.

This year we saw a decrease in our Serious Potential Incidents (SPI) from FY23. We use SPIs as an opportunity to learn and inform continuous improvement in our safety performance. The main types of SPIs recorded related to roads and mobile plant, stored energy, cranes, lifting and supporting loads and geotechnical structure instability. These events account for 82% of the total SPIs and remain a focus for FY25.

During the FY24 period, the main types of hazards that resulted in workplace injuries relate to the use of non-powered hand tools, and interaction with mobile and fixed plant. These hazards account for 42% of injuries across the Company.

This year, the total number of work-related ill health cases increased with musculoskeletal disorders and other medical disorders, such as exposure to extreme temperatures, dermatitis and mental health accounting for the majority of these ill health events.

In addition to lag indicators, we also measure lead safety indicators, including critical control checks and visual safety leadership interactions. This year, we introduced these lead safety indicators to our Cosmos Project and Forrestania Operation, leading to a notable improvement in our lead safety performance metrics, including a 34% increase in the number of critical control checks conducted, compared to FY23. Our increased focus on measuring lead indicators has further strengthened our safety management actions and supported our proactive safety culture.

We believe that this proactive approach to safety leadership was one of the reasons that we did not record any reportable injuries during the five-month ramp down of our Cosmos Project.

During the year we worked hard to improve our safety performance, but we know we can do better. In FY25, our focus will be on working across the Company to improve our safety performance to keep more of our people safe and well.

Looking ahead

Activities planned for FY25 to improve our safety, health and wellbeing performance include:

- Continuing our health and safety critical risk management activities through integration of processes into our online risk management application, development of relevant health and safety critical risk standards and application of IGO assurance activities.
- Refining our common health and safety management tools and support materials.
- Improving our technical training processes to support the business in managing health and safety fundamentals.
- Strengthening contractor management through a collaborative approach, sharing insights and resources to better understand and manage shared health and safety risks.
- Further strengthening our safety leadership capability through education and coaching.
- Continuing our focus on occupational health, wellbeing and psychosocial risk management.

Our People

Our People

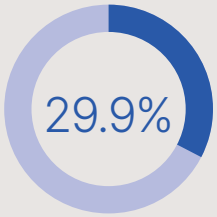
Our people bring our purpose of Making a Difference to life every day. They are the key drivers in embedding sustainable practices throughout our business and directly contribute to our growth and success. Our people are our difference at IGO, and while FY24 presented some significant challenges, the strength and adaptability of our people highlighted our enduring culture.

FY24 progress

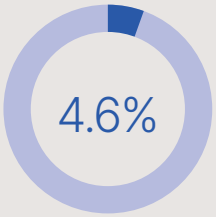
Continued focus on diversity, equity and inclusion as a Work180 Endorsed Employer and partner of the HESTA 40:40 Vision and CEOs for Gender Equity.

Developed a family and domestic violence support program for employees who are at risk of, or experiencing, domestic violence.

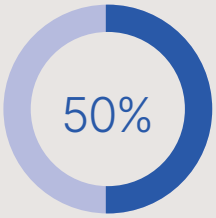
Caring for our people through the transition of the Cosmos Project into care and maintenance.



Women employees



Aboriginal and Torres Strait Islander employees



Women on our Board and ELT

UNCG PRINCIPLES

UNSDGs

UN SDG targets
5.1, 5.5, 8.5, 10.2

Our approach and progress in FY24

Employee engagement

We seek feedback from our people through our annual Engagement Survey to gain valuable insights into their experience working at IGO. These insights inform our decisions, shape our strategies and help to foster a more inclusive and supportive culture and work environment. This year was the first time that IGO invited our major contractor partners to also participate in the survey, as we focus on a ' one IGO' approach to people in our workplaces.

Now in its eighth year, our FY24 Engagement Survey received a response rate of 67% (80% in FY23) with an overall engagement score of 51% (76% in FY23) and a three-year rolling average of 69%. The reduction in our employee engagement score has been driven largely by the uncertainty produced from change in our business, including a refresh of our business strategy, impacts from the closure of the Cosmos Project, and concern around the limited remaining mine life of our other operations. We recognise that we can improve the way we manage change within our business and feel confident that by providing our people with clarity about IGO's revised strategy, we will see an increase in future employee engagement scores.

Next year we will update the method by which we measure our engagement score, to allow for enhanced benchmarking of our results. Using the updated method, our FY24 engagement score would equate to 56% which will be the number we use to compare our results in FY25.

In addition to the annual Engagement Survey, we also conducted a short Pulse Survey to help us understand how our people were adjusting to changes in the business prior to our full Engagement Survey. The Pulse Survey was designed to capture our people's thoughts on several key elements (including safety and wellbeing) to guide the deeper questions used in the full Engagement survey.

The results from our 2024 surveys tell us that:

- Our people feel safe at work, with our Pulse and Engagement Surveys showing that 91% and 94% of our people, respectively, felt safe to carry out their work. This is an important result, as we have increased our focus on safety leadership, systems and processes, to improve the safety and wellbeing of our people, a priority for our leaders and the Company.
- Our people want to understand and feel better connected to IGO's strategy and future.
- Our people want changes to be managed well and to be communicated in an open and honest manner.

The results from the two surveys have given IGO an understanding of how our people feel about working at IGO and allow us to identify the areas where we need to make improvements in for FY25.

The findings from the surveys were shared with senior leaders to develop key actions to address the most significant areas for change, with broader findings and actions shared with all employees and contracting partners. This approach gave everyone who participated in the surveys the opportunity to understand the actions that would be implemented as a result of their valuable feedback.

Employee insights inform our decisions, shape our strategies and help to foster a more inclusive culture and work environment.

Diversity, equity and inclusion

Developing programs of work that support diversity, equity and inclusion (DEI) remains a key priority at IGO. We know that when our people feel valued, included and respected it leads to better performance in the workplace – as a team and as a company.

Our approach to DEI is guided by our Diversity, Inclusion and Equal Employment Opportunity Standard, which sets out our commitment to:

- Uphold our values and actively pursue a diverse and inclusive workforce
- Create a workplace that applies fair and equitable employment practices; and
- Provide a working environment that allows employees to reach their full potential.

Our People, Performance and Culture Committee assist our Board with organisational development and culture, including workplace diversity, equity and inclusion and the relevant policies and practices we can instil to attract, reward and motivate a diverse workforce. A key ongoing focus for this Committee is the enhancement of our leadership development programs and succession planning.

This year, we enhanced our work on DEI across our workplace. We joined the Diversity Council Australia providing our employees with free membership and access to events, workshops and guidance. We continue to offer and encourage flexible working arrangements, where possible, to support our people to work in a way that suits their lifestyle.

As a Work180 Endorsed Employer, IGO is recognised for our ongoing commitment to creating an equitable workplace. One leading initiative is our 26-week paid parental leave policy, enabling new parents to spend quality time with their child(ren) unencumbered by the pressures of work. We also continue our support of the Pride Professionals Mentoring Program, which is open to all employees to join as mentees or mentors. For more information on our flexible working arrangements, refer to the case study on page 34.

Training and awareness are essential to our DEI efforts, and we continue to provide tailored training courses to our employees. This year we continued our learning and development programs, which focus on creating and supporting a positive and fair culture within the workplace, including our Custodians of Culture learning series and our Respect in the Workplace course. Our immersive training session on sexual harassment in the workplace, introduced in FY23, provides awareness about sexual harassment and behaviours that foster mutual respect. We also require all new starters to review and confirm their understanding of core IGO policies and documents relating to DEI.

Through our external initiatives we partner with organisations who are committed to promoting DEI in the wider community including the HESTA 40:40 Vision and CEOs for Gender Equity. IGO was an early signatory to the 40:40 Vision, an initiative led by HESTA and supported by industry partners to pursue diversity in executive leadership. We continue our commitment to achieving and maintaining gender balance in executive leadership and have achieved 50% women representation in our ELT and 50% on our Board, well ahead of the HESTA target.

Providing opportunities for hybrid working

IGO recognises that employees have a diverse range of work, family and individual needs, and we support our people in meeting these by offering a flexible, work-from-anywhere approach where possible – including offering hybrid roles that balance a combination of site, office and home-based work.

Bec is a valued and longstanding member of our people and culture team, and recently accepted a hybrid role as Senior People and Culture Partner at our Forrestania Operation. We were pleased to work with Bec and support her career development by tailoring this role to find the right balance of time spent onsite and at home to meet her work and personal responsibilities – including those of her young family.

Bec is thriving in her new senior role and feels she has been afforded the best of both worlds – being able to spend two-to-three days onsite and the remainder of her four-day work week either at home or in our South Perth Head Office. When onsite, Bec enjoys being present with her team, safely supporting our people onsite and building a positive culture that promotes growth and development. She values the deep relationships that she has formed onsite and is appreciative that her peers understand her family responsibilities and support her to work remotely as needed so that she does not miss out on important family moments. Bec prefaces that this is a two-way street and recognises that on occasion she does need to spend more time onsite – or doing 'orange shirt days', as her young daughter likes to call it.

A crucial element that Bec has attributed to her success in this role is the trust from her team in allowing her to manage her roster autonomously, and make her own decisions and judgement calls about how much time she needs to spend onsite to balance her own needs and those of the Company. Bec also acknowledges the significant role that technology plays in enabling her to stay connected to her team, no matter where she is.

Bec is proud to be a strong role model for her children, exemplifying the reality that parents can have both a flourishing career and homelife, and is grateful for the flexibility, support and empowerment that she has been afforded to be able to do both. Since commencing her new role, she has been an active advocate for hybrid roles and hopes these will become much more commonplace in the future, opening the talent pool and generating greater interest in operational roles from experienced applicants who wish to return to an operational working environment after starting a family.

This year we received our Workplace Gender Equality Agency (WGEA) Pay Gap Statement 2023, reporting a total remuneration gender pay gap of 10.7% favoured towards males (industry comparison group at 14.9%) and a median total remuneration gender pay gap of 16.1% (industry comparison group at 21.3%). For more information refer to the WGEA IGO Pay Gap Statement 2023 at **www.igo.com.au.**

In FY24, we launched our Innovate RAP, formalising the progress already made by many of our employees to engage, reflect and take meaningful action on this important journey towards reconciliation in partnership with Aboriginal and Torres Strait Islander peoples. A key focus area in our Innovate RAP is to provide real and agreed employment and contracting outcomes to the Aboriginal and Torres Strait Islander peoples in the communities in which we operate.

In support of our RAP, we have commenced the establishment of an Aboriginal and Torres Strait Islander recruitment, retention and development strategy to enhance our recruitment practices and remove barriers for Aboriginal and Torres Strait people in our hiring processes. We have also established new programs to promote the progression of Aboriginal and Torres Strait Islander employees into leadership roles.

Now in its third year, our Ngadju Traineeship program aims to increase employment opportunities for Traditional Owners connected to the land on which our Nova Operation is located. The program empowers trainees to tailor their own development journey, including formal studies, mentoring and buddy programs, team building activities and exposure across different roles.

This year saw another three trainees join the two-year program who will experience rotations through different areas of the Company while being given the option to undertake vocational study in their chosen field. We also celebrated three people who have now completed the traineeship and moved into permanent roles in administration, maintenance and processing at our Nova Operation. Refer to page 44 for further information on our RAP initiatives.

We track our DEI performance against our diversity measurable objectives set by the IGO Board, some of which are outlined below. Refer to the 2024 Corporate Governance Statement for the complete list of our diversity measurable objectives.

Measurable objectives	FY24 (%)	FY23 (%)
Percentage of women employees	29.9	26.3
Percentage of women on the Board[1]	50.0	50.0
Percentage of women in the ELT	50.0	75.0
Percentage of employees who are Aboriginal or Torres Strait Islander[2]	4.6	2.8

1. Board members include Non-executive Directors and Managing Director (CEO). FY23 data restated to align with definition.
2. Includes Ngadju trainees and members of the RAP Advisory Group.

We know that when our people feel valued, included and respected it leads to better performance in the workplace - as a team and as a company.

Transitioning Cosmos into care and maintenance

Following the comprehensive review of the Cosmos Project, IGO made the difficult decision to transition Cosmos into care and maintenance in early 2024. During this time, our priority was to support our people through this change and to communicate our closure plans transparently.

Led by our onsite Cosmos leadership and people and culture teams, the focus was on ensuring we kept impacted people informed of the progress of employment outcomes, with redeployment opportunities to our Nova or Forrestania Operations offered where similar roles and vacancies existed. In parallel, we developed the role requirements for the care and maintenance team and offered opportunities in that newly formed care and maintenance team to people with the skills and capabilities for these roles.

As we moved the Cosmos Project into care and maintenance, it was important to retain key people with critical skills to complete the ramp down work safely and efficiently. In addition to redundancy payments, we also developed a retention package, to encourage people to stay with us during the important four-month ramp down period. In instances where a suitable role was not available in another part of the Company, employees impacted by redundancy were also provided with optional outplacement support services, to assist in creating a personalised career transition program and support their career transition as quickly as possible.

Our commitment to our people's wellbeing remained at the forefront as we navigated this period of change together. Understanding the challenges that come with change, we provided additional support through regular visits from our employee assistance provider and engaged the FIFO Mental Health Group to offer guidance on managing change during this transition.

One of the key elements of understanding how our people were doing during this period of change was obtaining feedback through an anonymous online feedback form, allowing employees to tell us how they were feeling and what information they needed. These requests were responded to in subsequent communications. Across the Company, regular updates were shared by the leadership teams to all employees about the Cosmos Project transition both through email and regular site visits by the ELT.

We are proud of our continued focus on safety during the ramp down of the Project into care and maintenance. Over a period of five months, we saw no recordable injuries during a significant period of change, a testament to our strong safety culture and leadership.

Our recruitment strategy

Our strong, embedded purpose and values continue to set our business apart from industry peers, enabling us to continue to attract top talent to IGO within the competitive labour market. Our people are our most valuable asset, and we are proud to offer a compelling employee value proposition with a range of benefits that support our people and their families. We are constantly reviewing these benefits, to ensure our people are rewarded for their contribution to IGO in a way that is of value to them.

Our recruitment strategy plays a key role in our commitment to creating a diverse, equitable and inclusive organisation. We continue to support and empower our hiring managers by providing training on unconscious bias and equal employment opportunities.

We maintain our commitment as a Circle Back Initiative Employer, ensuring that we respond to every person who applies for a position with us. We appreciate the significant amount of time and energy that candidates invest into their application, and we want to continue to make a difference by providing a meaningful candidate experience. We are proud to be driving change by creating a fairer and more considerate hiring process, and this initiative aligns strongly to our values and culture of care.

We acknowledge that our current employees can also contribute to attracting skilled candidates to join our teams. With diverse professional networks spanning various sectors, our people are in a prime position to suggest potential candidates who align with IGO's values and culture, and to endorse IGO as an excellent workplace. Through our referral program, an incentive is offered to the referrer after a recommended candidate is successfully recruited by IGO.

Our IGO Careers website, launched in January 2023, remains an essential part of the candidate experience for those applying to work with IGO. It includes innovative features such as the ability for candidates to ask questions about working with IGO directly to our featured employees, and live chat events where candidates can immediately interact with our people – a feature utilised during our Vacation Program recruitment campaign this year. The website enhances the candidate experience and provides a more personal touch for those considering joining our team.

We have a long commitment to developing the next generation of future leaders for both IGO and the wider mining industry. This year we had a total of 28 graduates in the IGO Graduate Program across various disciplines, of which 35.7% are women. We also welcomed 19 students into our IGO Vacation Program, imparting them with industry knowledge, insights and hands on experience under the guidance of program mentors during the 12-week program. This year we revised our marketing and recruitment strategy to further attract high calibre students and provide meaningful and exciting opportunities despite challenging market conditions.

IGO continues to support several programs focused on developing the next generation of industry leaders. In FY24, we:

- Co-sponsored three WA Mining Club Scholarships in Geology, Mining Engineering and People and Culture; however, the People and Culture scholarship was not awarded this year due to low application rates
- Participated in the Women in Mining WA (WIMWA) Mentoring Program, in addition to being a major sponsor of the WIMWA Summit and supporting other WIMWA networking events throughout the year
- Provided support for various professional associations, including AUSIMM, AMEC and the WA Mining Club
- Partnered with schools in our host communities to provide work-experience and mentoring opportunities for local students, including through our sponsorship of the CoRE Learning Foundation
- Supported the Future Female Leaders Program as Visionary Investors for the third year and provided further guidance for young women in the program by engaging four of our employees to take part in the program in a mentor capacity; and
- Continued our long-term support of programs aimed at providing community and support services for Aboriginal and Torres Strait Islander students in Western Australia, including the Clontarf Foundation, MADALAH and the Stars Foundation. Refer to page 47 for more information.

Developing our people

This year we continued to progress and implement learning and development programs to maximise the growth and capability of our people.

The establishment of learning and development plans is an important enabler, and this year 78% of employees had an active learning and development plan, up from 67% in FY23. We also require our employees to develop annual performance and development goals. This year 93.5% of our employees completed a performance review with their supervisor or manager, providing the opportunity to reflect on their performance and development over the year.

The IGO Mentoring Program, supported by an external contractor, matches mentees and mentors within IGO and provides guidance throughout a six-month program. This year, we had 20 mentor and mentee pairs from across the Company complete the program to further their career growth and develop leadership capabilities.

We were also pleased to once again offer the IGO MBA Program. This year we have three MBA participants, and since its inception in 2021, we have offered five positions on the program, with one participant having completed the program and another on track to complete the program in 2025. Refer to the case study on page 38 for more information.

In FY24 we commenced the development of IGO's Leadership Capability Framework, which included extensive engagement and input from our people across the Company. The aim of the framework is to equip leaders with the skills to understand and develop their teams, and anticipate the skills required for the future.

Our leaders have a key role in setting a strong culture of safety, and we continue to provide learning opportunities through training and workshops focused on visual safety leadership. For more information, refer to our Safety, Health and Wellbeing section on page 19.

A key focus for FY24 has been on succession planning to develop a strong pipeline of identified leaders and people with critical skills in the Company.

The program seeks to support our leadership teams to manage our growth and set us up for success.

Our succession planning continues within our annual performance review process, which commences in July each year. The annual performance cycle is IGO's key talent process and is designed to achieve:

- Alignment of effort across the Company to reflect IGO's strategic objectives
- Clarity of priorities at the individual level
- Periodic review of performance progress
- Consistent and coordinated measurement and recognition of performance; and
- Fair allocation of reward for performance.

Career development through our IGO MBA Program

At IGO, we believe that providing learning and development opportunities for our people is fundamental to the success of the Company. We are committed to driving continuous workforce improvements to develop a pipeline of future industry leaders.

In 2022, Chris joined IGO through the acquistion of Western Areas. Having worked for Western Areas for more than 10 years in various senior positions, Chris was identified as an emerging leader, recognised for his goal-oriented and growth mindset, and was encouraged to apply for the IGO MBA Program.

Chris was successful in his application and commenced his MBA studies at The University of Western Australia in early 2023.

Chris moved from a site-based role to a range of corporate-based rotations in different parts of the Company. While the move posed an initial cultural shift, Chris was able to apply his operational skills and experience to the corporate environment.

Chris values the career development and learning opportunities at IGO and the variety of courses available to develop employees into more aware and well-rounded individuals. Looking ahead, Chris hopes to apply his technical, operational and newfound business expertise in a corporate-based managerial role with the support of IGO.

IGO provides a nurturing environment and culture that fosters the development of our people, offering opportunities for growth and learning experiences to empower the future leaders of our industry.

Care and wellbeing

The care and wellbeing of our people continues to remain a priority for our business. The safety, health and wellbeing section of this report describes our approach to psychosocial risk management and the activities we undertook in FY24.

This year, we developed a family and domestic violence support information program to encourage employees who are at risk of, or experiencing, domestic violence to seek support. Under national workplace laws, workers dealing with domestic and family violence can request flexible working arrangements, which are supported under the IGO Flexible Work Arrangements Standard. Employees who are affected by family and domestic violence are also entitled to take up to 10 days paid leave in each 12-month period of their employment. To further support our employees, we partnered with the Domestic Abuse and Resource Training Initiative to run a series of lunch and learn sessions.

At IGO, we want to ensure our people feel comfortable speaking up about safety and behavioural matters. To do this, we have several internal pathways for our people to raise workplace concerns, including speaking with their supervisor, manager or People and Culture representative, as well as reporting actual or suspected misconduct through the external Speak Up online disclosure platform. This year we had four reports made through the Speak Up program related to unsafe workplace, unethical conduct, discrimination, harassment and bullying, conflicts of interest and sexual harassment. All reports were fully investigated and closed out with the implementation of any recommendations (including disciplinary action) prior to the end of the financial year.

While these pathways remain open to all, we understand that they may feel daunting in the first instance for some people. To provide those who would like an internal alternative, our Contact Officer program offers a network of trained employees entrusted to provide a safe and comfortable environment to discuss workplace concerns relating to discrimination, harassment and bullying. In FY24 we expanded the group of Contact Officers, who support our workforce by maintaining our positive workplace culture and supporting our equal opportunity and anti-discrimination/ bullying policies and standards. IGO's Employee Assistance Program also provides confidential, flexible counselling services to help support the emotional, mental and general psychological wellbeing of our employees and their immediate family.

We continue to support, recognise and celebrate positive behaviours.

Recognition

The annual IGO Making a Difference Awards is one of our most significant annual programs to support, recognise and celebrate positive behaviours across our Company. Our awards program is about reflection, recognition, and celebration and in a challenging year, it was important to continue with our traditions and recognise the hard work and dedication of our people.

Established in 2017, the awards celebrate exceptional contributions made by individuals and teams over the past year. In addition to demonstrating leadership in safety, passion and spirit, innovative thinking and excellence, past winners have been recognised for going above and beyond the requirements of their role, embodying our values and making significant positive impacts.

In FY24, we revised and simplified our awards categories, and received 296 nominations with finalists from across all our locations. The seven award categories included:

- Safety and Wellbeing
- Collaboration
- Innovation and Impact
- Customer Focus
- Spirit
- Technical Excellence; and
- Peter Bradford Leadership.

This event also celebrates those who have supported our journey for many years, with the IGO Length of Service Awards celebrating those who reached five, seven, ten, 15 and 20 years of commitment at the IGO Making a Difference Awards night.

Looking ahead

As we look ahead to FY25, we seek to undertake the following activities:

- Continuing our focus on our people's safety, health and wellbeing, ensuring our people feel a strong sense of connection and belonging.
- Providing clarity to our people on how their role aligns with our refreshed strategy and strengthening our culture, values and ways of working.
- Supporting our leaders through our leadership capability framework to embed behaviours and ways of working into everything that we do.

Traditional Owners and Communities

Working with Communities

IGO's success relies on the support from the host communities where we operate, and it is crucial that we build and strengthen relationships based on trust. We acknowledge the important role of Traditional Owner groups, and we recognise and respect their rights, cultural heritage and their enduring relationship with the land on which we operate. We value the trust that Traditional Owners place in IGO and we are committed to being respectful and doing the right thing when operating on their Country.

FY24 progress

Launched our first Innovate level RAP, covering the period August 2023 to July 2025, to reaffirm our commitment to reconciliation.

Established an external Aboriginal and Torres Strait Islander Peoples Advisory Group to embed Aboriginal and Torres Strait Islander perspectives into our operations and to support the development and implementation of IGO's RAP.

Continued to focus our corporate giving budget on long-term partnerships.

Land covered by cultural heritage surveys

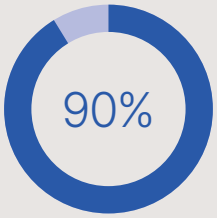
110,000ha

Payments made through corporate giving

$0.9M

71%

of our corporate giving budget is spent on long-term partnerships



of RAP deliverables for first year

(August 2023 - June 2024) achieved

UNCG PRINCIPLES

HUMAN RIGHTS

LABOUR

UNSDGs

11 SUSTAINABLE CITIES AND COMMUNITIES

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

UN SDG targets 8.5, 11.4, 12.7

Our approach and progress

Working with Traditional Owners

Access to land for exploration and mining is a critical aspect of our operations. Trusted relationships with Traditional Owners on whose Country we operate are crucial.

Our mining and head office operations are conducted on the lands of the following Traditional Owner groups:

Tjiwarl people
Cosmos Project

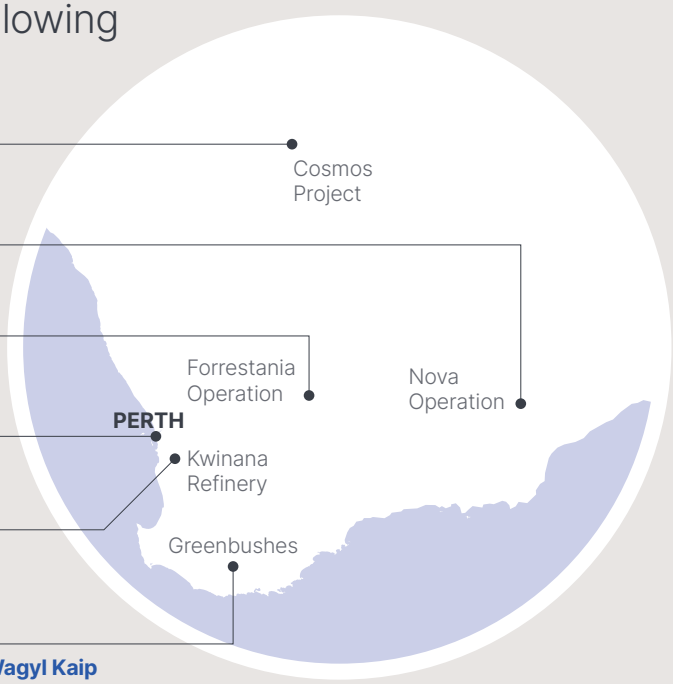
Ngadju people
Nova Operation

Ballardong and Marlinyu Ghoorlie people
Forrestania Operation

Whadjuk Noongar
South Perth Head Office

Gnaala Karla Boodja
Kwinana Refinery – part of our Lithium Joint Venture

Karri Karrak (South West Boojarah), Gnaala Karla Boodja, Wagyl Kaip
Greenbushes – part of our Lithium Joint Venture



With our broad exploration footprint, IGO has an important role in building an inclusive and diverse mining industry in Australia. Our exploration activities impact over 37 Traditional Owner groups, primarily across Western Australia, the Northern Territory and South Australia.
For more information on Traditional Owner groups by region and project see page 6.

Our approach to working with Traditional Owners is guided by the IGO Code of Conduct and the IGO Stakeholder Policy, which commits us to seek opportunities to create shared value with Traditional Owners and others impacted by our operations. Our Stakeholder Policy is supported by our internal Aboriginal and Torres Strait Islander Cultural Protocols, which guide our interactions with Aboriginal and Torres Strait Islander communities, and our internal Clearing and Heritage Protection Exploration Procedure, which supports our exploration teams to operate responsibly and in accordance with Traditional Owner agreements. We are also guided by Reconciliation Australia and its associated RAP Framework, and we are members of both Reconciliation WA and Reconciliation Australia. IGO is also a member of AMEC's Aboriginal Affairs Committee.

Our approach to working with Traditional Owners is interdisciplinary and occurs throughout the life of mine. Our work is led by our land access and heritage team, which reports to the Chief People Officer, supported by our operation and exploration teams. Our Sustainability Committee assists the Board in overseeing our Traditional Owners, communities, and heritage and land access policies and practices.

IGO has an internal RAP Working Group which consists of volunteers from various parts of the Company. The RAP Working group is dedicated to advancing IGO's reconciliation efforts by operating as an internal review and consultation mechanism and ensuring that our engagement with Traditional Owners is meaningful and effective. For more information on our RAP, refer to page 44.

Traditional Owner engagement

Engaging with our host Traditional Owner communities, particularly those most directly affected by our exploration, operational, care and maintenance, and closure activities, is an ongoing aspect of IGO's activities.

We identify and engage with Traditional Owners at the earliest point of exploration or project development activities. This early engagement is crucial for building trust, efficient land access and ensuring respectful interactions throughout the term of our relationship.

We work with Traditional Owners to develop and implement agreements that recognise and support the cultural, social and economic values of our host communities, consistent with the principles of Free, Prior and Informed Consent (FPIC). This is reflected in our approach, which aligns with regulatory and legislative frameworks and follows the principle of 'no means no' with respect to the protection of areas of significant cultural value to the Traditional Owners from the exploration stage. We work with Traditional Owner groups to determine where we can explore to avoid culturally significant areas. We always work by agreement and respect significant objections from Traditional Owners. While we are not aware of any significant community complaints in FY24, they are dealt with as they arise through direct and transparent engagement with appropriate representatives in accordance with community expectations.

Throughout the mine project lifecycle, we seek to build and strengthen relationships through regular and meaningful engagement. We work collaboratively and transparently with Traditional Owner groups in accordance with our agreements, engaging regularly and honestly to incorporate their views and concerns into our decision-making processes.

We maintain open lines of communication and consultation with Traditional Owners by attending regular community and board meetings to share relevant information about our activities, projects and potential impacts, as well as the opportunities that we have available to promote employment and contracting opportunities to Aboriginal corporations. We also attend heritage agreement implementation and negotiation meetings to explain programs of work, provide progress updates and advance agreements where these are not already in place.

Protecting cultural heritage

IGO seeks to enter Heritage Protection Agreements (HPAs) with all Traditional Owners for cultural heritage protection and land access before undertaking exploration activities. HPAs provide a structured framework for Traditional Owners to engage their own cultural heritage experts to conduct surveys and assessments.

These surveys identify areas of cultural importance, and IGO works with Traditional Owners to manage access and exploration activities, ensuring that any sites or areas of cultural significance are protected. This collaborative approach safeguards against our exploration or mining activities having unacceptable impacts on the cultural values, beliefs and practices of Traditional Owners.

Our internal Clearing and Heritage Protection Procedure outlines the process for identifying and protecting Aboriginal heritage during land clearing for exploration activities. It outlines requirements for:

- Early liaison: We liaise with Traditional Owners early in the exploration process to identify and protect Aboriginal heritage.
- Heritage surveys: Heritage surveys are required before any land clearing activities occur, as per the relevant HPA.
- Planned clearing: Any necessary clearing is planned and executed according to the approved heritage survey, and an internal approval for clearing is required through the completion of an Exploration Land Clearing Request Form, which functions as an internal Land Clearing Permit.
- Training and induction: All IGO employees and contractors involved in land clearing for exploration activities must complete relevant training and a verification of competency. The relevant IGO Exploration project induction informs all parties about the requirement to have an approved Land Clearing Permit prior to commencing land clearing.
- Mitigating impact on culturally significant areas: If a culturally significant area is identified, IGO seeks to either avoid the area or take appropriate steps to mitigate the impact on the area in discussion and agreement with the Traditional Owners. This may involve adjusting exploration activities so that the cultural heritage of Traditional Owners is respected and protected.

IGO's HPAs with Traditional Owners not only address our compliance with the Aboriginal cultural heritage regime in Western Australia, but also support respectful engagement and on-ground activities that are undertaken in a considerate manner.

At the end of FY24, IGO held 448 tenements, including 302 granted exploration licenses, 83 exploration license applications, 68 granted mining leases and one mining lease application.

We engage with over 37 different Traditional Owner groups through HPAs that manage our on-ground activity and relationships. IGO has completed HPAs with all relevant groups. Currently, our focus is on amending or varying existing HPAs to include new tenure or to align with the preferred HPA framework of Traditional Owner groups.

This year we continued to work with the Central Land Council to finalise and implement Exploration Agreements for the Raptor and Irindina Projects. We also continued our engagement with the Tjiwarl Aboriginal Corporation (TAC) during the year with a focus on the progressing the Cultural Heritage Management Plan for the Cosmos Project.

During FY24, we continued to operate under the 2014 Nova Mining Agreement with Ngadju Native Title Aboriginal Corporation (NNTAC). The Nova Mining Agreement continues to provide significant ongoing benefits to the Ngadju people, including production royalty payments, training, preferential employment and support for Ngadju businesses. In FY24, IGO made production royalty payments totalling $3.9M to the NNTAC. As of 30 June 2024, the Nova Mining Agreement has generated over $28.9M in royalty payments to the NNTAC since the commencement of the Nova Mining Agreement.

This year we launched our first Innovate level RAP. This formalises the progress already made by many of our employees, bringing together individuals from across the Company to engage, reflect and take meaningful action on this important journey of reconciliation. Refer to the case study below for more information. This year we undertook a number of RAP initiatives, including celebrating National Reconciliation Week to promote reconciliation within our sphere of influence. This year, we hosted Yindjibarndi Nation CEO Michael Woodley for a meeting with Traditional Owner CEOs and Chairs and IGO Aboriginal and Torres Strait Islander employees, as well as a presentation to IGO employees about Traditional Owner self-determination through Yindjibarndi Nations 3C (Community, Culture and Commerce) strategy.

In FY24 we developed an Aboriginal and Torres Strait Islander Cultural Learning Strategy to increase understanding of the Aboriginal and Torres Strait Islander culture, history and experience. This included the development of an Aboriginal and Torres Strait Islander Cultural Protocol fact sheet to increase our employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country. It includes the development of a Perth based, Whadjuk and Noongar Cross Cultural Training Course. The first training course is set to be conducted in FY25, and on a regular basis thereafter for all IGO employees.

As part of our RAP activities, we renewed our internal standards for Aboriginal and Torres Strait Islander employment, engagement and contracting, as we seek to improve employment and supplier outcomes. This year we also established an external Aboriginal and Torres Strait Islander Peoples Advisory Group. For further information, see the case study on page 45.

Launching our first Innovate Reconciliation Action Plan

We launched our inaugural Innovate RAP in August 2023, covering the period August 2023 – July 2025. The RAP was endorsed by Reconciliation Australia and reaffirms our commitment to reconciliation.

Our vision for reconciliation is the development of strong and deep relationships and engagement with our host Traditional Owner communities, where we recognise, respect and promote Aboriginal and Torres Strait Islander cultural heritage and deliver real social and economic opportunities. The governance of the RAP is driven by our internal RAP Working Group, which seeks to build accountability and transparency through reporting RAP achievements, challenges and learnings. It will also help IGO continue its reconciliation journey through the development of the next RAP.

The RAP has dedicated focus areas and actions, including to:

- Develop partnerships with Aboriginal and Torres Strait Islander peoples and improve awareness about reconciliation
- Engage with Aboriginal and Torres Strait Islander peoples' heritage and broaden knowledge and respect for Aboriginal and Torres Strait Islander cultures and histories
- Provide real and agreed employment and contracting outcomes to the Aboriginal and Torres Strait Islander peoples in the communities in which we operate; and
- Provide governance over the implementation of the RAP.

By following these focus areas and actions, IGO aims to build strong, respectful and beneficial relationships with Aboriginal and Torres Strait Islander peoples and Traditional Owner communities, as we seek to positively contribute to their cultural, social and economic wellbeing.

In FY24 we undertook cultural heritage surveys over 110,000 hectares. We also identified and managed 66 cultural heritage sites. This year 13 employees completed cultural awareness training, down from FY23.

		FY24	FY23	FY22[1]	FY21[1]
Payments to Ngadju people[2]	$M	3.9	5.3	6.5	4.7
Cultural heritage surveys	ha	110,000	29,774	44,042	320,243
Cultural heritage sites identified and managed[3]	No.	66	30	649	65
Employees who completed cross-cultural awareness training	No.	13	57	52	15

1. Data for FY22 and FY21 does not include Western Areas (Forrestania Operation and Cosmos Project).
2. Includes production royalty payments.
3. Includes those cultural heritage sites or places identified during IGO cultural heritage surveys and Aboriginal Sites, or other Heritage Places on the Aboriginal Heritage Inquiry System (AHIS) maintained by the Western Australian Department of Planning, Lands and Heritage. Figures for FY21 included identified cultural heritage sites or places only in FY21.

Corporate giving

IGO's Corporate Giving Program is an important part of how we engage and collaborate with our stakeholders. It aligns with our purpose to deliver shared value and seeks to make contributions that have a positive and sustainable impact on our host communities. We make financial and in-kind contributions to charitable organisations, including local schools, community shires, health organisations and various sporting and community groups.

IGO's host communities are those communities closest to our operations and our active exploration areas. Our corporate giving strategy is guided by our internal Corporate Giving Standard and governed by the Corporate Giving Committee. The Committee is comprised of employees from across the Company to allow for the consideration of diverse perspectives in how and where support is provided.

IGO's Board approves an annual corporate giving budget based on a percentage of the previous year's revenue, a percentage which is periodically reviewed. At present this percentage is 0.09%, which equates to a FY24 budget of $913,200.

Our internal Corporate Giving Standard guides the focus areas for donations and outlines the process for identifying beneficiaries. Typically, about 75% of the budget is allocated to IGO's host communities, 10% to general community giving and the remaining 15% to sponsorship of events aligned with IGO's Corporate Giving Strategy, such as the Ronald McDonald House Charities Up All Night event.

Our corporate giving is directed to target beneficiaries that:

- Support and improve the education of children
- Support and improve the health and wellbeing of children
- Enhance, protect or rehabilitate the environment
- Involve decarbonisation or climate adaptation initiatives; and
- Support promotion of STEAM (science, technology, engineering, arts and mathematics) and mining-related education.

Establishing an external Aboriginal and Torres Strait Islander Peoples Advisory Group

IGO has an ongoing commitment to create genuine respect for Aboriginal and Torres Strait Islander peoples, their cultures and lived experience, and enhance opportunities for equity both within and outside our organisation.

This year we established an external Aboriginal and Torres Strait Islander Peoples Advisory Group. The Advisory Group is formed by Traditional Owner representatives from Country on which IGO has a significant footprint. The Advisory Group seeks to embed Aboriginal and Torres Strait Islander perspectives into our operations and to support the development and implementation of IGO's RAP.

The Advisory Group seeks to enable IGO to achieve locally appropriate reconciliation initiatives and better access and engagement for Aboriginal and Torres Strait Islander employees, stakeholders and community members within our sphere of influence.

Some of our key corporate giving initiatives include:

St Bart's

Our new partnership with St Bart's supports one of Perth's leading not-for-profit providers of accommodation and outreach services for vulnerable West Australians experiencing, or at risk of, homelessness, mental health challenges and hardship. IGO committed to fund $180,000 over a three-year period to FY26 to St Bart's. In addition to this funding, IGO employees volunteered their time to cook breakfast for patrons of St Bart's as part of one of the organisation's essential outreach services.

Ronald McDonald House Charities WA

IGO has supported the Ronald McDonald House Charities Up All Night event and been the presenting partner since its inception in 2019. Up All Night 2024 took place in Perth and Busselton, which collectively saw 42 IGO walkers and 17 IGO volunteers participate, with both events raising just under $1.6 million for the organisation. IGO has committed to funding $300,000 to the event over a three-year period from FY24 to FY26.

Royal Flying Doctor Service

The Royal Flying Doctor Service provides critical health care services for many remote and regional communities in Australia. Through our long-term partnership, we will contribute $225,000 over a three-year period from FY24 to FY26. IGO was a matched giving partner for the Flying Doctor Day in May 2024, which celebrated the anniversary of the first Royal Flying Doctor Service flight 94 years ago on 17 May 1928.

Earbus Foundation

IGO has a longstanding partnership with the Earbus Foundation with a funding commitment of $340,000 over a four-year period from FY23 to FY26. For over a decade, the Foundation helps some of the most vulnerable children in Western Australia by providing a one-stop-shop approach to Aboriginal ear disease. Since Earbus commenced regional services in 2014, the organisation has recorded remarkable improvements in the incidence and impact of middle ear disease and hearing loss in Aboriginal or Torres Strait Islander and at-risk children.

Teach Learn Grow

IGO has been a cornerstone partner of Teach Learn Grow (TLG) and has supported the organisation for ten years. IGO has a current funding commitment of $180,000 over a three-year period until FY25. TLG is a volunteer and youth-lead organisation, led by 65 university students and graduates. Since 2011, TLG has continued to make a real and long-term measurable positive impact on the education outcomes of students at over 40 rural and remote schools in Western Australia and New South Wales, helping to bridge the gap and increase student educational outcomes.

Supporting the Telethon Broome STEM Festival

This year IGO proudly supported the Telethon Kids Institute's inaugural Broome STEM Festival, which attracted over 1,300 students from Broome and surrounds.

The festival builds on the work that Telethon Kids undertakes at their Discovery Centre, an interactive science centre at Perth Children's Hospital, which allows children to learn more about science and medical research in a fun way. The success of the Discovery Centre encouraged the team to develop an outreach program to provide schools in low socio-economic and rural areas with STEM learning opportunities.

IGO's funding allowed Telethon Kids to bring researchers to take part in the festival and provided transport for schools located outside of Broome to attend. IGO employees also volunteered their time by participating in the two-day festival. The festival allowed students from Year 3 to Year 10 to engage in interactive STEM-related activities. Attendees learnt about health and research through the construction of lung models and the use of 3D printers and microscopes. They were also able to wear lab coats and explore other sciences by digging for minerals and visiting virtual worlds.

The festival had an overwhelmingly positive response from students, teachers and local community members. IGO is proud to support the Broome STEM Festival again in FY25.

This year, our Corporate Giving Program supported over 40 organisations and contributed $0.9M. Most of our corporate giving budget is dedicated to on-going long-term partnerships, outlined in the table below:

Ongoing long-term partnerships	Duration of agreement	Contribution
Clontarf Foundation[1]	3-year agreement to end FY25	$35,000 per annum
CoRE Learning Foundation[2]	3-year agreement to end FY26	$40,000 per annum
Earbus Foundation WA	4-year agreement to end FY26	$85,000 per annum
Esperance Agricultural Show	3-year agreement to end FY25	$25,000 per annum
Esperance District Football Association	3-year agreement to end FY25	$10,000 per annum
Stars Foundation[3]	3-year agreement to end FY25	$25,000 per annum
MADALAH school sponsorships	3-year agreement to end FY26	$50,000 per annum
Martuku Watkamutiku[4]	3-year agreement to end FY26	$20,000 per annum
Perth Zoo Black Cockatoo support	3-year agreement to end FY26	$55,000 per annum
Ronald McDonald House - Up All Night	3- year agreement to end FY26	$100,000 per annum
Ronald McDonald House – Adopt a Room	3-year agreement to end FY25	$11,000 per annum
Royal Flying Doctors Service	3-year agreement to end FY26	$75,000 per annum
St Barts	3-year agreement to end FY26	$60,000 per annum
Teach Learn Grow	3-year agreement to end FY25	$60,000 per annum
Total Commitment		**$651,000 per annum**

1. The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men.
2. CoRE Foundation's mandate is to improve levels of STEM engagement, motivation and enrolment for primary and secondary students.
3. Stars mentors and empowers First Nations girls and young women across Australia.
4. Entity established by Jamukurnu Yapalikurnu (JYAC) to pursue economic development opportunities for the Martu People.

In addition to this funding, IGO encourages employees to volunteer by taking time out of their normal workday activities to give their expertise to good causes and other organisations. IGO provides two days paid leave each year to all employees who want to volunteer their time. During the year, IGO employees continued to make a difference, volunteering 158 hours of their time for charity-led initiatives.

Looking ahead

As we look ahead to FY25, we seek to continuously strengthen how we work with communities through the following activities:

- Delivering our RAP commitments, including support of National Reconciliation Week and promoting participation in NAIDOC Week events.
- Continuing to implement our Cultural Learning Strategy, including our Perth based, Whadjuk Noongar Cross Cultural Training Course.
- Working with our external Aboriginal and Torres Strait Islander Peoples Advisory Group to embed Aboriginal and Torres Strait Islander perspectives into our operations and to support the development and implementation of our RAP.
- Continuing to implement our Corporate Giving Strategy, supporting our long-term partnerships and other contributions aligned with our updated strategy. As we move towards closure for our nickel assets, we will assess any closure-related corporate giving opportunities, including consulting with our Aboriginal and Torres Strait Islander Peoples Advisory Group, to determine where our corporate giving and volunteer program can offer support.

Our Approach to Climate Change

Our Approach to Climate Change

Tackling climate change is one of the most defining challenges of our time. As the impacts of climate change are increasingly being felt around the world, we understand our responsibility to act. IGO seeks to contribute by developing and producing the products our customers need to advance the global clean energy transition.

FY24 progress

Undertook a review of our climate change strategy to refine and further embed this into our business.

Continued to work towards our long-term goal to pursue net zero Scope 1 and 2 emissions by 2035 across our operated assets.

Completed the Cosmos Project Underground Fleet Electrification Study, in partnership with Perenti and ABB.

Scope 1 and 2 emissions from our operated assets **133,741.3tCO_{2-e}**

Scope 3 emissions[1] **136,749.2tCO_{2-e}**

Nova target for net zero Scope 1 and 2 emissions in FY25 on track

1. Includes equity share percentage of GHG emissions from the TLEA non-operated joint venture.

UNCG PRINCIPLES

ENVIRONMENT

UNSDGs

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

UN SDG targets 7.2, 13.1

IGO accepts the science of the changing global climate and the position expressed by the Intergovernmental Panel on Climate Change (IPCC) that the world must urgently transition to a net zero future. We support the goals of the Paris Agreement and acknowledge that in the Conference of Parties (COP) 26 Glasgow Climate Pact, governments have resolved to pursue efforts to limit the global temperature increase to 1.5°C above preindustrial levels. This requires rapid, deep and sustained greenhouse gas (GHG) emission reductions.

Our strategy

Our strategy is informed by our aspiration to contribute to a better planet for future generations by supplying the battery minerals that are critical for the clean energy transition. We do this with the goal[1] of pursuing net zero Scope 1 and 2 emissions across our operated assets by 2035.

Our strategy is driven by the opportunities we see in supporting the energy transformation required to meet the goals of the Paris Agreement. We believe that pursing decarbonisation in an accelerated and proactive manner, is the right thing to do. While we recognise that the world needs the commodities we produce for the clean energy transition, we must do what we can to minimise the GHG emissions associated with the supply of these products.

In this context, climate change-related considerations are embedded into IGO's core strategic activities, planning and decision-making. We consider that our existing portfolio, combined with our targeted growth strategy, places us in a strong position to benefit from the global transition to a low-carbon economy. We are committed to realising these benefits while maintaining a resilient financial position, noting this will require a strong understanding of the uncertainties, risks and opportunities associated with climate change.

In FY24, IGO underwent a significant review of our climate change strategy, driven by the change we have seen to our business portfolio since our last strategy review in 2021. The review sought to continue to refine and embed our climate strategy across the business, informed by robust analysis and engagement, including:

- Benchmarking the maturity of our current strategy against select peers and leading performers, using defined categories, such as: governance; remuneration; decarbonisation ambition; emission reporting; risk management; business strategy alignment; metrics and targets; and internal carbon pricing
- Identifying gaps and opportunities for uplift in our climate strategy and decarbonisation planning
- Completing a readiness assessment against the Exposure Drafts of the Australian Sustainability Reporting Standards - Disclosure of Climate-related Financial Information
- Reviewing the effectiveness and suitability of IGO's current internal carbon price and decarbonisation fund mechanism; and
- Reviewing stakeholder perspectives, acknowledging the critical role of stakeholder views and their influence on our climate change strategy.

This report addresses some of the key outcomes of this strategy review, which include:

- Redefining the language of IGO's net zero goals and targets. Refer to page 53 for more information.
- Further embedding IGO's internal carbon price into all levels of decision making, whilst maintaining the decarbonisation fund to enable accelerated emission reduction investments.
- Increasing transparency of Scope 3 public disclosures. For more information on our Scope 3 emissions, refer to the GHG emissions section of our 2024 Sustainability Databook at **www.igo.com.au**.

1. These positions are expressed using terms that are defined in the Glossary, including 'net zero', 'target' and 'goal'. For clarity, 'goal' is an ambition in which there is no current defined pathway(s), but efforts will be pursued to achieve this challenge.

Our approach to climate change is underpinned by our purpose and values and guided by the IGO Climate Change Policy. Our Climate Change Policy outlines our key climate commitments which include, amongst others, supporting an effective binding global agreement on climate change, supporting greater use of renewable energy and other cost-effective low emission technologies, supporting a price on carbon and other market mechanisms that drive decarbonisation. We seek to engage with our stakeholders, including our peers, governments and society, to share solutions and participate in the debate required to create effective public policy on climate change. We also seek to help our host communities adapt to the physical impact of climate change.

Our strategy is informed by our aspiration to contribute to a better planet for future generations by supplying the battery minerals that are critical for the clean energy transition.

Our approach to climate change is centred around three key pillars. Each of these pillars are described below to outline our approach to managing the impacts of climate change on our business and reducing our GHG emissions, in line with the recommendations of the TCFD.

Supplying battery minerals for the clean energy transition

Our strategy is centred on being a globally relevant supplier of battery minerals that are critical for enabling the clean energy transition. IGO's portfolio has been shaped to intrinsically link to clean power and low emissions vehicle technologies and is therefore strategically aligned to support the goals of the Paris Agreement.

The commodities that IGO explores, mines and/or processes include lithium, nickel, copper and cobalt. Our portfolio is concentrated on supplying metals to the rapidly growing electric vehicle (EV) battery market, while retaining the benefits of diversification across our commodities.

Lithium plays a critical role in lithium-ion batteries, working to move the electronic charge between the cathode and the anode. With the global EV fleet predominantly relying on lithium-based battery technology, IGO sees an immense opportunity to position itself as a significant supplier of high-quality, responsibly produced lithium chemicals through the TLEA joint venture.

Lithium-ion batteries also rely heavily on nickel as a key component of the cathode. Despite the emergence of nickel-free technologies, such as batteries utilising lithium-iron-phosphate cathodes, nickel-based battery technologies are still expected to account for over half of lithium-ion battery demand for nickel.

While copper and cobalt are both produced by IGO as by-products of our nickel production, their importance to the future of clean energy is unquestioned. As a highly conductive metal, copper is essential in the manufacture of all electrical devices, including EVs, home appliances and computers as well as renewable power generation and transmission. It is also a key component in lithium-ion batteries. Cobalt is another critical component of lithium-ion batteries which enhances battery cell stability and range – both important in EV applications.

Further detail on our approach to capture the significant climate-related opportunities in supplying battery minerals for the clean energy transition are detailed in our 2024 Annual Report available at **www.igo.com.au.**

Reducing our total carbon footprint

We continue to make progress towards our goal of pursuing net zero Scope 1 and 2 emissions across our operated assets by 2035, delivering against the pathways set out in previous reports. We strive to be transparent about our expectations that our trajectory to net zero Scope 1 and 2 emissions may not be linear and is currently impacted by our changing portfolio and evolving technologies. We continue to revise our net zero pathway year-on-year and maintain transparency about our decarbonisation trajectory.

Our climate change goal and target

A short-term target[1] to achieve net zero[2] Scope 1 and 2 emissions

at our Nova Operation by FY25

A long-term goal[3] to pursue net zero Scope 1 and 2 emissions

across our operated assets by 2035[4]

Our current portfolio of managed operations includes our Forrestania and Nova Operations and the Cosmos Project. This year we made the difficult decision to transition our Cosmos Project into care and maintenance. With our Forrestania Operation due to enter care and maintenance during the September 2024 quarter, and our Nova Operation expected to close in the next two years, the assets and mine life of our current portfolio does not support the setting of a medium-term climate target or goal.

Similarly, our long-term net zero Scope 1 and 2 emissions goal requires a different approach as it will apply to future operational GHG emissions that will emerge from our active exploration and growth strategies.

Recognising that we have a role to play in reducing the carbon footprint of our operations, we have set an ambitious target for our Nova Operation to be net zero by FY25. Even with a short remaining mine life, there has been significant investment in the decarbonisation of this operation, including the expansion of the Nova solar farm. This has allowed the operation to run 'engines-off' for up to nine hours in summer and spring months.

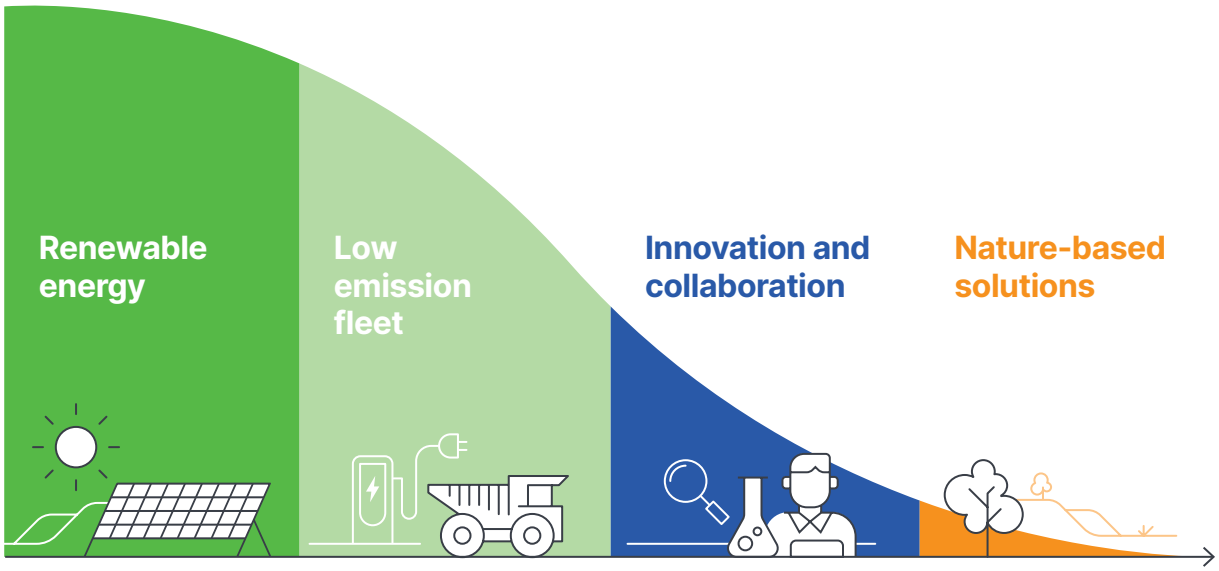
Decarbonisation projects at our Nova Operation have resulted in emissions savings of 20.5% since our 2019 baseline. We also continue to invest in emerging technologies and research and development, including piloting battery storage solutions and EVs. This positions IGO to have a strong understanding of these technologies required for the net zero mines of the future.

As the final step to our Nova Operation's roadmap to net zero Scope 1 and 2 emissions by FY25, we will be retiring high quality Australian Carbon Credit Units (ACCUs). Details of IGO's current ACCU portfolio that will contribute to Nova's net zero targets are provided in our 2024 Sustainability Databook at **www.igo.com.au**.

1. Target is an intended outcome in which we have identified one or more pathways for delivery, subject to certain assumptions and conditions.
2. Net zero emissions are achieved when anthropogenic emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period. Net zero includes the use of carbon offsets as required. IGO have committed to the sole use of Australian Carbon Credit Units.
3. Goal is an ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge.
4. Scope 1 and 2 emissions include emissions associated with IGO's operational control boundary. For avoidance of doubt, IGO's long-term goal to achieve net zero Scope 1 and 2 emissions does not include GHG emissions associated with our Joint Venture partners.

Pursuing our long-term net zero Scope 1 and 2 emissions goal

As we work towards our long-term net zero Scope 1 and 2 emissions goal, an overview of the efforts we intend to pursue is provided below.



IGO continues to seek opportunities to integrate renewable energy solutions as part of our decarbonisation efforts.

IGO explores electrification opportunities, where possible, trialing various electric vehicles and collaborating with mining contractors and original equipment manufacturers to further refine our knowledge as part of our decarbonisation efforts.

IGO continues to explore research and development, in line with our high-risk appetite for innovation. We seek to collaborate with supply chain partners, customers and technology providers to accelerate decarbonisation efforts and Scope 3 emission reduction.

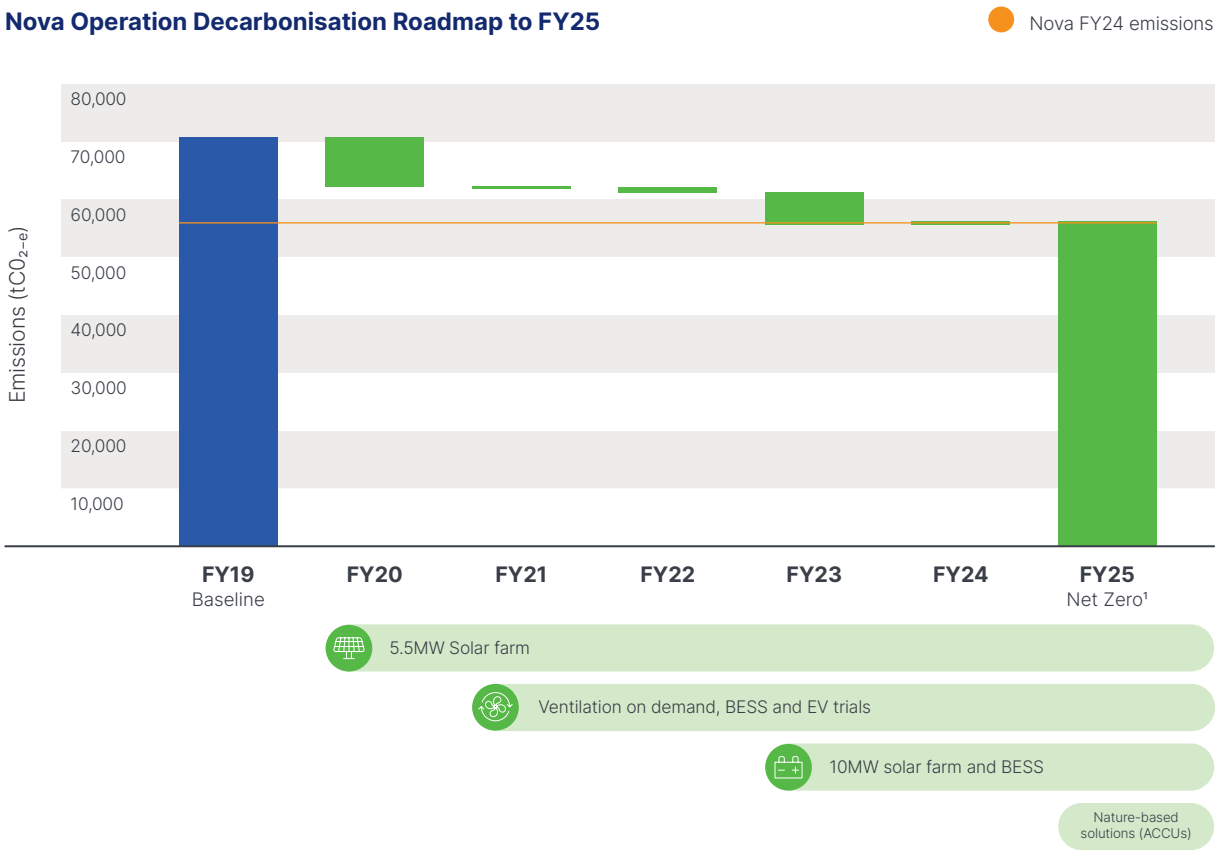
IGO has adopted the carbon mitigation hierarchy to avoid, eliminate, reduce and offset GHG emissions. We expect to have a requirement for offsets (in the form of nature-based solutions) to deliver our long-term goal to pursue net-zero Scope 1 and Scope 2 emissions across our operating assets, especially for 'hard to abate' GHG emissions.

Enablers of success

Governance	Climate change is a material governance and strategic issue and is routinely on the IGO Board's agenda, including as part of strategy discussions, portfolio reviews and investment decisions, risk management oversight and monitoring, and performance against our commitments.
Climate risk management	Understanding of climate-related risk, climate resilience and adaptation planning is critical to support IGO in its transition to net zero.
Internal carbon pricing and decarbonisation fund	This mechanism continues to support decarbonisation and employee-led emission reduction initiatives. We continue to incorporate carbon pricing into decision making and allocate capital to emission reduction initiatives through the decarbonisation fund.

	Current projects and FY24 performance	Future opportunities
Renewable energy	**Nova Operation solar farm** installation and upgrade completed, with battery to enable 'engines-off', 100% renewable operations in daylight hours. **Nova and exploration battery storage trials:** BASF Sodium Sulphur Battery, Ultra Energy Vanadium Redox Flow Battery, VSUN Vanadium Redox Flow Battery.	• We continue to explore renewable energy opportunities and power purchase agreements. • Explore opportunities to partner with industry to access clean energy and alternative fuels.
Low emission fleet	**Nova battery electric vehicle (BEV) trials:** 3 x BEV Light Vehicles and supporting fast charger, Sandvik BEV Longhole drill, BME BEV Integrated Tool Carrier. **Cosmos Underground Fleet Electrification Study,** in collaboration with Perenti and ABB. Further details can be found in the case study on page 57.	• We continue to explore fleet electrification opportunities at our Nova Operation. • The Cosmos Project Fleet Electrification Study has provided IGO with the expertise and skills to deploy EVs at any future mine site.
Innovation and collaboration	**JV partner by-product utilisation** to replace carbon intensive cement in paste backfill, targeting our Scope 3 emissions. **Mineral carbonation opportunities** being explored. **Collaboration with Lithium JV partners,** including two workshops in FY24 to discuss decarbonisation opportunities and share learnings. **Active involvement and memberships** with the Electric Mine Consortium and Future Battery Industry CRC. **Continue to include** climate change considerations in offtake agreements and major contracts.	• We seek to collaborate with material suppliers to understand emission reduction roadmaps and policy alignment, and scale up our shared response to climate change. • In FY25, we aim to continue engaging and collaborating with our Lithium JV partners to support and influence decarbonisation planning.
Nature-based solutions	**In FY24, we pursued opportunities for an IGO owned environmental planting project,** in which we would have influence over project integrity and design, ensuring long-term offset supply. We did not progress with this project due to the Cosmos Project moving into care and maintenance.	• IGO continues to invest in high-quality ACCUs, in line with our offset procurement policy, to offset hard to abate emissions and support our net zero targets and goals. This specifically includes environmental plantings and indigenous owned savanna burning projects. • We continue to explore IGO owned environment planting opportunities.

Nova Operation Decarbonisation Roadmap to FY25



1. FY25 Net Zero emissions are expected to be achieved through the surrender of approximately 52,000 ACCUs and improvements in efficiency of the existing solar farm and BESS at our Nova Operation.

IGO battery trials

IGO have two active Battery Energy Storage Systems (BESS) trials at our Nova Operation to help build market confidence in various BESS technologies.

These trials aim to support the mining industry to understand the application of BESS technologies, which may reduce reliance on diesel and subsequent GHG emissions.

BASF Sodium Sulphur Battery

In collaboration with the Future Battery Industries Cooperative Research Centre (FBICRC), Australia's first NaS long-duration battery has been installed at our Nova Operation to field test the suitability of this technology in a mining environment. The 250kW/1.45 MWh BESS demonstration unit will provide long-duration storage, help build market confidence and upskill our workforce. The battery is now charging and discharging with the aim of understanding degradation and efficiency.

VSUN Vanadium Redox Flow Battery

Nova is trialing the VSUN Energy Vanadium battery standalone power system, to power a bore pump with a target of 100% renewable energy use. The system includes a solar array installation and a 300kWh battery. IGO will use learnings from this trial to review the power source options for any future remote diesel replacements, such as bore field extensions.

Cosmos Project Underground Fleet Electrification Study and Whitepaper

Diesel-powered underground mining equipment is one of our largest sources of GHG emissions, second only to onsite power generation. Transitioning to underground battery EVs is not only critical to pursuing our long-term net zero Scope 1 and 2 emissions goal, it will also reduce exposure to potentially harmful diesel particulate matter and other diesel exhaust gases in the underground mine environment, contributing to improved working conditions and better health outcomes for our workforce.

This year, IGO completed the Cosmos Project Underground Fleet Electrification Study, in partnership with Perenti and ABB. The study assessed the feasibility of implementing a fully battery electric underground fleet, evaluating factors such as:

- The electric equipment and technology currently available in the Australian market
- The mine design changes required to support a battery electric fleet, and the changes enabled by the reduced ventilation requirements of a battery electric fleet
- The changes required to typical diesel operating practices and philosophies, to minimise non-productive downtime associated with battery charging and maximise productivity from a battery electric fleet
- The additional civil and electrical infrastructure, and power reticulation, required to support a battery electric fleet
- The expected capital and operating costs of a fully battery electric mine; and
- The key risks of transitioning to a battery electric fleet.

The results of the study were encouraging, demonstrating the technical feasibility of an all-electric mine.

Key findings showed that:

- Battery electric fleet offerings capable of matching the productivity of the planned Cosmos Project diesel fleet are currently available to the Australian market
- The estimated cost to electrify the underground fleet is not prohibitive over the planned life of mine, even based on conservative productivity and cost assumptions; and
- The total power consumption of the fully electrified fleet is calculated to be less than the equivalent diesel operation, due to the substantial power savings achieved in mine cooling and ventilation.

Unfortunately, the decision to place the Cosmos Project into care and maintenance has precluded the continuation of this decarbonisation study for Cosmos. However, the learnings from the study are valuable for both IGO and the wider Australian mining industry. To facilitate the sharing of these learnings, IGO, Perenti and ABB developed a White Paper highlighting the results of the study, which was presented at the 2024 Electric Mine Conference, held in Perth in June 2024. The White Paper is available at **www.igo.com.au.**

Carbon offset strategy

While we plan to prioritise emissions reductions within our operated assets to meet our short-term target to achieve net zero Scope 1 and 2 emissions at our Nova Operation by FY25, we expect to have a requirement for offsets, particularly to address 'hard to abate' emissions.

By including offsets as an element of our climate change strategy, we can also continue to support a range of projects that offer sustainability co-benefits, including support for local communities and biodiversity conservation.

Our carbon offset strategy and carbon credit procurement framework considers:

- Application of the mitigation hierarchy to avoid GHG emissions (where possible), followed by the prioritisation of emission reductions, prior to offsetting.
- Secondary co-benefits, particularly positive social and environmental outcomes which can be realised through certain types of offset projects. We seek to avoid harm by investing in projects that have real and positive secondary benefits.
- Carbon credit quality, with IGO only procuring high integrity Australian Carbon Credit Units (ACCUs) that are verified according to carbon measurement and accounting methodologies that meet legislated Offset Integrity Standards defined by the Australian Emissions Reduction Assurance Committee.
- Location of the credit, with IGO investing in Australian offset projects, with an initial focus on areas near our operations or host communities.

IGO have been deliberate about the types of ACCUs we purchase, targeting environmental planting and indigenous owned savanna burning projects. Our offset strategy currently avoids human induced regeneration projects, due to the questions about the integrity of this methodology.

We will be retiring approximately 52,000 carbon credits in FY25 to achieve our Nova Operation's net zero Scope 1 and 2 emissions target. This is equivalent to our Nova Operation's forecasted FY25 Scope 1 and 2 emissions. More information can be found in our 2024 Sustainability Databook at **www.igo.com.au.**

Capital allocation and carbon pricing

Recognising the complexity and multidimensional nature of the challenge, we utilise a range of tools and mechanisms to support our net zero Scope 1 and 2 emissions short-term target and long-term goal.

We recognise the importance of demonstrating how our capital allocation aligns with our strategy and action on climate change. Emission reduction projects and operational decarbonisation expenditure are supported through the IGO internal carbon price (ICP) and associated decarbonisation fund.

The IGO ICP was $\$60/tCO_{2-e}$ in FY24, which reflects our best estimate of the level of carbon pricing likely to prevail in respective jurisdictions and mitigates the risk of emerging carbon pricing policy. We expect the competitiveness of our products and the downstream processes in which they are used may be subject to future carbon pricing legislation in the jurisdictions where our customers operate. Going forward, we seek to increase the use of our carbon pricing mechanism by increasingly integrating it into our planning, investment decisions and valuations.

Our ICP drives capital allocation into a fund designed to enable investment in emissions reduction, product optimisation, supplier and technology partnerships and future low-carbon technology investments.

IGO's ICP directly prices our Scope 1 and 2 emissions and creates a centralised decarbonisation fund that is used to invest in projects which progress our decarbonisation efforts. This fund demonstrates our commitment to allocating capital to meet our short-term target and long-term goal to pursue net zero Scope 1 and 2 emissions across our operating assets. The decarbonisation fund was allocated $8M in FY24 based on total Scope 1 and 2 emissions.

In FY24, IGO redefined the boundaries of our decarbonisation fund. The fund applies to all IGO operating assets with an operation specific net zero target.

Under this redefined scope, the input revenue into the decarbonisation fund will pause in FY25, for the following reasons:

- IGO's Nova Operation will have achieved its net zero Scope 1 and 2 emissions target
- The Cosmos Project has moved into care and maintenance; and
- The Forrestania Operation does not have an operation specific net zero ambition and is due to enter care and maintenance during the September 2024 quarter.

Given this, the decarbonisation fund will allocate minimal spend in FY25, however it still has a fund of $14.2M for continued investment in decarbonisation initiatives.

Building resilience

Risk management

The nature of climate change means that climate-related risks and opportunities cannot be managed independently of wider business strategy. The physical and transitional risks associated with climate change impact the context in which we operate, and it is essential that we respond to challenges and opportunities to develop a strategically and operationally resilient business.

Climate change risks are integrated into IGO's company-wide risk identification, assessment and management process. IGO's approach to risk management is governed by our risk management framework, which is aligned to the principles of the International Standard for Risk Management ISO31000. Our risk management framework, which includes our Risk Management Policy and our internal risk management standard, supports the regular review and update of our strategic, operational and project risks through regular management reviews and facilitated workshops. Risks deemed material to IGO, including climate-related risks are reported to the Audit and Risk Committee. Further information on risk management at IGO can be found on page 89 and in our 2024 Annual Report at **www.igo.com.au.**

Further to our company-wide risk identification process, we also maintain a dedicated risk and opportunity register for climate-change. This covers climate-related policy, market, legal, technology, reputation and physical (acute and chronic) risks and opportunities in the short (0-5 years), medium (5-10 years) and long-term (beyond 10 years) horizons. This is intended to support our TCFD-aligned disclosure activities and support ongoing awareness and management of climate-related risks and opportunities which may have a longer timeframe and lower materiality.

Physical impacts of climate change are already being experienced at mining operations across the world, including more frequent and intense heat waves and bushfires, heavy rainfall and storm events, droughts and increasing variability in water supply. 2023 was the warmest year on record, with the average temperature for the period 2013-2022 estimated to be 1.14ºC above the pre-industrial baseline[1]. Extreme weather events witnessed in 2023 continue to exemplify the growing global consequences of a changing climate, including production impacts, health and safety impacts, increased costs for maintenance, repair and insurance, and disruptions along the supply chain, while affecting relationships with local communities.

Alongside understanding our physical risk resilience, transition risks and opportunities related to climate change need to be considered. There is significant uncertainty in how government policies will evolve, how the impacts of climate change will affect different global regions and how they will adapt to these changes over the period to 2050. At IGO, we understand that future climate variability and climate change will likely exacerbate the impacts, and facilities with long lifespans will need to continue to be climate resilient as the impacts of climate change become more severe.

The next section highlights our work to date in understanding physical and transitional scenario impacts to IGO's operations and assets. For a detailed analysis of our climate-related risks and opportunities and our management actions and plans, refer to the climate risks section of the 2024 Sustainability Databook at **www.igo.com.au.**

1. Forster, P. M. et al, Indicators of Global Climate Change 2022: Annual update of large-scale indicators of the state of the climate system and human influence, Earth Syst. Sci. Data, 15, 2295–2327. Available from: https://essd.copernicus.org/ articles/15/2295/2023/.

Physical risk scenarios

We have not performed an updated physical risk assessment this year, due to the short mine life of our remaining operating assets. There are no material changes to our scenario analysis this year and the content presented below is closely aligned with the disclosures in our 2023 Sustainability Report.

At the Nova and Forrestania Operations, we consider physical climate impacts and variability in our mining design and operation management practices. We are currently reviewing and streamlining our business continuity and emergency management planning across all our operations so that a best practice approach is consistently applied across the Company. Due to the short life of mine of these operations, longer-term climate impacts are more relevant to our mine closure and rehabilitation activities for these operations, and we are currently working on integrating these into our closure activities.

Prior to the transition of our longer-term Cosmos Project into care and maintenance, we worked with an external expert to undertake a more detailed physical resilience assessment for this operation.

Climate data projections for the Cosmos Project were sourced from the Commonwealth Scientific and Industrial Research Organisations (CSIRO) 'Climate Change in Australia' - Australian Climate Futures tool, using climate data for the Rangelands South Natural Resource Management region[2]. We also drew on inputs from CSIRO tools and reports[3], using:

- Climate data projections over the 'near future' timeframe i.e., 2020 to 2039 (referred to as the CSIRO 2030 projections, which aligned with the expected end of life of the Cosmos Project; and
- Climate model simulations across two emissions scenarios defined by Representative Concentration Pathways (RCPs) used by the IPCC, RCP4.5 and RCP8.5. These represent an intermediate and high-side emissions scenario respectively and were both relevant to build a strong understanding of increased potential for climate impacts.

The climate data projections indicated that there was minimal difference in the projections provided under the different RCPs until after 2050. For the timeframe relevant to the Cosmos Project, risk management and adaptation planning for the RCP4.5 scenario would therefore effectively cover impacts under all scenarios, including RCP8.5.

Quantitative projections of future climate change were used to workshop potential climate impacts across key areas on the mining operation, including water, energy, transport/access, equipment and infrastructure, health and safety, land management and critical supply chain. Given the Cosmos Project has moved into care and maintenance, more detailed consideration of materiality, current controls, adaptation planning and additional risk treatments has been put on hold. We intend to build on this framework and apply it as a consistent tool to support similar climate resilience assessments at other IGO operations in future.

Transition risk scenarios

Building on our climate-related risk and opportunity identification and management process, we have also considered the resilience of our portfolio, strategies and financial planning approach under fit-for-purpose, forward looking climate change scenarios. We have not performed an updated transition risk assessment this year, due to the short mine life of our remaining operating assets. There are no material changes to our scenario analysis this year and the content presented below is closely aligned with the disclosures in our 2023 Sustainability Report.

Publicly available scenarios, including those published by the International Energy Agency (IEA) and IPCC, generally indicate transition related impacts diverging between scenarios from 2030 onwards, and physical impacts diverging from 2040 onwards. These are longer timeframes than the estimated remaining mine life for our Nova and Forrestania Operations. Since this analysis was last undertaken in 2023, the Cosmos Project has transitioned into care and maintenance.

Our scenario analysis focuses predominately on our overall business strategy and non-operated JV investments in TLEA (Greenbushes Operation and Kwinana Refinery), as well as our planned exploration and acquisition activities in the medium to long-term.

We have used the Global Energy Transformation Scenario aligned with a more ambitious 1.5°C outcome. Previously this scenario defined a 2°C outcome, which we are now considering as part of our 'base case' in ongoing risk and opportunity management - as outlined in the climate risks section of the 2024 Sustainability Databook. Some uncertainties remain in the scale and pace of some elements of the transition, and risks of geopolitical tensions and potential divisions between advanced and developing/emerging economies.

2. Sourced from the Coupled Model Intercomparison Project phase 5 (CMIP5) and regional climate modelling.
3. Climate Change in Australia, CSIRO. Available from: https://www.climatechangeinaustralia.gov.au/en/.

Global Energy Transformation (1.5°C) Scenario[4]

Scenario description

Under this scenario, the world rapidly and collaboratively decarbonises to limit global temperature rise to 1.5°C and avoid the most extreme physical impacts of climate change. The global energy system is transformed through large-scale investment on both supply and demand-side infrastructure, including energy efficiency, electrification of transport and industrial sectors, renewable power generation and battery storage. Consumer preferences are strongly aligned with clean energy and low carbon technologies.

Demand for critical minerals used in clean energy technologies rises sharply as a result, most notably lithium, copper, nickel, cobalt and rare earth elements. Supply chain resilience and diversification for critical minerals becomes increasingly important to major economies to avoiding bottlenecks in clean energy deployment. Increased supply side pressure also increases risks associated with ESG impacts of mining.

Under this scenario, battery demand increases annually from 340GWh in 2021 to 5,600GWh by 2030, driven by electric car uptake increasing to account for 75% of the projected 2030 total. This requires approximately 150 gigafactories of 35GWh additional annual production capacity. Carbon pricing is widely applied, rising from $140/tCO$_{2-e}$ in 2030 to $205/tCO$_{2-e}$ from 2040 in advanced economies, and $90/tCO$_{2-e}$ in 2030 and $160tCO$_{2-e}$ from 2040 in other major economies (e.g. China, India, Brazil and South Africa). Carbon border adjustment mechanisms are implemented more extensively, to reward imports with lower emissions-intensity, while fossil fuel subsidies are gradually removed by 2050.

IGO insights

Our Lithium JV with Tianqi has diversified our product portfolio to further benefit from demand growth for EVs and battery storage under this scenario.

Our exploration strategy is expected to drive upside performance under this scenario. Although timing and scale of exploration results are inherently uncertain, we have a disciplined exploration strategy designed to maximise the chance of success and the potential value generation for shareholders. More detailed information is available in our 2024 Annual Report at **www.igo.com.au.**

Our growth strategy for the IGO portfolio is based on partnering, acquisition and divestment of advanced assets aligned with the Company strategy. This is supported by an internal process to evaluate and prioritise battery commodities that will enable the clean energy transition. Our currently identified preferred target commodities were reviewed against the trends described by this scenario and found to be well-aligned for the timeframes under consideration.

Carbon pricing and other climate change-related legislation will form a material consideration in our future development and acquisition decisions. Our ICP effectively readies each operation for external carbon pricing, and we will continue to regularly review our pricing protocols to assess alignment to current and foreseeable pricing in our areas of operation and key markets. To assess the potential impacts of a more stringent policy setting on cash flow position at our operations, we ran a hypothetical analysis at our Nova and Forrestania Operations in FY23, with the outcomes as follows:

- Current diesel fuel tax credits applicable to heavy vehicle use were removed from cash flow models; and
- An effective carbon price of approximately $60/tCO$_{2-e}$ was applied to Scope 1 emissions based on our internal carbon price, applied to 100% of FY22 emissions.

This analysis was used to check the general materiality of the impact we could potentially expect at future nickel and copper mines, noting both operations were within 1-3 years from end-of-life at the time of the assessment. Operations in our emerging portfolio are likely to be more efficient, with higher renewable penetration and more advanced vehicle electrification, likely mitigating potential impacts of both the carbon price (through lower emissions) and the diesel fuel tax credit withdrawal. This analysis found that impacts on cash flow would be in the range of 3-4%.

4. References: International Energy Agency – World Energy Outlook 2022, Net Zero Emissions by 2050 (NZE) Scenario, Energy Technology Perspectives (2023) and Global EV Outlook (2023), Critical Minerals Policy Tracker (2022), The Role of Critical Minerals in Clean Energy Transitions (2021).

Extreme Climate Change (4°C) Scenario[5]

Scenario description

In this scenario, increasing geopolitical tensions and international divisions result in stalled policy development and/or reduced investment in renewable energy and low-carbon technologies. Extreme global temperature rises to 4°C by the end of the century and greatly increases physical impacts from climate change. This includes increased severity and frequency of extreme weather events as well as increases in surface temperature, sea level rise and other chronic impacts.

IGO insights

The resilience of our business under this scenario will depend on the specific locations of future operations, including local infrastructure and supply chains.

Of our current managed assets, only our Cosmos Project has a medium-term operating life, however the operation is now in care and maintenance. We have undertaken a physical resilience assessment to review potential climate impacts on the Cosmos Project, including under a 4°C scenario. There were no material differences in the climate projections between the 2°C (based on IPCC defined RCP4.5), and the 4°C (based on IPCC defined RCP8.5) scenarios for the region. Our risk management and adaptation planning for the foreseeable climate changes to 2030 will therefore effectively be planning for climate impacts under all scenarios.

Across our Australian areas of exploration and activity, we also reviewed climate data projections associated with a 4°C global temperature rise (IPCC defined RCP8.5) as an initial screening activity. As for our Cosmos Project assessment, this drew on climate models developed by CSIRO, across the Rangelands, Southern and South-Western Flatlands, and Monsoonal North regions. Across these regions, projections for climate metrics relevant to mining operations, including seasonal rainfall and maximum temperature, showed minimal differences between RCP2.5 (representing low emissions and a 0.3 – 1.7°C outcome), RCP 6.0 (intermediate emissions and 3.1°C outcome) and the RCP8.5 scenario, before 2040. We seek to incorporate climate projections for the extreme climate change scenario into risk management and adaptation planning beyond 2040, for both operations and closure planning, as our longer-term portfolio is defined.

5. References: International Energy Agency – World Energy Outlook, Stated Policies Scenario (2022), CSIRO, Climate Change in Australia website, Intergovernmental Panel on Climate Change Representative Concentration Pathway 6.0 and 8.5 scenarios.

A clean energy transition should also be a just transition, which considers impacts on the workforce, communities and businesses to create decent work opportunities.

Just transition

The 2015 Paris Agreement recognises the need to reduce GHG emissions but also "take into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities[6]." COP28 in Dubai also committed countries to developing just transition work plans, demonstrating a growing recognition of the imperative of the low carbon transition being a just one.

IGO is still in the early stages of considering just transition principles, including our approach to decarbonisation. Given the remaining mine life of our operating assets, a key consideration in this transition is mine closure. We recognise that by moving our operations into care and maintenance and/or closure, we can impact local communities through loss of jobs, corporate giving partnerships and Traditional Owner royalty payments.

We have an opportunity to demonstrate a planned and purposeful approach to rehabilitation and closure, considering risks and opportunities for the communities and environments where we operate. For more information on our approach to rehabilitation and mine closure, refer to page 83. As our portfolio changes going forward, we will continue to work on our approach to just transition.

6. Paris Agreement preamble, available from: https://unfccc.int/sites/default/files/english_paris_agreement.pdf.

Climate governance

Climate change is a material governance and strategic issue for IGO. Strong corporate governance and risk management are key enablers to optimising our climate resilience and delivery against our climate change strategy.

Board-level governance

Climate change is routinely incorporated into Board discussions, strategy meetings, investment decisions, risk management oversight and monitoring, as well as the evaluation of performance targets and executive remuneration. The Board approves our overall strategy and Climate Change Policy and is responsible for IGO's climate change progress and performance.

We have well established structures and processes to ensure we operate with integrity and in accordance with our values. IGO's value 'See Beyond' drives our commitment to addressing climate change – we know that our actions today will impact the world of tomorrow.

The Board's Sustainability Committee oversees and monitors IGO's sustainability policies and practices, including those related to climate change and decarbonisation.

The Sustainability Committee has a number of associated responsibilities outlined in its Charter, including regularly reviewing strategic and material operational risks, inclusive of climate-related risks, and ensuring that new and emerging risks are dealt with adequately. The Sustainability Committee met four times in FY24, with a climate change performance review included as an agenda item at each meeting. These performance reviews covered relevant updates on emissions forecasts, deployment of our internal decarbonisation fund, emissions reduction projects underway at our Nova Operation, decarbonisation planning at the Cosmos Project, and progress on our carbon offset and Scope 3 management activities.

The IGO Board of Directors has an advanced level of skills and experience in sustainability oversight, including assessing and managing climate-related risks and opportunities. For further details of the individual Directors abilities, refer to the Board Skills Matrix in IGO's 2024 Corporate Governance Statement at **www.igo.com.au.**

During FY24, the Board participated in further sustainability education sessions from external consultants, including a briefing on the Exposure Draft of the Australian Sustainability Reporting Standards – Disclosure of Climate-related Financial Information. Learn more about sustainability governance and risk management on page 16, and corporate governance on page 89.

Management-level governance

IGO's Chief People Officer holds core management accountability over climate change. IGO's broader ELT routinely considers climate change driven market and technology developments as required to support our strategic aspiration to become a globally relevant supplier of the battery minerals that are critical to the clean energy transition. At the operational level, several dedicated superintendent roles oversee energy management/costs, emissions reporting, renewable power and decarbonisation projects, and other climate-related matters.

During FY24, IGO's internal sustainability working group also met on a regular basis, with the aim to improve internal engagement, communication and collaboration on ESG and sustainability-related issues across the business, including climate change. This group includes site-based environmental superintendents as well as representatives from internal teams, including environment, decarbonisation, risk and compliance, business change and information management, corporate affairs, and land access and heritage.

Remuneration linkages

A 5% weighting has been assigned to the strategic delivery performance hurdle for the delivery of IGO's decarbonisation strategy in the Long-term Incentive Plan (LTIP) for FY24. The inclusion of an explicit climate-linked performance measure in the LTIP is considered best practice.

For more information, refer to the 'Remuneration Report' in the 2024 Annual Report at **www.igo.com.au**.

Stakeholder and policy engagement

We have a range of formal and informal communication channels to understand and consider the views of IGO's stakeholders. Routine investor engagement and feedback informs planning for IGO's future climate strategy, with a summary of feedback provided to the Board.

In 2024, we once again conducted an annual ESG roadshow, to gain feedback and commentary related to IGO's management and governance of climate-related risks and opportunities. IGO also engaged with a number of investors throughout the year to share our climate-related management, strategy and operating performance, and further understand their priorities relating to the decarbonisation transition.

IGO engages on climate change policy matters through our membership of industry associations and specific initiatives. We aim to conduct policy engagement in line with the goals of the Paris Agreement.

Our performance in FY24

Our reported Scope 1 and Scope 2 emissions inventory for our operated assets totalled 133,741.3 tCO_{2-e} in FY24, 3.4% lower than FY23.

Scope 1 emissions for our operated assets increased by 5.3% overall compared to FY23. This was driven by:

- An increase in Scope 1 emissions at our Cosmos Project by 28.1%, compared to FY23, due to the ramp up of the Cosmos Project and associated diesel consumption, prior to its transition into care and maintenance.
- A reduction in Scope 1 emissions at our Forrestania Operation by 33.2%, compared to FY23, due to a decrease in diesel consumption associated with a ramp down of our Forrestania Operation.
- Scope 1 emissions at our Nova Operation increased by 1.5% compared to FY23, associated with a slight increase in transport diesel consumption as Nova nears its end of mine life and more transport diesel is required to extract ore from underground.

The majority of FY24 Scope 1 emissions were associated with the combustion of diesel and natural gas to generate electricity (66%).

Scope 2 emissions decreased by 31.2% overall compared to FY23. Scope 2 emissions only make up a small percentage of our operated GHG emissions profile (17%). The Forrestania Operation is our only grid-connected operation, and we saw a 31.5% decrease in Scope 2 emissions at our Forrestania Operation, compared to FY23, due to the ramp down of the operation in FY24.

Our Scope 3 emissions for FY24 were 136,749.2tCO_{2-e}, 4.5% higher than FY23. The increase in Scope 3 emissions is attributed largely to a 25.1% increase in Scope 3 Category 1 'Purchased goods and services' emissions, compared to FY23.

Most of our Scope 3 emissions (56,248.8tCO_{2-e}, 41.1%) are in Scope 3 Category 15 'Investments', which includes GHG emissions associated with our TLEA non-operated joint venture on an equity share basis. This is followed by Scope 3 Category 3 'Fuel and energy-related activities' (31,911.3tCO_{2-e}, 23.3%) and Scope 3 Category 1 'Purchased goods and services' (25,922.2tCO_{2-e}, 19.0%).

IGO's operational assets GHG emissions (tCO_{2-e})

	FY24	FY23	Change FY23 to FY24
Scope 1	111,033.8	105,437.9	5.3%
Scope 2	22,707.6	33,017.9	-31.2%
Total Scope 1 and 2	**133,741.3**	**138,455.8**	**-3.4%**
Scope 3[1]	136,749.2	130,848.0	4.5%
Land clearing[2]	1,593.2	4,299.0	-62.9%

1. FY23 Scope 3 emissions have been restated. Scope 3 emissions include GHG emissions associated with our non-operated TLEA joint venture on an equity share basis (Greenbushes Operation, 24.99% and Kwinana Refinery, 49%), equating to 56,248.8tCO_{2e}. Detailed Scope 3 emissions are provided in the 2024 Sustainability Databook at **www.igo.com.au.**
2. GHG emissions from land clearing reduced by 62.9% compared to FY23 due to a reduction in land clearing.

Facility level operational assets Scope 1 and 2 GHG emissions (tCO_{2-e})

	FY24			FY23			Change FY23 to FY24		
Facility	**Scope 1**	**Scope 2**	**Total**	**Scope 1**	**Scope 2**	**Total**	**Scope 1**	**Scope 2**	**Total**
Nova Operation[1]	56,455.2	-	56,455.2	55,624.4	-	55,624.4	1.5%	-	1.5%
Forrestania Operation	9,120.0	22,519.20	31,639.2	13,649.2	32,859.1	46,508.3	-33.2%	-31.5%	-32.0%
Cosmos Project	44,538.1	-	44,538.1	34,756.6	-	34,756.6	28.1%	-	28.1%
Exploration activities	920.3	57.2	977.5	1,407.7	45.0	1,452.7	-34.6%	27.1%	-32.7%
Corporate office[2]	-	131.2	131.2	-	113.8	113.8	-	15.3%	15.3%
Total	**111,033.8**	**22,707.6**	**133,741.3**	**105,437.9**	**33,017.9**	**138,455.8**	**5.3%**	**-31.2%**	**-3.4%**

1. There were no Scope 2 emissions generated from the Nova Operation in FY24 or FY23.
2. There were no Scope 1 emissions generated from the corporate office in FY24 or FY23.

For detailed breakdowns of the GHG emissions associated with each of our operations and a breakdown of Scope 3 emission categories, refer to the 2024 Sustainability Databook at **www.igo.com.au**.

Looking ahead

Activities planned for FY25 include:

- Delivery of our Nova Operation's FY25 net zero target, through continued emission reduction projects and surrender of ACCUs.
- Further embedding IGO's ICP into all project assessments and continuing to use the ICP and associated decarbonisation fund to drive investment in emission reduction projects. IGO's carbon pricing will continue to be a tool to understand future carbon liability and be considered amongst key decision-making criteria.
- Continuing to work closely with our Lithium JV partners to share knowledge, understand climate risks and opportunities, and build relationships to accelerate our response to climate change.

Environment

Water

Water is a critical shared resource, with freshwater sources subject to increasing global pressure and scarcity. We recognise that water is integral to our mining operations, the healthy functioning of surrounding ecosystems and the livelihoods and wellbeing of our host communities.

FY24 progress

Continued to regularly monitor the quality and quantity of water resources at our operations, including any water discharges to mitigate potential contamination of local water bodies.

Strengthened our potable water quality management and monitoring processes.

The upgraded wastewater treatment plant at the Nova Operation allows for the recycling of wastewater to be used in concentrate washing process.

FY24 freshwater inputs from third party suppliers

3.2ML

Category 3 water withdrawn from groundwater sources

1,653.1ML > 81% of our total water withdrawals

This year we improved the disclosure of our water data

as we work to align with the Minerals Council of Australia (MCA) Water Accounting Framework

UNCG PRINCIPLES

ENVIRONMENT

UNSDGs

6 CLEAN WATER AND SANITATION

UN SDG target 6.3

Our approach

IGO's operations depend heavily on groundwater abstraction. Most of the water we abstract is brackish or hypersaline, posing unique challenges to our mining and processing activities. If poorly managed, the abstraction of groundwater can lead to adverse impacts on local water tables and ecosystems. We are mindful of the cumulative impacts of our operations, those of other industries in the regions where we operate and other stressors such as changing precipitation patterns. Proper water management is crucial to maintaining the balance between the needs of our operations with those of surrounding environments and communities.

IGO's approach to water management is guided by the IGO Environment Policy and our internal water management standard, which outlines our commitment to both the responsible management of water and to mitigate adverse impacts on local and regional water resources. Water management is led by our environment team, which reports to the Chief People Officer and is supported by dedicated environmental resources at both corporate and operational levels. Our Sustainability Committee assists the Board in overseeing our environmental policies and practices.

We adhere to relevant regulations and guidance provided by the Western Australian Government's Department of Water and Environmental Regulation (DWER), and the Department of Health, when using water in our operations or treating water for human consumption in our site offices or accommodation villages. Our water management plans consider the hydrological characteristics of the areas where we operate, and we work closely with regulatory bodies and local stakeholders to comply with water quality and allocation standards. Our operations are licensed for water abstraction by DWER, and we extract water within permissible limits defined in our site environmental approvals. Dewatering controls are in place to effectively contain and manage water through relevant infrastructure, including water storage ponds and wastewater treatment plants.

We regularly monitor the quality and quantity of water resources at our operations, including any water discharges to mitigate potential contamination of local water bodies. For more information on effluent management, refer to page 80.

Our Cosmos Project is in a high water-stress area, and relies on water drawn from the Yakabindie aquifer, a shared water source which has both pastoral and cultural significance. There are several boreholes where we extract groundwater and we undertake regular monitoring on water quality, drawdown and abstraction, using hydrogeological models to inform our abstraction. Through our management practices, which continue through care and maintenance, we seek to safeguard the integrity of the water source, protect its cultural and ecological significance and foster positive relationships with neighbouring communities.

In the event of limited water availability at our operations, we undertake proactive measures such as water rationing, where possible, or trucking in emergency water, when required. The wastewater treatment plant at our Nova Operation, upgraded in FY23, allows wastewater to be recycled and used in the concentrate washing process. This enhances the efficiency of water use at the Nova Operation and decreases the amount of groundwater that we need to abstract for our activities.

We recognise the important nexus between water management and energy consumption, particularly through energy intensive water management processes, such as reverse osmosis and pumping. Efforts to improve water recycling have multiple benefits to reduce cost and energy consumption.

While clearing firebreaks is our primary defence against bushfires, we do also require access to water for spot fires or emergency fire situations. In emergencies, water can be accessed from water ponds, or portable water sources, if required, to safeguard personnel and key assets at our operations.

Operational water management at our Cosmos Project

Managing water at our operations can be complex, particularly when trying to limit potentially adverse impacts of hypersaline groundwater on environmental receptors.

At our Cosmos Project, we have a series of water management ponds which are used for dewatering. While they play a key part in operational water management, they can also present some challenges, including managing seepage, mounding (a rise in the water table beneath the pond 'mound' due to infiltration of water into the groundwater system) and restricting access to fauna.

To manage some of these challenges, we have implemented several initiatives:

- When commencing use of one of the water management ponds, we identified that lateral seepage was occurring which had the potential to affect nearby vegetation. In response to this, we constructed a trench to intersect the lateral seepage and installed several sumps to remove water from the trench, improving the operation of the water management pond. We undertake regular maintenance of the seepage trench and recovery infrastructure.
- We have updated our water balance, strategically moved discharge points, and undertaken a predictive seepage/pond capacity study to improve water management.
- We maintain a fauna restriction fence to stop fauna, such as kangaroos and dingoes, from entering the water management ponds, which also have egress mats to allow any fauna that do enter the water management ponds to escape.

Proper water management is crucial to maintaining the balance between the needs of our operations with those of surrounding environments and communities.

Our progress and performance in FY24

Our operations and projects are located across Western Australia, each with their own distinct water context. When managing water, it is important to consider the site-specific nature of water resources, which influence our water-related risks and impacts. According to the World Resources Institute Aqueduct Tool, our Cosmos Project is in an area of high baseline water stress.

Operation	Baseline Water Stress category[1]	Water source(s)	Key water-related infrastructure
Nova Operation	Arid and low water use	• Hypersaline groundwater	• Onsite reverse osmosis plant • Wastewater treatment plant
Forrestania Operation	Arid and low water use	• Hypersaline groundwater • Limited freshwater provided from confined Jackson Rocks aquifer • Comic Boy groundwater source provides saline groundwater	• Onsite reverse osmosis plant • Sludge tanks and wastewater evaporative ponds
Cosmos Project	High baseline water stress	• Hypersaline groundwater • Brackish water drawn from the shared Yakabindie aquifer • Water is sourced from bores historically utilised for both pastoral and mining activities	• Onsite reverse osmosis plant • Wastewater treatment plant

1. Sourced from the World Resources Institute Aqueduct Tool.

In FY24, we continued to manage and monitor water across our operations and projects as outlined in our approach to water management. We measure water withdrawals, discharges, transfers and quality, providing useful insights into the effectiveness of our water management activities.

This year we enhanced our risk management activities and fortified our potable water treatment systems to safeguard the health and wellbeing of our workforce and neighbouring communities. Our environment team worked together with our health and safety team to strengthen our potable water quality management and monitoring processes.

This year we also improved the disclosure of our water data as we work to align with the MCA Water Accounting Framework. Our aggregated FY24 water inputs and outputs statement is shown in the table on page 72. For further information on our site-specific water inputs and outputs statements, refer to the 2024 Sustainability Databook at **www.igo.com.au.**

FY24 Water Inputs and Outputs Statement - All Operations

			Volume of water by quality (megalitres)[1]			
Flow	**Source/ destination**	**Sub-category**	**Category 1**	**Category 2**	**Category 3**	**FY24 Total**
Operational water inputs / withdrawal	Surface water		-	-	-	-
	Groundwater	Abstraction	-	375.5	1,653.1	2,028.6
	Seawater		-	-	-	-
	Third party water[2]	Third party	3.2	-	-	3.2
	Total operational inputs		**3.2**	**375.5**	**1,653.1**	**2,031.8**
Operational water outputs / discharge	Surface water		-	-	-	-
	Groundwater		-	26.9	551.7	578.6
	Seawater		-	-	-	-
	Third party water[2]		-	-	-	-
	Other[3]	Seepage or evaporation	-	48.2	491.1	539.4
		Entrainment	-	-	524.6	524.6
		Dust suppression	-	194.5	208.4	403.0
	Total operational outputs		**-**	**269.7**	**1,775.8**	**2,045.5**
Operational water storage	**Change in storage**					**-13.7**
Other managed water inputs / withdrawal[4]	Groundwater	Dewatering	-	-	1,462.3	1,462.3
	Total OMW Inputs		**-**	**-**	**1,462.3**	**1,462.3**
Other managed water outputs / discharge[5]	Other	Evaporation	-	-	1,703.4	1,703.4
	Total OMW Outputs				**1,703.4**	**1,703.4**
OMW Storage	**Change in OMW Storage**					**-241.1**

1. Water quality is characterised as per the MCA Water Accounting Framework. Category 3 water is the poorest quality water defined as water with Total Dissolved Solids (TDS) of over 5000mg/litre, a pH of less than 4 or more than 10, or contains constituents in concentrations that are harmful to human health. Category 2 water is defined as having a TDS of >1000mg/litre but less than 5000mg/litre, a pH of between 4-6 or 8-10, coliforms of more than 100 colony forming units/100millilitres, or water with persistent turbidity not removed by sedimentation. Category 1 refers to all other water not covered by categories 3 and 2.
2. Third party water is defined by the MCA Water Accounting Framework as water supplied by an external entity to the operational facility. Total includes exploration third party water (0.2ML).
3. Other includes evaporation, entrainment, task loss and any other destination not covered by other pathways.
4. Water that is actively managed (e.g. physically pumped, treated or has material evaporative losses) by the facility without being used in a task.
5. Water that is removed after being actively managed (e.g. physically pumped, treated or has material evaporative losses) by the facility without being used or tasked.

Looking ahead

As we look ahead to FY25, we seek to continuously improve our water management practices through the following activities:

- Continuing our efforts to enhance water management practices, with an emphasis on maximising the efficiency of water use throughout our operations and minimising wastage by addressing leaks.
- Investigating opportunities and solutions to further optimise our water use, such as water recycling systems, smart metering technology, and data analytics.
- Undertaking training and awareness-building activities to foster a culture of water conservation and stewardship across our workforce.
- Continuing to collaborate with industry partners, regulatory agencies, and local communities to share knowledge and drive collective action towards sustainable water management.

Biodiversity

Biodiversity loss and the rapid decline in nature is a critical global challenge. We recognise the importance of healthy functioning natural systems and the close linkage between people, climate and nature. Biodiversity is important for IGO, and we seek to not only understand our direct biodiversity impacts, but also our dependencies on nature and our nature-based risks.

FY24 progress

Continued to conduct regular flora and fauna surveys of conservation significant species.

Continued to control feral predators which pose a threat to many conservation value species.

Trialed the use of biodegradable habitat units to provide emergency shelters for wildlife after fires.

None of our operations or projects are located in:

- World heritage sites
- National heritage places
- Internationally significant Ramsar Convention wetlands

9

Active Malleefowl mounds found during annual breeding surveys at our Forrestania Operation

Undertook a TNFD gap assessment

of our current activities against the TNFD recommended disclosures

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15 LIFE ON LAND

UN SDG target 15.8

Our approach

We operate in biodiverse environments and recognise that our operations can have direct impacts on biodiversity through land clearing as well as our mining and processing activities. Indirect impacts to biodiversity, such as climate change, altered fire regimes and invasive species add additional stressors and further complicate the management of biodiversity. Despite these challenges, we strive to minimise our adverse environmental impacts and reduce biodiversity loss.

IGO's approach to managing biodiversity is guided by our Environment Policy, which commits IGO to contribute to the conservation of biodiversity and an integrated approach to land use planning. Our Environmental Policy is supported by our internal land use and biodiversity management standard which outlines requirements for all IGO operations, projects and exploration activities. The standard prescribes that IGO will not engage in activities that will, or are likely to, result in the extinction of species or subspecies, the destruction of entire habitats or ecological niches, the restriction of other land-users' capacities, or the destruction of significant cultural properties. We also seek to mitigate adverse impacts on vulnerable species and habitats through offsets or comparable measures, including supporting research initiatives. Our internal Environmental Policy and standards form part of our environmental management system, which is being refreshed to enhance our environmental management practices.

Our approach to biodiversity is led by our environment team, which reports to the Chief People Officer and is supported by dedicated environmental resources at both corporate and operational levels. Our Sustainability Committee assists the Board in overseeing our environmental policies and practices.

To understand the biodiversity profile of our operations, projects and exploration areas, we undertake baseline surveys during the prefeasibility phase, which are further built on through successive surveys and monitoring programs. Surveys provide critical data to enhance our understanding of the ecosystems in which we operate and inform our management activities to protect any conservation significant species and highly biodiverse areas.

We actively monitor populations of conservation significant species, working closely with experts, and contribute valuable knowledge and insights to the broader scientific community. Outside of subject matter experts, we also engage with other stakeholders, including regulatory bodies, Traditional Owners and non-governmental organisations. IGO has an agreement with Perth Zoo to sponsor the Carnaby's Cockatoo exhibit, and we previously sponsored Western Shield, Western Australia's largest conservation program, at the Dryandra Woodland National Park. Our people are one of our most important stakeholders, and we embed environmental education into our site inductions.

Our progress and performance in FY24

Our Nova and Forrestania Operations are located in the Great Western Woodlands.

In FY24, we continued to manage biodiversity across our operations, projects and exploration sites. Flora surveys, conducted on a regular basis as part of our licensing requirements, play a key role in monitoring the condition of flora at our sites. Specific attention is given to the monitoring of Steedman's Gum (*Eucalyptus steedmanii*) at our Forrestania Operation, which is listed as vulnerable. Quarterly monitoring activities are undertaken, together with monthly dust sampling to assess various health indices as part of our management plan.

While our flora surveys are designed to protect conservation significant species, we have also seen some other outcomes. During routine monitoring activities at our Forrestania Operation in 2017, a species of Dieback was identified which, to date, had only been found in commercial nurseries and was not known to occur in the area. Dieback is a plant pathogen that poses a significant threat to biodiversity in south-west Western Australia. This discovery led to collaboration with subject matter experts and government agencies to develop a comprehensive management plan to prevent any further spread of the pathogen.

This year we undertook another survey of its extent and did not locate any positive samples. The discovery in 2017 occurred during unseasonal hot, wet and humid conditions, which appear to promote its proliferation. Going forward, we intend to monitor for presence of dieback, particularly when the right conditions occur.

Outside of flora surveys, we also engage in seed collection initiatives to support habitat restoration during our rehabilitation activities. For more information on rehabilitation and mine closure, refer to page 83.

Across our operations, projects and exploration sites, we undertake fauna surveys and monitoring activities. At our Forrestania Operation, surveys are conducted to determine the health and wellbeing of conservation significant species that could be impacted by our activities[1]. These include:

- Surveys of potential breeding habitat for Carnaby's Cockatoo (*Calyptorhynchus latirostris*), an endangered species.
- Annual breeding surveys of Malleefowl (*Leipoa ocellata*), a vulnerable species with known mounds at our Forrestania Operation. Monitoring is undertaken in accordance with the National Malleefowl Monitoring Database guidance documents. Partnerships with community organisations, such as the National Malleefowl Recovery Group and Wheatbelt Natural Resource Management, have allowed us to improve monitoring methods and feral animal control. There are currently nine active Malleefowl mounds of the 53 sampled around the Forrestania Operation.
- Surveys of the Chuditch (also known as the Western Quoll or *Dasyurus geoffroii*), a vulnerable species located at our Forrestania Operation. To inform a review of our Chuditch management plan, this year our Forrestania Operation engaged with subject matter experts on methods to track population metrics and assess the uptake of manufactured breeding dens across fire disturbed land and rehabilitated areas. Following this, we awarded a contract for a comprehensive Chuditch population survey, with the aim of also exploring the potential for artificial habitats to support breeding and refuge activities. We aim to finalise and roll out the revised Chuditch management plan in FY25 to track breeding and help inform our management activities.
- A review of an exploration application by the Western Australia Department of Biodiversity, Conservation and Attractions at the South Ironcap Exploration Project near our Forrestania Operation identified potentially suitable habitat that could support the Heathmouse (*Pseudomys shortridgei*), a near-threatened species. This prompted a fauna habitat assessment which concluded that the vegetation is not likely to support Heathmouse habitat.

Feral predators, including feral cats and foxes, pose a threat to many conservation value species at our operations, including the Malleefowl and Chuditch. Refer to the case study below for further information on our feral animal control programs.

Feral animal control programs

Feral predators, including feral cats, dogs and foxes, can have a devastating impact on native wildlife. To support the protection of conservation value species, IGO has assessed different feral animal control mechanisms.

Our Nova Operation has successfully implemented a control program using Felixers, a box-like grooming trap that sprays poisoned gel onto feral cats, who then ingest the gel when grooming themselves. The device uses lasers and cameras to distinguish feral cats and foxes from native wildlife. Felixers have been implemented in other locations and are known to be an effective and humane tool for monitoring and managing feral cat populations.

Our Forrestania Operation has successfully established an EradicatTM baiting program to mitigate the devastating impact of feral animal predation on conservation significant species such as the Malleefowl. During one of our monitoring surveys, our team at the Forrestania Operation observed a feral cat attacking a Malleefowl, emphasising the importance of our feral animal control program. EradicatTM is a small, palatable 1080 sausage bait developed and produced by the Australian Government's Department of Biodiversity, Conservation and Attractions to target feral cats. Native Australian animals have developed a tolerance to the toxin, which is found naturally in a native Australian pea plant. Baits are deployed over a large area, with baiting conducted at regular intervals.

We continue to monitor the success of our feral animal control programs as we seek to safeguard local biodiversity at our operations.

1. Biodiversity management plans are in place at our Forrestania Operation for Chuditch, Malleefowl, Carnaby's Cockatoo and the Steedman's Gum as per requirements in approval notices issued under the Australian Government's *Environmental Protection and Biodiversity Conservation Act, 1999*.

Bushfires pose a critical threat to biodiversity at our sites. When faced with a bushfire, our priority is to protect key assets, known pockets of confined conservation significant flora and cultural heritage sites. Fire preparedness activities include detailed mapping of key assets, the maintenance of fire breaks around key assets and fire management training in efforts to control and prevent the spread of bushfires. Refer to the case study alongside for further information on our trials of the ReHabitat pods at our Forrestania Operation.

The release of the Recommendations of the TNFD in September 2023 provides companies and financial institutions with a risk management and disclosure framework to identify, assess, manage and disclose nature-related issues. This year we collaborated with an external consultant to undertake a gap assessment of our current activities against the TNFD recommended disclosures. The findings of the gap assessment will culminate in the development of a detailed roadmap for IGO, outlining clear targets and actions to strengthen our biodiversity performance and align with best practices in the industry.

Through these management and monitoring activities, IGO continues to mature our biodiversity conservation efforts, seeking to mitigate adverse environmental impacts while contributing valuable data and insights to the broader ecological community.

Providing refuges for wildlife with ReHabitat Pods

Bushfires devastate ground cover, leaving small marsupials like Chuditch exposed to predators such as foxes and feral cats. The threat of intense bushfires in Australia increases under a changing climate, particularly when El Niño conditions are present.

To support native wildlife, our Forrestania Operation has trialed the use of ReHabitat Pods in firebreaks. The pods, developed by ReHabitat, a conservation start-up who design solutions to protect biodiversity, are biodegradable habitat units that are designed as emergency shelters for wildlife after fires or other disasters that cause habitat destruction.

The pods provide immediate refuge for wildlife and shelter while habitat regrows and are designed to be left in place to biodegrade into a mulch over time, further supporting the establishment of vegetation.

We intend to monitor the success of the trial as we look to innovative solutions to support the management of biodiversity at our operations.

Looking ahead

As we look ahead to FY25, we seek to further enhance our biodiversity management practices through the following activities:

- Developing a biodiversity roadmap using the findings of the TNFD gap assessment conducted this year.
- In response to the growing importance of nature-positive reforms, we are working towards integrating nature positive principles into our operations, through investigating new goals for habitat restoration, nature-based solutions and biodiversity offsets.
- Developing a biodiversity data repository to serve as a central hub for collecting, managing, and sharing biodiversity data across our operations.
- Enhancing awareness of biodiversity amongst our workforce to support our biodiversity conservation efforts.

Tailings, Waste and Non-GHG Emissions

The safe management of tailings, waste and non-GHG emissions is crucial to protect our operational assets, workforce, surrounding environments and communities. We are committed to the safe and responsible management of our tailings storage facilities and promote responsible waste management practices to minimise waste generation and maximise resource efficiency throughout our operations.

FY24 progress

Undertook a review of our tailings management practices and committed to pursuing partial alignment with GISTM across all our operations with a focus on improving governance.

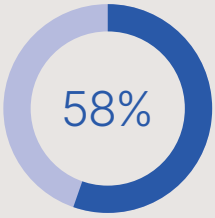
Continued to monitor and minimise dust emissions to protect sensitive receptors.

Implemented a textile recycling initiative to recycle unwanted workwear in partnership with Fibre Economy.

Tailings produced

2.3M tonnes

Tailings reused in paste backfill



Worked to improve the recycling of our non-hazardous waste streams

to divert waste from landfill

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12 RESPONSIBLE CONSUMPTION AND PRODUCTION

UN SDG targets 12.2, 12.5

Our approach

We recognise that our activities, including resource extraction, primary processing, transportation of products, and ship loading for export, can result in the generation of dust, noise, and other non-greenhouse gas (GHG) emissions. Mining and processing activities also lead to the generation of tailings, a by-product that remains after the extraction of recoverable minerals and metals. If not effectively managed, tailings, waste and other non-GHG emissions can have adverse environmental and social impacts.

Our approach to managing tailings, waste and non-GHG emissions is guided by our Environmental Policy, which commits IGO to actively reduce pollution and waste while promoting responsible product design, use, re-use, recycling, and disposal of our products. Our Environmental Policy is supported by our internal mineral waste management, general waste management and air emissions management standards. Our management activities are led by our environment team, which reports to the Chief People Officer and is supported by dedicated environmental resources at both corporate and operational levels. Our Sustainability Committee assists the Board in overseeing our environmental policies and practices.

Stakeholder engagement is integral to our environmental management approach. We engage and collaborate with key stakeholders, including regulators, subject matter experts and Traditional Owners, to address environmental challenges and opportunities effectively. As part of our commitment to continuous improvement, our environmental management system is currently under review, to incorporate the latest developments in environmental stewardship.

Tailings management

We manage our TSFs in accordance with the Australian National Committee on Large Dams (ANCOLD) standards and codes. We are also guided by the Western Australian Government's Department of Mines, Energy, Industry Regulation and Safety (DEMIRS) Code of Practice. Our management approach seeks to ensure the integrity and stability of our TSFs and covers the entire lifecycle of tailings storage, from initial design and construction to ongoing operation, rigorous monitoring, and eventual closure. As outlined in our internal mineral waste standard, we strive to minimise adverse environmental impacts, protect communities, and reduce long-term post-closure liabilities.

To validate our adherence to industry standards and regulatory requirements, we conduct annual external audits of our tailings management practices. These audits, typically conducted by independent third-party experts with specialised knowledge in tailings management and engineering, provide valuable insights into our performance and areas for improvement. This year we have undertaken a review of our tailings management practices, including the potential implementation of the Global Industry Standard on Tailings Management (GISTM).

As an outcome of the review, and in the context of the majority of IGO's managed assets entering (or soon to be entering) into care and maintenance or mine closure, IGO will pursue partial alignment with GISTM across all our operations with a focus on improving governance of tailings management and regular internal progress reporting to our CEO.

Waste management

Our approach to waste management, guided by our internal general waste standard, seeks to minimise environmental and human health impacts associated with waste generation, storage, and management, while also reducing long-term post-closure environmental liabilities. We apply the waste mitigation hierarchy, in order of preference, to avoid, reduce, reuse, recycle and treat waste before disposal.

Our activities generate both hazardous and non-hazardous waste streams. Hazardous waste, which includes waste oils, solvents, chemicals, batteries, and other materials classified as hazardous under applicable regulations, is carefully monitored and managed to mitigate potential risks to the environment and human health. Our operations track and document the usage, storage, handling, and disposal of hazardous substances, in accordance with safety standards and regulatory requirements. We engage specialist waste contractors to remove all hazardous waste from our sites and transport it to a licensed landfill facility.

We are working to improve the recycling of our non-hazardous waste streams to divert waste from landfill. Each of our operations has an onsite landfill and we adhere to design, maintenance, monitoring, and auditing protocols to meet regulatory requirements. This year we worked with Write Solutions to undertake a review of general waste management practices at our operations, with a particular focus on recycling initiatives. Through improved waste management and segregation processes, we aim to prolong the lifespan of our onsite landfills and minimise adverse environmental impacts. For more information, refer to the case study below.

Partnering with Write Solutions to improve operational waste management

In alignment with Western Australia's Waste Avoidance and Resource Recovery Strategy 2030, our operations embarked on a journey to enhance waste management practices, fostering a more circular economy approach.

Partnering with Write Solutions, we conducted detailed site audits to identify opportunities for waste reduction and resource recovery.

While we still have room for improvement, this is a key step in maturing our waste management practices as we seek to minimise waste generation, recover value from waste resources, and minimise our adverse environmental impacts.

Effluent management at our operations involves the treatment of wastewater from our site-based accommodation and office facilities.

In FY23, we upgraded the wastewater treatment plant (WWTP) infrastructure at our Nova Operation to allow wastewater to be recycled and used in the concentrate washing process. The wastewater from the WWTP is approved to discharge at an irrigation area or the Nova TSF. The sludge from the WWTP is currently trucked offsite by a licensed contractor. Looking ahead, we plan to trial an onsite WWTP sludge dewatering process. The trial will produce bagged biosolids that could be disposed at our onsite landfill facility, reducing the cost and GHG emissions associated with the offsite transportation of the sludge material.

At our Forrestania Operation we have a series of evaporative ponds where wastewater is pumped to. Waste solids settle out in a series of ground tanks followed by either evaporative ponds or leach drains. Solid waste is extracted from sludge tanks by specialist contractors and disposed of at an approved disposal location onsite. At our Cosmos Project, placed into care and maintenance earlier this year, solid waste from the wastewater treatment plants is trucked off site using a licensed waste contractor, while treated wastewater is discharged to an irrigation area.

At our Forrestania Operation and Cosmos Project, solid waste separated out of wastewater from the vehicle wash bays is treated through the onsite bioremediation facility, which utilises microbes to breakdown the hydrocarbon waste into benign material. Any hydrocarbon contaminated spill material is also sent to the bioremediation facilities for treatment. At our Nova Operation, sludge material from the vehicle wash bays are sent to the waste rock dump, while any contaminated spill material is sent to the onsite bioremediation facility.

Non-GHG emissions management

Our approach to managing non-GHG emissions is guided by the Australian Government's National Environment Protection (Ambient Air Quality) Measure. The main non-GHG emissions generated at our operations include carbon monoxide, oxides of nitrogen, sulphur dioxide, particulate matter and volatile organiccompounds (VOCs). We monitor non-GHG emissions through stack testing and modelling to identify potential areas of concern and mitigation activities to protect sensitive receptors.

To manage non-GHG emissions we have implemented a range of initiatives, including investing in emission control technologies, such as particulate matter filters, scrubbers, and catalytic converters. We also look to optimise production and operational processes, where possible, to minimise emissions of VOCs, particulate matter, and other air pollutants. This year we undertook specific modelling at the Cosmos Project power station to understand and mitigate the impact of non-GHG emissions on identified sensitive receptors.

Dust generated by our activities can create visibility issues, adversely impact the health of vegetation and pose a potential risk to human health. Some of the key mitigation measures we have in place to minimise dust emissions and protect sensitive receptors include dust suppression using water carts and maintaining optimum moisture content in our concentrate product. Dust emissions are monitored using dust gauges, which are carefully located around our operations to provide representative coverage over our activities. We regularly review dust monitoring data to assess the effectiveness of our management activities.

Some decarbonisation initiatives, including the use of battery EVs, can have dual benefits of reducing exposure to potentially harmful diesel particulate matter and other diesel exhaust gases in underground mine environments. Refer to page 57 for more information on our Cosmos Project Underground Electrification Study and Whitepaper.

Potentially fibrous material exists within numerous mining operations within Western Australia, including at our operations. Each of our operations have a specific Fibrous Minerals Management Plan, with regular monitoring undertaken in-line with DEMIRS work health and safety legislation.

Promoting re-use and circularity

Embracing circular economy principles is a growing consideration to promote resource efficiency and minimise waste generation. The circular economy refers to a system where the value and lifecycle of products and materials are extended indefinitely by designing out waste.

While IGO is still in the early stages of considering circular economy principles, there are several initiatives in place which promote re-use and circularity. At our Forrestania Operation, a significant stockpile of acid-forming nickel-containing scats was reprocessed using a novel process that improved the physical characteristics of the material, while upgrading the nickel content, allowing for nickel recovery. This significantly reduced the size of the scat stockpile, turning a previously unused material with potential adverse environmental impacts into a valuable resource.

At our operations we re-use a proportion of our tailings material as a replacement for paste backfill, a material that is used to fill mined voids underground to provide stability to surrounding rock. Reusing tailings reduces the related expense and GHG emissions associated with the purchase and transport of alternative backfill materials and reduces the volume of tailings disposed of in our TSFs.

Together with TLEA, this year we supported a research study to use one of TLEA's byproducts, delithiated beta spodumene (DBS), to partially replace cement binders in paste backfill material at IGO's Nova Operation. Refer to page 17 for more information.

This year we also implemented a textile recycling initiative to recycle unwanted workwear in partnership with Fibre Economy. Refer to the case study alongside for further information.

Recycling workwear with Fibre Economy

IGO has collaborated with Fibre Economy, a West Australian social enterprise combating textile waste. Supported by the IGO Decarbonisation fund, this partnership aims to reduce unwanted workwear destined for landfill.

Fibre Economy redistributes workwear across their Circular Network, reducing its environmental impact and fostering employment opportunities. Fibre Economy have teamed up with Good Sammy Enterprises, and through their partnership have created employment opportunities for people with disability, including roles in logistics, sorting and the valorisation of branded high-vis workwear.

A pilot program undertaken at our Cosmos Project this year diverted 238 kilograms of workwear that would otherwise be destined for landfill. The initiative was subsequently extended to our South Perth office, which diverted 69kg of workwear from landfill, Further collections are planned in the coming months.

Our progress and performance in FY24

Across our operations we have four TSFs, three that are active at our Nova and Forrestania Operations and one that is inactive at our Cosmos Project.

Our total tailings produced this year increased compared to FY23 due to the addition of tailings generated from our Cosmos Project. This year, across our operations we reused 58% of our tailings as paste backfill, consistent with FY23. Refer to our 2024 Sustainability Databook for more information on our TSFs.

Mineral waste (dry metric tonnes)	FY24	FY23
Waste rock generated[1]	399,198.1	577,849.1
Total tailings produced[1]	2,265,084.0	2,146,009.0
Total tailings sent to TSF	1,025,454.0	1,032,188.0
Total tailings reused/recycled	1,320,951.0	1,237,276.0
Percentage of tailings reused/recycled	58.0	58.0

1. FY23 data for waste rock and tailings produced has been restated.

We measure and report our non-GHG emissions on an annual basis to the Australian Government's National Pollutant Inventory (NPI). The NPI tracks data on substances that have been identified as important due to their possible effect on human health and the environment. NPI data is publicly available on the Australian Government's Department of Climate Change, Energy, Environment and Water website. We have disclosed our non-GHG emissions performance in the table below.

Other air emissions by pollutant (tonnes)	FY24	FY23
Sulphur oxides (SOx) emissions	612.3	596.0
Nitrogen oxides (NOx) emissions	1,540,618.0	1,506,443.0
Mercury (Hg) emissions	1.0	0.8
Carbon monoxide (CO) emissions	522,447.0	474,365.0
Particulate matter (PM10) emissions	6,246,660.0	6,158,408.0
Lead (Pb) emissions	177.2	188.6
Volatile Organic Compounds (VOCs) emissions	61,060.0	64,050.0

Looking ahead

As we look ahead to FY25, we seek to undertake several tailings, waste and non-GHG emission management activities, including:

- Maturing our tailings management practices through improving our alignment with the GISTM.
- Optimising waste segregation processes to improve waste recycling.
- Enhancing our non-mineral waste data collection and reporting processes.

Rehabilitation and Mine Closure

We seek to rehabilitate exploration project areas and close mines to be safe, stable, non-polluting, and capable of sustaining an agreed post-mining land use. Poor closure planning can lead to suboptimal decisions, unforeseen environmental degradation, additional remediation costs and long-term liabilities. We collaborate and consider the perspectives of all stakeholders in our closure process as we seek to build trust and deliver positive social and environmental outcomes.

FY24 progress

Undertaking rehabilitation trials at our Nova and Forrestania Operations to boost vegetation growth.

Developing an innovative closure cover for the waste rock dump at our Nova Operation.

Undertaking detailed closure studies and updating closure provisioning at our Forrestania Operation.

of our operations have mine closure plans

43.8 ha

of new land disturbance in FY24 across our operations, projects and exploration sites

207.2 ha

of land rehabilitation in FY24 across our operations, projects and exploration sites

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9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

UN SDG targets
9.4

Our approach

Land clearing, or the removal of vegetation, is often required for activities such as exploration, construction, infrastructure and the provision of access corridors. Disturbance caused by land clearing can have adverse environmental impacts, including habitat reduction for flora and fauna, wind or water erosion and the generation of dust. We seek to minimise the amount of land we clear, controlled through land clearance permits, and rehabilitate disturbed areas. While our underground mining practices leave a small surface disturbance footprint, we aim to undertake progressive rehabilitation where possible. Progressive rehabilitation activities can include recontouring landforms, replacing topsoil, and re-establishing native vegetation to promote ecological recovery.

Our approach to rehabilitation and mine closure is guided by external standards, such as DEMIRS Mine Closure Guidance, the Western Australian Government's Environmental Protection Authority (EPA) Guidance on Mine Closure, the ICMM Integrated Mine Closure: Good Practice Guide, and the Australian Government's Department of Industry, Science and Resources Leading Practice Sustainable Development Program.

We are also guided by the IGO Environment Policy, which commits IGO to plan for mine closure and progressively rehabilitate the areas we disturb, while contributing to integrated land use planning. Our Environmental Policy is supported by our internal rehabilitation and closure management standard, as well as operational mine closure plans that are updated every three years and approved by the regulator.

Our approach to rehabilitation and closure is interdisciplinary and considered throughout the life of mine. Our work is led by the environment team, which reports to the Chief People Officer, and is supported by our operations. Our Board-level Sustainability Committee assists the Board in overseeing our closure and rehabilitation policies and practices. We also work closely with our heritage management team and other functions across the Company in closure planning and management activities.

We have an annual progressive rehabilitation program, which includes the monitoring of all land disturbance and rehabilitation activities. Areas targeted for rehabilitation are identified by comparing closure obligations with land disturbance and life of mine planning information.

Rehabilitation trials are undertaken to determine the most suitable rehabilitation practices for site-specific conditions, which inform our mine closure plans. Monitoring programs evaluate the success or failure of rehabilitation efforts and whether rehabilitation targets have been met.

Effective closure planning involves multidisciplinary considerations, including health and safety, community engagement, engineering designs, mineral waste management, soil conservation and environmental rehabilitation. The social impacts of closure are as important as the environmental, and we seek to work with communities and Traditional Owners as part of our closure decision-making. Engaging stakeholders, including the custodians of the land and nearby communities, allows for their concerns and knowledge to be integrated into the closure process, building relationships based on trust.

Our progress and performance in FY24

The estimated life of mine for our operations is limited, with an estimated life of mine of just over two years for our Nova Operation, our Cosmos Project already in care and maintenance, and our Forrestania Operation due to enter care and maintenance during the September 2024 quarter. As we approach closure and care and maintenance, our work on rehabilitation and closure becomes even more integral to our operations.

At our Nova Operation, regular closure meetings are held to coordinate closure planning and activities. In FY24, we worked on finalising closure designs for landforms and continued our ongoing rehabilitation trials. We have also commenced engagement with the Ngadju Traditional Owners to understand the impact of closure and identify closure-related opportunities. By engaging with Traditional Owners of the land, IGO seeks to develop closure plans that are culturally sensitive and environmentally sound, fostering a collaborative approach to land rehabilitation.

Our approach to rehabilitation is considered throughout the life of mine.

Boosting revegetation growth in our rehabilitation trials

Rehabilitation trials are a valuable tool to identify successful rehabilitation practices for site-specific conditions.

At our Forrestania Operation, we have trialed the use of tube stock growth rings to boost vegetation growth at our rehabilitated sand pit areas. These innovative rings enhance nutrient and moisture retention around young plants, providing a favourable environment for early-stage growth and development. By concentrating water and nutrients at the root zone, the growth rings have improved survival rates and accelerated the establishment of native vegetation.

To address the challenges of rehabilitating a clay dump with elevated salinity levels, we have trialed the use of salt-tolerant plant species at our Forrestania Operation. These specially selected plant species thrive in saline conditions and can establish a resilient vegetative cover that prevents erosion, improves soil structure and enhances biodiversity. The use of these salt-tolerant plants has contributed to effective stabilisation and revegetation of our clay dumps.

At our Nova Operation, we have conducted rehabilitation trials showcasing promising survivability rates of saltbush, acacias, and maireanas. Various trial configurations, including non-acid forming waste (NAF) rock combined with topsoil, NAF with 200mm subsoil and topsoil, and NAF with 50mm subsoil plus topsoil, were evaluated.

By leveraging innovative techniques, we seek to identify successful rehabilitation solutions at our operations to restore stable, safe and resilient plant communities.

Our Forrestania Operation has a widespread footprint with many legacy assets. Due to information being limited on these assets and the challenges it presents for closure, IGO has undertaken additional detailed closure studies and revised its closure provisioning. Some of the activities that we have undertaken include geochemical analysis of tailings and waste rock, assessments of sources and volumes of materials required for closure and to inform final rehabilitated designs of TSFs and landforms. The site has an annual target to rehabilitate five hectares of disturbed land, focusing on old exploration areas and sand pits. Across FY24, approximately 16 hectares of land was rehabilitated at our Forrestania Operation, with more than 30 kilograms of local provenance seed collected.

Having recently entered an earlier than expected phase of care and maintenance, our Cosmos Project has accelerated its closure planning. The swift transition underscores the importance of adaptive management and robust contingency planning in the mining sector. We are responding to this challenge by undertaking a comprehensive reassessment of closure requirements, including adverse environmental impact mitigation, landform design, and post-closure land use options. A key aspect of the accelerated closure planning at the Cosmos Project is the detailed analysis of materials characterisation and inventory. Understanding the composition and behaviour of residual materials is crucial for developing safe and effective closure methods.

We are prioritising the identification and management of any potentially hazardous materials to prevent environmental contamination and reassessing closure provisions for progressive rehabilitation. This includes the reclamation of disturbed areas, soil stabilisation, and the restoration of native vegetation. These efforts are designed not only to meet regulatory requirements but also to minimise closure liability and contribute towards positive social and environmental outcomes post-closure. Stakeholder engagement is a critical component of closure planning at our Cosmos Project, and we are working closely with regulatory bodies, local communities, and Traditional Owners to undertake closure planning in a transparent and inclusive manner.

While essential for the discovery and development of new mineral resources, exploration activities also require diligent closure and rehabilitation efforts to mitigate adverse environmental impacts post-exploration. The closure and rehabilitation of exploration sites begins with an assessment of the disturbed areas. This includes mapping the extent of land disturbance, evaluating soil and vegetation conditions, and identifying any potential surface water issues. We aim to restore these sites to their pre-exploration state or to an agreed-upon post-exploration land use that benefits the local ecosystem and communities. We regularly track our exploration disturbance and monitor our rehabilitation activities against our rehabilitation plans.

Developing a TSF closure cover

TSFs can pose challenges for closure. In collaboration with specialist engineering firms, IGO designed and developed a closure cover for its TSF at the Nova Operation.

This innovative design incorporates multiple layers of materials, including specific soil covers, to control water infiltration and minimise leachate generation.

The cover has an engineered slope and surface features which promote natural drainage and vegetation establishment, enhancing long-term stability and aesthetics. Rigorous testing and modelling validated the effectiveness of the cover in reducing adverse environmental impacts and meeting regulatory requirements.

This engineered design supports the safe and responsible management of TSFs as we seek to leave a positive legacy for communities and ecosystems impacted by our operations.

Aggregated land disturbance and rehabilitation data is shown in the table below. Across our operated assets we disturbed 43.8 hectares of land in FY24 and rehabilitated 207.2 hectares.

For more information on our site-level land disturbance and rehabilitation data, refer to the 2024 Sustainability Databook at **www.igo.com.au.**

	FY24 Total (hectares)
Total IGO landholdings - land owned, leased or managed	6,577,860.0
Land disturbed, not yet rehabilitated as at 30 June 2023	2,396.5
New disturbance during FY24	43.8
Land rehabilitated during FY24	207.2
Land remaining unrehabilitated as at 30 June 2024	2,233.2

Looking ahead

As we look ahead to FY25, several key initiatives are on the horizon for enhancing our rehabilitation and closure efforts, including:

- Submitting our triennial mine closure plans for two of our major operations. These updated plans will incorporate updated information on environmental studies and rehabilitation trials to better inform closure outcomes.
- Establishing a dedicated closure committee to provide structured oversight and governance for all closure-related activities.
- Continuing to refine our closure planning by engaging with subject matter experts and key stakeholders, including traditional owners, as we seek to develop innovative solutions to address the complex challenges of mine closure.

Governance and Business Integrity

Corporate Governance and Risk

Strong corporate governance and risk management are fundamental to our business and underpin the delivery of our strategy. As a purpose-led organisation with strong embedded values, we recognise that governance, business integrity and risk management is more than just compliance – it is about safeguarding our people, assets, reputation, environment, and the long-term interests of all our stakeholders.

FY24 progress

Implemented IGO Guardian, a centralised Governance Risk and Compliance System for the management of all risk and compliance information across the Company.

Undertook a comprehensive assessment of the skills and experience of the Board.

Held an ESG Roadshow to discuss our sustainability performance, seek feedback and address any concerns.

No significant non-compliances

4

Incidents reported through Speak Up

No material breaches of Code of Conduct, Anti-Bribery and Corruption Standard and Fraud Control Plan

UNCG PRINCIPLES

ANTI-CORRUPTION | LABOUR | HUMAN RIGHTS | ENVIRONMENT

UNSDGs

10 REDUCED INEQUALITIES

UN SDG targets 10.2

Our approach

Corporate governance

Our Board is accountable for overall guidance and decision making as well as overseeing the management of our impacts on the environment, society, economy and people. We are aware of the increasing focus on how companies conduct business, and we regularly review our practices, recognising where we can do better and taking ownership when things don't go right. During the year we undertook several initiatives to strengthen our governance framework and practices to improve our collective performance.

IGO performs its duties in accordance with the *Corporations Act, 2001* and ASX Listing Rules. We promote and comply with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Recommendations), and are led by our Constitution, our purpose, our values and our Code of Conduct.

Our approach to corporate governance is supported by a series of internal corporate governance standards. During the year these standards were reviewed to assess whether they remain relevant with current and emerging legislation and best practice. No material changes were made this year, and our Board approved a three-year review process going forward, unless changes are required due to legislation or other material changes proposed by Management.

Our corporate governance standards are available at **www.igo.com.au** and include our:

- Code of Conduct
- Anti-Bribery and Corruption Standard
- Continuous Disclosure and Information Standard
- Dealing in Securities Standard
- Diversity, Inclusion and Equal Employment Opportunity Standard
- Privacy Standard
- Speak Up Standard; and
- Conflict of Interest Standard.

As at 30 June 2024, our Board was comprised of seven independent Non-executive Directors, as well as our executive Managing Director and CEO. In June 2024, we announced the appointment of an additional Non-executive Director, Marcelo Bastos with effect from 1 July 2024. The continual growth of the Board's diversity of skills and experience will support effective decision making, guidance, risk management and business improvement. Details of our Board members are outlined in the 2024 Annual Report at **www.igo.com.au.**

The Board meets in-person on a quarterly basis and via teleconference every alternate month to receive reports and recommendations from Management, including stakeholder engagement. IGO's Board has four committees that support the Board in effectively fulfilling its responsibilities. Each committee is guided by its own Board-approved Charter and outlines the roles and responsibilities, composition and membership requirements. The Board committees include:

- Audit and Risk Committee
- Nomination and Governance Committee
- People, Performance and Culture Committee; and
- Sustainability Committee.

Management and the Board are accountable to each other and are accountable to all our stakeholders. Our Company Secretary is appointed by the Board and enables an effective relationship between the Board and Management. Further information on our approach to corporate governance is outlined in our Corporate Governance Statement which can be found at **www.igo.com.au.**

Risk management

For IGO, effective management of risk underpins our purpose and the delivery of our strategy. IGO has a dedicated Risk and Compliance function, with management accountability under the Chief Legal Officer. Risk management at IGO is overseen by the Board through the Audit and Risk Committee. The Committee operates in accordance with an approved Audit and Risk Committee Charter and assists the Board in overseeing and monitoring the risk management framework.

IGO's approach to risk management is governed by our risk management framework, which is aligned to the principles of the International Standard for Risk Management ISO 31000. Our risk management framework is based on the three lines model, with key elements working together across the Company to ensure strong risk management through the identification of risks, defined systems and controls and assurance.

Our risk management framework includes our:

- Risk Management Policy which establishes the Board and ELT's expectations for the management of risk across the Company; and
- Risk Management Standard which outlines the minimum mandatory requirements for the identification, management, monitoring and reporting of risks that could impact IGO's strategic and business objectives.

Our risk management framework supports the regular review and update of our strategic, operational, functional and project risks through regular management reviews and facilitated workshops. All risk information captured as part of these reviews is maintained in IGO's Governance Risk and Compliance System, known as 'IGO Guardian', which was rolled out earlier this year.

Emergency preparedness and response plans are an important component of risk management. IGO's operations have emergency management plans which support IGO's Crisis Management Plan. These documents are under review as IGO works to develop an organisational resilience framework.

Ethics and integrity

Our Code of Conduct guides not only what we do, but how we do it. It applies to all our people, including Directors and contractors and provides information on how our people are expected to behave in the workplace and treat others.

At IGO we prioritise compliance, risk management and stakeholder engagement and seek to sustain robust corporate governance standards and practices in these areas. We encourage our people to speak up when something is not right, and our Speak Up Standard provides the guidelines to report any concerns regarding unlawful, unethical or irresponsible behaviour or misconduct. Our people can feel safe that any reporting can be undertaken confidentially, without fear of discrimination, harassment or retaliation. This year we had four incidents reported through Speak Up. For more information refer to the 2024 Sustainability Databook at **www.igo.com.au**.

We have a zero-tolerance approach to any forms of bribery, fraud and corruption and we have an expectation that all our people will act fairly, honestly, transparently and with accountability. We are committed to complying with all relevant legislation wherever we conduct business.

Our Anti-bribery and Corruption Standard supports good decision-making, informs the actions of our people to provide assurance against instances of bribery and improper acts and provides the means for reporting.

Any material breaches of our Code of Conduct, incidences of fraud, bribery or reports under our Speak Up program are part of Management's quarterly Risk and Compliance Report to the Audit and Risk Committee and the Board. Any such breaches are treated with appropriate and proportionate disciplinary action to those who breach it.

Information management

IGO places a strong emphasis on managing and maintaining its information assets to support the effective and efficient delivery of our business activities. Taking accountability and recognising areas where we can do better has been a key focus during the year. Through a combination of information management practices, enabling systems and technology, IGO continues to strengthen its governance of business information and data management.

By regularly reviewing our business processes, we seek to ensure that data and information management standards meet the needs of the Company and the expectations of our stakeholders, whilst adhering to commitments and requirements regarding the collection, management and storage of information. An ongoing information management program includes reviewing our processes and practices in readiness for forthcoming changes to the *Australian Government's Privacy Act, 1988 (Cth)*.

Working in conjunction with our cyber security standards, IGO is proactively developing a culture of awareness and continued vigilance across data and information security. For further information on our approach to cyber security, refer to page 94.

Our progress and performance in FY24

In July 2023, the IGO Board commissioned a review into IGO's acquisition of Western Areas Limited in 2022, which resulted in a number of key findings and recommendations for improvement. These findings extended to IGO's risk management practices as part of the mergers and acquisition process and as a standard governance practice across the Company. The report cited deficiencies in the establishment of a centralised risk register, the frequency and quality of risk reporting to the IGO Board, escalation and communication of risk issues, and the inclusion of detailed risk assessments in the mergers and acquisition process.

Over the last 12 months, IGO has been actively working to improve its risk management capabilities and has continued to enhance and embed the risk management framework across our operations, projects and corporate functions. This is a critical program of work that is being driven by IGO's Risk and Compliance function and has already led to some of the recommendations from the review being addressed.

In FY24, we undertook a number of risk management initiatives, including improving consistency in the application, awareness and understanding of risk management practices. Revisions to our risk management framework were announced in September 2023, providing an overview of key changes to roles and responsibilities, and requirements for the identification, assessment, management and reporting of risk. Since the announcement, a series of risk reviews have been held with each of IGO's operations, projects and corporate functions.

Facilitated by our Risk and Compliance function, these reviews served multiple purposes, including to:

- Refresh our operational and functional risk registers
- Communicate the importance of risk management and the new requirements for the identification assessment and management of risk throughout the year; and
- Build a curiosity mindset in our people when thinking about risk.

This year, IGO collaborated with a local Western Australian provider, CGR, to implement a centralised Governance Risk and Compliance System for the management of all risk and compliance information across the Company, named 'IGO Guardian'. IGO Guardian's risk management module captures all risk management information, as well as a schedule of upcoming risk reviews. The implementation of IGO Guardian has also supported a significantly improved ability to understand common or systemic risk themes, improving our capability to manage them.

IGO strives to follow best practice in our corporate governance and sustainability practices, and regularly engages with key shareholders and proxy advisors on these matters. Each year as part of our stakeholder engagement process, our Chair and key Management representatives conduct an ESG Roadshow to engage with key shareholders and proxy advisors. The ESG Roadshow aims to discuss the Company's performance across environment, social and governance matters over the last 12 months, seek feedback and address any concerns.

As part of our proactive approach to stakeholder engagement, this year we also sought feedback from our investors and proxy advisors on areas of concern raised at our 2023 Annual General Meeting. In May 2024 we held a Remuneration Roadshow to discuss IGO's remuneration structure, processes and strategy, as well as to reflect on FY23 remuneration, provide a preview of FY24 remuneration outcomes and any proposed changes to remuneration structures for FY25 and beyond. Further information on remuneration is provided in the Remuneration Report section of the 2024 Annual Report at **www.igo.com.au.**

To improve the effectiveness of our decision making, we established three new committees during the year, including the Investment Review Committee, Opportunities Review Committee and Disclosure Review Committee.

This year, we evolved our Board evaluation process. In line with 2023, we engaged an external contractor to conduct initial Board surveys to understand the overall performance of our Board. This was supported by an external review, conducted by another contractor, who undertook confidential one-on-one discussions with each Director and relevant members of the ELT to examine strengths, drivers behind changes in performance and contribution, as well as opportunities for improvement. The Board evaluation resulted in several recommendations to strengthen the Board's performance and increase its contribution to the overall success of IGO. It also provided an assessment of our Directors' s kills and diversity, which was used to update the Company's Board Skills Matrix.

Over the past year, we have worked to improve our risk management capabilities and embed our risk management framework across the Company.

For further information, refer to our 2024 Corporate Governance Statement at **www.igo.com.au.**

Looking ahead

As we look ahead to FY25, we aim to further enhance our corporate governance and risk management practices through the following activities:

- Continuing to review our corporate governance framework and practices so that they reflect current legislation and leading governance practices; and using this to identify areas where we can do better.
- Aligning our corporate governance practices with the implementation of IGO's refreshed strategy.
- Undertaking a strategic risk review to align with our updated strategy. While IGO's strategic risk profile, as disclosed in the 2024 Annual Report, remains relevant to our ambitions, a refresh will be required to assess whether the necessary mitigations are in place to enable the successful delivery of IGO's revised strategy.
- Reviewing the risk appetite framework as part of the strategy refresh so that the Board's appetite for risk is sufficient to support the successful pursuit of IGO's revised strategy.
- Enhancing our organisational resilience through the establishment of a resilience framework. While IGO has maintained a well-developed and rehearsed crisis management structure, it is timely that each key element of the framework is revisited in light of any changes to strategy and the potential emergence of new operational risks. While IGO engaged an external expert to support the completion of this work in late FY24, a business continuity exercise will be undertaken in the second quarter of FY25.
- Continuing to invest in the safety and security of our information and data assets.
- Continuing to seek feedback from our people, investors and other key stakeholders on our ESG performance and progress.
- Maturing the identification and management of our sustainability-related risks and opportunities across the Company to prepare for future sustainability reporting standards.

Cyber Security

Cyber security is a growing global risk, with the World Economic Forum's 2024 Global Risks Report[1] showing cyber insecurity as the fourth top global risk, ranked by severity, over the next two years. Cyber security is a critical issue for IGO, as it helps to safeguard the company's confidential information and assets from cyber attacks. With the growing dependence on technology in the mining industry, cyber security is more crucial than ever.

1. World Economic Forum, 2024: The Global Risks Report 2024.

FY24 progress

Implemented a comprehensive cyber training program for all employees and contractors.

Undertook regular phishing tests to identify potential areas of weakness and to help increase cyber awareness.

Implemented multi-layered cyber defences, including multi-factor authentication.

No cyber breaches in the last two years

Regular benchmarking

against the National Institute of Standards and Technology Cyber Security Framework and the Australian Government's Essential Eight mitigation strategies

Developed a two-year roadmap of cyber security improvements

UNSDGs

UN SDG targets 16.4

Our approach

IGO is committed to ensuring our assets and data are protected by fit-for-purpose cyber security systems and processes.

We undertake preventive actions to defend confidential information and assets from cyber-attacks through applying strong cyber security measures, educating employees on cyber security best practices, and frequently checking and updating our cyber security systems.

IGO has a Board developed and endorsed cyber security risk appetite, supported by a range of internal IGO IT standards. Our Information Technology Function has a dedicated cyber security team, with management accountability assigned to our Chief Financial Officer. Our Audit and Risk Committee assist our Board with oversight over cyber security risk.

Our approach to cyber security is guided by the National Institute of Standards and Technology Cyber Security Framework (NIST CSF) and the Australian Government's Essential Eight. The Essential Eight are prioritised mitigation strategies developed to help organisations protect themselves from cyber threats. They include guidance on mitigation strategies, including patch applications, path operating systems, multi-factor authentication, restriction of administrative privileges and Microsoft Office macros, application control and regular backups.

IGO are partners with the Australian Cyber Security Centre, part of the Australian Government's Australian Signals Directorate.

Progress and performance in FY24

We acknowledge that our employees are one of our primary sources of, and defences against, cyber intrusions and will continue to reinforce with them the need to stay vigilant. IGO has put in place a comprehensive cyber security training program which is required for all employees and contractors. The program has been custom designed to meet the needs of IGO employees, including our ELT and Board.

To support cyber security management, we have undertaken a range of activities in FY24, including:

- Regular and automated phishing tests to help identify potential areas of weakness and to help our people to increase their cyber awareness
- Implementing multi-layered cyber defences, including multi-factor authentication
- Ongoing vulnerability scanning across all information technology and operational technology networks
- Undertaking bi-annual cyber security penetration testing and remediation; and
- Undertaking enhanced cyber risk assessments, reporting and testing.

We regularly conduct benchmarking against the NIST CSF and the Australian Government's Essential Eight to monitor whether our cyber security activities match our risk appetite. IGO performs regular external independent testing and auditing to close any gaps and to find potential improvements in cyber defences.

IGO has created a two-year roadmap of cyber security improvements. We review this roadmap every six months to address the constantly changing cyber threat landscape. Quarterly reports on progress are provided to our ELT, with annual reports presented to the Audit and Risk Committee.

We have had no cyber breaches in the last two years.

Looking ahead

Looking ahead to FY25, we will continue to implement our two-year roadmap of cyber security improvements, as well as our ongoing cyber security activities, as we seek to protect our assets and data from cyberattacks.


NOVATION

Responsible Supply Chain

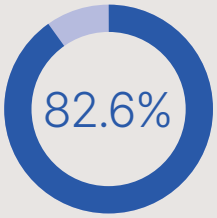
Our supply chain partners are essential to the success of the Company. As the focus on responsible sourcing and value chain sustainability grows, it is important that we understand the social and environmental impacts of our suppliers. We seek to engage like-minded suppliers and business partners who are committed, at a minimum, to operating in a safe, lawful and competitive manner.

FY24 progress

Commenced implementation of our first RAP in August 2023, with a focus on Aboriginal and Torres Strait Islander procurement.

Established a dedicated Aboriginal and Torres Strait Islander Engagement and Contracting Standard.

Continued to undertake supplier due diligence, with a focus on modern slavery.



Supplier spend in Western Australia

Spend on Aboriginal and Torres Strait Islander owned businesses

$18.1M

Total payments to suppliers for goods and services

$832.0M

UNCG PRINCIPLES

HUMAN RIGHTS | LABOUR

UNSDGs

8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

UN SDG targets
8.7, 10.2, 12.7

Our approach and progress

Our approach to responsible sourcing is aligned to our purpose and strategy – ensuring the quality products we supply are made safely, ethically, sustainably and reliably. IGO's Code of Conduct sets expectations that all suppliers must maintain the highest standard of ethical behaviour in business dealings.

IGO's operations are primarily based in Western Australia and use predominantly local and Australian contractors. However, on occasion we procure materials from overseas which potentially exposes us to higher human rights risks associated with international suppliers. Our Human Rights Policy supports our Code of Conduct and commits IGO to upholding the fundamental human rights of all people with whom we engage, including putting in place standards and procedures which aim to stamp out unethical practices from our global supply chain. In accordance with our Human Rights Policy, IGO commits to observe basic human rights associated with the Universal Declaration of Human Rights, and we do not tolerate any form of modern slavery, including forced labour, servitude child labour or human trafficking. We also commit to a continuous improvement approach to meet our modern slavery risk identification and management obligations under the *Modern Slavery Act 2018*, and work with our suppliers to address modern slavery risks in their operations and supply chains. We take our obligations seriously and conduct due diligence activities on all suppliers to identify high-risk activities, and work with suppliers to identify, mitigate and drive improvement in these areas.

Our work on responsible supply chain management is supported by our Contractor Management and Procurement Standard. Our Sustainability Committee assists the Board in fulfilling its oversight responsibilities over our human rights policies and practices, while the Audit and Risk Committee provide oversight over our Modern Slavery Statement. At a management level, our Chief Legal Officer is responsible for oversight of our work on modern slavery, supported by our Chief Financial Officer, who has management accountability for our contracts and procurement activities.

IGO is a member of the Western Australia based Human Rights Resource and Energy Collaborative, which brings together leading companies from across the resource and energy industries to work collaboratively in identifying and addressing human rights and modern slavery issues in our sector. We are also members of the UNGC with access to Global Compact Network Australia business and human rights events.

For more information on our approach to human rights and our work on Modern Slavery, refer to our Human Rights Policy and Modern Slavery Statements available at **www.igo.com.au.**

Our Human Rights Policy supports our Code of Conduct and commits IGO to upholding the fundamental human rights of all people with whom we engage, including putting in place standards and procedures which aim to stamp out unethical practices from our global supply chain.

Supplier due diligence and selection

Supplier selection and due diligence are an important part of responsible supply chain management. Every supply chain activity, and its environmental and social risks, are unique. Our internal contract risk assessment procedure outlines our risk assessment processes, which include the completion of a contract risk assessment for low value and simple labour hire or procurement activities. We consider a broad range of sustainability risks, including safety, transporting, handling or disposal of hazardous waste, chemicals, dangerous goods, or hydrocarbon, land clearing, or working in an area of social or cultural significance. Complex, high-value and higher-risk supply chain activities require due diligence to be undertaken through the assessment of specific requirements and evaluation criteria.

IGO's supplier due diligence and evaluation processes define sustainability requirements for each specific supplier engagement. This allows us to prioritise ethical decision-making and uphold fundamental human rights when selecting and managing the suppliers we work with. We focus on sourcing individuals and organisations with shared values and consider macro-economic factors in our risk assessments that may impact goods and services.

We generally engage all suppliers through our suite of standard terms and conditions, which set out mandatory expectations and obligations, including at a minimum:

- Requirements to comply with statutory requirements and legislative requirements, including all applicable occupational health, safety and environmental laws
- Compliance with relevant standards, policies and procedures provided by IGO; and
- Requirements to notify and keep IGO informed with regards to any incidents and remedies to resolved incidents.

Modern slavery due diligence

To review human rights risks in our supply chain, we conduct an initial risk assessment prior to onboarding or engaging any new supplier. The initial risk assessment does not determine any specific form(s) of modern slavery but reflects an overall assessment of inherent modern slavery risk. We request any higher risk suppliers to complete a Modern Slavery Self-Assessment Questionnaire (SAQ) to obtain more specific information about the supplier and help determine the specific form(s) of modern slavery potentially present in their operations and supply chains. We conduct additional due diligence, including detailed supplier analysis, imposition of rectification requirements, and monitoring activities on an as required basis.

Our procurement contracts include standard terms and conditions that require our suppliers to take reasonable steps to identify, assess and address modern slavery risks and notify us of any modern slavery practices in their operations or supply chains. Where required, we are able to impose rectification conditions and undertake supplier verification activities. We require our suppliers to place similar obligations on their own suppliers. Our contracting templates include a right for us to terminate the contract if a supplier fails to adequately manage or take reasonable action to address modern slavery issues.

This year we undertook a review of our grinding media suppliers in response to the identification of heightened supply chain risks associated with the procurement of scrap metals and overseas manufacturing. This involved a detailed review of the human rights and modern slavery processes and mitigations of shortlisted suppliers. As a result of our review, we identified a supplier with long-term leading SA8000 Standard certification, as well as strong internal policies and evidence of workforce and supplier audits. This outcome demonstrates the value of undertaking due diligence reviews, as we seek to reduce adverse social, human rights and modern slavery risks in our supply chain.

For more information on our approach to modern slavery, refer to our Modern Slavery Statement at **www.igo.com.au.**

Encouraging local sourcing at our Nova Operation

IGO is committed to engaging and building long-term relationships with businesses in the local communities where we operate.

To support this, the commercial and purchasing team at our Nova Operation developed specific spend and engagement targets to achieve increased local spend.

To enable the achievement of these targets, a policy was implemented to give certain preferences to suppliers in the targeted local areas, with the attainment of targets also linked to the purchasing team's performance measures.

Members of the Nova Operation commercial and purchasing team engaged with local suppliers to discuss requirements and review capability. We learnt that suppliers could typically not supply the full range of our requirements in certain categories, and in response we established smaller packages to match the capabilities of the vendors where possible. We also established a local transportation agreement to allow local vendors to compete with suppliers from Perth, who were advantaged through the existence of established freight runs to site that made transportation economical for smaller goods.

As a result of the local sourcing initiative several new suppliers from the local area were established as preferred vendors at our Nova Operation.

Contractor management

We engage contractors and subject matter experts across the Company to provide specialist services. Contractors make up a significant portion of our workforce and it is important that we select partners that share our values. IGO requires contractors to work in accordance with our values and Code of Conduct, in addition to providing their workforce with a safe system of work and a safe place of work.

All contractors working at IGO managed sites have a dedicated IGO representative, who works with the contractor to comply with site specific requirements, and make sure products and services are delivered in accordance with expectations.

IGO's contractor management framework consists of policies, standards, procedures, forms and tools which detail the principals and specific requirements IGO employees must adhere to in the procurement of goods and services. In FY24, we continued to focus on improving our contractor management processes, with the development of detailed contractor management procedures and tools, to drive consistency across the Company.

Our RAP includes a range of deliverables designed to increase Aboriginal and Torres Strait Islander supplier diversity.

Local sourcing and Aboriginal and Torres Strait Islander procurement

At IGO we believe we have a responsibility to support the development and growth of businesses in the communities that host us. Where possible, we aim to engage local businesses and have set selection criteria and evaluation weightings to provide preference to businesses located in our host communities. Our site supply teams set specific targets for local sourcing, which are tracked monthly to drive continuous improvement in local spending and engagement.

We commenced implementation of our first RAP in August 2023, outlining our vision for reconciliation. The RAP includes a range of deliverables designed to increase Aboriginal and Torres Strait Islander supplier diversity and to support improved economic and social outcomes for Aboriginal and Torres Strait Islander peoples.

In consultation with IGO's external Aboriginal and Torres Strait Islander Peoples Advisory Group, this year we established a dedicated Aboriginal and Torres Strait Islander Engagement and Contracting Standard that sets out requirements and processes to achieve greater business engagement and standardisation across the Company. Broadly, this standard sets requirements to:

- Maintain a register of Aboriginal and Torres Strait Islander business capability and capacity and communicate this to the Company
- Track and report on Aboriginal and Torres Strait Islander business spend
- Identify and engage with businesses at the earliest point in the procurement lifecycle
- Undertake open communication and consultation with businesses; and
- Work with businesses to establish suitable agreements and sourcing processes that support Aboriginal and Torres Strait Islander businesses.

We have embedded these requirements into our contractor management framework to support their implementation across our procurement activities.

Our performance in FY24

IGO seeks active and meaningful engagement with Aboriginal and Torres Strait Islander peoples throughout the procurement lifecycle. Spending on Aboriginal and Torres Strait Islander businesses increased by 118% this year compared to FY23. Our spend was primarily associated with ROM pad management services and ancillary site works.

	FY24	FY23
Total spend on Aboriginal or Torres Strait Islander owned or managed businesses	$18.1M	$8.3M

We seek to invest locally, where possible, to support the economic development of the communities where we operate.

In FY24, we spent $24.8M on local suppliers, representing 3.0% of our spend, down from 7% in FY23. The vast majority of our spend (82.6%) is in Western Australia, followed by 13.7% in the rest of Australia and only 0.7% internationally.

Total payments to suppliers by location	**FY24 Spend ($ Million)**	**FY24 Spend (%)**
Local	$24.8M	3.0
Western Australia	$687.4M	82.6
Australia	$113.8M	13.7
International	$6.0M	0.7
Total	$832.0M	100

For more information on the distribution of supplier spend, refer to the 2024 Sustainability Databook.

Looking ahead

Activities planned for FY25 and beyond include:

- Continuing our work on Aboriginal and Torres Strait Islander procurement as part of our RAP implementation activities.
- Further embedding requirements for supplier due diligence into our procurement processes and enhancing our capability to assess these.
- Rolling-out our updated contractor management framework across the business, including training and a program to monitor compliance with the requirements.

Our Financial Contributions

Our Socio-Economic Contributions

At IGO, we believe we are Making a Difference by safely, sustainably, and ethically delivering the battery minerals that are critical for the clean energy transition. The delivery of our business strategy allows us generate value, which we share with stakeholders such as our customers, employees, suppliers, governments and host communities.

FY24 progress

IGO is in a solid financial position with a strong balance sheet.

Continued to provide direct social contributions through payments to Ngadju People and corporate giving.

Continued to invest in innovation, research and development.

Shareholder dividends	**$537.7M**
Payments to employees	**$163.1M**
Taxes and payments to governments	**$131.2M**

UNCG PRINCIPLES

LABOUR

UNSDGs

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

UN SDG targets
8.2, 8.5, 10.2

Our progress and performance in FY24

In 2024, the quality of IGO's assets was highlighted by our strong financial and operating performance resulting in Group underlying EBITDA of $580.9M and underlying free cash flows of $713.2M, despite lower commodity prices, as supply outstripped demand in those markets.

IGO's full year profit of $2.8M was also impacted by non-cash impairments totalling $457.8M relating to our nickel portfolio.

IGO's Nickel Business, which comprises the Nova Operation, Forrestania Operation and Cosmos Project, faced a challenging year. Revenue from continuing operations of $841.3M decreased 18% year on year, reflecting lower year on year sales volumes and nickel prices.

At Nova, revenue of $539.1M led to a full year EBITDA result of $298.3M at an EBITDA margin of 55% (FY23: 62% margin). Nova's full year production of 20,806 tonnes finished this year slightly below revised guidance, while nickel cash costs of $3.99/lb were in line with the revised guidance range.

At Forrestania, full year production guidance was achieved with 7,571t of contained nickel produced, whilst cash costs of $12.11/lb finished the year above the revised guidance range. Underlying EBITDA of $15.2M was generated from revenue of $234.8M.

At Cosmos, sales revenue of $48.8M was generated in FY24 from 1,734t of payable nickel sales. Cosmos recorded a full year underlying EBITDA loss of $86.2M, with capital expenditure expensed as incurred from January 2024 following the decision to transition the site into care and maintenance.

IGO's Lithium Business delivered strong earnings and cash flows in FY24, with IGO's investment in TLEA generating a share of net profit of $552.6M on a 49% basis and dividends received of $761.4M.

At Greenbushes, annual spodumene production of 1.38Mt (100% basis) and cash costs of $330/t both finished within revised guidance, reflecting the position of Greenbushes as a Tier 1 hard-rock lithium asset.

At Kwinana, production output improved year on year, delivering total lithium hydroxide production of 3,508t on 100% basis (FY23: 1,884t), including 90% battery grade.

Further information on our FY24 financial performance is provided in the 2024 Annual Report at **www.igo.com.au.**

Our socio-economic contributions

IGO's solid financial position allows us to share the value we have created through the payment of taxes and royalties, the distribution of dividends, the provision of employment and procurement opportunities and other community support. We continue to support the local communities and host governments where our operations are located, and we seek to leave host communities in a better economic and social position than when we arrived.

Our socio-economic contributions to our stakeholders are outlined below.

Stakeholders	Value we share	FY24	Learn more
Our employees	Wages and salaries to employees	$163.1M	Learn more in the 'Our people' section on page 31.
Our suppliers	Payments to suppliers for goods and services	$832.0M	Learn more in the 'Responsible supply chain' section on page 97.
Governments	Payment of taxes, royalties, payments to governments	$131.2M	Learn more in our 2024 Tax Transparency Report at **www.igo.com.au.**
Host communities	Payments to Ngadju People	$3.9M	Learn more in the 'Working with communities' section on page 41.
	Corporate giving	$0.9M	
Our shareholders	Dividends to shareholders	$537.7M	Learn more in our 2024 Annual Report at **www.igo.com.au.**

For more information on our financial and socio-economic contributions, including our historical contributions, refer to the 2024 Annual Report and the 2024 Sustainability Databook at **www.igo.com.au.**

Investment in research, collaboration and innovation

Innovation, research and development are important investments to the continued success of our business. Collaboration with industry experts is a key driver on innovation and we seek to leverage industry associations and research groups such as the Future Battery Industries Collaborative Research Centre CRC and Electric Mine Consortium.

During FY24, we invested $9.3M into innovation, through the following projects:

- Future Battery Industries Cooperative Research Centre (FBICRC): IGO is a participant of the FBICRC, an independent centre where industry, government and researchers collaborate to create the tools, technologies and skills related to battery storage.
- Mt Goode Nickel Project – Pre-Feasibility Study: This work involved the study of alternative methods to improve metallurgical recovery of nickel contained in silicate form, present in the Mt Goode deposit.
- Downstream Nickel Project: This project is designed to understand the viability of constructing a less emissions-intensive downstream nickel sulphate refinery to produce materials for downstream renewable battery products.
- Cosmos Underground Electrification Study: This year, IGO completed the Cosmos Project Underground Fleet Electrification Study, in partnership with Perenti and ABB. The study assessed the feasibility of implementing a fully battery electric underground fleet. Further detail is available in the case study on page 57.

Looking ahead

As we look ahead to FY25, we seek to continue generating strong financial performance and sharing this value with our stakeholders.

Glossary

%	Percentage.
AASB	Australian Accounting Standards Board.
ACCU	Australian Carbon Credit Units.
AMEC	Association of Mining and Exploration Companies.
ASRS	Australian Sustainability Reporting Standards.
AusIMM	Australasian Institute of Mining and Metallurgy.
BESS	Battery Energy Storage Systems.
BEV	Battery Electric Vehicle.
Biodiversity	Within nature, biodiversity is the diversity of life on Earth, including the diversity of ecosystems species and genes.
Climate change	Climate change refers to a change in the state of the climate that can be identified by changes in the mean and/or the variability of its properties and that persists for an extended period, typically decades or longer.
Co	Cobalt.
CO_{2-e}	Carbon dioxide equivalent.
CoRE	Centre of Resource Excellence Learning Foundation.
Country	Country is the term used by Aboriginal and Torres Strait Islander peoples to describe the lands, waterways and seas to which they are connected. The term contains complex ideas about law, place, custom, language, spiritual belief, cultural practice, material sustenance, family and identity.
CSIRO	Commonwealth Scientific and Industrial Research Organisation.
Cu	Copper.
CY	Calendar year (1 January to 31 December).
DBCA	Department of Biodiversity, Conservation and Attractions.
DBS	Delithiated Beta Spodumene.
DEI	Diversity, Equity and Inclusion.
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety, Western Australia.
DJSI	Dow Jones Sustainability Index.
Downstream	The term downstream entities are based on the concept of a production chain that extends from the extraction of raw materials to the use of a good or service by an end-user. Downstream refers to those organisations that play a role in the distribution or use of goods and services provided by the reporting organisation, or, more generally, play a role in a later step in the production chain than the organisation itself.
DWER	Department of Water and Environmental Regulation, Western Australia.
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortisation - underlying EBITDA is a non-IFRS measure and comprises net profit or loss before finance costs, depreciation and amortisation and income tax, and after any earnings adjustment items, including asset impairments, gains/ or losses from the sale of subsidiaries and joint ventures, redundancy and restructuring costs, acquisition and transaction costs and foreign exchange and hedging gains/losses attributable to the acquisition of Tianqi.
ELT	Executive Leadership Team.
EMC	Electric Mine Consortium.
EMS	Environmental Management System.
Employees	Employees are paid directly by IGO.
ESG	Environment, Social and Governance.
EPA	Environmental Protection Authority, Western Australia.
EV	Electric Vehicle.
FBICRC	Future Battery Industries Cooperative Research Centre.
Free Cash Flow	Comprises Net Cash Flow from Operating activities and Net Cash Flow from Investing activities. Underlying adjustments exclude acquisition costs, proceeds from investment sales and payments for investment and mineral interests.
FPIC	Free Prior Informed Consent.
FY	Financial year or fiscal year (1 July to 30 June).
GHG	Greenhouse Gas - under the Australian Government National Greenhouse and Energy Reporting Act 2007 (NGER), greenhouse gases are the six groups of gases a reporting organisation report against, including: Carbon dioxide, Methane, Nitrous oxide, Sulphur hexafluoride, Hydrofluorocarbons of a kind specified in the NGER regulations, Perfluorocarbon of a kind specified in the NGER regulations.
GISTM	Global Industry Standard on Tailings Management.
GJ	Gigajoule.
Goal	Goal is an ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge.
GRI	Global Reporting Initiative is an independent international organisation which develops the GRI Sustainability Reporting Standards.
GWW	Great Western Woodlands.
ha	Hectares.
HPA	Heritage Protection Agreements.
ICMM	International Council on Mining and Metals.
IEA	International Energy Agency.
IGO	IGO Limited (the 'Company').

ICP	Internal Carbon Price.
IPCC	Intergovernmental Panel on Climate Change.
IRMA	Initiative for Responsible Mining Assurance.
ISSB	International Sustainability Standards Board.
JMS	Journey Management System.
JV	Joint Venture.
kg	Kilogram.
kL	Kilolitre.
kt	Kilotonne.
LFP	Lithium-iron-phosphate.
Li	Lithium.
LPG	Liquefied Petroleum Gas.
LTI	Lost Time Injury - an injury sustained by an employee, or contractor whilst at work which prevents the employee from completing any duties for a period of 1 or more calendar days, following the date of the incident.
LTIFR	Lost Time Injury Frequency Rate - the frequency rate for lost time injuries. It is calculated by the number of lost time injuries / total hours worked (workhours) x 1,000,000.
M	Million.
MADALAH	Making a Difference and Looking Ahead. MADALAH Limited is a not-for-profit organisation that offers secondary and tertiary education scholarships to Indigenous students from remote and regional communities.
Material topic	The GRI Universal Standards 2021 define 'material topics' as topics that represent an organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.
MBA	Master of Business Administration.
MCA	Minerals Council of Australia.
ML	Megalitre. One million metric litres.
MTI	Medical Treatment Injury - any work-related injury that requires treatment by Health Care Professional that does not result in lost time or restricted duty but is beyond first aid.
MTIFR	Medically treated injury frequency rate - the frequency rate for medically treated injuries. It is calculated by the number of MTI / total hours worked (workhours) x 1,000,000.
Mt	Million metric tonnes.
MW	Megawatt.
MWh	Megawatt hours.
Nature	Nature considers both the living (biodiversity) and non-living components (water, soil, air) of a well-functioning ecosystem – and includes ocean, land, freshwater and atmosphere,
Net zero	Net zero emissions are achieved when anthropogenic emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period. Net zero includes the use of carbon offsets as required. IGO have committed to the sole use of Australian Carbon Credit Units.
NGER	National Greenhouse and Energy Reporting - the NGER scheme is a single national framework for reporting and disseminating company information about greenhouse gas emissions, energy production, energy consumption, and other information specified under NGER legislation.
NGO	Non-government organisation.
NIST CSF	National Institute of Standards and Technology Cyber Security Framework.
NNTAC	Ngadju Native Title Aboriginal Corporation.
NRHPA	Ngadju Regional Heritage Protection Agreement.
Non-GHG emission	Emissions that are not GHG emissions. For the purpose of reporting in accordance with the National Pollutant Inventory, emission means the release of a substance to the environment, whether in pure form or contained in other matter, and whether in solid, liquid or gaseous form.
NPAT	Net Profit After Tax.
NPI	National Pollutant Inventory - a publicly available internet database of emissions and transfers of 93 substances from industrial facilities and diffuse sources in Australia.
Ni	Nickel.
OEL	Occupational Exposure Limit.
oz	Ounce.
PAF	Potentially acid forming.
RAP	Reconciliation Action Plan.
Recordable illness	Recordable illnesses are the sum of all new work-related disease cases that meet recording criteria during the reporting period, including Occupational Respiratory Disorders, Occupational Hearing Loss, Musculoskeletal Disorders, Occupational Cancers and other Occupational Medical Disorders.
Reporting period	One financial year, beginning 1 July and ending 30 June.
RCPs	Representative Concentration Pathways.
ROM pad	Run of Mine pad.
RWI	Restricted Work Injury - a work-related injury which results in the employee or contractor being unable to perform one or more of their routine functions for a full working day, from the calendar day after the injury occurred.
RWIFR	Restricted Work Injury Frequency Rate - the frequency rate for restricted work injuries. It is calculated by the number of RWI / total hours worked (workhours) x 1,000,000.

Glossary (continued)

SASB	Sustainability Accounting Standards Board. SASB Standards help companies disclose relevant sustainability information to their investors. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards.
SAQ	Self-Assessment Questionnaire.
Scope 1 emissions	Scope 1 emissions are a reporting organisation's direct GHG emissions as a result of activities that constitute a facility. Scope 1 emissions are associated with assets that the organisation owns or controls.
Scope 2 emissions	Scope 2 emissions are a reporting organisation's indirect emissions associated with activities that generate electricity, heating, cooling or steam that is consumed by a facility but that do not form part of the facility.
Scope 3 emissions	Scope 3 emissions are a reporting organisation's indirect emissions other than those covered in Scope 2. Scope 3 emissions are associated with assets that the organisation does not operate or control, but are emitted as a consequence of the activities that constitute a facility.
SF_6 Stock	Emissions of sulphur hexafluoride from gas insulated switch gear and circuit breaker applications.
SPI	Serious Potential Incident - incidents where the worst credible potential consequence is determined to be a fatality or permanently disabling injury, or a critical environmental or community impact.
Stakeholder	A person or group that is influenced by, or can influence, an organisation.
STEAM	Science, Technology, Engineering, Arts and Mathematics.
Sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
t	Metric tonnes.
TAC	Tjiwarl Aboriginal Corporation.
Target	Target is an intended outcome in which we have identified one or more pathways for delivery, subject to certain assumptions and conditions.
TCFD	Task Force on Climate-related Financial Disclosures.
TDS	Total Dissolved Solids.
Tianqi	Tianqi Lithium Corporation.
TLEA	Tianqi Lithium Energy Australia. IGO's investment in the TLEA Joint Venture formally commenced on 1 July 2021.
TLG	Teach Learn Grow.
TNFD	Taskforce on Nature-related Financial Disclosures.
TRI	Total recordable injuries - the sum of all new work-related injury cases that meet recording criteria during the reporting period, which include Medical Treatment Injuries, Restricted Work Injuries, Lost Time Injuries and Fatalities.
TRIFR	Total Recordable Injury Frequency Rate - the frequency rate for total recordable injuries. It is calculated by the number of total recordable injuries / total hours worked (workhours) x 1,000,000.
TSF	Tailings Storage Facility.
UN SDGs	United Nations Sustainable Development Goals.
UNGC	United Nations Global Compact.
VOCs	Volatile Organic Compounds.
VSLI	Visual Safety Leadership Interactions.
Waste rock	The sub-grade rock displaced during underground or surface mining operations.
Water consumption	Water consumption is defined by the ICMM as all 'Other' water (input and other managed water as per MCA Water Accounting Framework) that is removed by evaporation, entrainment (in product of waste) or other losses, and not returned back to surface water, groundwater, sea water or a third party.
Water discharge	Also referred to as 'operational outputs'. Water that is removed (discharged, consumed, used or lost) from the operational facility after it has been used for a task.
Water withdrawal	Also referred to as 'operational inputs'. Sum of all water drawn from surface water, groundwater, seawater, or a third party that enters the operational facility for use in a task over the course of the reporting period.
Western Areas	IGO acquired Western Areas Limited on 20 June 2022.
WGEA	Workplace Gender Equality Agency.
Workforce	Workforce includes both employees and contractors.

Company Information

Company details IGO Limited

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Stock exchange listing

IGO Limited is listed on Australian Securities Exchange (ASX: IGO). The Company has been listed since 17 January 2002, having traded as Independence Gold NL from 17 January 2002 to 19 December 2003, Independence Group NL from 19 December 2003 until 17 January 2020 and IGO Limited since 17 January 2020.

Featured on cover

Martin
Senior Geotechnical Engineer
Nova

Sarah
Mine Geologist
Nova

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