Sustainability Report 2026

During FY2026, Talga's sustainability priorities continued to focus on responsible project design and development, circular battery materials, safe and inclusive workplaces, community engagement and transparent governance as our mine-to-anode development advanced through permitting, detailed planning, financing and customer qualification milestones.

Sustainability is embedded throughout Talga's strategy and operations through ISO-certified management systems; low-carbon product and process design; responsible resource development; renewable electricity use; circular economy initiatives; nature-positive commitments; responsible water and land management; continuous innovation; and strong governance.

Through this integrated approach we seek to:

- Support the resilience of the battery supply chain in Europe and other key markets;
- Enable electrification and energy transition objectives;
- Reduce life cycle emissions in battery manufacturing;
- Create local employment and economic opportunities;
- Advance circular economy solutions in our value chains; and
- Deliver long-term benefits for shareholders, communities and society

This report details Talga's progress on our sustainability initiatives over the last 12 months to June 30, 2026, unless noted otherwise. ("Reporting Period").



Looking ahead

As Talga prepares for final investment decision, construction and operation of our battery anode business, we are implementing a sustainability reporting plan to align with future disclosure requirements under the Australian Sustainability Reporting Standards and European Sustainability Reporting Standards, as well as broader investor, lender, customer and community expectations.

The plan will scale existing practices during execution phases while also pursuing alignment with leading frameworks, including the Initiative for Responsible Mining Assurance and the International Council on Mining and Metals Mining Principles

In the near term Talga will focus on strengthening data readiness and the integration of environmental, social and governance considerations into decision-making, risk management and project delivery.

Talga's project development and financing approach is also being assessed against relevant international environmental and social lending expectations, including the Equator Principles, European Investment Bank Environmental and Social Standards, and the International Finance Corporation Performance Standards on Environmental and Social Sustainability.

Talga maintains a proactive stance on sustainability disclosure and continues to track emerging sustainability reporting compliance requirements in Australia and Europe.



Governance

Talga has embedded sustainability in its corporate governance structure, which continues to evolve alongside the development of our mine-to-anode business.

The Group's corporate governance framework, ensuring transparent and accountable practices built on fairness and equality, includes corporate governance policies, procedures and charters with reference to the fourth edition of the ASX Corporate Governance Council's Principles and Recommendations.

The Directors of the Talga Group Board have diverse business leadership and operational management experience relevant to the development, execution and growth of Talga's core business. The competencies and skills of the Directors are set out in the skills matrix in our corporate governance statement.

To assist in the discharge of its responsibilities, including sustainability, the Talga Group Board has two standing committees: Audit and Risk Committee and Remuneration Committee.

Board and Committee structures, charters and governance practices are reviewed regularly to reflect the evolving nature of our business, the advancing development of our project, best practices, financing requirements, stakeholder expectations and delivery of strategy.

Talga Integrated Management System

The Talga Integrated Management System ("IMS") is the combination of multiple management systems across our organisation into a unified framework. This approach allows for streamlining of processes, reduces duplication and improves the overall efficiency and effectiveness of our management systems.

Our IMS applies to our operations, as well as contractors, subcontractors and suppliers. The IMS is implemented and maintained in line with our ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications adhering to internationally recognised standards for Quality, Environmental and Health & Safety management. In addition, Talga has secured ISO 27001:2022 ISMS (Information Security Management Systems) across the Group.

We strive for continual improvement with our IMS as we transition from development phase to commercial operations.

Risk management framework

Through its risk management and control framework Talga identifies, assesses, manages and monitors strategic, operational, environmental, social and climate-related risks associated with development of its integrated business. The framework is embedded within corporate governance, project development and business planning processes, and is overseen by the Audit and Risk Committee.

Responsibility for risk management, control implementation and ongoing monitoring is delegated to the appropriate levels of management across the Group. This approach supports the timely identification of emerging risks and opportunities whilst ensuring accountability across all areas of the business.

Risk management remains fundamental to creating long-term business value and managing the confidence of shareholders, customers, employees, communities and other stakeholders. The Group regularly evaluates risks to support informed decision making and sustainable growth.

Climate related risks: The Group continues to assess climate related risks and opportunities, and to integrate climate considerations into our project and operational developments. Assessments include the financial impact on potential revenue, costs and overall value; analyses how these scenarios could affect our operations, supply chain and market demand; and assesses the feasibility, cost-effectiveness and benefits of potential mitigation strategies.

Based on analysis undertaken to date, Talga has not identified any major or fatal risks arising from climate change. Climate-related risk assessments are reviewed and updated periodically to reflect changes in the operating environment, project development status and asset-level risk and opportunity profiles.

Environmental and social risk: We recognise that responsible environmental and social performance is critical to maintaining Talga's social license to operate and delivering sustainable outcomes. Environmental and social risks considered include biodiversity, water management, emissions, waste management, land-use impacts, workforce health and safety, community relations, human rights, cultural heritage, stakeholder expectations and the attraction and retention of skilled employees.

These risks are managed through operational controls, management systems including policy frameworks and stakeholder engagement plans, regulatory compliance processes and ongoing monitoring and review. Talga seeks to identify potential impacts early and implement appropriate mitigation measures throughout the project lifecycle.

Materiality assessment and emerging risks: Talga's previous materiality assessment plots significant economic, environmental and social topics, providing a holistic view of the relative significance of our impacts and associated risks and opportunities. The assessment was conducted in alignment with the Global Reporting Initiative ("GRI") framework and continues to inform sustainability strategy, reporting and risk management activities.

To ensure our risk management approach remains relevant and responsive, Talga intends to undertake an updated materiality assessment. This update will consider Talga's evolving operational portfolio and risk profile together with external factors including regulatory developments, customer, supplier and partner interests, local community and other stakeholder interests, the views of ratings agencies and the standards set by emerging sustainability reporting initiatives.

Responsible project design and management

Talga has incorporated responsible design and management principles into the development of our Vittangi Anode Project, which includes the planned Nunasvaara South Mine and Luleå Anode Refinery.

Environmental, social and technical considerations were integrated into project planning from an early stage to minimise impacts, improve resource efficiency and support long-term sustainability outcomes across the mine-to-anode operation.

Exploration and mineral resource management: Work completed at the Vittangi Graphite Project includes exploration under approved work plans, environmental site surveys, cultural heritage and socio-economic studies, engagement with reindeer herding communities and trial mining to demonstrate mining and water treatment methods. This body of work informs Talga's land and mineral resource management approach and supports ongoing consultation with stakeholders as project development advances.

Land use management: The mine infrastructure and operational areas have been strategically located to avoid high-value nature areas with the layout optimised to support safe and efficient operations throughout the mine lifecycle while minimising the overall project footprint and impacts on neighbouring communities and other land users. Whilst the concentrator will operate year-round, the mine has been designed to operate for six months of the year to further reduce impact on reindeer herding. Consideration has also been given to mitigating and managing noise, dust generation, transport movements, emissions and visual impacts through design and operational controls.

The refinery has been located within an emerging industrial area with access to existing key infrastructure, logistics networks and utilities which reduces the need for additional infrastructure development associated with a traditional greenfield site.

Water management: The mine and refinery have been carefully designed to support efficient water use and the protection of surrounding water resources. Talga's water management strategy focuses on maximising water reuse and recirculation of water wherever practicable combined with stringent wastewater treatment and monitoring to ensure water quality and groundwater levels remain unaffected.

Waste management: Talga has embedded responsible waste management practices into our mine planning. Several leading tailings and waste management practices have been implemented including the use of a secure Integrated Waste Facility for dry tailings, eliminating the risks associated with traditional tailings dams. Geochemical and technical characterisation informs the management of waste rock, tailings and process waste generated during mining operations. Talga's waste management approach is incorporated in and supported by the granted mine environmental permit.

The refinery has been designed with systems to responsibly manage process residues generated during the manufacture of battery anode materials. Material characterisation and process controls inform storage, handling and treatment requirements, ensuring residues are managed in accordance with regulatory requirements and industry best practice.

Energy and climate considerations: The mine and refinery are designed to connect to Sweden's power grid which is predominantly supplied by renewable energy. This supports a significant reduction in greenhouse gas emission compared to traditional graphite anode production which relies heavily on fossil-fuel-based energy sources. Talga's vertically integrated approach also reduces transportation requirements across the value chain and provides greater control over environmental performance from raw material extraction through to anode production.

Closure and rehabilitation: Progressive rehabilitation is a key component of Talga's mine design philosophy to reduce the extent of disturbed land at any one time and enable early ecosystem recovery. Closure objectives focus on safe, stable and non-polluting outcomes with achievement of agreed closure outcomes to be demonstrated via long-term monitoring programs.

Long-term planning also considers the eventual closure and decommissioning of refinery infrastructure where closure principles have been integrated into project planning to support safe, stable and environmentally responsible outcomes at the end of the facility's operating life.

Talga has lodged a ~SEK140 million (indexed annually) environmental bond with Swedish authorities via a facility provided by Atradius and will place another SEK85 million (indexed annually) upon commencement of mining, to meet any Vittangi Anode Project closure requirements in line with the environmental permit conditions.

Environment

Talga is committed to proactively managing and minimising any adverse environmental impacts from our operations and to capitalise on commercial opportunities leading to positive impacts on the environment in line with our Environment Policy.

Project development, mitigation measures and ongoing environmental management activities have been informed by completed environmental studies and impact assessments, and responsible mining and production principles that continue to guide Talga's operational planning ahead of commercial production.

Environmental management

Talga operates an Environmental Management System to the ISO 14001:2015 standard to proactively and systematically manage our environmental responsibilities.

During FY2026, Talga continued to strengthen environmental management across its facilities by maintaining permits, monitoring compliance obligations and furthering operational readiness.

We systematically review and revise our environmental management system and processes to maintain continuous improvement in environmental performance.

Permitting and regulatory approvals

The Vittangi Anode Project has progressed through the Swedish regulatory framework, and all key permits are now approved and in force. This includes the refinery environmental and building permits along with the mine environmental and operational permits.

Throughout FY2026, Talga continued to progress permitting and regulatory approvals while maintaining constructive engagement with authorities, communities and other stakeholders.

Permitting milestones achieved during the reporting period further strengthens the foundation for project execution and operational readiness, with Environmental Management Plans being implemented to align with associated permit conditions for monitoring, water management and environmental safeguards.

Biodiversity

Talga is committed to managing and minimising impacts on biodiversity throughout the project lifecycle. To achieve the objectives set out in our Environmental Policy, we are targeting a 15% net positive impact on local biodiversity values through identifying and implementing effective and appropriate biodiversity management measures.

This target has been formalised in the conditions of our approved mine and refinery permits, as well as the adoption of a 2030 biodiversity net gain goal under the Swedish mining and mineral industry's *Mining with Nature* roadmap.

Baseline nature value inventories have been completed for our development sites and Talga applies the biodiversity mitigation hierarchy across its project planning and site activities. Where activities are planned or undertaken, monitoring and control programs ensure that mitigations are implemented. Affected areas are restored following completed activities and systematic post-control checks are conducted. Talga also invests in innovative solutions for achieving sustainable land use in harmony with nature.

A plan for the ecological compensation from the impact of the Luleå Anode Refinery has been finalised and approved by Norrbotten County Administrative Board ready for implementation; with a suitable area for compensation identified, inventoried and secured.

A plan for the ecological compensation from the impact of the Nunasvaara South mine is being developed ahead of submission to the Norrbotten County Administrative Board for approval. Suitable areas for ecological compensation near the Nunasvaara South mine have been identified, inventoried and secured or are in the process of being secured.

Talga's progress towards its net gain biodiversity target is calculated through *CLIMB*; a methodology to evaluate biodiversity measures in a transparent and comparable way. We also submit a yearly report as part of our commitment to the *Mining with Nature* roadmap goal to follow up on progress and the completion of biodiversity education by staff across the Group.

Water stewardship

Responsible water management is a key component of our environmental stewardship approach and Talga is committed to recycle and reuse water, investigate and minimise risks to water and treat excess water prior to discharge to achieve the objectives outlined in our Environment Policy.

Process water at the mine and refinery will be treated and discharged as purified wastewater which conforms with all regulatory requirements and is monitored regularly. The recipient assessments show that the discharge of water from the mine and refinery will cause no impact or no significant impact on the water quality of the respective recipients (Torne River and Bothnian Bay).

At the mine, all potentially contaminated water will be collected, treated and recirculated as process water to the extent possible to improve overall water-use efficiency prior to treatment and discharge.

Multi-year water monitoring and sampling programs have been undertaken at the mine and refinery sites. The programs provide valuable data on how the groundwater levels and surface water quality naturally changes over the year and the baseline data is used to inform mitigation strategies.

Since 2018, sampling in the Torne River has been carried out upstream and downstream four times a year. Talga has approximately 20 sampling points for surface water, including the Vittangi River. Groundwater monitoring has been ongoing, with data collected regularly across more than 20 sample points located throughout the Vittangi Graphite Project since our trial mining operation at Nunasvaara South in 2015-2016 and at Niska in 2021-2022.

Since 2023, recipient sampling has been performed monthly in the Bothnian Bay, and groundwater is being sampled quarterly at the refinery site.

Talga is a participant in multiple collaborations regarding water treatment and monitoring, with a focus on local and regional cooperation projects and networks.

Rehabilitation

Consideration of closure and rehabilitation outcomes have formed part of project development from an early stage. To further strengthen the knowledge base of mine rehabilitation and support long-term planning for responsible land use at the Vittangi Graphite Project, Talga participates in several collaborative projects that assess new restoration methods.

In 2026, Talga joined *symbios*, a four-year project focused on developing scalable methods to re-establish reindeer lichen, particularly Cladonia species which is important for reindeer winter grazing.

Symbios brings together industry, researchers and Sami representatives to provide a practical forum for collaboration that helps build knowledge on restoration methods that can support ecosystems, reindeer herding interest and future rehabilitation planning.

Symbios is led by Boreal Orchards with financial support from the Impact Innovation program “Swedish Metals & Minerals”. The initiative is driven by Swedish government agencies Formas and Vinnova.

The *Symbios* project builds on the earlier *re:moss* initiative where Talga continues to monitor and follow up moss establishment at our closed trial mine sites in Nunasvaara South and Niska to assess application options which can inform future project rehabilitation planning.

Carbon emissions, resource efficiency and circularity

Decarbonisation and innovation remain core drivers of Talga's strategy and long-term competitiveness.

Talga's Environmental Policy guides our commitment to identifying and assessing greenhouse gas emission reduction opportunities, improving energy performance, reducing waste and increasing recovery and recycling where feasible. These commitments are supported by ongoing investment in technology development, process improvement and product innovation.

Life Cycle Assessments and product stewardship

To quantify the impact of our operations and products, Talga conducts Life Cycle Assessments ("LCAs") in line with internationally recognised methods and accounts for scope 1 to 3 emissions. The LCA for Talga's flagship high-performance natural graphite anode product Talnode®-C, last updated in 2023, demonstrated a 92% reduction in greenhouse gas emissions compared to production of existing synthetic anode material imported into Europe[1].

Life cycle thinking continues to inform product stewardship across Talga's battery anode materials and advanced graphite products portfolios. We are designing data collection systems for use during commercial production of Talnode®-C and plan to complete LCAs for new Talnode® and Talphite® products as they are introduced and commercialised.

Innovation to increase resource efficiency and circularity

Talga continues to drive innovation at its R&D and demonstration facilities in the UK and Sweden. Building on our established anode technology platform, Talga has developed Talnode®-R, a proprietary anode material produced from recycled graphite recovered from battery production scraps and end of life lithium-ion batteries. This approach complements Talga's natural graphite anode production and helps divert battery materials from disposal pathways and returns valuable resources to the battery value chain.

To support the commercialisation of Talnode®-R the Luleå Anode Refinery design is being assessed for future opportunities to integrate recycled graphite feedstock into our battery materials production. We believe that combining primary and recycled graphite sources will play an important role in meeting growing battery demand while reducing environmental impacts across the battery value chain.

Talga is also investigating suitable research and development programs to use our operational waste streams to create new products and improve resource recovery. Current areas of interest include solid and liquid waste streams, including mine tailings and residue generated from effluent treatment.

Through partnerships with customers, research institutions and industry participants, Talga aims to accelerate innovation, support the next generation of battery technologies and contribute to the decarbonisation objectives of its customers and stakeholders.

Strategic circular economy partnerships

Talga has secured a growing pipeline of recycled graphite feedstock for our Talnode®-R products through strategic partnerships with battery recycling companies. In 2025, Talga signed a non-binding MoU with UK battery recycler Altilium and later strengthened its recycled feedstock position through a non-binding supply agreement with Aurubis AG, one of the world's largest copper recyclers.

Talga also participates in a range of collaborative battery recycling initiatives that furthers circular economy initiatives. In 2026, Talga joined the Innovate UK-supported *REMADE* project alongside Nyobolt, Altilium and a leading automotive OEM. The project aims to establish a UK-based closed-loop supply chain for low-carbon anode materials by recovering graphite, upgrading it to battery-grade specifications and reintroducing it into next generation battery cells.

1 See: ASX:TLG 09/08/2023

Secure and responsible supply chains

Talga's business combines mineral resource development, graphite processing, battery materials manufacturing, product innovation and enabling of recycling pathways.

This vertically integrated business model supports mine-to-product traceability and provides the foundation for customer and stakeholder confidence in the provenance, quality, performance and sustainability attributes of our products.

Quality management

Talga has established a culture built on high quality and standards of products and services in line with our Quality Policy.

We operate a Quality Management System to the ISO 9001:2015 standard with a commitment to ensuring customer needs and expectations are fulfilled, high levels of customer satisfaction are achieved, and that all relevant statutory, regulatory and other applicable requirements are met.

The requirements of our Quality Management System are integrated into our everyday business actions, and we strive for continual improvement in our quality management to align with customer and evolving market expectations.

Supply chain management

Our supply chain plays a critical role in the development and delivery of our products. Talga is committed to conducting business with integrity, responsibility and respect for people and the environment. As part of this commitment, we expect our suppliers and business partners to uphold the same high standards in their operations and value chains.

The Talga Supplier Code of Conduct outlines the principles and expectations that guide our supplier relationships, ensuring that all materials, products and services are sourced ethically, safely and sustainably. The Code sets out clear requirements relating to legal compliance, human rights, working conditions, environmental stewardship, health and safety and business ethics, along with our criteria for supplier evaluation and re-evaluation to achieve the objectives under our Integrated Management System.

Talga's supply chain strategy is to maintain a wholly European and Foreign Entity of Concern ("FEOC")-free supply chain for our battery anode materials. This approach supports sustainability by improving supply chain transparency and oversight, strengthening alignment with European environmental, social and governance standards, and reducing exposure to concentrated supply, geopolitical disruption and trade-related risks. By developing a resilient network of responsible European suppliers, we aim to provide customers with greater confidence in the continuity, provenance and responsible production of the materials they require.

Our partnerships reflect our dedication to continuous improvement, transparency and long-term collaboration, and help us create lasting value and meet the expectations of stakeholders globally.

Customer engagement framework

Talga continued to advance the commercialisation of its battery anode materials business during FY2026 through product validation, qualification and engagements with global customers across the performance and hybrid EV, energy storage systems, defence, robotics and industrial products markets.

We onboard our customers and qualify our battery anode products through a systematic process encompassing laboratory and cell-level performance validations; qualification via extensive testing using production like processes; and operational and quality assurance audits ahead of commercial deliveries under offtake and supply agreements.

Traceability is integral to Talga's business model and supports customer due diligence and evolving European battery passport requirements. All Talnode®-C products sold to date can be traced from graphite originating at the Vittangi Graphite Project, through the applicable European pilot-scale processing pathway, to production of the finished anode material in Sweden. This chain-of-custody visibility provides customers with assurance regarding material provenance and processing history, and establishes a foundation for the transparent, verifiable product and sustainability data required as Talga progresses towards commercial production.

Fulfillment of customer requirements is tracked via implemented customer audit systems and customer satisfaction is monitored and evaluated via feedback from sales activities and joint developments, product testing, audits and site visits, and ongoing review of customer perceptions. Feedback is documented in our quality management system, with a clear process for complaints and recording of opportunities for improvement.

Social performance

Talga invests in building long-term relationships with stakeholders based on transparency, respect and shared value creation.

Talga's Social Performance Policy sets out our commitment to contribute to the social and economic development of host countries and communities, develop productive stakeholder relationships and identify opportunities for our business activities to deliver lasting local benefits.

We work proactively with stakeholders to identify, avoid, minimise and manage social risks and impacts associated with our activities, and provide accessible mechanisms for raising and resolving feedback, concerns and grievances.

Social performance governance

Talga is developing an Environmental and Social Management System (ESMS) supported by policies, plans and procedures including our Code of conduct, Risk Management policy, Environmental policy, Social Performance policy, Equal treatment policy, Diversity policy, Recruitment policy, Anti-bribery and Corruption policy and Whistle blower policy.

As part of the ESMS, Talga maintains an operational Stakeholder Engagement Plan. The plan is designed to support alignment with national requirements and relevant international frameworks including the Equator Principles, the European Investment Bank Environmental and Social Standards and the International Finance Corporation Performance Standards. Alignment with ISO 26000, the international standard for social responsibility, is underway.

Talga is also progressing a Social Impact Assessment, including the development of a Human Rights Impact Assessment and Indigenous Peoples Plan, for the Vittangi Anode Project. This work will further support the identification, mitigation and management of potential social impacts and help determine additional assessments and actions.

Our community function is responsible for developing and maintaining strong relationships with local communities, indigenous peoples and other stakeholders. The function provides advice and support on community consultation and indigenous affairs, builds organisational capacity for cultural competency and awareness, evaluates opportunities for stakeholder engagement programs and monitors progress against our commitments.

Stakeholder engagement

Talga maintains ongoing engagement within the communities where we operate to provide project information, seek feedback on issues and opportunities, respond to concerns and meet applicable stakeholder engagement requirements.

Engagement is delivered through structured processes that are tailored to stakeholder needs and the purpose of each interaction to help build trust, identify community priorities, manage expectations, support long-term relationships and inform decision-making throughout project development and operations.

Engagement around the Vittangi Anode Project sites has included community meetings, information sharing, information gathering, site surveys and discussion on topics such as water, noise, traffic, local services, accommodation and potential community impact.

Through our sponsorship strategy we continue to support local organisations in our operational areas. As we transition from development phase to commercial operations Talga has commenced planning for a future community investment plan.

Talga maintains a Grievance Mechanism as part of its stakeholder engagement framework. The Grievance Mechanism provides a structured process for stakeholders to raise feedback, concerns or complaints, and for Talga to resolve matters in a timely and effective way. Stakeholder engagement activities, including grievances, are documented in Talga's Stakeholder Engagement Management System.

Indigenous Peoples

Talga recognises the individual and collective rights and interests of indigenous peoples consistent with the United Nations (UN) Declaration on the Rights of Indigenous Peoples[2] and that meaningful partnerships with Indigenous stakeholders are fundamental to responsible resource development.

We remain committed to ongoing dialogue throughout the project life cycle; guided by transparency, good faith, mutual respect and recognition of Indigenous cultural values and knowledge, and to building enduring relationships with Indigenous Peoples affected by our activities.

For the Vittangi Anode Project, Talga has identified indigenous stakeholders connected to the mine and refinery areas, including Talma Sameby, Gabna Sameby, Gällivare Sameby and Tornedalians.

Previous and ongoing engagement has included various project development activities over 14 years such as reindeer herding impact assessments, workplans for exploration drilling and geophysics, permits for trial mining activities and permits and agreements for resource development activities.

As the project advances, we continue to progress engagement activities aimed at supporting shared value outcomes. Through dialogue with identified Indigenous stakeholders, Talga is working to establish the foundations for future negotiations and agreement-making that provide frameworks for ongoing collaboration.

Local value creation

Talga seeks to create positive and lasting outcomes through local procurement, workforce participation, skills development, community investment and local partnerships. As our Vittangi Anode Project advances we are focused on maximising local economic participation by engaging regional suppliers, contractors and service providers wherever practical and commercially appropriate.

Vocational training

Talga is committed to supporting local workforce development as Europe's minerals and battery industries grow. By collaborating with educational institutions, industry partners and communities we aim to help build a skilled, future-ready regional, national and European workforce.

Talga supports multiple Swedish post-secondary, vocational and industry-led initiatives that build practical skills for roles across the battery value chain, including technical, operational and process focused training pathways. We also contribute expertise to education and training programs through advisory participation, research collaboration, seminars and workshops to help strengthen connections between students, educators, communities and industry.

2 Further detailed in our Indigenous Peoples Recognition Statement viewable at talgagroup.com.

Our team

Our organisation is purpose-driven, where people are empowered to innovate, collaborate and contribute to the development of high-performance materials that support electrification, energy security and industrial decarbonisation.

Talga's success is built on the capability, commitment and diversity of our people and we aim to attract, nurture and retain high-quality team members who are dedicated to helping us achieve our mission.

We seek to foster a culture built on accountability and mutual respect that encourages continuous learning and development. Together with REEDEAM, an initiative aimed at meeting the industry's need for strategic competence in the green transition, we offer our employees competence development through education in climate neutral production, electrification, digitalisation and automation, with a particular focus on the raw materials value chain.

As the organisation grows, Talga will continue to invest in learning and development that supports individual growth and organisational effectiveness.

We remain committed to providing an inclusive working environment free from harassment, where everyone is treated fairly and equitably, and where employees can thrive, grow and feel valued in line with our workplace policy. We support employee wellbeing by encouraging a healthy work-life balance, offering well-being benefits and maintaining agreements with occupational health care providers to safeguard our peoples' welfare.

To ensure our efforts make a meaningful difference, we regularly assess the impact of our initiatives and the overall workplace atmosphere through dedicated tools and channels.

Health and Safety

Health and safety are core commitments integrated throughout Talga's operations which guide our planning, decisions, actions and procedures to ensure the safety of our employees, contractors, visitors and stakeholders in line with our Health and Safety Policy.

We strive to be a company free from accidents and occupational ill health and our approach to health and safety is based on preventive action focused on proactive identification and mitigation of risks to minimise impacts.

Talga operates a Health & Safety Management System to the ISO 45001:2018 standard with a commitment to continuous improvement. We continuously monitor health and safety legislation applicable to our operations, and our health and safety programs undergo internal audit and management review to ensure that our Health and Safety Management System works effectively and fulfils both internal and external requirements.

Ultimate accountability for health and safety is held by management; however we believe it is a collective responsibility between management, employees and contractors to actively contribute to a safe and healthy work environment. By working collaboratively, we ensure that our health and safety efforts are effective and sustainable.

Talga employees receive comprehensive training on hazard recognition, control measures and safe work practices as part of their induction, with ongoing information and training provided at the point of work. Basic health and safety training is conducted for managers to create a common platform and develop Talga's health and safety culture.

At our facilities, health and safety monitoring occurs through several mechanisms including: regular inspection and safety walks; regular staff and management meetings to review work environment; and collaborative cross departmental meetings. These platforms enable active participation by all Talga team members in risk identification, continuous improvement and the creation of a work environment where safety and health are an integral part of our daily operations. All employees, contractors and visitors are encouraged to report hazards and unsafe conditions with clear reporting procedures established and communicated.

In the event of an accident or a near miss, a thorough investigation is conducted to assess and document the event, determine its root causes and implement immediate corrective actions. All relevant parties are included in the incident investigation process, including employees, to gain a comprehensive understanding of the incident. We regularly review and update risk assessments, safety procedures and training programs based on the lessons learned from any incidents.

Goals and objectives

Our broad ESG targets and objectives are informed by our materiality assessment and ensure our business strategy operationalises and embeds management of these material issues throughout our business. We remain focused on continual improvement, exploring opportunities and finding tangible solutions to help us achieve our goals in 2027.

Area	Objective	Opportunity	Broad target	Our progress
Environment	Minimise environmental impact and pollution of operations.	Implementation of Environmental Management Systems.	• Continue to develop systems to the requirements of ISO 14001 and ISO 9001 as the operations scale.	• ISO 14001 and ISO 9001 achieved for R&D facilities and demonstrated production in the UK and Sweden.
	Minimise GHG/CO_2 emissions.	Use low-emission sources of energy.	• Continue to use renewable energy in EVA Plant. • Undertake company-wide greenhouse gas emission inventory.	• Achieved and ongoing. • Ongoing.
	Undertake climate action including physical risk assessments.	Voluntary IFRS S2 reporting.	• Implement a plan to meet IFRS S2 (Climate related disclosures).	• Underway and updated.
	Explore innovation and circular economy opportunities.	Partnership opportunities.	• Continue R&D and partnership building. • Map resource flows within our production processes to identify circular economy opportunities.	• Ongoing with collaboration agreements entered for development of recycled graphite anode products. • Underway.
	Develop Life Cycle Assessment of products.	Life Cycle Assessments and R&D.	• Continue to explore R&D opportunities, undertake new product Life Cycle Assessments and update existing assessments at appropriate times.	• Achieved and ongoing.
	Achieve nature positive outcomes.	Develop nature positive outcomes for the Vittangi Anode Project.	• Work with the Swedish biodiversity accounting methodology (CLIMB) to achieve 115% net-positive compensation.	• Underway. • Land secured for biodiversity compensation at Luleå with land being secured in Vittangi.

Area	Objective	Opportunity	Broad target	Our progress
People and Communities	Support sustainable community development.	Create positive health and wellbeing, educational and employment outcomes.	• Continue to build relationships and develop partnerships with local stakeholders. • Sponsor community development opportunities with our host communities. • Demonstrate alignment with ISO 26000 (Social Responsibility).	• Ongoing. • Ongoing. • Underway.
	Show leadership in mining and supply chain human rights.	Positively influence entire value chain.	• Demonstrate best practice environmental and social management and assess value chain for partnership opportunities. • Development of a holistic supply chain and governance strategy.	• Ongoing. • Underway.
	Zero harm to people.	Deliver industry leading health and safety performance and public health and safety protection.	• Make zero harm a priority and part of our culture. Implement best practice health and safety management, and community and worker health and well-being programs.	• Ongoing.
Long term value	Ensure safe and sustainable site operations.	Deliver industry leading sustainability performance.	• Implement Safety Management Standard and Framework and staff training. • Continue to develop systems to the requirements of ISO 45001 certification (health and safety management system) as the operations scale.	• Ongoing. • ISO 45001 achieved for R&D facilities and demonstration production in the UK and Sweden.
	Contribute to local employment and workforce upskilling.	Maximise community employment and upskilling opportunities.	• Continue to investigate the development of community training and development programs.	• Achieved and ongoing.
	Be a market leader in battery anode industry.	Positively influence entire value chain.	• Supply battery industry with locally sourced, low greenhouse gas emission battery anode material.	• Achieved and ongoing.