



#### STRATEGY DAY PRESENTATION

IGO Limited (ASX: IGO) (**IGO** or the **Company**) is pleased to attach presentation materials which will be used at a Strategy Day event being held this weekend in conjunction with site visits to the Kwinana Lithium Refinery (Kwinana) and Greenbushes Lithium Operation (Greenbushes).

The presentation attached to this notification covers a general strategic update for IGO, and includes information relating to our nickel and lithium businesses, recent financial performance, our plans for exploration and discovery as well as an overview of our people, culture and sustainability programs.

Presentation materials relating to the site visits to Kwinana and Greenbushes have been released in separate ASX announcements today.

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

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# IGO Limited 2022 Strategy Day Presentation

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30 July 2022

### **Cautionary Statements & Disclaimer**

- This presentation has been prepared by IGO Limited ("IGO") (ABN 46 092 786 304). It should not be considered as an offer or invitation to subscribe for or purchase any securities in IGO
  or as an inducement to make an offer or invitation with respect to those securities in any jurisdiction.
- This presentation contains general summary information about IGO. The information, opinions or conclusions expressed in the course of this presentation should be read in conjunction
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  made in relation to the fairness, accuracy or completeness of the information, opinions and conclusions expressed in this presentation.
- This presentation includes forward looking information regarding future events, conditions, circumstances and the future financial performance of IGO. Often, but not always, forward looking statements can be identified by the use of forward-looking words such as "may", "will", "expect", "intend", "plan", "estimate", "anticipate", "continue" and "guidance", or other similar words and may include statements regarding plans, strategies and objectives of management, anticipated production or construction commencement dates and expected costs or 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, which may cause actual results and developments to differ materially from those expressed or implied. Further details of these risks are set out below. All references to future production and production guidance made in relation to IGO are subject to the completion of all necessary feasibility studies, permit applications and approvals, construction, financing arrangements and access to the necessary infrastructure. Where such a reference is made, it should be read subject to this paragraph and in conjunction with further information about the Mineral Resources and Ore Reserves, as well as any Competent Persons' Statements included in periodic and continuous disclosure announcements lodged with the ASX. Forward looking statements in this presentation only apply at the date of issue. Subject to any continuing obligations under applicable law or any relevant stock exchange listing rules, in providing this information IGO does not undertake any obligation to publicly update or revise any of the forward-looking statements or to advise of any change in events, conditions or circumstances on which any such statement is based.
- There are a number of risks specific to IGO and of a general nature which may affect the future operating and financial performance of IGO and the value of an investment in IGO including and not limited to economic conditions, stock market fluctuations, commodity demand and price movements, access to infrastructure, timing of environmental approvals, regulatory risks, operational risks, reliance on key personnel, reserve and resource estimations, native title and title risks, foreign currency fluctuations and mining development, construction and commissioning risk. The production guidance in this presentation is subject to risks specific to IGO and of a general nature which may affect the future operating and financial performance of IGO.
- Quarterly Financial Results are unaudited. All currency amounts are in Australian Dollars unless otherwise noted. Net Cash is cash balance less outstanding debt, Net Debt is outstanding debt less cash balances.
- Nickel cash costs are reported inclusive of royalties and after by-product credits on a per unit of payable metal basis, unless otherwise stated. Lithium cash costs are reported as COGS (cash costs of goods sold) per tonne sold and is inclusive of ore mining costs, processing, general and administrative, selling & marketing, inventory movements and royalty expense.
- Underlying EBITDA is a non-IFRS measure and comprises net profit or loss after tax, adjusted to exclude income tax expense, finance costs, interest income, asset impairments, gain/loss
  on sale of subsidiary and Tropicana, redundancy and restructuring costs, depreciation and amortisation, once-off transaction costs, and foreign exchange and hedging gains/losses
  attributable to the acquisition of Tianqi.
- 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 including Tropicana, and payments for investments and mineral interests.
- IGO has a 49% interest in Tianqi Lithium Energy Australia Pty Ltd (TLEA) and therefore, as a non-controlling shareholder, recognises its share of Net Profit After Tax of TLEA in its consolidated financials. As such, IGO has provided additional information on the operating, financial and expansion activities at both Greenbushes and the Kwinana Refinery which reflects IGO's understanding of those operating, financial and expansion activities based on information provided to IGO by TLEA.

# **Our Business**

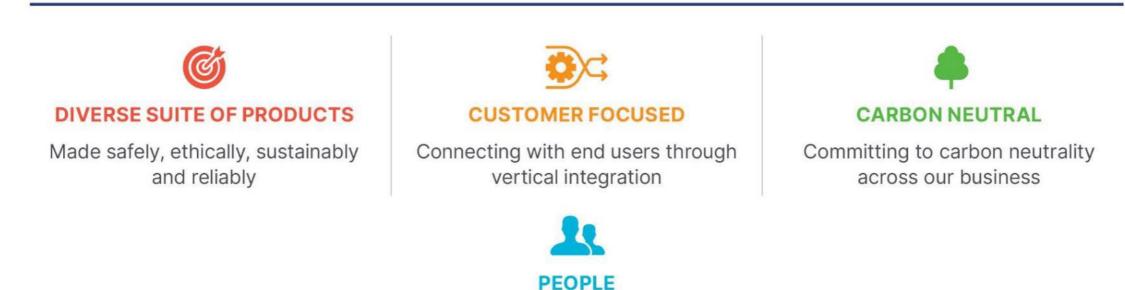
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### **Our Strategy**

Our Purpose of Making a Difference has underpinned our strategy



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



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

### **Our Values**

#### **Embody the IGO Purpose of Making a Difference**











#### See beyond

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

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

#### lgnite 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.

#### Never stand still

We are bold, adventurous and excited for the future.

We imagine new opportunities and seek new horizons.

# Run through the sprinklers

We find the fun in what we do.

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



# Be better together

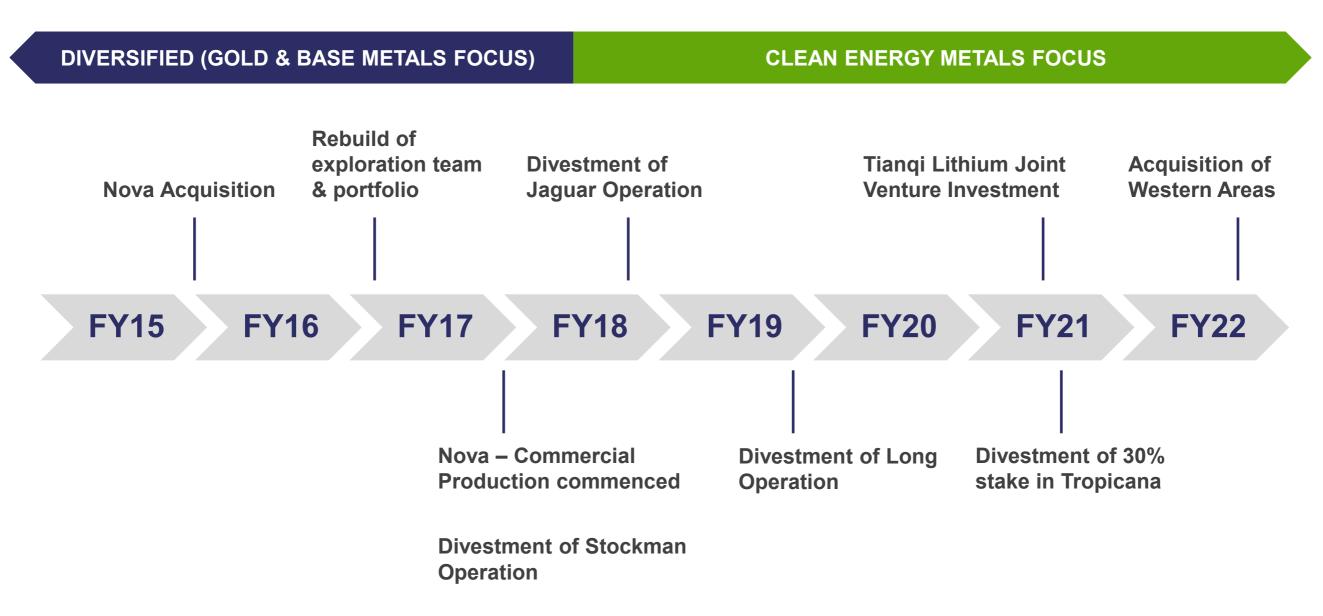
We empower, support and respect each other.

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

### **Our Transformation Journey**

Aligned our portfolio to benefit from the clean energy revolution





### **Our Portfolio Transformation**

#### Key transactions have delivered a 100% clean energy metals focused portfolio





### **Our Portfolio**

#### Diverse, Australian based clean energy metals portfolio with a pipeline of growth

Production	<ul> <li>Nova (Ni, Cu, Co)</li> <li>Forrestania (Ni)</li> <li>Greenbushes (Li2O)</li> <li>Kwinana (LiOH)</li> </ul>	EXISTING OPERATIONS EXPLORATION PROJECTS TIANQI JV ASSETS FEASIBILITY STUDY
Development	<ul> <li>Cosmos</li> <li>Greenbushes (Expansion)</li> <li>Kwinana (Train 2)</li> </ul>	KIMBERLEY IGO 100% and various JVs
Feasibility	<ul><li>Silver Knight</li><li>Downstream Nickel Sulphate</li></ul>	PATERSON IGO 100% and various JVs IGO 100% IGO 100% IGO 100% LAKE MACKAY
Scoping/Prefeasibility	Mt Goode	COSMOS (Ni) IGO 100% SILVER KNIGHT (SULPHIDE)
Advanced Exploration	<ul><li>Silver Knight</li><li>Fraser Range</li></ul>	IGO 100% KWINANA (LIOH) IGO 49% PERTH GREENBUSHES (Li_0) IGO 24.99%
Generative Exploration	<ul><li>Paterson</li><li>Broken Hill</li><li>Kimberley</li></ul>	GREENBUSHES       IGO up to 100%         IGO up to 100%       IGO 100% and various JVs         IGO 100%       NOVA (Ni-Cu-Co)         IGO 100%       IGO 100%         FORRESTANIA (Ni)       IGO 100%

### **Our focus on ESG**

#### Continued our commitment to leading performance and reporting





## **Strategic Priorities for FY23**

Leveraging our expanded platform for growth



Effectively integrate Cosmos and Forrestania portfolio into IGO

- Implement people and culture programs
- Deliver Cosmos development
- Offtake renegotiation
- Leverage operational synergies

Leverage the growth opportunity within our lithium business

- Support and collaborate with our partners
- Greenbushes CGP3 expansion
- Kwinana Train 2 construction



- Continue to prosecute high priority targets across the portfolio
- Expand our exploration focus to include lithium

# Maintain our focus on people and sustainability



- levels of engagement, safety and alignment with our values
- Accelerate our response to climate change

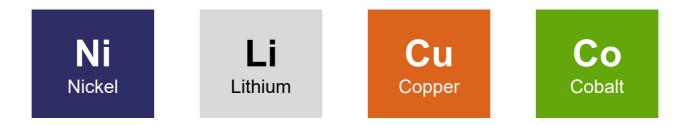
## **Market Overview**

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### **Supplying Products Critical to Clean Energy**

Focused on delivering products that will enable electrification and decarbonisation





#### Upstream mining and downstream processing



Electrification of Transport



Renewable Energy Storage

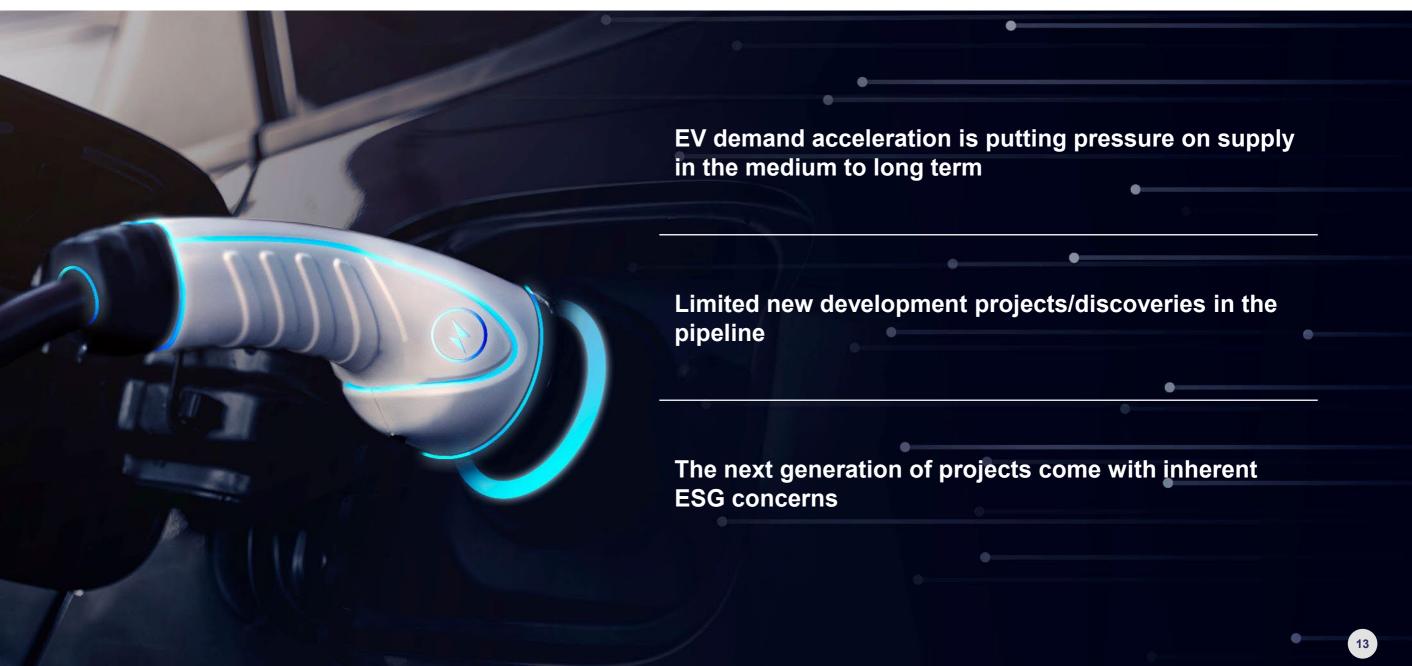


Renewable Energy Generation

### **Nickel and Lithium**

Key beneficiaries of an electrified future

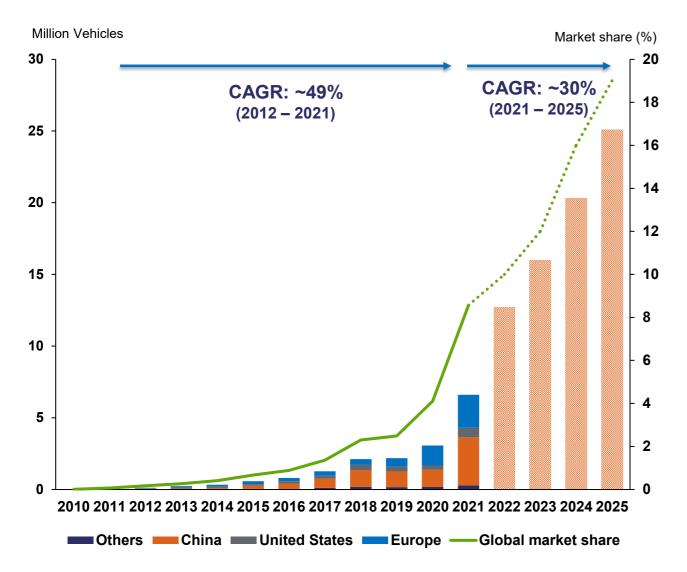




#### **Electric Vehicle Demand**

#### Demand growth accelerating rapidly

#### **Global Electric Vehicle Sales & Market Share**<sup>1</sup>



#### EV sales doubled from 2020 to 2021 to 8.6M units

# EV battery demand running ahead of raw material supply

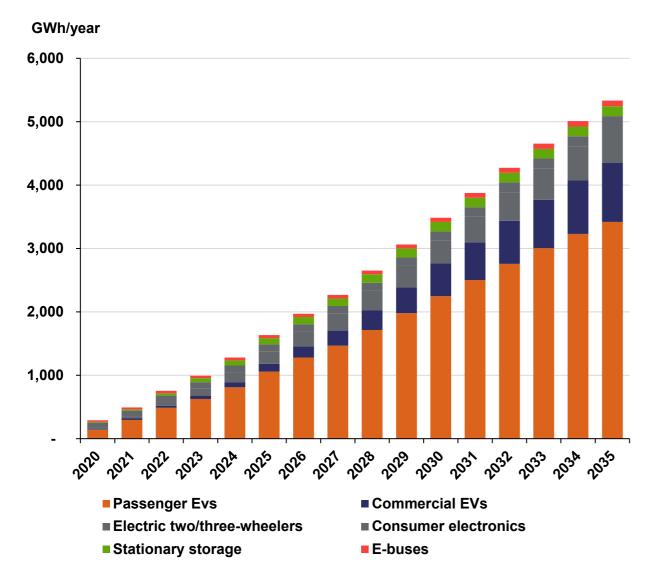
OEMs seeking to underpin production capability via upstream supply deals (Tesla, BMW, VW)



### **Lithium-ion Battery Demand**

#### The electrification of transport is driving significant new metal demand





#### Lithium-ion Battery demand outlook – by application<sup>1</sup>

#### 10 9 8 7 6 5 4 3 2 2020 2022e 2024e 2026e 2028e 2030e Cobalt Nickel Lithium Copper

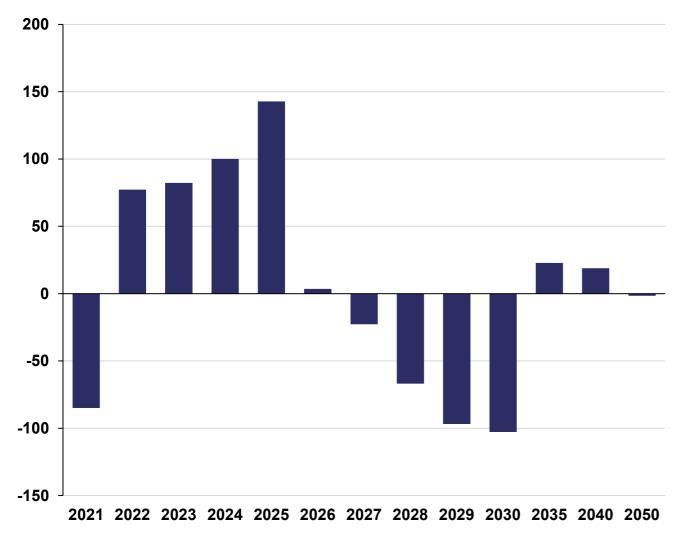
Lithium-ion battery metal demand outlook<sup>2</sup>

Million metric tons



### Nickel

#### Near term surplus transitions quickly into deficits



#### Primary Nickel Supply/Demand Balance<sup>1</sup>

1. Source: Wood Mackenzie – Global Nickel strategic planning outlook to 2050 (June 2022). The data and Information provided by Wood Mackenzie should not be interpreted as advice and you should not rely on it for any purpose. You may not copy or use this data and Information except as expressly permitted by Wood Mackenzie in writing. To the fullest extent permitted by law, Wood Mackenzie accepts no responsibility for your use of this data and information except as specified in a written agreement you have entered into with Wood Mackenzie for the provision of such of such data and Information



Near term Indonesian supply increases will drive surplus until 2025

New nickel supply needed from ~2026 as EV demand accelerates in excess of supply

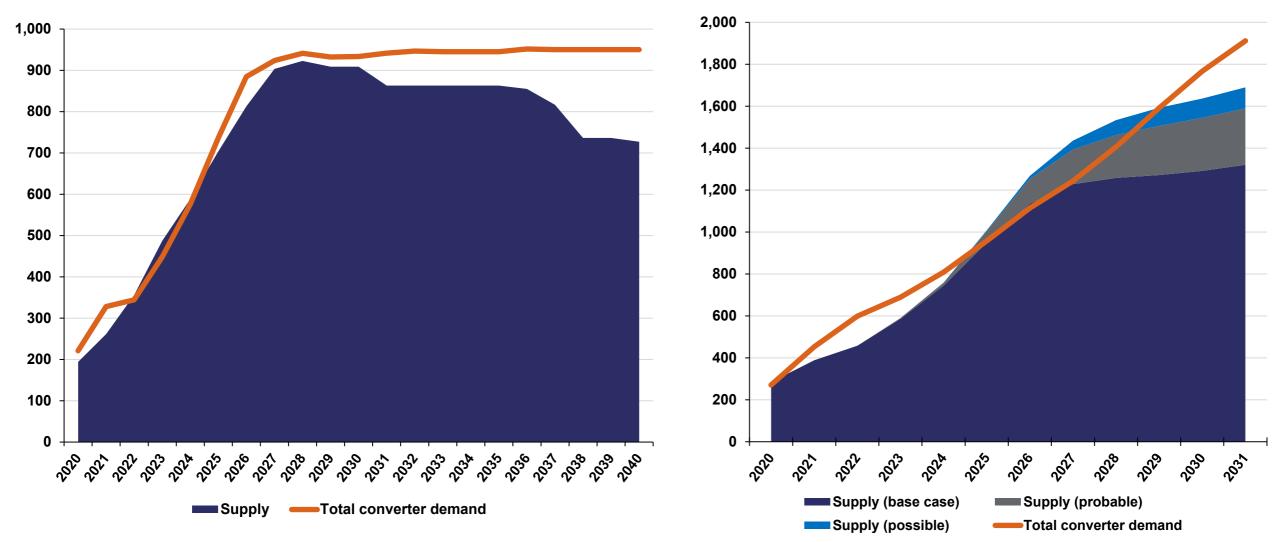
1.5Mt nickel needed from <u>new resources</u> by 2050 (Wood Mackenzie)

### Lithium

#### Market deficits expected to continue to support higher pricing

Spodumene Market Balance<sup>1</sup> (kt LCE)





#### Forecast refined lithium battery-grade balance (kt LCE)<sup>2</sup>

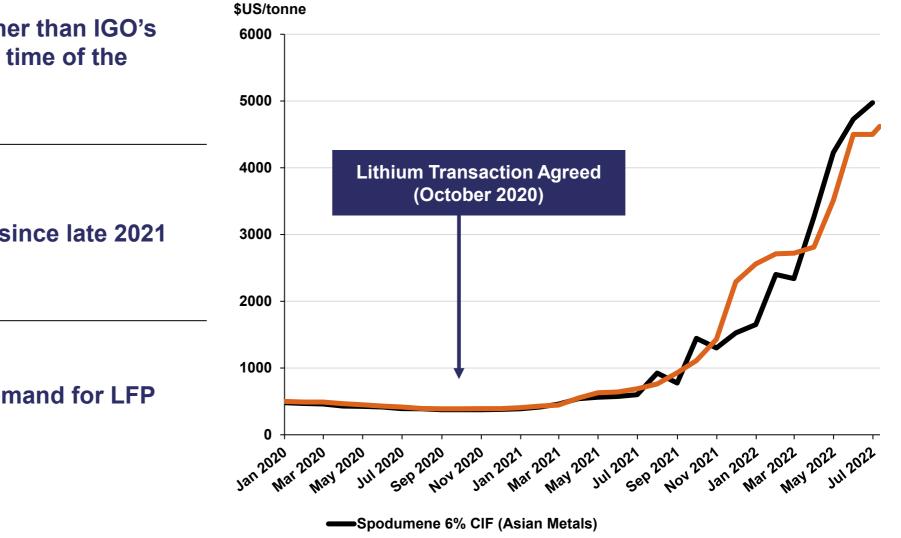
Source: Wood MacKenzie – Global lithium long-term outlook Q2 2022. The data and Information provided by Wood Mackenzie should not be interpreted as advice and you should not rely on it for any purpose. You may not copy or use this data and Information except as expressly permitted by Wood Mackenzie in writing. To the fullest extent permitted by law, Wood Mackenzie accepts no responsibility for your use of this data and information except as specified in a written agreement you have entered into with Wood Mackenzie for the provision of such of such data and Information

## **Lithium Pricing**

#### **Recent lithium price movements have been significant**



Spodumene Concentrate Price<sup>1</sup>



—Spodumene 6% FOB Australia (Benchmark Mineral Intelligence)

Recent spot pricing is > 8x higher than IGO's assumed long term price at the time of the Tianiqi JV agreement

Sustained increases in pricing since late 2021

Pricing supported by strong demand for LFP battery technology in China

# **Financial Summary**

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### **4Q22 Financial Results**

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#### **Operational performance from Nova and Greenbushes delivered a strong finish to FY22**

	Units	4Q22 <sup>1</sup>	3Q22 <sup>1</sup>	QoQ <sup>1</sup>	FY22
Sales Revenue	A\$M	277.9	245.5	<b>▲</b> 13%	900.6
Underlying EBITDA <sup>2</sup>	A\$M	258.4	232.6	<b>▲</b> 11%	716.9
Net Profit After Tax	A\$M	107.2	133.0	▼ 19%	330.9
Net Cash from Operating Activities	A\$M	231.6	(78.0)	▲ 397%	357.1
Underlying Free Cash Flow <sup>3</sup>	A\$M	209.8	(82.5)	▲ 354%	312.1
Cash & Net Cash	A\$M	(532.9)	440.2	N/A	(532.9)

- Sales revenue growth driven by higher nickel prices
- Underlying EBITDA benefited from record earnings from Nova, increased share of TLEA profit of A\$102M (3Q22: A\$60.5M) offset by A\$23.6M in negative revaluation of investments
- A\$70.7M cash received as first dividend from TLEA combined with strong cash flow from Nova delivered an excellent free cash result
- Post Western Areas acquisition completion, IGO has net debt of A\$533M

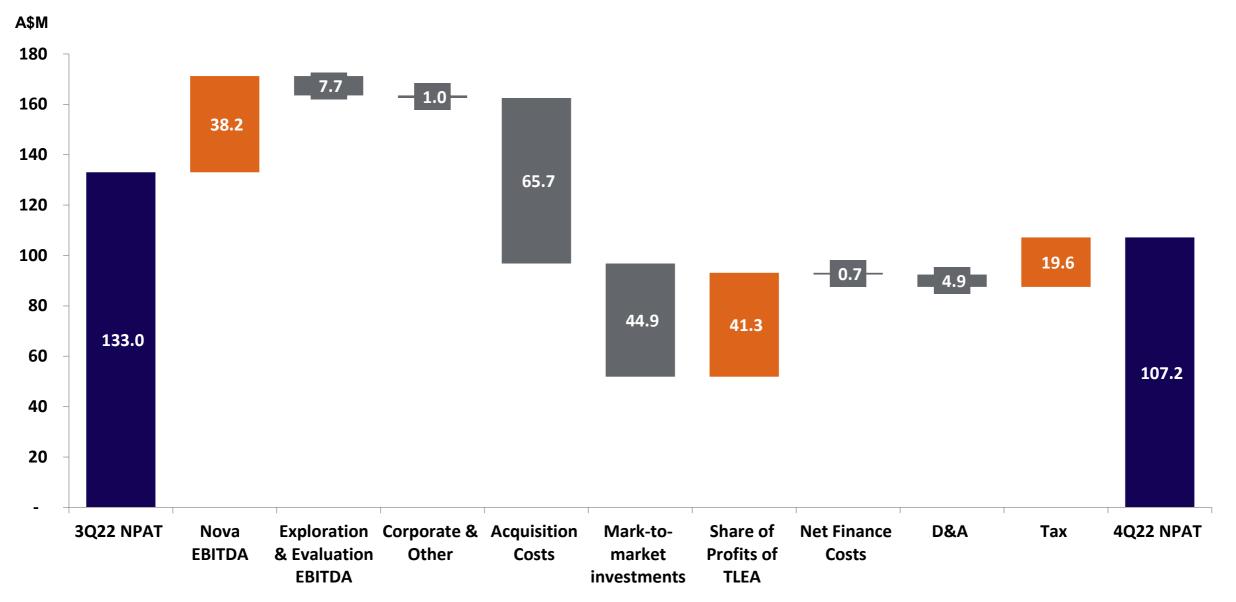
<sup>1. 4</sup>Q22 is the three months ending 30 June 2022 and 3Q22 is the three months ending 31 March 2022, QoQ is Quarter on Quarter.

<sup>2.</sup> Underlying EBITDA is a non-IFRS measure (refer to Disclaimer page) and includes IGO's share of net profit from TLEA.

<sup>3.</sup> Free Cash Flow comprises Net Cash Flow from Operating Activities and Net Cash Flow from Investing Activities. Refer to Disclaimer page for "Underlying" adjustments.

### **4Q22 NPAT Reconciliation**

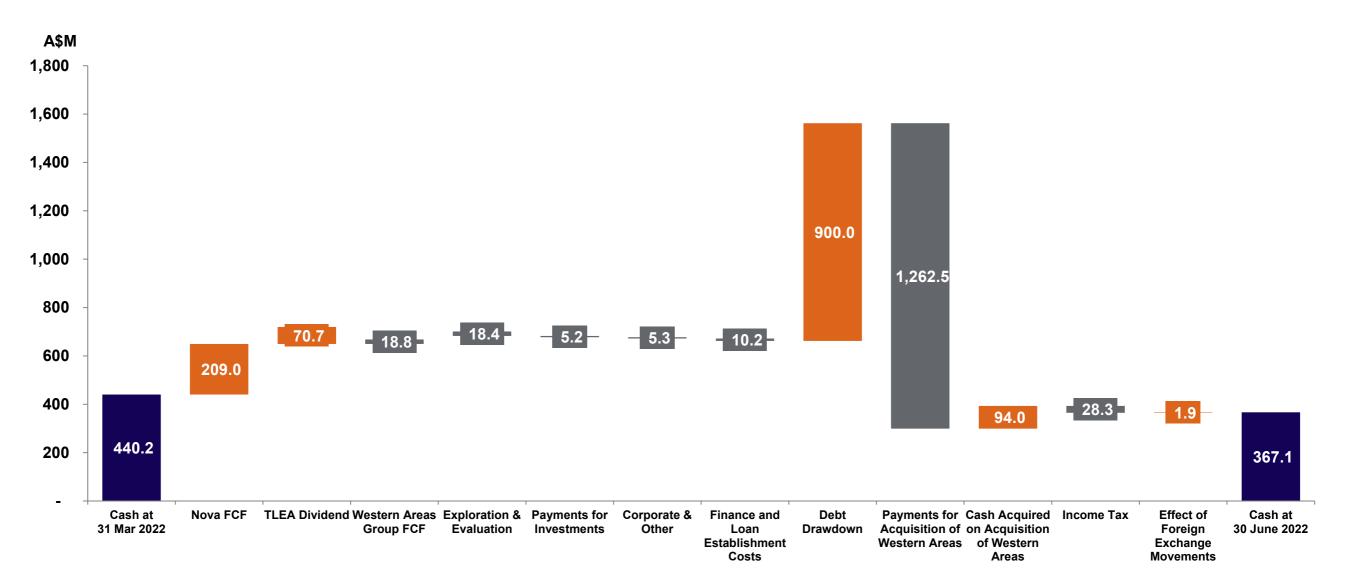
#### Expected Western Areas transaction related costs drove QoQ decrease in NPAT result





### **4Q22 Cash Flow Reconciliation**

Net debt of A\$533M following Western Areas acquisition





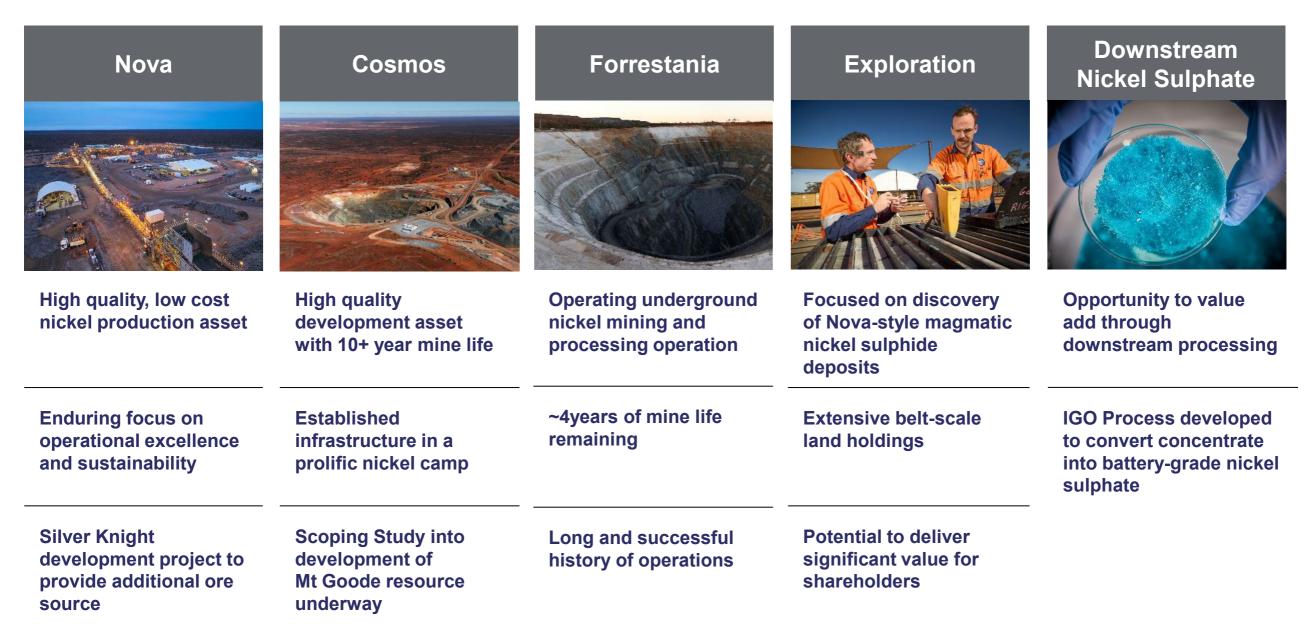
## **Our Nickel Business**

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### **Our Nickel Business**

#### Quality portfolio of production, development & exploration assets with downstream potential





### **Nova Nickel Operation**

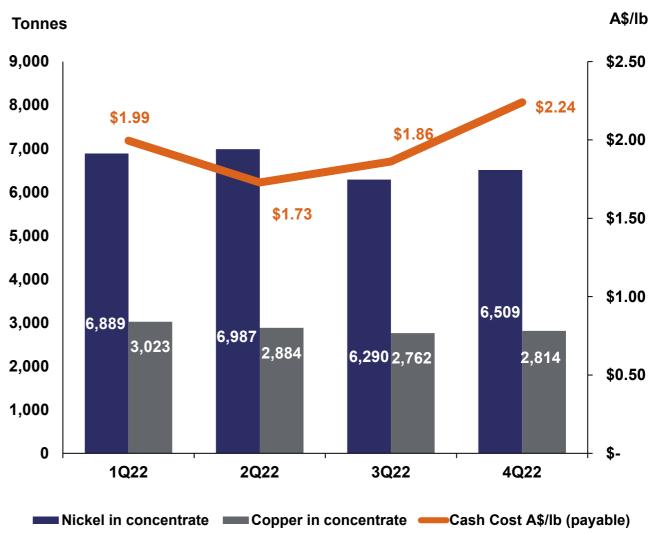
#### **Consistent operational and financial performance over FY22**



FY22 nickel production within guidance; cash costs below guidance Stronger nickel prices delivering excellent financial returns

4Q22 EBITDA:	A\$210M
4Q22 EBITDA margin:	75%
FY22 EBITDA:	A\$631M
FY22 EBITDA margin:	70%

**Nova Production & Cash Costs** 



### **Nova Nickel Operation**

Multiple opportunities to optimize and maximise value





#### Delivered ~\$A5M savings to operating cost in FY22

# Continued focus for FY23 with numerous business improvement programs in place including:

- Solar farm extension + battery system
- Multiple static storage battery trials with different battery chemistries
- Use of TLEA Alumino Silicate bi-product (TAS) as a replacement to our current binder in paste. First active stope trial planned for Jan 2023 (saving ~\$2-3Mpa)
- Underground EVs
- Upgraded water treatment plant
- Operational synergies with Cosmos and Forrestania

## **Silver Knight**

#### **Development project to deliver additional feed to Nova**

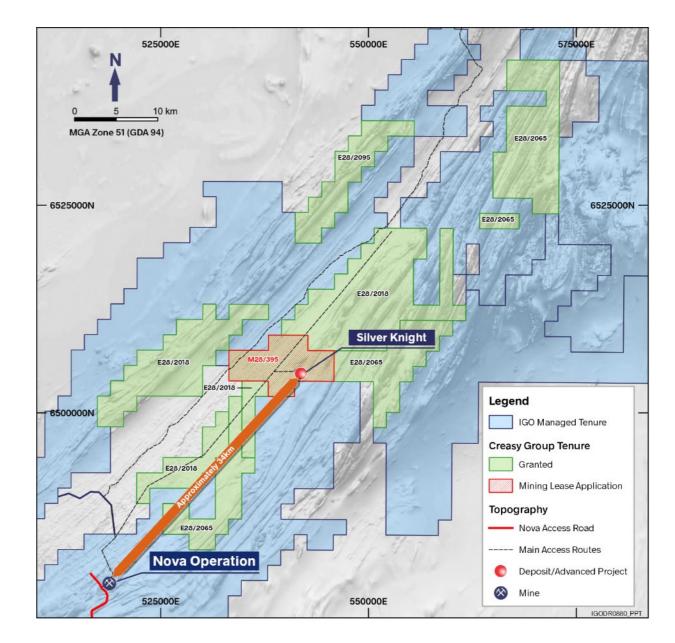


Feasibility Study underway to assess Silver Knight as secondary (open-pit) ore source for Nova

Infill and extension RC drilling program completed during 4Q22 to support the Feasibility Study

Planning underway for exploration programs around Silver Knight

Feasibility Study expected to complete by September 2023



### **Forrestania Nickel Operation**

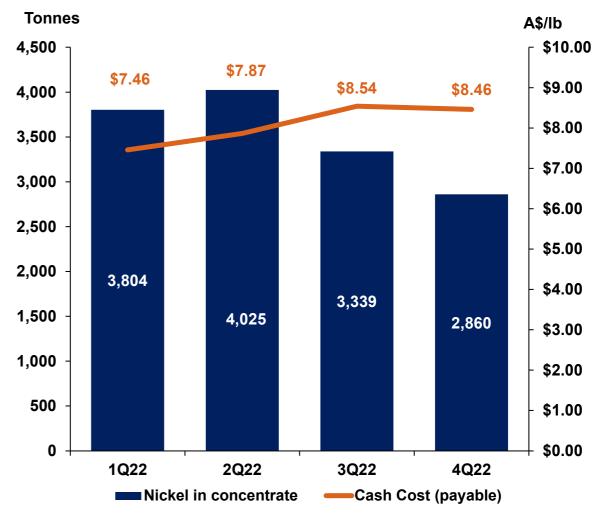
#### 4Q22 production impacted by COVID-19 related absenteeism



Lower volumes of high-grade ore mined during June Quarter due to COVID-19

Nickel recoveries maintained at 84.8% during 4Q22

4Q22 Sales Revenue to WSA account was 35% lower than 3Q22 on account of lower sale volume, lower realised price and revaluation of prior quarter receivables



#### Forrestania Production & Cash Costs

### **Forrestania Nickel Operation**

Assess further nickel and lithium upside until closure in FY25



Optimise and maximise cashflow and profitability over remaining mine life

Opportunity to leverage some learnings and practices from Nova

Opportunity for synergies between Nova and Forrestania to reduce issues with arsenic in concentrate

Systematic review of the Forrestania tenement package to understand potential for further nickel, lithium, and gold discovery



Cosmos

#### IGO completing Cosmos development optimisation strategy and plan

First concentrate production deferred from late 2022 to mid-2023

#### Deferral will provide additional time to:

- Ensure shaft completion
- Complete more mine development to enable multiple ore sources
- Expansion of process plant build from 0.75Mtpa to 1.1Mtpa

Fully costed plan to be completed and communicated to the market by October 2022

Strategy delivers more robust and resilient mine plan in earlier years of mine and better overall project returns





### **Cosmos Nickel Operation**

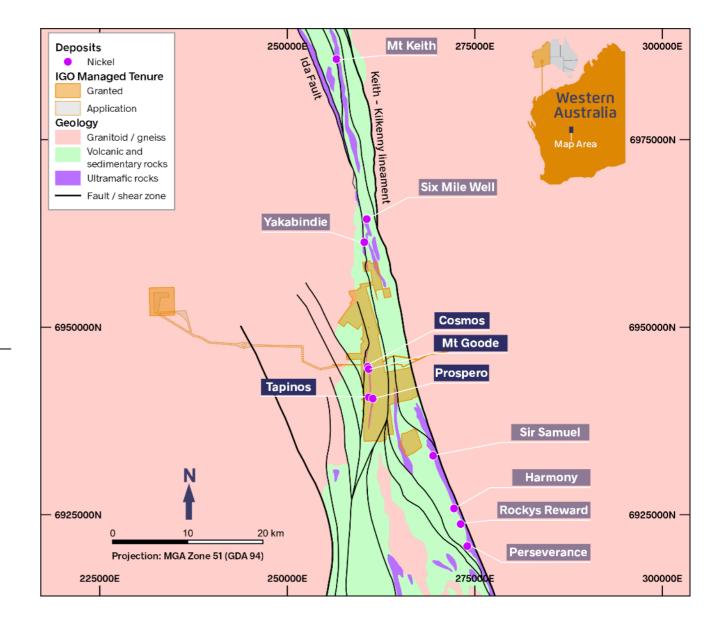
#### **Unlocking further upside from Cosmos tenements**



#### Mt Goode Deposit

- Large, low-grade disseminated nickel sulphide ore body
- Potential open pit mining operation
- Scoping Study ongoing, expected completion by mid-2023

Highly prospective underground and brownfields exploration targets including Odysseus Massive, Penelope, Neptune and Anomaly 3



### **Nickel Operations**

FY23 Guidance



	Nickel <sup>1</sup>	Copper	Cobalt	Cash Costs <sup>2</sup>	Capex <sup>3</sup>
Nova	24 - 27kt	11 - 12kt	0.9 - 1.0kt	2.60 - 3.00/lb	19 - 26
Forrestania	10.5 - 12.5kt	-	-	7.50 - 8.50/lb	11 - 12
Total	34.5 - 39.5kt	11 - 12kt	0.9 - 1.0kt	4.10 - 4.70/lb	28 - 38

#### Note:

FY23 guidance for Cosmos to be provided in October 2022 once development optimisation strategy and plan are completed

1. Contained nickel in concentrate

2. Cash costs are inclusive of notional offsite unit costs of production and royalties, and are expressed as A\$ per unit of nickel payable pound

3. Capex in A\$M includes all Development, Sustaining & Improvement capex

### **Downstream Processing**

A disruptive process designed to convert nickel sulphide concentrate into nickel sulphate



Assessing opportunity for downstream processing in conjunction with Wyloo Metals

Feasibility Study has commenced with outcomes expected by 2024

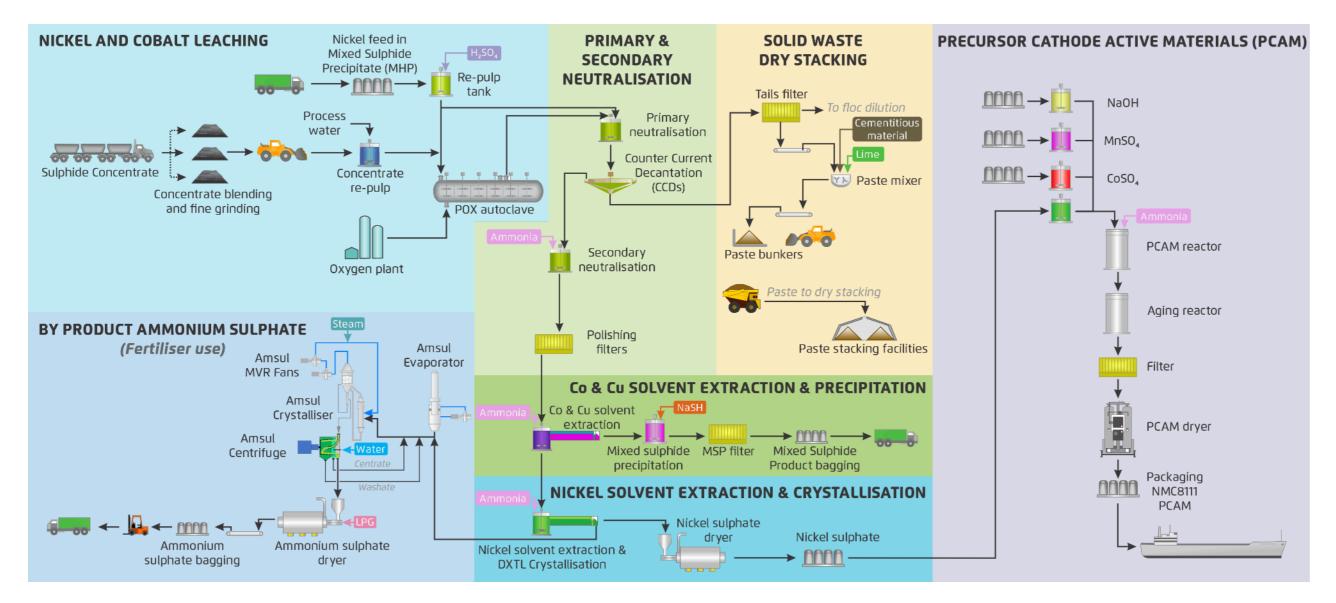
Significant opportunity to increase customer connectivity and capture value



#### **Downstream Processing**

#### A low cost, low emission, low waste process flow sheet





## **Our Lithium Business**

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### **Our Lithium Business**

#### **Building a global and integrated lithium business**



Greenbushes Mine TLEA 51% (IGO:25%)



Kwinana Refinery TLEA 100% (IGO:49%)



World's lowest cost and highest-grade hard rock lithium mine Australia's first fully automated LiOH plant

Strong relationships with leading battery manufacturers

**Product Marketing** 

Exploration



Collaborating with joint venture partners to pursue exploration opportunities

20+ year mine life

Designed to produce battery grade lithium hydroxide

IGO benefiting from improved visibility of end customers

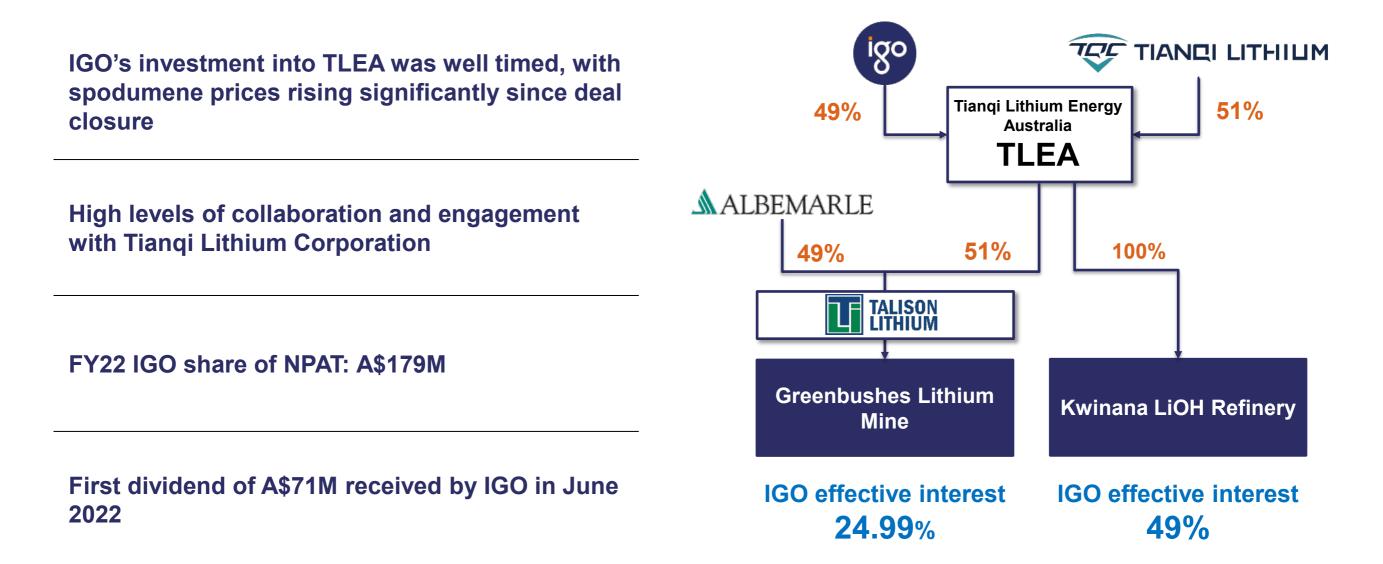
Spodumene production capacity expanding rapidly

Train 1 production fully contracted to global customers

## **Tianqi Lithium Energy Australia**

Exclusive global (ex-China) joint venture to explore lithium opportunities





### **Greenbushes Lithium Operation**

#### Expanding concentrate production capacity to meet demand

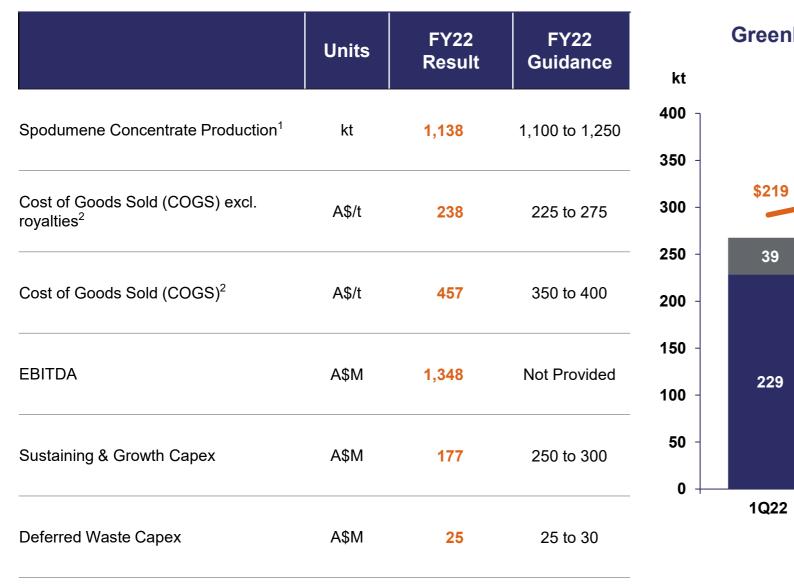




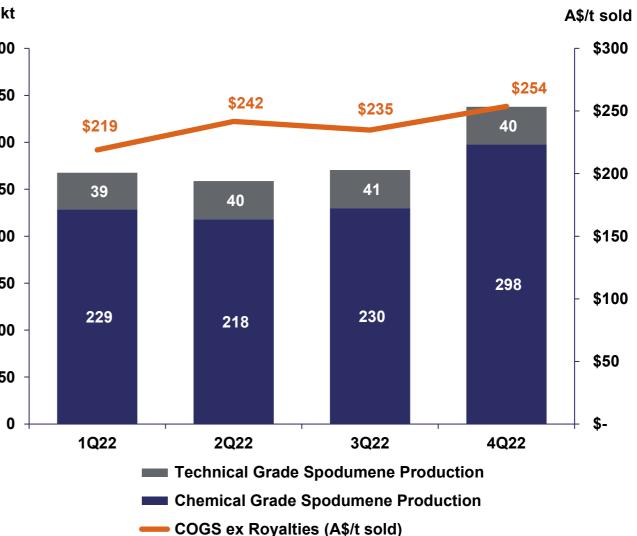
### **Greenbushes Lithium Operation**

#### Strong ramp up of operations over FY22 delivered production and cost within guidance





#### **Greenbushes Production and Cost of Goods Sold**



1. 100% attributable Greenbushes production, including both technical grade and chemical grade spodumene concentrate.

2. COGS is IGO's estimate of cost of goods sold and is inclusive of ore mining costs, processing, general and administrative, selling & marketing, inventory movements and royalty expense.

## **Kwinana Lithium Hydroxide Refinery**

Australia's first fully-automated lithium hydroxide refinery

**Converts spodumene concentrate from Greenbushes** into battery grade lithium hydroxide

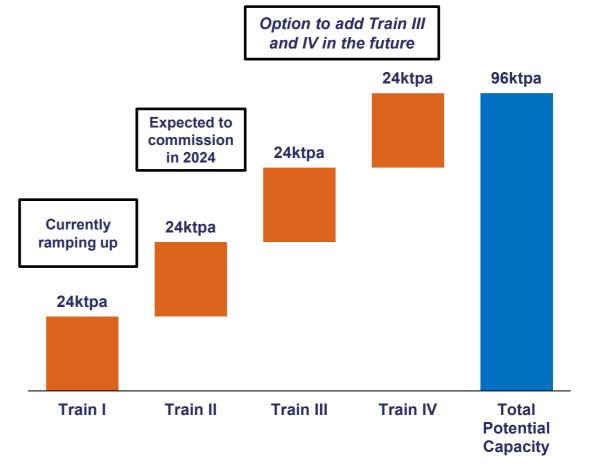
First battery grade lithium hydroxide produced from Train 1 in May 2022, currently ramping up

Product qualification process has commenced with offtake customers – expected to take ~6 months

Train 2 FID for construction recommencement expected in 1H23, with commissioning in early 2025



#### Lithium Hydroxide Production Capacity (ktpa) (100%)



Presentation" - 9 December 2020

### **Financial Summary**

#### FY22 was the first year of IGO's investment in the TLEA JV



	1Q22	2Q22	3Q22	4Q22	FY22
Greenbushes Revenue/Expense Summary (100%):					
Sales Revenue (A\$M)	240	222	546	867	1,880
EBITDA (A\$M)	148	123	428	650	1,349
Exploration (A\$M)	1	1	1	2	5
Sustaining & Improvement Capex (A\$M)	37	36	43	60	177
Cash Cost of Goods Sold (A\$/t) excluding royalties <sup>1</sup>	220	242	235	254	238
Cash Cost of Goods Sold (A\$/t) <sup>1</sup>	310	388	476	618	457
Kwinana Revenue/Expense Summary (100%):					
Sales Revenue (A\$M)	Not in Commercial Production				
EBITDA (A\$M)	(12)	(9)	(17)	(3)	(41)
Sustaining & Improvement Capex (A\$M)	17	15	7	19	57
AISC (A\$/t)	Not in Commercial Production				

WA State Government Royalty at Greenbushes: 5%

1. COGS is IGO's estimate of cost of goods sold and is inclusive of ore mining costs, processing, general and administrative, selling & marketing, inventory movements and royalty expense.

### **Lithium Joint Venture**

#### **Dividend and Accounting Information**



A\$M 1,600 Greenbushes Kwinana 1,400 1,200 1,000 800 1,349 600 (667) 890 400 (39) (29) 18 200 (35) 177 (200) Kwinana 51% OEI Greenbushes 75% OEI Finance costs & other Tax expense [30%] Greenbushes NPAT Tax expense (30%) EBITDA FY22 kwinana NPAT PPA amortisation EBITDA FV22 FY22 NPAT

#### **Dividends**

Quarterly distributions from Greenbushes and TLEA

Dividends from TLEA expected to be franked, enabling IGO to pass on franking credits to its shareholders

First fully franked dividend paid to IGO in June 2022: A\$70.7M

1. Based on NPAT, not EBITDA

#### **FY22 EBITDA - NPAT Reconciliation**

# **Lithium Operations**

#### FY23 Guidance



		FY23 Guidance		
Greenbushes Lithium Mine				
Spodumene Production (100%)	kt	1,350 to 1,450		
Cost of Goods Sold (ex-royalties)	A\$/t	225 to 275		
Capex (Sustaining, Improvement and deferred waste)	A\$M	420 to 480		
Kwinana Lithium Hydroxide Refinery				
Lithium Hydroxide Production (100%)	kt	Production and cash cost guidance will be		
Cost of Goods Sold	\$/t	provided after the operation has reached commercial production		
Sustaining & Improvement capex	A\$M	15 to 20 <sup>1</sup>		

# **Exploration and Discovery**

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## **Exploration**

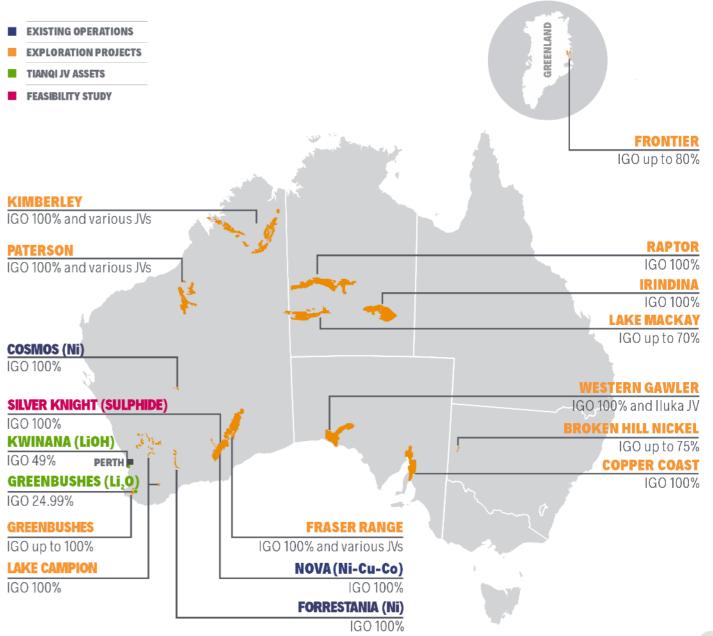
#### Retained our commitment to exploration and discovery in FY23



A\$75M budgeted exploration expenditure across the expanded portfolio

Key priorities include:

- Drilling nickel targets around Nova and Silver Knight, including Silver Knight South
- Drilling nickel targets around Forrestania
- Progressing target definition and testing at Paterson and Kimberley Projects
- Commencing lithium exploration around Greenbushes



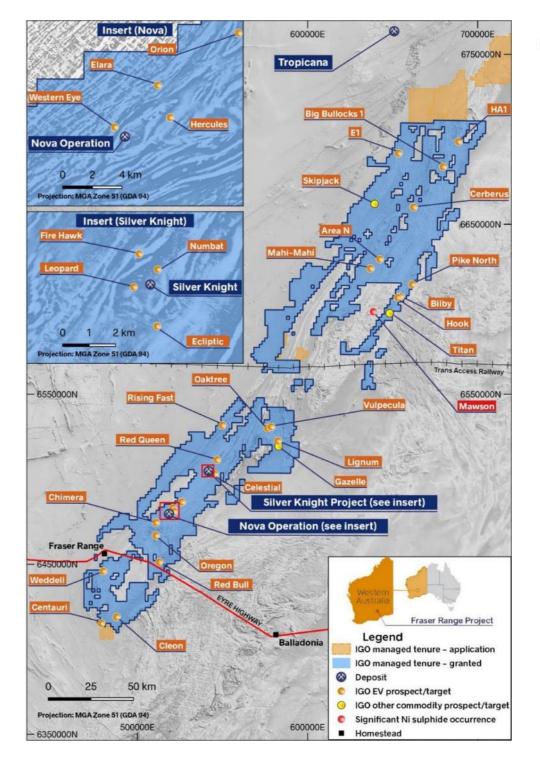
### **Near Nova and Fraser Range**

#### High levels of drilling activity underway

Focused on the discovery of Nova and Silver Knight style magmatic Ni-Cu-Co sulphide deposits

Mafic-ultramafic rocks continue to be encountered in most drill holes, several host some form of magmatic sulphides

Targeted air-core and moving-loop electromagnetic programs ongoing to identify and define new prospective intrusions and mineralisation





### **Paterson Project**

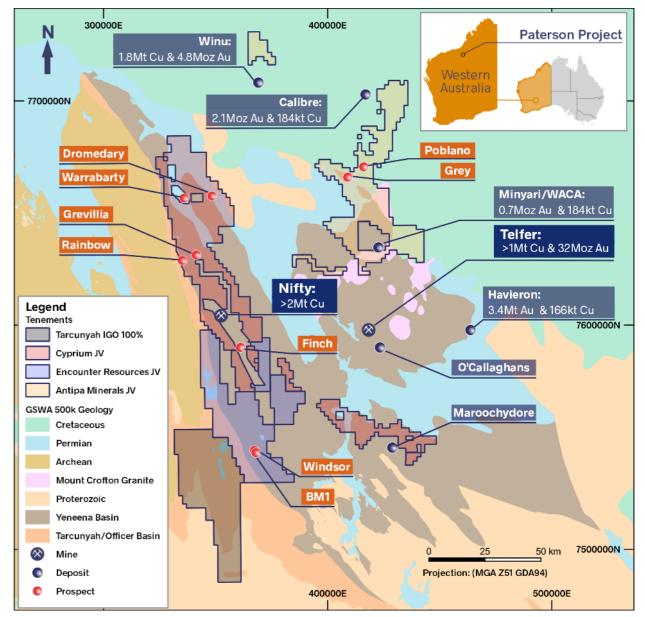
#### Targeting sediment hosted copper in a re-emerging belt



Highly prospective region as evidenced by Nifty, Telfer, Winu, Havieron

IGO is building basin framework and targets with various geophysical and geochemical programs

Soil sampling, drill testing and new geophysical surveys yielding very interesting results



## **Kimberley Project**

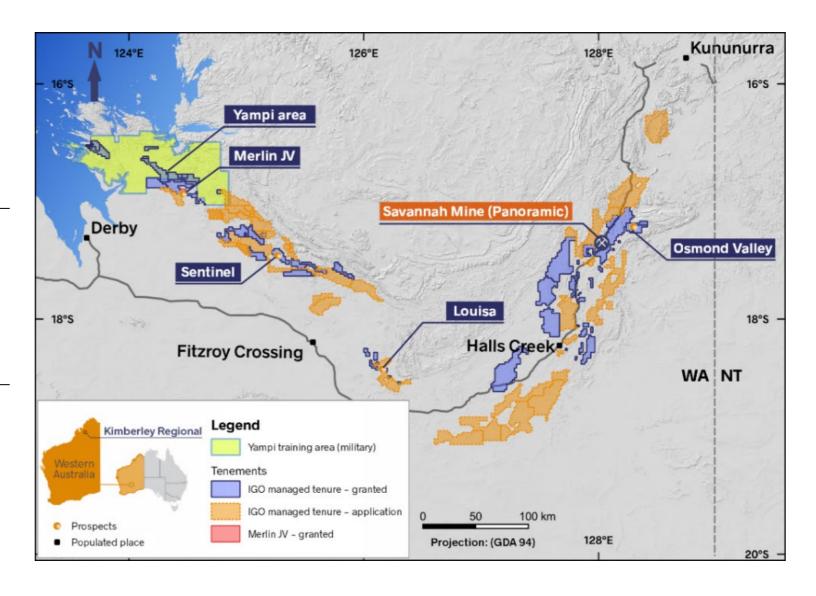
#### **Targeting orthomagmatic Ni-Cu mineralisation**



Searching for Savannah sized deposits with Merlin-like grades

Reanalysing DeBeers database samples with latest TIMA technology

FY23 focus on the Sentinel target area



# **People & Culture**

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### **People & Culture**

We are proud of the unique culture we have cultivated over many years



We consider culture as a key enabler of our strategy

Our culture enhances employee engagement and is a key driver of our efforts to attract and retain the best people

Active culturing program to ensure our people are aligned to our purpose and values



### **Our People**

#### Key focus areas

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Employee Value Proposition

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

Holistic Wellbeing

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

Sexual Harassment

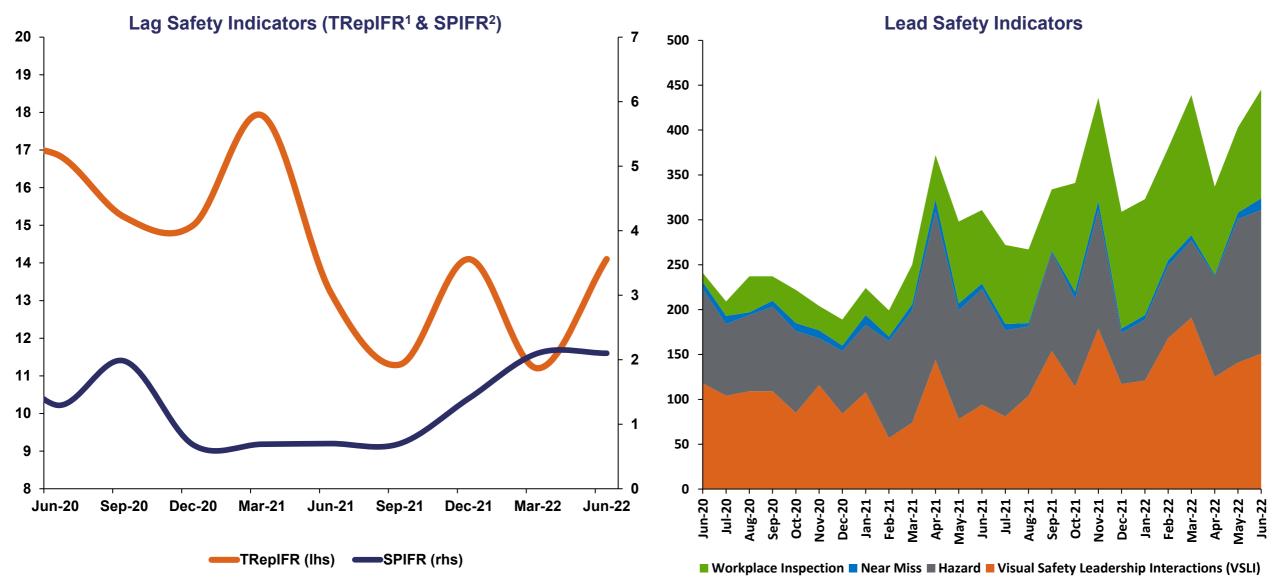
Ensuring our internal practices and training support our strong culture in combatting sexual harassment in the industry Safety

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

### Safety

#### Zero HPI and SPIs during the June quarter | Continued improvement in lead indicators





1. 12 month moving average TRepIFR – Total Reportable Injury Frequency Rate: calculated as the number of reportable injuries x 1,000,000 divided by the total number of hours worked.

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

### **Employee Engagement**

2022 Engagement Survey Results demonstrated broad improvement in key metrics

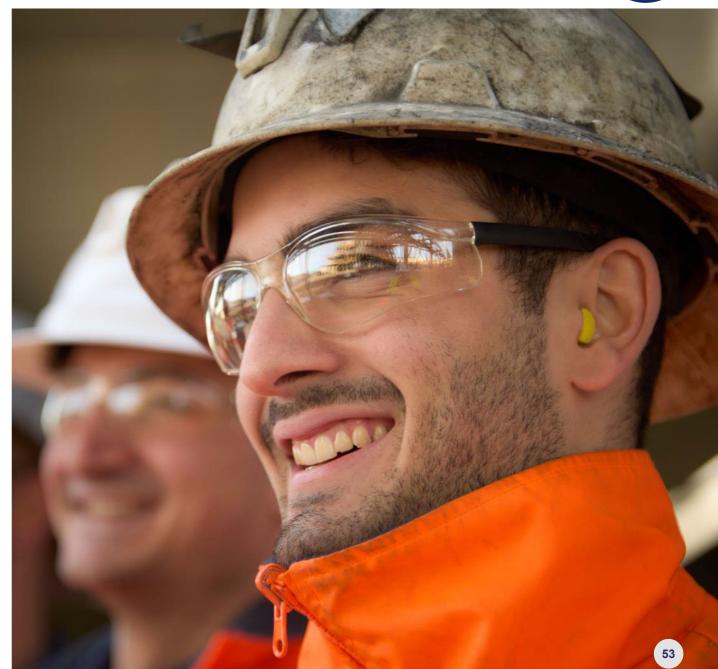
Employee Engagement Score 74% A 7% YoY

Pride in working for IGO

89% ▲2% YoY

Motivated to "go the extra mile" 77% **A**7% YoY

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





### **Diversity and Inclusion**

#### Focus on building a culture of inclusion and belonging



**Female Employment** 

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**Aboriginal Employment** 

Percentage of IGO people say that IGO values diversity

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





# **Aboriginal Employment**

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



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

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

Aboriginal employment rate has increased to 5.2%



## Managing the skills shortage

Responding appropriately to attract and retain the best people



Culture, Culture, Culture

#### Attractive employee benefits

Focus on learning and development



IGO was 4<sup>th</sup> best place to work in the Mining, Utilities and Agriculture industry in 2022



# **Sustainability & Community**

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## Sustainability at IGO

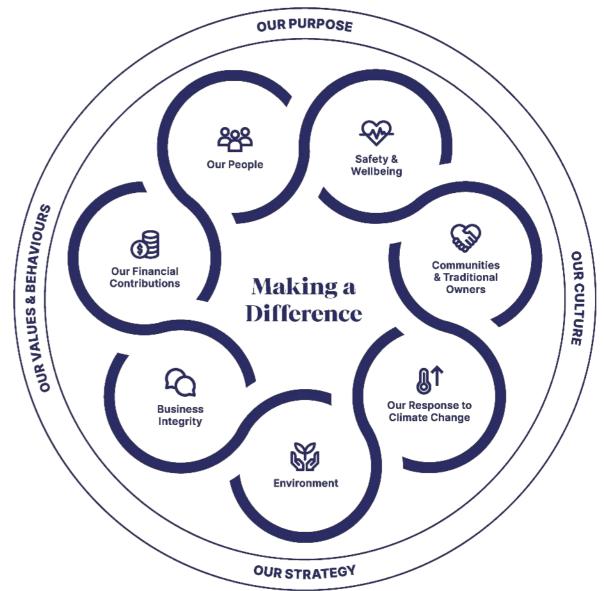
### New model in 2021 revolving around seven key pillars



Sustainability is fully integrated into IGO's strategy and culture

Our approach is driven by IGO's Sustainability Framework

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



### **Materiality Assessment**

#### **Comprehensive review undertaken during FY22**







- · Safety, health & wellbeing of our people
- Climate change & decarbonisation
- Traditional owner relations
- Governance & risk management
- Our People, Our Culture
- Ethics, integrity & behaviours
- Industry skill shortages & tightening labour market



- Responsible supply chain management
- Economic opportunity & financial contributions
- Capital allocation & growth
- Tailings management

Important

Significance of impacts

# Focused on "what matters" to our stakeholders

# Materiality assessed via extensive engagement with stakeholders

#### Assessment in line with GRI

### **IGO's Response to Climate Change**

Aspiration to be carbon neutral by 2035



Internal carbon price adopted at A\$60/tonne CO<sub>2</sub>e<sup>1</sup>

Commitment to understanding Scope 3 emissions

Emissions reduction programs underway targeting Scope 1 & 2 emissions

Developing a portfolio of carbon removal and offset projects



### **Reducing our Carbon Footprint**

#### Committed to playing our part to reduce greenhouse gas emissions



Enhanced understanding of total carbon footprint

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

#### Emissions Reductions Programs

- Four key programs underway at Nova in FY22 are expected to reduce emissions by 10%<sup>1</sup>
- A further 24% reduction expected from Nova solar farm expansion and battery system (operational during FY23)
- 1. Scope 1 and 2 emissions vs FY20 baseline.

#### Adopting an Internal Carbon Price

- A\$60/t<sup>1</sup> internal carbon price adopted in FY22
- Decarbonisation fund expected to allocate A\$2M – A\$4M in FY22
- Incentivises change and investment in low/no emission opportunities

Carbon removal and offsets

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

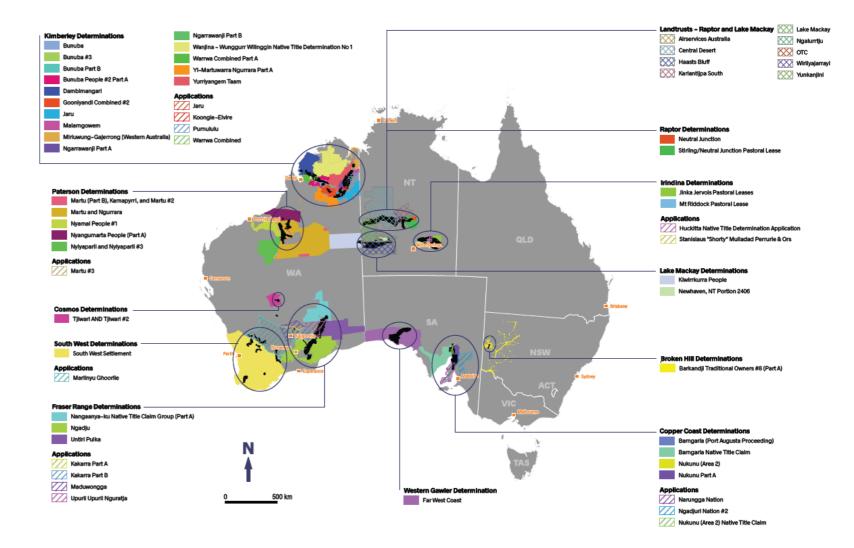
## **Cultural Heritage Management**

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

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

Actively working with Traditional Owner groups prior to exploration activity commencing

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





# Conclusion

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## **Concluding Remarks**

Well positioned to leverage from disruptive transition to clean energy

Purpose led strategic focus on clean energy metals

People centric business delivering a great culture

Sustainability embedded into the DNA of the business with proactive response to climate change

Portfolio of high-quality assets with exposure to nickel, copper, cobalt and lithium both upstream and downstream

Best in class exploration team and portfolio focused on transformational discovery







We believe in a world where people power makes amazing things happen. Where technology opens up new horizons and clean energy makes the planet a better place for every generation to come.

We are bold, passionate, fearless and fun – a smarter, kinder, more innovative company. Our work is making fundamental changes to the way communities all over the world grow, prosper and stay sustainable.

Our teams are finding and producing the specialist metals that will make energy storage mobile, efficient and effective enough to make long-term improvements to the lifestyle of hundreds of millions of people across the globe. How? New battery storage technology is finally unleashing the full potential of renewable energy by allowing power produced from sun, wind and other sources to be stored and used when and where it's needed.

This technology will impact future generations in ways we cannot yet imagine, improving people's quality of life and changing the way we live.

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

This is the IGO Difference.