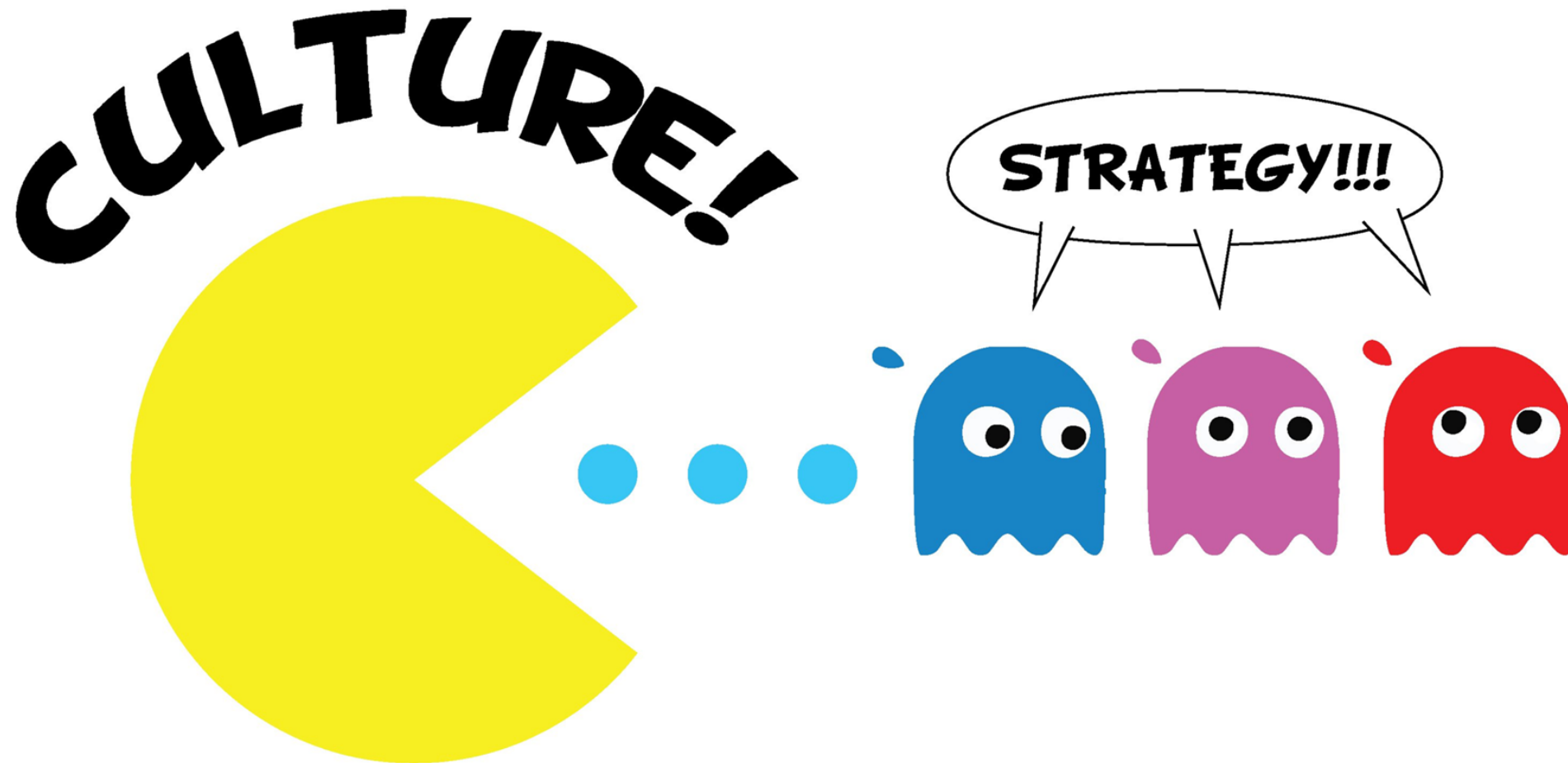




Employee Engagement with ESG

Joanne McDonald | Company Secretary and Head of Corporate Affairs

Culture Eats Strategy For Breakfast!





Sustainable Business Strategies

Sustainable Business Strategies



Incorporates economic and ESG factors

To create long-term benefits

Sustainability Champions

Buy-in from the Board and Executive

Demonstrate the business value

Education and engagement

People

Key to delivering your strategy



Sustainable Business Strategies

What the C-suite thinks

- 87% believe sustainability and ESG initiatives are very to extremely important¹
- 89% of executives agreed there is a global climate emergency²
- 88% agreed that with immediate action, we can limit the worst impacts of climate change²
- Only 1 in 5 (21%) of executives believe that the business case for sustainability is clear³
- Only half (53%) of executives believe that the cost of pursuing sustainability initiatives outweighs the potential benefits³



1. Source: EY – C-Suite Insights: Sustainability and ESG Trends Index. 2023

2. Source: Deloitte 2022 CxO Sustainability Report. 2022

3. Source: A world in balance: Capgemini Research Institute. 2022

Demonstrating the Business Value



Employee attraction and retention

68% of respondents more willing to accept positions from environmentally sustainable companies.¹

Investor demand

90% of global investors surveyed have adopted ESG in their investment approach.²

Reduced costs

A sustainable business strategy can improve operational efficiency and drive down costs.

Improved reputation

Embracing a sustainable business strategy will help build a positive brand reputation.

New opportunities

Tap into new markets while also expanding into existing ones.



1. Source: IBM's Institute for Business Value (IBV) study, 2022.
2. Source: Capital Group, ESG Global Study, 2023

Demonstrating the Business Value

Our reality – our future scenario

1960	World population 3.0B. Carbon in atmosphere 310ppm. Remaining wilderness 64%
1997	World population 5.9B. Carbon in atmosphere 360ppm. Remaining wilderness 46%
2020	World population 7.8B. Carbon in atmosphere 415ppm. Remaining wilderness 35%
2030	The Amazon rainforest will be cut down to the point where it will no longer produce enough water to self-sustain.
2040	The artic will become ice-free in summer. Without this ice cap global warming will accelerate.
2050	Coral reefs have gone extinct, and fish populations have crashed.
2080	Pollinating insect populations have declined, significantly impacting agriculture. Weather becomes more extreme.
2100	Global food production enters crisis mode as soils become exhausted. Our planet is 4C warmer making large parts uninhabitable.

Coming back to the question,

“why is sustainability important in business?”

We frankly have no choice.



The IGO Way

Our Journey

2014 to 2023



2014	IGO divested from the Australian National University investment portfolio following CAER report
2015	Released 1st Sustainability Report
2016	Sustainability reporting rated as sector 'Leading' by ACSI
2017	Redefined our purpose and undertook a major strategic reset
2018	UN Sustainable Development Goals and stated our support for the recommendations TCFD
2019	Included in Dow Jones Sustainability Indices
2020	Alignment with the recommendations of the TCFD. Released our Climate Change Policy
2021	Refined sustainability model based on seven pillars and implemented an internal carbon price and decarbonisation fund
2022	Established IGO's offset portfolio
2023	Formed an internal Sustainability Working Group



Our Strategy

Aligned to Our Purpose – Making a Difference



To be a globally relevant supplier of products critical to the clean energy transition

Diverse suite of products

Made safely, ethically, sustainably and reliably

Vertically Integrated

Linking upstream and downstream into the supply chain

Net Zero

Reducing our emissions and targeting net-zero by 2035

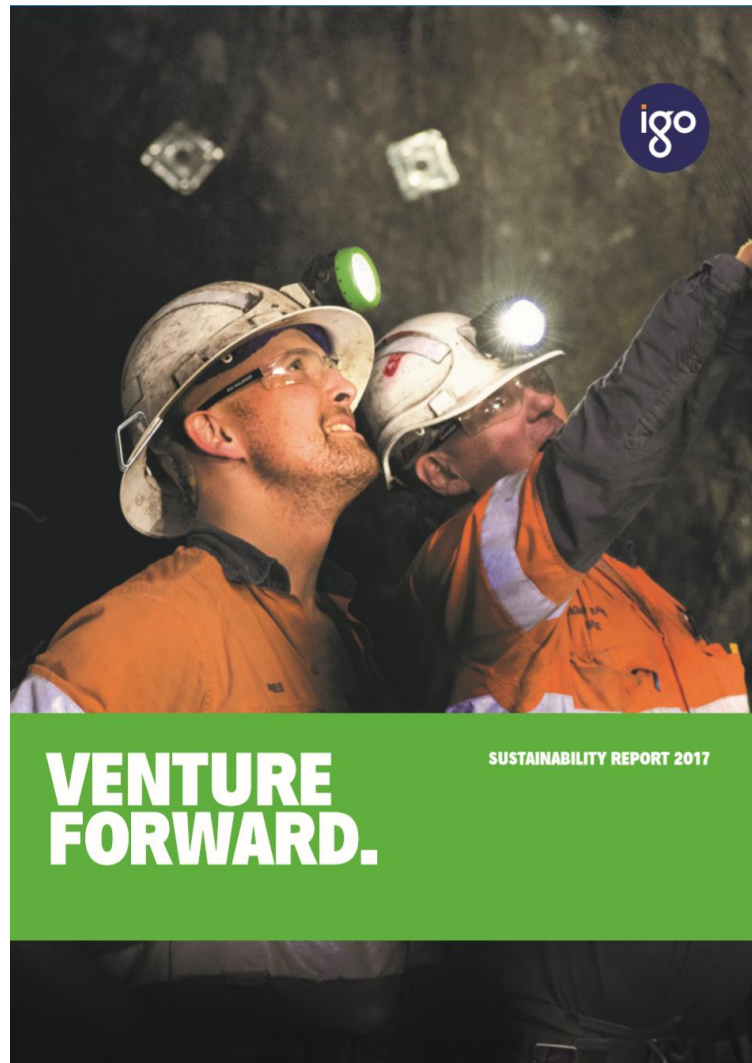
People

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



Purpose Matters

Our Old Purpose



To create long-term shareholder value through discovery, acquisition, development and operation of high-margin, long-life mining projects diversified by commodity and geography.

We asked our people:

What about this statement makes you get out of bed and want to come to work, to go the extra mile and does it make you proud to be a part of IGO?

Purpose Matters

Our new purpose



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

Where new technology enables new opportunities and clean energy makes the planet a better place for generations to come. We are bold, passionate, fearless and fun – we are a smarter, kinder and more innovative company.

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

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

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

This is the IGO Difference.



Our Values

Our Unique Culture Underpins our Success



See Beyond



Ignite the Spark



Be Better Together



Never Stand Still



Run Through the Sprinklers



Sustainability Framework

Redefined our Sustainability Narrative



We measure our progress and sustainability performance against each pillar

Helped define our report structure and performance data

Helped align our sustainability narrative and language (website, socials, corporate reporting)

Clear messaging – internal and external

Incentivise Change

Adoption of an Internal Carbon Price

Internal carbon price

\$60/t CO₂-e

Price Scope 1 and 2 emissions and establish a centralised decarbonisation fund.

Incentivises change and investment in low/no emission opportunities.

The fund will be used to:

Implement strategic decarbonisation projects

Provide mechanism for business units to access funds for low emission investments

Invest in carbon removal and offset projects

Invest in research and development

Trial emerging technologies and pilot projects



What more can we do?

Moving forward

Engaging Your Employees to Help Create a Sustainable Business

Ensure your ESG principles are embedded in your onboarding materials

Spend time “on the shop floor” listening to your people

Create opportunities for all employees to get involved, not just your sustainability team



Moving Forward

How to Ensure You Keep Moving?



Find new, innovative ways to engage your employees with ESG

Your employees are your sustainability champions, this isn't one person's job

Foster internal and external collaboration – we can make a bigger difference together!



Making a Difference

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

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

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

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

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

We are the IGO Difference.

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