

Sustainability and people



Sustainability has been at the core of Talga's business strategy and vision since day one. We do not just offer products that help change the world; we produce them in ways that are both environmentally and socially sustainable.

Our ambition is to enable the world's most sustainable batteries and consumer products, and as an industry-leading anode and battery materials company we are determined to advance and set new benchmarks for sustainability in our industry.

To achieve this ambition, we develop high-performance, low-emission battery materials and graphitic materials for the energy storage systems, EV, defence, consumer electronics and industrial markets. Our vertical integration ensures traceability, quality and security of supply to support the resilience and competitiveness of emerging battery industries.

This report communicates our progress on our sustainability initiatives over the last 12 months ("Reporting Period").

Talga Integrated Management System

As part of our commitment to a broad quality assurance program and globally recognised standards, Talga has developed an Integrated Management System (IMS) and secured ISO certifications according to ISO 9001:2015 QMS (Quality Management Systems), ISO 14001:2015 EMS (Environmental Management Systems) and ISO 45001:2018 OH&SMS (Occupational Health and Safety Management Systems) for our pilot production and R&D facilities in Germany, the UK and Sweden. In addition, Talga has secured ISO 27001:2022 ISMS (Information Security Management Systems) across the Group. Talga is progressing alignment with ISO 26000, the international standard for social responsibility.

Our IMS, which is implemented and maintained in line with our ISO certifications, covers safe use, management and transport of chemicals, waste, and dust; safety procedures for emergencies; ongoing monitoring and auditing; and commitment and active support from leadership.

The IMS applies to our operations, as well as contractors, subcontractors and suppliers.

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

Looking ahead

Talga maintains a proactive view on sustainability disclosure and tracks emerging sustainability reporting compliance requirements and standards for progressive integration of disclosure into our financial reporting and to integrate the high standards required by our customers, stakeholders, investors and lenders.

Many jurisdictions globally, including Australia and the EU, have moved towards alignment with IFRS standards. As we prepare for Final Investment Decision, construction and subsequent operation of our mine-to-anode business we are implementing a plan to meet the International Sustainability Standards Board's standards and focus on scaling existing practices during these growth phases.

These efforts are combined with Talga's commitment to pursuing alignment with leading sustainability practice and reporting frameworks including the Initiative for Responsible Mining Assurance ("IRMA"), the United Nations Sustainable Development Goals, the Global Reporting Initiative ("GRI"), the Equator Principles and the International Finance Corporation ("IFC") Performance Standards on Environmental and Social Sustainability.

In coming years, our European operations and entities will be expected to meet the threshold of requirement to report in accordance with the European Sustainability Reporting Standards (ESRS).

As part of Talga's proactive approach we also capture opportunities for greater contribution in key sustainability areas and proactively work to mitigate the potential impacts from our operations throughout all development stages.

Governance

We believe good governance is critical to strong sustainability performance and Talga has established a robust corporate governance framework embedded across the Group.

The framework includes corporate governance policies, procedures and charters with reference to the fourth edition of the ASX Corporate Governance Council's Principles and Recommendations. This framework ensures transparent and accountable business practices, built on fairness, equality and strong governance, with adequate compliance policies that prevent and minimise adverse impacts and protect stakeholders as we execute our business strategy.

Oversight and governance structure

Talga has embedded sustainability in our corporate governance structure, which continues to evolve alongside the development of our mine-to-anode business ahead of construction and future operation. Our Board and Committees' structures, charters and governance practices are continuously reviewed to reflect the evolving nature of our business, best practices, directors' assessments and delivery of our strategy.

The Directors of the Talga Group Board have diverse business leadership and operational management experience, an understanding of Talga's business climate, knowledge of capital markets, project development, decarbonisation technologies and strategies, and an understanding of the health, safety, environmental, community and other sustainably related matters relevant to Talga. 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 three standing committees: Audit and Risk Committee, Remuneration Committee and Nomination Committee.

A structured calendar provides the Board and relevant committees with updates on sustainability topics and information is presented by the Sustainability Steering Group, management, external advisers or specialists where appropriate.

This framework outlines how we have embedded sustainability in our corporate governance structure.



The Talga Group Board provides sustainability leadership at the highest corporate level and oversight of climate-related risks and opportunities impacting the Group. The Board has accountability for Talga's long-term resilience with respect to potential shifts in the business landscape that may result from climate change.

The Sustainability Steering Group supports the management and oversight of sustainability in a focused and coordinated way across the Group.

The Sustainability Working Groups champion the adoption of the Sustainability Policy across Talga sites and create a culture of sustainability across the Group.

Risk

Talga has established processes to identify, assess, mitigate and manage risks across its operations including environmental, social and climate-related risks. Risk management practices are developed and deployed via our risk management and control framework. The framework integrates risk management into our corporate governance and business processes.

The Audit and Risk Committee is responsible for the oversight of Talga's risk management framework and the responsibility for control and risk management is delegated to the appropriate level of management within the Group.

In developing our projects and operations, we closely consider the risk of climate change. The analysis assesses the potential financial impact of these hazards on our 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. Refer to risks disclosed in the Director's report within the annual report. Our analysis found no major or fatal risks arising from climate change. Talga undertakes updates of its analysis periodically and to account for changes to our operating landscape and asset level risk and opportunity assessments.

Talga's materiality assessment undertaken in 2022 plots significant economic, environmental, and social risks and provides a holistic view of the relative significance of our impacts and associated risks and opportunities in line with the Global Reporting Initiative (GRI) framework.

Talga intends to undertake an updated materiality assessment with a focus on risk profile and operational portfolio, and external factors such as our regulatory environment, 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.



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 2026.

	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 9001:2015 as the operations scale.	ISO 14001 and ISO 9001:2015 achieved for pilot production and R&D facilities in Germany, the UK and Sweden.
	Minimise GHG/CO ₂ emissions.	Use of low-emission sources of energy.	Continue to use renewable energy in EVA Plant.	Achieved and ongoing.
			Undertake company-wide greenhouse gas emission inventory.	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.	Ongoing with collaboration agreements entered for development of recycled graphite anode products.
			Map resource flows within our production processes to identify circular economy opportunities.	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 Vittangi Anode Project.	Work with the Swedish biodiversity accounting methodology (CLIMB) to achieve 15% net-positive compensation.	Underway, land secured for biodiversity compensation at Luleå with land being identified in Vittangi.	
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.	Ongoing.
			Sponsor community development opportunities with our host communities.	Ongoing.
			Demonstrate alignment with ISO 26000 (Social Responsibility).	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.	Ongoing.
Development of a holistic supply chain and governance strategy.			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 pilot production and R&D facilities in Germany, 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.	Ongoing.

Carbon emissions

Decarbonisation is at the centre of our business strategy, driving our business model and the industries we market our products to. Our anode materials can play a crucial role in the global green transition and support the EU’s and Sweden’s emission reduction targets.

Our Environmental Policy outlines our commitment to identify and assess greenhouse gas emission reduction opportunities that support the goal of the Paris Agreement.

To quantify the impact of our operations and products, we conduct Life Cycle Assessments in line with global best practice and account for scope 1 to 3 emissions. A Life Cycle Assessment (LCA) last updated in 2023, based on industry data and modelled inputs for our flagship natural graphite anode product, Talnode®-C, demonstrated a 92% reduction in greenhouse gas emissions compared with existing synthetic anode material imported into Europe.¹

The industry leading LCA for Talnode®-C is achieved through Talga’s use of 100% renewable electricity, high-grade natural graphite and proprietary anode production technology.

We are designing systems for data collection which will be used during commercial production of Talnode®-C and plan to complete LCAs for new products as they are introduced and commercialised.

At our Battery Centre of Excellence in the UK and our pilot and demonstration facilities in Germany and Sweden our team is committed to making sustainability improvements in developing next generation battery materials and implementing continuous improvements in our production technology and processes.



1 See: ASX:TLG 9 August 2023.

Circularity

Talga strives to reduce waste and commit to recovery and recycling where feasible as outlined in our Environmental Policy.

Recycling of battery materials

As energy storage demand surges, recycling becomes crucial to secure the battery materials needed for the energy transition. Recycling of other battery materials is growing fast but the recycling of graphite anode back into a form suitable for re-use in batteries has been hindered by significant commercial challenges.

Constituting ~50% of the active material volume in lithium-ion batteries, the recycling of graphite anode can strengthen supply chain resilience, reduce environmental impact by avoiding energy-intensive and fossil fuel-dependent synthetic graphite production, and limit the growing volumes of graphite waste from battery recycling.

Graphite anode recycling also supports the EU’s sustainability goals and policies, including the Critical Raw Materials Act, which sets a 2030 benchmark to source 25% of the EU’s strategic raw materials from recycled sources. Additionally, the EU’s Battery Regulation sets a target of at least 70% overall lithium-ion battery recycling efficiency by the end of the decade.

Closing the loop on graphite anode material

Utilising an adaptation of our proven mine-to-anode technology, we can capitalise on the fast-growing graphite waste volumes from end-of-life batteries and production scrap by transforming the recycled graphite anode into high-quality anode material.

Talga recently introduced Talnode®-R, a proprietary graphite anode product made from recycled lithium-ion battery waste to complement Talga’s high-power natural graphite anode production. Talnode®-R repurposes waste from two recycling streams; anode production scrap from gigafactory waste and spent anodes from end-of-life batteries, to convert into graphite anode suitable for re-use in batteries.

By integrating recycled graphite into our advanced anode production processes, we can broaden Talga’s battery materials portfolio, accelerate the scalability of our anode operations and reinforce our market leadership in sustainability and innovation.

Reducing waste

We envision a circular operation where our waste is innovated into value.

Focusing on solid and liquid waste we are investigating suitable research and development programs to use our operational waste streams with the aim of eventually creating and enabling new products. Key areas of focus include mine tailings and residue generated from effluent treatment.

Achieving positive biodiversity outcomes

We acknowledge that our activities have the potential to impact biodiversity, and we take proactive measures across our operations to avoid, lessen or offset any impacts.

The objective of our Environmental Policy is to minimise any adverse environmental impacts and capitalise on commercial opportunities to have positive impacts on the environment as a result of our business activities.

To achieve this objective, we commit to having a 15% net positive impact on local biodiversity, to contribute to the conservation of biodiversity and integrated approaches to land-use planning and to invest in innovative solutions for achieving sustainable land use in harmony with nature.

As a member of Svemin and the Swedish mining and minerals industry, we have adopted the goal of contributing to a biodiversity net gain by 2030 under the Mining with Nature Roadmap. We submit a yearly report as part of our commitment to this goal and during the reporting period all members of the executive team and the environmental team completed the biodiversity education provided under the Mining with Nature initiative. Talga aims for all staff across the Group to complete the education before the end of 2025.

Project design

Our operations and projects – from our mining activities to our downstream anode production – are designed to minimise any impact on biodiversity. These design choices reduce the possibility of impact by adopting the mitigation hierarchy, a step-by-step process that involves avoiding, minimising, restoring and compensating for the impact on biodiversity.

The Nunasvaara South mine site layout was designed to avoid impacts on high value biodiversity areas, which will be protected during and after our mining operations.

Rehabilitation

We are proud to be a participant in the Vinnova-funded Waste2Place project, aiming to create long-term stable landforms to help to deliver land previously used for mining back to nature and people, and a partner in re:moss, a research project financed by Vinnova and mining industry actors to employ moss to accelerate the restoration of natural ecosystems following impacts from mining.

We view the Waste2Place project as an important part of our closure planning and future post-mining outcomes, and the aim is for the re:moss project to support new rehabilitation options that promote more sustainable mining practices.

We continue to monitor and follow up our rehabilitation program for the 2022/2023 Niska Trial Mine where moss was sprayed as part of the re:moss project in 2024 and where follow-up inventories were completed during the reporting period. Mosses form a protective layer on a substrate that prevents erosion, do not compete with other vegetation and create a natural foundation for other plants to build upon.

Follow-ups include identifying the type of vegetation that is growing and assessing substrate selection criteria as well as application options to inform future plans for best project rehabilitation outcomes.

Biodiversity compensation measures

We are committed to identifying and implementing biodiversity compensation measures to result in an increase in biodiversity values. This will be calculated through CLIMB; a methodology to evaluate biodiversity in a transparent and comparable way.

An implementation plan for the ecological compensation for the impact from the Luleå Anode Refinery has been finalised in consultation with Luleå Municipality and the Norrbotten County Administrative Board. A suitable area for compensation has been identified and inventoried. During the reporting period the ecological compensation plan was approved by Norrbotten County Administrative Board ready to be implemented starting in 2026.

Talga has actively been looking for suitable areas for ecological compensation near the Nunasvaara South mine with one area secured during the reporting period and inventories on additional potential sites completed. Over 2025/2026 an implementation plan for the ecological compensation for the impact from the Nunasvaara South mine will be finalised and submitted to the Norrbotten County Administrative Board for approval.



Protecting water resources

Responsible stewardship of the water resources within our operations is a key aspect of Talga's approach to sustainability and we are committed to recycle and reuse water, investigate and minimise risks to water and treat excess water prior to discharge to achieve our operating permit conditions and the objectives outlined in our Environmental Policy.

Our Nunasvaara South mine and Luleå Anode Refinery have been carefully designed to minimise any potential impact on local water resources.

Water management and monitoring

Water management at the Nunasvaara South mining operation is designed to ensure that all potentially contaminated water within the site is collected, treated and stored for use as process water which is then recirculated to the extent possible. When water cannot be recirculated or there is overflow, it is treated and discharged as purified wastewater which conforms with all regulatory requirements and is monitored regularly.

All Nunasvaara South mining activities lie within a catchment area that drains towards Hosiojärvi Lake, which drains via the Eastern creek to Torne River. Sampling has been carried out four times a year, both upstream and downstream, in the Torne River since 2018. The recipient assessment shows that the mining activities will not cause any impact on the water quality in the Torne River.

Following our trial mining operation at Nunasvaara South in 2015/2016 and at Niska in 2022/2023, Talga has conducted ongoing groundwater monitoring. Data is collected regularly across more than 20 sample points located throughout the Vittangi Graphite Project.

The Luleå Anode Refinery emits clean treated process wastewater which is purified and conforms with all regulatory requirements. Purification removes more than 99.8 percent of the metal content in the water before being discharged together with cooling water to the Bothnian Bay. The recipient assessment shows that the emissions to water will have an insignificant impact on the recipient with the set permit conditions. Recipient sampling is performed monthly since 2023.

Groundwater is also sampled quarterly at the Luleå Anode Refinery site. This work provides valuable data on how the groundwater levels and surface water quality changes over the seasons. This baseline data is used to mitigate any potential impacts.

Social

Our Social Performance Policy outlines our objective to positively contribute to the social and economic development of our host countries and communities, develop and promote respectful and productive relationships with stakeholders, and capitalise on commercial opportunities to benefit people as a result of our business activities.

To achieve this objective, we commit to meaningful engagement with our host communities, work proactively with stakeholders to identify and avoid or minimise social risks and impacts associated with our activities, and provide our stakeholders with access to effective mechanisms for resolving grievances.

Talga is in the process of developing an Environmental and Social Management System (ESMS) with multiple policies, plans and procedures in place 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 overall progressing ESMS Talga has an operational Stakeholder Engagement Plan (SEP) in place that we are committed to align with EU principals for sustainable raw materials, the Equator Principles, European Investment Bank (EIB) Environmental and Social Standards (2022), International Finance Corporation (IFC) Performance Standards, ISO 14001:2015 and ISO 26000 (2010), in addition to Swedish national requirements.

To effectively address any potential community concerns, we have established a Grievance Mechanism to provide a structured way for stakeholders to voice positive and negative feedback or complaints, and for Talga to resolve issues in a timely and effective manner. The Grievance Mechanism is accessible through our website and offers various contact points and reasonable timeframes for issue resolution to ensure that all community voices are heard and considered.

All stakeholder engagement including grievances are documented in Talga's Stakeholder Engagement Management System.

Social Impact Assessment and Human Rights Impact Assessment

Talga is progressing a Social Impact Assessment (SIA) including the development of a Human Rights Impact Assessment (HRIA) for the Nunasvaara South mine and the Luleå Anode Refinery.

The SIA will ensure that all potential social impacts are identified, mitigated, managed and can be addressed. Human rights of concern which could be impacted in a material way will be investigated further in the HRIA.



Stakeholder engagement

Talga maintains ongoing engagement within the communities in which we operate to provide information about the project and its potential impacts to stakeholders, seek feedback from stakeholders on issues, concerns and suggestions, and fulfil the stakeholder engagement requirements of applicable legislation and standards.

This ongoing engagement supports the long-term viability of our projects by establishing and maintaining good relations with stakeholders and using feedback to inform our decision-making processes.

We communicate openly, transparently and consistently with stakeholders, and use different approaches to engagement based on the needs of the stakeholder and the objective of the engagement.

Local engagement in northern Sweden

7	2
newsletters communicating regular news & updates	years sponsoring Kultura Kiruna
2	4
open houses in Vittangi	years at Kiruna Fair
2	2
years at Kiruna Snow Festival	years at Hertsödagen

During the period Talga partnered with Luleå University of Technology to complete two programs; the assessment of a digital platform designed to provide a forum for citizen dialogue and a Vinnova funded pre-study regarding international standards and social sustainability.

Earlier in the year Talga initiated a collaboration meeting to discuss solutions and challenges for accommodation to support its Nunasvaara South mining operation. The meeting included local companies, municipal officers, police, healthcare providers and providers of contractor accommodation solutions.

Talga is a member of Kiruna Växer, a local network with the ambition to create a strong and vibrant Kiruna with greater capacity to attract labour and competence. Through our sponsorship strategy we continue to support local organisations including the Vittangi Sports Club, Kiruna Budo Club and Hertsö Ridklubb. As we transition from development phase to commercial operations, Talga has commenced planning for a future community investment plan.



Indigenous Peoples

We recognise the individual and collective rights and interests of Indigenous Peoples² consistent with the United Nations (UN) Declaration on the Rights of Indigenous Peoples. We recognise that Indigenous Peoples have connections to, and identify with, lands and waters and that these connections are tied to their physical, spiritual, cultural and economic well-being.

This is further detailed in our Indigenous Peoples Recognition Statement which is viewable at talgagroup.com.

We are seeking to lay the foundations, through dialogue, with identified Indigenous stakeholders to enter negotiations and agreement-making.

Indigenous Peoples Plan

We have committed to the creation of an Indigenous Peoples Plan (IPP), which will be further investigated and confirmed during the next Social Impact Assessment (SIA) phase. The development of the IPP is expected to commence late 2025 and will involve seven phases:

- Understanding and benchmarking;
- Local needs assessment involving;
- Primary data gathering;
- Participation and engagement;
- IPP development;
- Implementation and monitoring;
- Collaboration and partnerships; and
- Review and adaptation.

We continue to seek dialogue and build relations with Indigenous Peoples affected by the Vittangi Anode Project. Near Vittangi, these include Talma Sameby, Gabna Sameby and Tornedalians. Our engagement has covered various project development activities over 14 years such as reindeer herding assessments, workplans for exploration drilling and geophysics, permits for trial mining activities, and permits and agreements for resource development activities.

The Luleå Anode Refinery is situated on Gällivare Sameby reindeer herding land, with potential impacts on their lands and their form of reindeer herding. We continue to undertake dialogue and build relations with Gällivare Sameby. During the period two meetings were held with Gällivare Sameby with the purpose of finding suitable collaboration areas following the Luleå Anode Refinery permit entering force.

Our community team is responsible for developing and maintaining strong relationships with local Indigenous groups and affiliated community organisations. The team provides advice and support on matters relating to community consultation and Indigenous affairs, builds organisational capacity to foster increased cultural competency and awareness, evaluates opportunities to ensure that Indigenous engagement programs provide a recognition of community expectations and monitors and evaluates our progress.

² Indigenous Peoples is recognised by Talga in accordance with Performance standard 7 Indigenous Peoples (IFC 2012) as a distinct social and cultural group possessing the following characteristics in varying degrees: Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; Customary cultural, economic, social, or political institutions that are separate from those of the mainstream society or culture; or A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Our team

We aim to attract, nurture and retain high-quality team members who are dedicated to helping us with our mission of enabling the world’s most sustainable batteries and consumer products.

Through our workplace policy, we are committed to providing a working environment where employees can thrive, grow and feel valued. We foster a culture built on coaching, continuous development and mutual respect – a workplace free from harassment, where everyone is treated fairly and equitably.

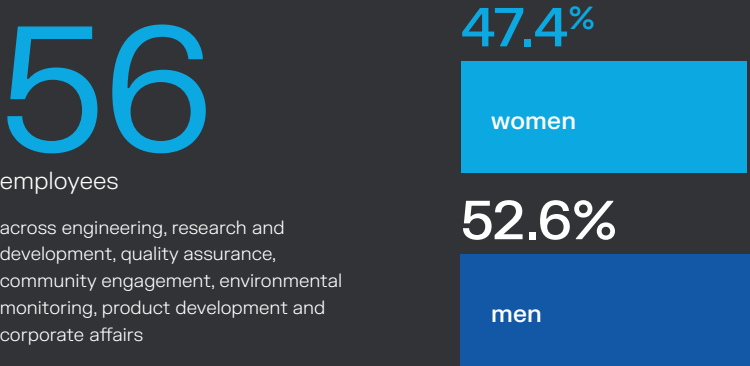
We are a signatory to a declaration of intent for equal industry in northern Sweden. This declaration promotes sustainable and equal social development for both women and men. We value diversity and inclusion, recognising how

a varied talent pool enhances performance and makes our goals more achievable.

Our leadership programme plays a key role in developing strong, inclusive leadership across the organisation. We support well-being and team spirit by arranging health-focused competitions that encourage physical activity and collaboration.

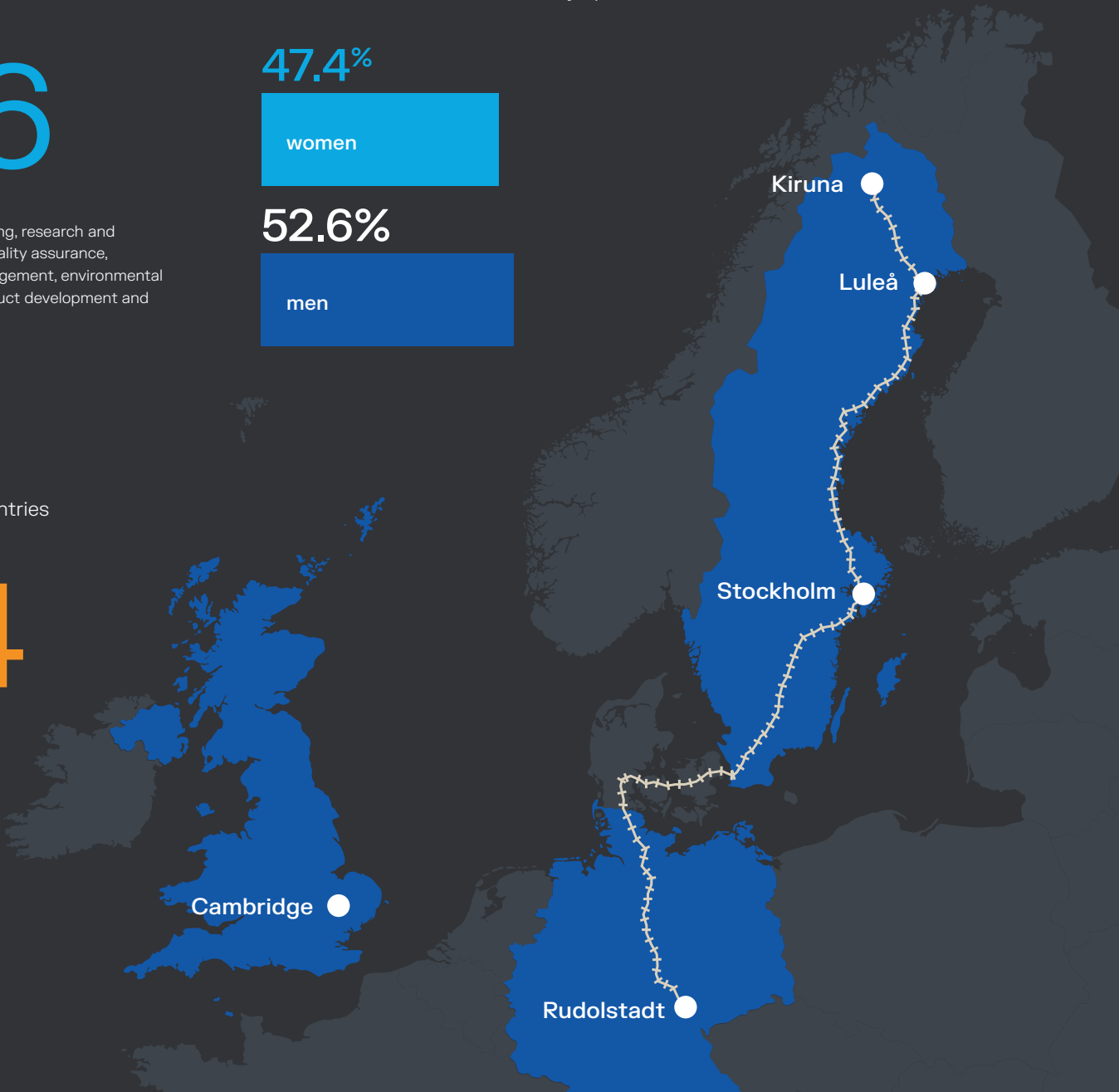
To ensure our efforts make a meaningful difference, we regularly assess the impact of these initiatives and the overall workplace atmosphere through our annual employee survey.

Our commitment is clear: to create and maintain a sustainable work environment where no one experiences ill health or injury as a result of their work.



4 different countries

14 nationalities



Competence development

Together with REEDEAM, we offer our employees competence development through education in climate-neutral production, electrification, digitalisation and automation.

Luleå University of Technology, Mälardalen University and Örebro University co-produce education together with industry through the REEDEAM project – an initiative aimed at meeting the industry’s need for strategic competence in the green transition. Through REEDEAM, we offer competence development in climate-neutral production, electrification, digitalisation and automation, with a particular focus on the raw-material-based value chain.

The project builds on the universities’ scientific strengths in production, digitalisation and automation, electrification, as well as the interaction between people, technology, organisations and society. Together, we create a coherent and demand-driven competence offering for professionals, researchers and companies – tailored to the real needs of industry in the green transition.

The initiative is well aligned with each university’s strategic focus areas:

Luleå University of Technology: Natural resources for sustainable societal transformation and Sustainable material use in a connected and circular economy.

Mälardalen University: Future Energy and Dependable Smart Systems.

Örebro University: Strategic initiatives in AI, Robotics, and Mining.

Health and Safety

Health and safety is a foundational principle embedded across our operations. We promote a healthy work-life balance and implement well-being benefits, as well as maintain agreements with occupational health care providers to safeguard our employees’ welfare.

We maintain a management system certified ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 for our pilot production and R&D facilities in Germany, the UK and Sweden. ISO 45001 specifies requirements for an occupational health and safety management system and provides a framework for organisations to manage risks and improve performance. We are continuing to develop this management system to provide functional support in our current and future operations.

Basic health and safety training is conducted for managers to create a common platform and develop Talga’s health and safety culture. This culture is benchmarked against practical experience from equivalent production facilities.

We are aligned with and exceed the International Labour Organisation’s Fundamental Conventions. These conventions address issues of forced labour, freedom of associations, equal remuneration, discrimination, child labour and occupational safety and health.

Vocational training

Talga is committed to fostering talent and innovation within the minerals and battery industries and supporting the region’s transition to a sustainable energy future.

We are proud to support the post-secondary industry education initiative aiming to upskill the workforce for the battery value chain at Campus Härnösand and the higher vocational training with KYH (higher vocational education provider) in Gällivare for Process Technicians.

Talga is part of the educational management team for the higher vocational training for process operators and laboratory technicians at an Industry campus in Luleå and we are an industry member of BASE, a Swedish national Centre of Excellence for battery research, encompassing post graduate student training, industry lead research programs and regular seminars and workshops to provide students with industry expertise.