

2021 Sustainability Report

Governance and Ethics



SDJ: Sales de Jujuy (Olaroz Lithium Facility) - BRX: Borax Argentina

Key Performance Indicators (KPIs)

General KPIs

INDICATOR	Unit	2018	2019	2020	2021
Orocobre ¹					
Independent Directors - Full Board	%	75%	63%	63%	63%
Attendance - Full Board	%	95%	97%	99%	97%
Average Tenure	Years	6	6	7	7

1 - Data on governance and Board are reported based on Orocobre Group, majority shareholder of Sales de Jujuy and Borax Argentina.

Performance Data¹

Corporate Governance

INDICATOR	Unit	2018	2019	2020	2021
Board members					
Total Directors on Board	Quantity	8	8	8	8
Diversity in Governance Bodies (Board) by Gender					
Non-Executive Directors	Quantity	7	7	7	7✓
Male Directors	Quantity	7	7	7	6✓
Percentage of Male Directors	%	88%	88%	88%	75%✓
Female Directors	Quantity	1	1	1	2✓
Percentage of Female Directors	%	13%	13%	13%	25%✓
Diversity in Governance Bodies (Board) by Age					
<30	Quantity	0	0	0	0✓
30-50	Quantity	0	0	0	1✓
>50	Quantity	8	8	8	7✓
Corporate Governance					
Average tenure (years)	Years	6	6	7	7
Separate Chair of the Board and CEO	YES/NO	Yes	Yes	Yes	Yes
Number of countries/cultures represented	Quantity	4	4	4	4
Independent Directors					
Full Board	%	75%	63%	63%	63%
Audit and Risk Committee ²	%	100%	67%	100%	100%
People and Governance Committee ³	%	100%	100%	100%	67%
Related Party Committee ⁴	%	100%	84%	83%	83%
Sustainability Committee ⁵	%	-	-	75%	67%
Number of Board meetings scheduled or held	Quantity	11	10	12	19
Attendance ⁶					
Full Board ⁶	%	95%	97%	99%	97%
Audit and Risk Committees ²	%	56%	93%	95%	95%
People and Governance Committee ³	%	100%	100%	100%	100%
Related Party Committee ⁴	%	100%	93%	97%	94%
Sustainability Committee ⁵	%	-	-	100%	80%
Independent Board Performance Review ⁷	YES/NO	No	Yes	No	No
Board Review and Approval of Sustainability Report	YES/NO	Yes	Yes	Yes	Yes

Signed for identification purposes with our report dated November 15th, 2021
PISTRELLI, HENRY MARTIN Y ASOCIADOS S.R.L.
C.P.C.E.C.A.B.A. T° 1 - F° 13

GABRIEL RODRÍGUEZ
Partner
Public Accountant U.C.A.
C.P.C.E.C.A.B.A. T° 398 - F° 1

Shareholder support of the advisory vote on executive compensation	%	96%	95%	94%	77%
--	---	-----	-----	-----	-----

1 - Data on governance and Board are reported based on Orocobre Group

2 - Audit and Risk Committee has 3 members and met 7 times during FY21

3 - People and Governance Committee has 3 members and met 4 times during FY21

4 - Created in 2018, the Related Party Committee has 6 members and met 6 times during FY21

5 - Created in 2019, the Sustainability Committee has 4 members (3 at the end of FY21) and met 4 times during FY21

6 - Meetings held in person or via teleconference

7 - Independent Board Performance Review is completed every 3 years.

Ethics - Code of Conduct ¹

INDICATOR	Unit	2018	2019	2020	2021
Sales de Jujuy (Olaroz Lithium Facility)					
Employees					
Percentage of employees who have read and signed the Code of Conduct	%	100%	100%	100%	97%
Percentage of employees trained on Code of Conduct	%	N/D	100%	100%	97%
New employees trained on Code of Conduct ²	Quantity	N/D	88	63	51
Hours devoted to training on Code of Conduct ³	Hours	N/D	22	16	896
Employees trained on grievance channels ²	Quantity	N/D	58	63	51
Hours of training on grievance channels ⁴	Quantity	N/D	58	63	17
Hours of training on Human Rights policies or procedures	Quantity	N/D	N/D	N/D	96✓
Borax Argentina					
Employees					
Percentage of employees who have read and signed the Code of Conduct	%	-	-	100%	100%
Percentage of employees trained on Code of Conduct	%	-	-	100%	100%
New employees trained on Code of Conduct ²	Quantity	-	-	38	28
Hours devoted to training on Code of Conduct ⁴	Hours	-	-	10	7
Employees trained on grievance channels ²	Quantity	-	-	38	28
Hours of training on grievance channels ⁴	Quantity	-	-	38	7
Hours of training on Human Rights policies or procedures	Quantity	-	-	N/D	28.5✓

1 - Data on ethics is reported separately for SDJ and BRX as this information is managed separately.

2- This figure covers the new employees during the reporting period

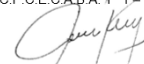
3- In FY21, a communication and training program on the Code of Conduct was carried out.

4- Estimated data based on the number of new hires.

N/D: Not disclosed

- : No information. New indicator or data for BRX prior to FY20.

Signed for identification purposes with our report
dated November 15th, 2021
PISTRELLI, HENRY MARTIN Y ASOCIADOS S.R.L.
C.P.C.E.C.A.B.A. T° 1 - F° 13



GABRIEL RODRÍGUEZ
Partner
Public Accountant U.C.A.
C.P.C.E.C.A.B.A. T° 398 - F° 1