

MODERN SLAVERY STATEMENT 2025

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Acknowledgement of country

We acknowledge the Whadjuk and Gnaala Karla Boodja people of the Noongar Nation as the Traditional Custodians of the land on which we operate and pay our respects to their Elders past and present. We acknowledge the Aboriginal and Torres Strait Islander peoples who are part of our workforce and recognise their continued connection to the lands, waterways, and culture.



"Coming Together" original artwork by Noongar artist Justin Martin

CEO Foreward

At Tianqi Lithium Energy Australia (TLEA), we believe that the transition to cleaner energy must be built on foundations that respect human rights and uphold dignity for every person involved in the value chain. As a company operating within the global battery and critical minerals sector, we recognise both the opportunity and the responsibility we hold in shaping ethical and sustainable supply chains.

In 2025, we strengthened our modern slavery management system and embedded responsible sourcing practices across our business. We continued to embed our policy framework, progressed our due diligence processes, commenced supplier audits and expanded training to build capability across our teams. These actions reflect our commitment to transparency, accountability and continuous improvement.

We also deepened our understanding of modern slavery risks within our supply chain, particularly in higher-risk product categories and in deeper tiers where visibility is more limited. This work has informed our 2026 Action Plan, which focuses on strengthening supplier engagement, refining our risk assessment methodology and expanding our audit program.

Our approach is grounded in the belief that ethical business practices are essential to long-term success. We will continue to work closely with suppliers and stakeholders to drive positive change and ensure that our operations contribute to a responsible and sustainable global battery supply chain.

I would like to thank our employees, partners and suppliers for their ongoing commitment to upholding these values. Together, we will continue to build a business that reflects our responsibilities to people, communities and the environment.

Modern Slavery Statement Scope

This Statement has been prepared in accordance with the *Modern Slavery Act 2018 (Cth)* and covers Tianqi Lithium Energy Australia Pty Ltd and its wholly owned subsidiaries, Tianqi Lithium Australia Pty Ltd (TLA) and Tianqi Lithium Kwinana Pty Ltd (TLK). These entities operate seamlessly as an integrated business focused on the production of lithium hydroxide monohydrate at the Kwinana Plant. For the purposes of this Statement, the term TLEA refers collectively to TLEA, TLA and TLK.

Windfield Holdings Pty Ltd (Windfield), in which TLEA holds a 51% interest and Albemarle Corporation holds 49%, operates independently under its own board and produces its own Modern Slavery Statement. As such, Windfield Holdings is not included within the scope of this Statement. TLEA maintains engagement with Windfield through its ownership interest and governance arrangements and remains informed, at a general level, of Windfield's approach to modern slavery risk management, including through Windfield's own Modern Slavery Statement.

TLEA meets the reporting threshold under the Act, which requires entities based or operating in Australia with annual consolidated revenue exceeding A\$100 million to report annually on the risks of modern slavery in their operations and supply chains, and the actions taken to address those risks.

TLEA welcomes feedback on this Statement. Comments or requests for further information can be directed to compliance@tianqilithium.com

Approval

This Statement was approved by the Board of Directors of Tianqi Lithium Energy Australia Pty Ltd, being the principal governing body of Tianqi Lithium Energy Australia Pty Ltd on the 23rd June 2026.

This Statement is signed by Szetoo Yuway, a Director of Tianqi Lithium Energy Australia Pty Ltd being a responsible member of Tianqi Lithium Energy Australia Pty Ltd.



Szetoo Yuway

Director, Tianqi Lithium Energy Australia Pty Ltd

26th June 2026

1 Introduction

This is TLEA's third Modern Slavery Statement. It outlines our approach to identifying, managing, and mitigating the specific risks of modern slavery across our operations and supply chain. We view annual reporting as a mechanism for continual improvement and a driver of meaningful change.

TLEA acknowledges the scale and urgency of modern slavery globally:

- Close to 50 million people are subject to some form of modern slavery, with more than half located in the Asia-Pacific region.
- Successive *Global Estimates of Modern Slavery* reports show that prevalence is increasing.
- More than 27.6 million people are in situations of forced labour on any given day — 3.5 people for every thousand globally — including 11.8 million women and girls and more than 3.3 million children.
- Forced labour generates an estimated US\$236 billion in illegal profits annually, with additional profits arising from unlawful recruitment practices.
- In Australia, an estimated 41,000 people are living in modern slavery on any given day.

Modern slavery includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruitment for labour or services.

Human rights have been identified as a material risk for TLEA and our stakeholders. We are supportive of the Australian Government's *Modern Slavery Act 2018 (Cth)* and are committed to identifying, mitigating, and — where possible — eliminating modern slavery risks within our operations and broader supply chain. This Statement has been prepared in accordance with the Act and outlines the actions taken during the 2025 financial year (1st January 2025 to 31st December 2025) to address potential risks across all levels of our business. We are confident that the systems and processes we have established, and those we continue to strengthen, will guide our ongoing efforts to identify and address modern slavery risks.

TLEA recognises the significant role the private sector plays in combatting modern slavery. As a leader in our local community and a participant in the global critical minerals supply chain, we are committed to driving positive change within our industry and region. We remain resolute in improving our practices, reporting transparently, and working collaboratively with our vendors and industry partners to address this global issue.

2 Reporting Entity and Structure

Tianqi Lithium Energy Australia Pty Ltd is incorporated in the United Kingdom (Company No. 08960607) and registered in Australia (ARBN 649 234 211, ABN 24 862 057 747).

TLEA is a global joint venture between Tianqi Lithium Corporation (TLC) (51%), a major Chinese mining and manufacturing company headquartered in Sichuan, and IGO Lithium Holdings Pty Ltd (49%) a subsidiary of IGO Limited, an ASX 100 company supplying products critical to the global clean energy transition.

The joint venture owns and operates the Kwinana Lithium Hydroxide Plant and holds a 51% interest in the Greenbushes lithium mine through Windfield. Windfield is an incorporated joint venture between TLEA (51%) and Albemarle Corporation (49%). Its primary asset is the Greenbushes lithium operations, which are operated by Talison Lithium Australia Pty Ltd (“Talison”). Windfield operates independently under its own board and produces its own Modern Slavery Statement.

Greenbushes is the world’s leading producer of spodumene concentrate, with the highest ore reserve grade of any hard-rock lithium mine globally. Located in the Southwest of Western Australia, it mines and processes spodumene concentrate that is supplied exclusively to the Windfield shareholders.

TLEA’s Kwinana Plant converts this concentrate into battery-grade lithium hydroxide monohydrate and is the first facility of its kind outside China.

TLEA is headquartered in Perth, Western Australia and, through its subsidiaries, owns and operates 100% of the Kwinana Plant. Tianqi Lithium Australia Pty Ltd (ACN 622 764 381) (TLA) is a wholly owned subsidiary of TLEA, and Tianqi Lithium Kwinana Pty Ltd (ACN 612 085 364) (TLK) is a subsidiary of TLA responsible for operating the Kwinana Plant.

Figure 1: Entities covered by this Statement

Tianqi Lithium Energy Australia Pty Ltd and wholly owned subsidiaries



3 Statement Development and Consultation

TLEA prepared this Modern Slavery Statement with input from across its controlled entities. Information was sourced from TLEA, TLA, and TLK, which operates the Kwinana Lithium Hydroxide Plant. Where shared systems exist — such as SAP — reports used for analysis captured data from all three entities, including procurement, vendor, and operational information.

The consultation process included representatives from procurement, operations, human resources, legal, finance and compliance across TLEA. These representatives provided information on workforce controls, supplier onboarding, procurement data, supplier risk assessment, training, grievance mechanisms and 2025 mitigation activities. Drafts of the Statement were circulated for review and comment before submission to the TLEA Board. This collaborative approach ensures that the Statement reflects the practices, risks, and actions undertaken across TLEA and the controlled entities covered by this Statement.

4 Our Operations

TLEA has developed the Kwinana Lithium Hydroxide Plant, located south of Perth in Western Australia, to produce high-quality lithium hydroxide monohydrate. This compound is derived from spodumene, a lithium-bearing mineral sourced exclusively from Talison Lithium's Greenbushes mine, located approximately 250 kilometres south-west of Kwinana. Lithium hydroxide monohydrate is a key input in the production of cathode materials for lithium-ion batteries used in electric vehicles and energy storage systems.

The Kwinana Plant was the first lithium hydroxide monohydrate refinery built outside China. The plant currently operates a single production train with a nameplate capacity of 24,000 tonnes of battery-grade lithium hydroxide monohydrate per annum. All product manufactured at the Kwinana Plant is exported to international customers.



5 Our Workforce

TLEA operates across two primary locations: a corporate office in the Perth CBD and the Kwinana Lithium Hydroxide Plant. A small R&D facility is located in Bibra Lake. Across these sites, more than 360 Western Australians work together to produce lithium hydroxide monohydrate.

TLEA is committed to fair, transparent and consistent employment practices. Our recruitment, onboarding and engagement processes are designed to attract people with the right skills, experience and behaviours to meet the needs of the business. Selection is based solely on merit, without discrimination or prejudice.

TLEA ensures that all salaries and benefits for employees and contractors meet legislative requirements and align with local market expectations. We also work closely with visa holders to ensure compliance with visa conditions and to support safe and lawful employment.

5.1 Employees

TLEA's total workforce experienced a marginal decline during the 2025 reporting period, decreasing from 362 to 360 employees. While the majority of employees are engaged under the TLK entity, the executive team and a number of management, support and advisory roles are employed under TLA.

To prevent modern slavery risks within our direct workforce, TLEA applies a series of recruitment controls, including;

- thorough background and reference checks,
- verification of identity documents (without retention),
- right-to-work checks,
- in-person interviews, and
- clear employment contracts outlining working hours, wages, benefits and employment conditions.

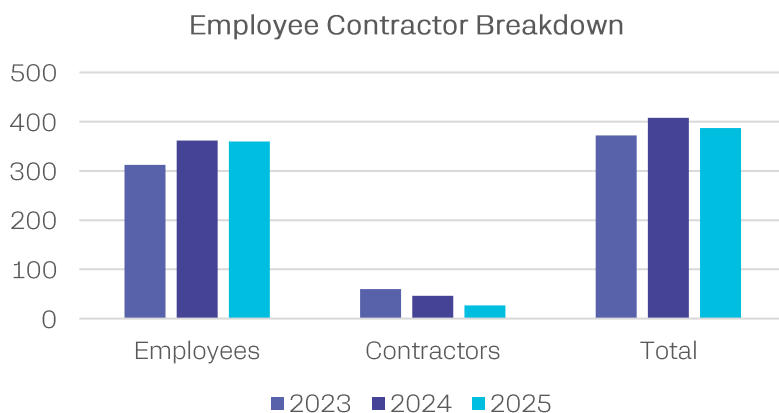
These controls help ensure that all employment is freely chosen and compliant with Australian workplace laws.

5.2 Contractors

TLEA achieved a significant reduction in contractor utilisation during 2025, with contractor headcount decreasing from 46 to 27. This reduction reflects a shift toward a more stable, directly employed workforce, which supports stronger oversight of labour conditions and reduces modern slavery risk exposure.

5.3 New Hires

During 2025, TLEA welcomed 139 new hires. In line with established procedures, identity documents were verified (but not retained), and right-to-work checks were completed for all incoming employees. These processes form a core component of TLEA's approach to preventing deceptive recruitment and ensuring ethical employment practices.



6 Our Supply Chain

TLEA’s operations are supported by a diverse and complex supply chain that provides the products and services required to operate the Kwinana Plant safely and efficiently. In 2025, TLEA engaged 506 vendors, with a total annual expenditure of A\$228 million across a broad range of categories.

These categories include processing inputs, reagents, engineering and construction services, labour hire, logistics, shipping, plant and equipment, information technology, and various professional and support services. The distribution of expenditure across these categories is illustrated in the diagrams below.

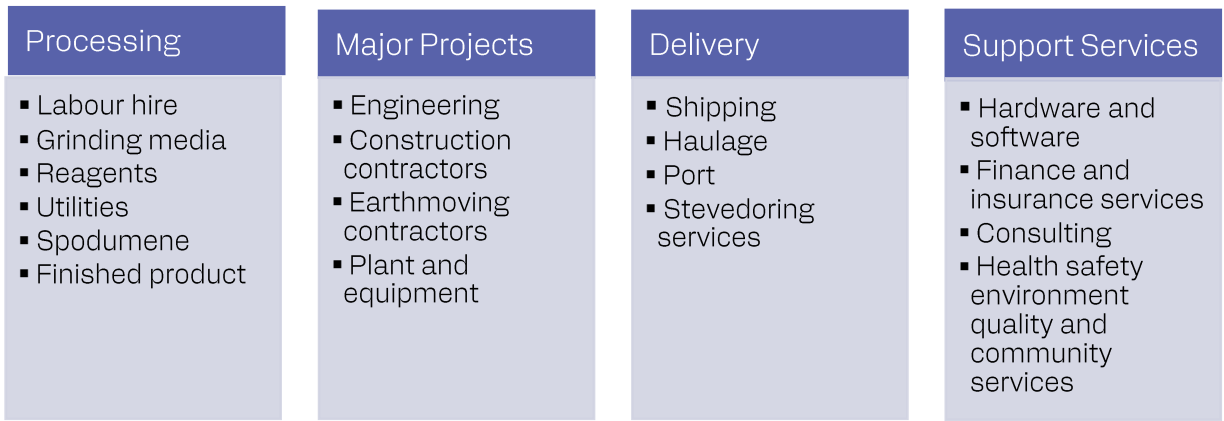


Figure 1 Expenditure focus areas

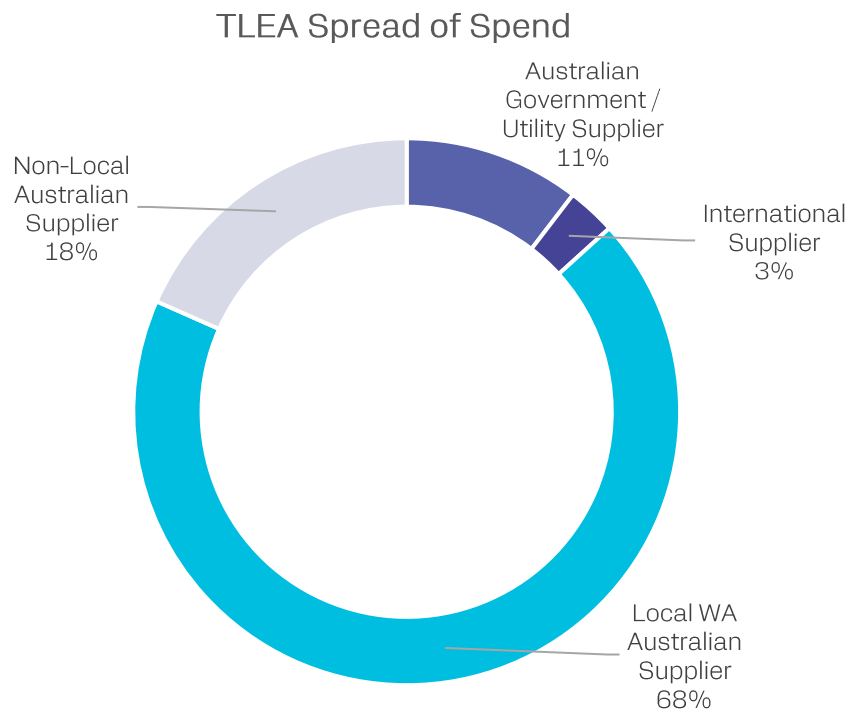


Figure 2 TLEA Spread of Spend

7 Our Supply Chain Modern Slavery Risk

TLEA recognises the inherent modern slavery risks present within the global electric vehicle (EV) battery supply chain, particularly in regions where serious labour exploitation is known to occur. TLEA defines modern slavery risk as the likelihood and severity of harm to people within our operations and supply chain. This includes understanding not only where risks may arise, but who may be most vulnerable, such as migrant workers, temporary visa holders, young workers, and individuals engaged through labour-hire or subcontracting arrangements.

As a participant in a complex international supply chain, TLEA acknowledges that without strong governance and oversight, its activities could inadvertently contribute to modern slavery risks. We are committed to engaging vendors and suppliers who operate ethically and uphold fair, transparent and lawful labour practices.

TLEA assesses modern slavery risk using a structured framework that considers;

- product and service risk,
- sector and industry risk,
- geographical risk,
- operational and entity risk,
- TLEA's ability to influence supplier behaviour, and
- the potential severity of harm to workers.

All procurement activity is processed through TLEA's SAP system, enabling detailed analysis of vendor spend, product and service categories, and supplier locations. Each year, TLEA conducts a comprehensive review of procurement data for the previous calendar year to identify and assess modern slavery risks.

The 2025 analysis focused on;

- all international vendors, and
- all Australian vendors with annual spend greater than A\$0.5 million.

This approach reflects the higher inherent risk associated with international supply chains and the greater influence TLEA can exert over larger suppliers. All new vendors must also complete a modern slavery questionnaire as part of TLEA's qualification and onboarding process. This process was applied consistently throughout the 2025 reporting period.

7.1 Geographical Risk

TLEA recognises that certain regions carry elevated modern slavery risks due to governance challenges, labour vulnerabilities and socio-economic conditions. However, TLEA's 2025 analysis found that overall geographical risk remained low:

- 97% of total spend was with Australian vendors, considered low-risk jurisdictions.
- Over 21% of total spend was with a related party.
- No vendors were classified as high-risk based on geography.
- Geographical risk assessments were informed by reputable data sources, including;
 - prevalence of modern slavery (per 1,000 people),
 - government response ratings, and
 - vulnerability indicators.

Three new international vendors were onboarded in 2025, located in Canada, Denmark and China, providing legal services, packaging and quality-control services respectively. Each was assessed and determined to present a low level of risk.

TLEA acknowledges that while Tier 1 suppliers are predominantly low-risk, deeper tiers of the supply chain may involve jurisdictions with weaker labour protections, recruitment fee practices, or limited transparency, where TLEA's leverage is reduced.

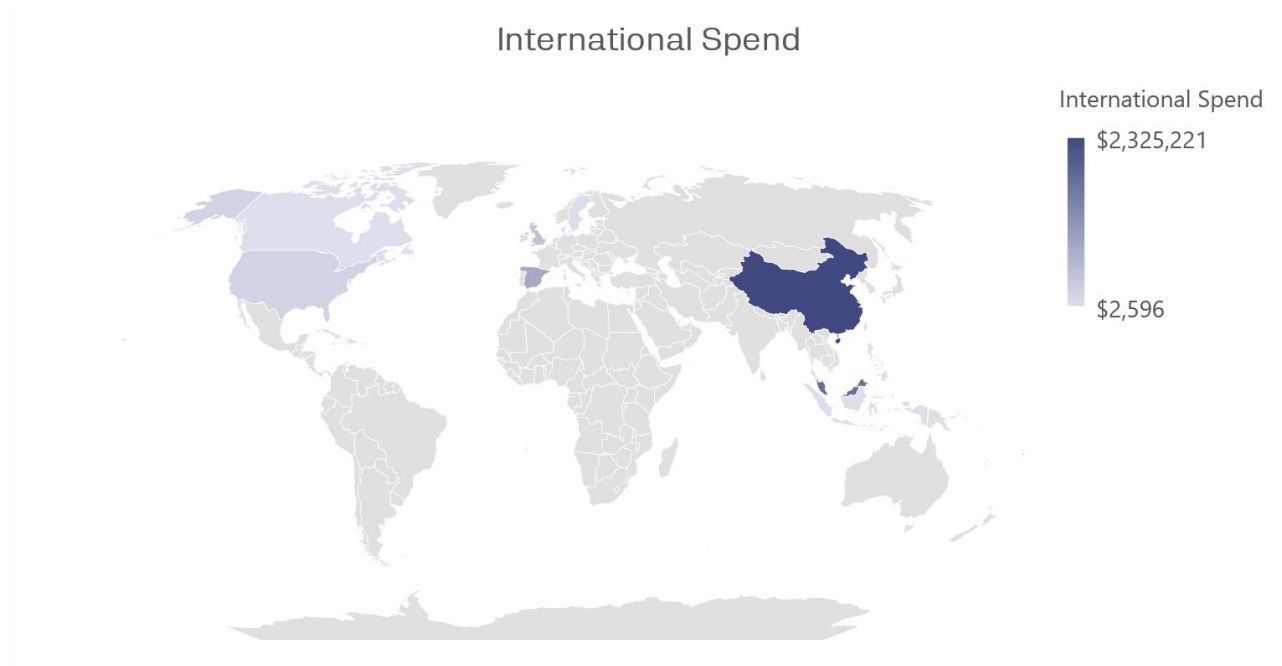


Figure 3 International Spread

7.2 Product, Services, Sector and Industry Risk

TLEA has considered recognised global risk indicators when assessing product and sector risk.

Based on this assessment, the following product categories were identified as having potential modern slavery risk:

- **Spodumene**
 - TLEA's spodumene is sourced exclusively from its 51%-owned Greenbushes mine in Western Australia. Given the local jurisdiction and strong governance, the risk is considered low.
- **Caustic Soda**
 - Caustic soda is supplied by two Western Australian vendors. Locally produced product presents limited risk; however, imported caustic soda originates from North-East Asia, where higher modern slavery risks could exist.
- **Gloves**
 - Concerns raised by the Anti-Slavery Commissioner regarding forced labour in glove manufacturing have prompted TLEA to initiate an investigation into its glove supply chain.
- **Electronics**
 - TLEA's IT hardware spend is concentrated across three major global brands. Each publishes an annual modern slavery statement, and two are members of the Responsible Business Alliance (RBA), using RBA-certified auditors to assess production facilities and higher-risk suppliers. TLEA acknowledges that ICT supply chains are multi-tiered and opaque, limiting visibility and leverage beyond Tier 1.
- **Textiles and Associated Products**
 - TLEA's textile-related spend primarily relates to filter cloths and Personal Protective Equipment (PPE).
 - Filter cloths are sourced from a specialised German manufacturer via its Singapore branch and are not considered high-risk mass-produced textiles.
 - PPE is procured from a long-established Western Australian supplier with a 40-year operating history and recognised brands.
 - TLEA intends to include PPE suppliers in future supplier audit schedules.

7.3 Operational and Entity Risk

TLEA acknowledges that some suppliers may present elevated modern slavery risks due to;

- weak governance structures,
- inadequate policies or processes,
- poor reporting transparency, and
- historical non-compliance.

To mitigate these risks, TLEA has implemented robust vendor screening and engagement processes. All new suppliers must;

- complete a modern slavery questionnaire,
- demonstrate reputable business practices,
- show evidence of effective systems and controls,
- accept TLEA's modern slavery contractual clauses, and
- vendors are not onboarded unless these requirements are met.

7.4 Evolving and Emerging Risks

TLEA recognises that modern slavery risks are dynamic and influenced by global and local conditions. Emerging risk factors include;

- cost pressures in global supply chains that may increase informal labour practices,
- heightened scrutiny of glove manufacturing and chemical supply chains,
- geopolitical instability affecting raw material sourcing,
- increasing expectations for transparency in battery-material supply chains, and
- limited visibility and leverage in deeper tiers of electronics and PPE supply chains.

These insights guide TLEA's mitigation efforts and help prioritise actions where the potential for harm is greatest.



8 Our Modern Slavery System / Approach

TLEA has established a structured and continually improving system to identify, assess, prevent and mitigate modern slavery risks across its operations and supply chain. Our approach focusses on the likelihood and severity of harm to people, particularly those most vulnerable to exploitation.

We recognise that modern slavery risks evolve over time and that effective management requires strong governance, transparent processes, meaningful supplier engagement and continuous improvement.

8.1 Governance and Management

The TLEA Board of Directors, as the principal governing body, holds ultimate responsibility for overseeing modern slavery risk management. The Executive team is accountable for implementing policies, systems and controls across procurement, operations, human resources and compliance.

Key governance responsibilities include;

- embedding modern slavery risk management into enterprise risk processes,
- overseeing supplier due diligence and procurement controls,
- ensuring training and awareness across relevant teams,
- monitoring compliance with TLEA's policies and contractual requirements, and
- reviewing modern slavery risks and actions at Board level.

This governance structure ensures modern slavery considerations are integrated into TLEA's broader risk, compliance and sustainability frameworks.

8.2 Policies and Procedures

TLEA's modern slavery system is supported by a suite of policies and procedures that guide ethical conduct and responsible sourcing, including;

- Modern Slavery Procedure,
- Responsible Sourcing Procedure,
- Human Rights Procedure,
- Procurement Procedure,
- Recruitment and Employment Procedures,
- Whistleblower Process, and
- Non-Conformance and Complaints Procedures.

During the reporting period, TLEA continued to embed modern slavery considerations into procurement processes and governance systems, building on the policy framework developed in 2025. These updates ensure that modern slavery risks are recognised and addressed consistently across all business functions.

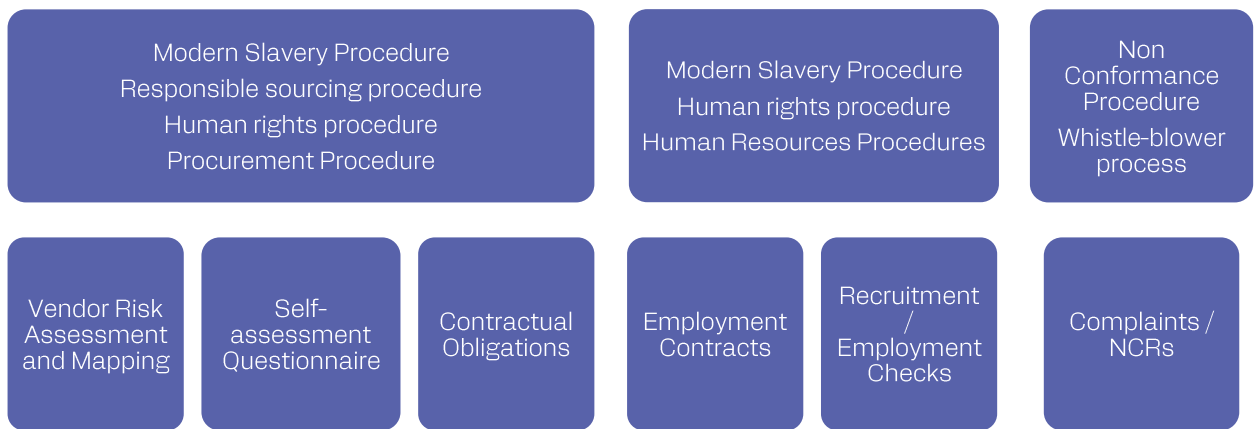


Figure 4 Modern Slavery System Framework

8.3 Reporting and Grievance Mechanisms

TLEA maintains internal grievance and whistleblower channels that allow employees, contractors, suppliers and other stakeholders to raise concerns confidentially, including concerns related to modern slavery.

All reports are;

- assessed promptly,
- investigated appropriately,
- escalated where required, and
- addressed through corrective actions.

TLEA continues to enhance these mechanisms to ensure they are accessible to workers in our supply chain, including subcontracted and labour-hire workers. In 2025, no modern slavery-related complaints were received.

No confirmed instances of modern slavery were identified during the reporting period. If TLEA identifies actual or suspected modern slavery, TLEA will prioritise the safety and interests of affected workers, investigate the matter, engage with the supplier, require corrective action where appropriate, and consider escalation, suspension or termination where the supplier is unwilling or unable to address the issue. TLEA will seek to use its leverage to support effective remediation and prevent recurrence.

8.4 Contractual Requirements

TLEA has incorporated modern slavery clauses into its standard contract terms. These clauses require suppliers to;

- comply with modern slavery and human rights laws,
- maintain appropriate systems and controls,
- cooperate with TLEA's due diligence and audit processes,
- report any identified or suspected modern slavery incidents, and
- ensure subcontractors meet equivalent standards.

TLEA continued to update key supplier contracts to strengthen expectations regarding subcontractor oversight, monitoring and participation in remediation processes where harm to workers is identified.

8.5 Due Diligence and Supplier Assessments

TLEA conducts due diligence on all new suppliers through a structured onboarding process that includes;

- completion of a modern slavery questionnaire,
- assessment of governance, policies and labour practices,
- review of geographic, sector and product-specific risks,
- acceptance of TLEA's contractual modern slavery obligations, and
- suppliers are not onboarded unless they meet TLEA's minimum standards.

TLEA also undertakes annual supply chain risk analysis using procurement data extracted from SAP, focusing on international suppliers and Australian suppliers with spend above A\$0.5 million. This analysis informs TLEA's prioritisation of supplier engagement and audit activities.

During 2025, TLEA;

- reviewed the modern slavery statements of key suppliers,
- commenced supplier audits with higher-risk suppliers, and
- implemented modern slavery training for the Procurement team.

Where TLEA reviewed supplier modern slavery statements or third-party audit frameworks, those materials were used as part of TLEA's broader due diligence process and were not treated as a substitute for TLEA's own risk assessment.

These actions strengthen transparency and support improved labour practices across the supply chain.

8.6 Effectiveness of Actions

TLEA continued to develop its approach to assessing effectiveness, building on the qualitative and quantitative indicators established in 2025. Our focus is on understanding whether our actions are reducing the likelihood and severity of harm to people in our operations and supply chain.

During the reporting period, TLEA strengthened its approach to assessing effectiveness:

- Embedding modern slavery considerations into procurement processes, training, and whistleblowing mechanisms, improving internal capability to identify and escalate concerns.
- Commencing supplier audits in 2025 and will expand this program in 2026, including monitoring corrective actions as audits progress.
- Requiring declarations from selected suppliers regarding production sites and any known labour-rights violations.
- Focusing on lower-influence sectors by partnering with suppliers who demonstrate strong worker-engagement and remediation frameworks.

TLEA also tracks internal indicators, including;

- number and nature of grievances received (none in 2025),
- completion and quality of supplier questionnaires,
- training completion rates across procurement teams,
- improvements in supplier transparency and responsiveness, and
- maturity of internal systems and processes.

These measures help TLEA understand where actions are having impact, where leverage is strongest, and where further work is required. Insights from this assessment directly inform TLEA's annual Action Plan and continuous improvement priorities.

8.7 Continuous Improvement

TLEA recognises that modern slavery risk management is an evolving discipline. Our continuous improvement approach includes;

- expanding supplier audits to higher-risk categories,
- strengthening supplier engagement and corrective follow up,
- improving visibility into deeper tiers of the supply chain,
- delivering training for new members in the procurement team supported by a refresher program every three years,
- monitoring emerging risks, including glove manufacturing, chemical inputs and global cost pressures,
- prioritising suppliers in lower influence sectors who demonstrate strong worker engagement and remediation frameworks,
- reviewing key suppliers' modern slavery statements to benchmark practices and prioritise engagement with higher risk suppliers,
- updating supplier contracts to strengthen modern slavery clauses, including clearer expectations for subcontractor oversight and remediation, and
- engaging with government bodies and industry peers to strengthen shared understanding of modern slavery risks.

This commitment ensures that TLEA's modern slavery system remains effective, responsive and aligned with global best practice.

9 2025 Prevention and Mitigation Highlights

During the 2025 reporting period (1st January 2025 to 31st December 2025), TLEA continued to strengthen its modern slavery management system and embed responsible sourcing practices across the organisation. Key actions undertaken included;

- continued embedding the modern slavery system into business operations, with increased utilisation of procedures, controls and reporting mechanisms,
- developing and implementing Human Rights and Responsible Sourcing Procedures, providing clearer guidance on expectations for ethical conduct and supplier engagement,
- conducting modern slavery assessments for all new suppliers through the established onboarding process, including completion of a modern slavery questionnaire,
- delivering modern slavery training to the procurement team, supporting improved capability to identify and assess modern slavery risks, and
- commencing supplier audits, focusing on selected suppliers identified through TLEA's annual supply chain risk assessment.

These actions reflect TLEA's commitment to continuous improvement and to strengthening the systems that prevent, detect and mitigate modern slavery risks within its operations and supply chain.

10 2026 Action Plan and Forward Priorities

10.1 Action Plan

TLEA has identified key actions to further enhance its management of modern slavery risks across its operations and supply chain. The 2026 Action Plan is designed as a living framework, adapting as new risks emerge and as TLEA's understanding of its supply chain deepens.

The plan is structured around the Deming Plan–Do–Check–Act (PDCA) Cycle, supporting continuous improvement and ensuring that actions are implemented, monitored and refined over time.

Deming Plan–Do–Check–Act (PDCA)

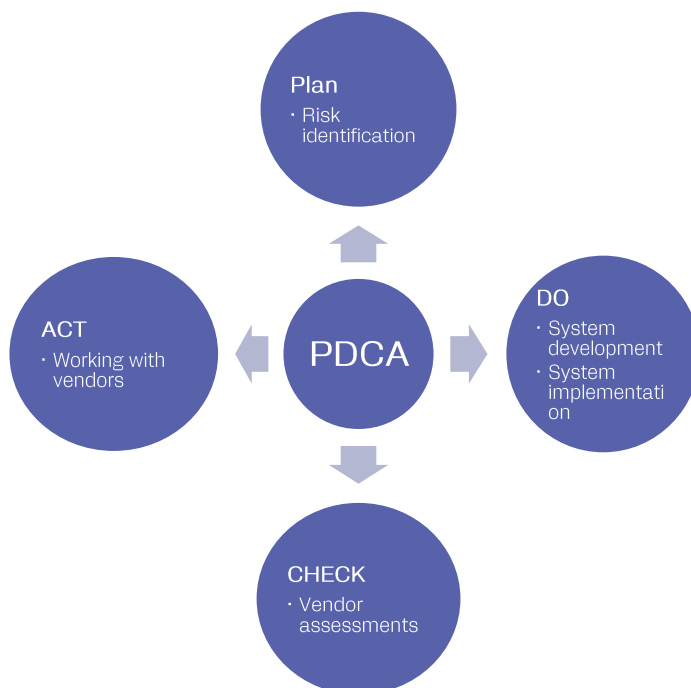


Figure 5 Action Plan Continuous Improvement Basis

Plan

- Continue to refine the annual supply chain risk assessment methodology.
- Identify suppliers requiring deeper engagement or audit based on 2025 findings.
- Review internal procedures to ensure alignment with emerging risks and regulatory expectations.

Do

- Conduct supplier audits for selected higher-risk categories.
- Deliver modern slavery training to new members in procurement supported by a refresher program every three years.
- Strengthen onboarding processes through improved questionnaire review and follow-up.

Check

- Monitor corrective actions as audit progresses.
- Assess the quality of supplier questionnaire responses and identify areas for improvement.
- Review internal reporting and grievance mechanisms for accessibility and effectiveness.

Act

- Update procedures and controls based on audit outcomes and risk assessment insights.
- Enhance supplier engagement where gaps or improvement opportunities are identified.
- Integrate lessons learned into future action plans and training programs.

This cycle supports TLEA's commitment to continuous improvement and ensures that modern slavery risk management remains responsive and effective.

10.2 Priorities

TLEA has developed a modern slavery action plan for 2026. The effectiveness of the 2026 Action Plan will be assessed through TLEA's ongoing monitoring and annual supply chain risk review. Progress will be reflected in improvements in supplier transparency and responsiveness, and enhanced visibility of modern slavery risks across higher-risk product categories.

As TLEA's modern slavery framework continues to evolve, insights from audits, supplier assessments, training outcomes and grievance monitoring will inform future improvements. This ensures that TLEA's approach remains aligned with best practice and focused on reducing the likelihood and severity of harm to people in its operations and supply chain.

Table 1 – Modern Slavery Action Plan (2026)

Focus Area	2026 Actions	Intended Outcome	Measurement of Progress / Effectiveness
Policy, Standards, Procedures	- Review and update the modern slavery system to ensure that it continues to be suitable and effective, whilst contributing to overall risk reduction. Strengthening integration of modern slavery considerations into procurement, Code of Conduct, and whistleblowing processes - Review, update and roll out the Supplier Code of Conduct.	Modern slavery risk management embedded across business functions.	- Updated policies approved and implemented. - Evidence of modern slavery considerations in procurement and governance decisions.
Supplier Engagement & Transparency	- Prioritise engagement with higher-risk suppliers based on 2025 risk assessment in particular focussing on gloves and caustic soda supply. - Conduct targeted discussions on labour practices, corrective actions and transparency expectations.	Stronger supplier capability and improved labour-rights outcomes.	- Number of engagement sessions held. - Supplier responsiveness and improvements in transparency.
Supplier Audits & Corrective Actions	- Continue to conduct supplier audits. - Monitor implementation of corrective actions and conduct follow-up assessments.	Increased assurance that suppliers are meeting TLEA's standards.	- Number of audits completed. - Corrective actions implemented and closed.

Focus Area	2026 Actions	Intended Outcome	Measurement of Progress / Effectiveness
Training & Capability Building	• Deliver modern slavery training to procurement, and contract-management teams. • Incorporate modern slavery into the role requirements for the procurement team.	Increased internal capability to identify and address modern slavery risks.	• Training completion rates.
Risk Assessment & Emerging Issues	• Continue to assess the modern slavery risks within the supply chain utilising product type, sector classification, geography and spend as the basis to prioritise high risk vendors. • Monitor emerging issues such as glove manufacturing, chemical inputs and cost-driven informal labour practices.	More accurate identification of high-risk areas and improved prioritisation of actions.	• Updated risk assessment completed. • Emerging risks incorporated into action planning.
Stakeholder Engagement	• Engage with government bodies and industry peers to strengthen shared understanding of modern slavery risks.	Enhanced alignment with industry best practice and improved collective action.	• Participation in industry forums. • Incorporation of external insights into TLEA's approach.



11 Modern Slavery Act 2018 (Cth) – Content Index

Principal Governing Body Approval

This modern slavery statement was approved by the principal governing body of Tianqi Lithium Energy Australia Pty Ltd, as defined by the *Modern Slavery Act 2018* (Cth) (“the Act”) on the 23rd June 2026

Signature of Responsible Member

This modern slavery statement is signed by a responsible member of Tianqi Lithium Energy Australia Pty Ltd, as defined by the Act. This approval and signature can be found on page 5.

Mandatory criteria

Mandatory criteria	Section
a) Identify the reporting entity.	Section 2 – Reporting Entity and Structure
b) Describe the reporting entity’s structure, operations and supply chains.	Section 2 – Reporting Entity and Structure Section 6 - Our Supply Chain
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Section 5 – Our Workforce Section 7 - Our Supply Chain Modern Slavery Risk
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Section 5 – Our Workforce Section 7 - Our Supply Chain Modern Slavery Risk Section 8 - Our Modern Slavery System / Approach Section 10 – 2026 Action Plan and Forward Priorities
e) Describe how the reporting entity assesses the effectiveness of these actions.	Section 8.6 – Effectiveness of Actions
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	Section 3 – Statement Development and Consultation
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	Nil

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