SUSTAINABILITY REPORT

Board Statement

Dear Stakeholders,

We are pleased to present our 6th Sustainability Report ("**Report**") for the financial year ended 28 February 2026 ("**FY2026**"), marking another year of Fortress Minerals Limited's ("**Fortress**" or the "**Company**", and collectively with its subsidiaries, the "**Group**") commitment to creating long-term value for our stakeholders, while managing environmental impact and contributing positively to the communities in which we operate.

During the financial year, the Board of Directors ("**Board**") continued to provide oversight of sustainability matters as part of the Group's overall strategic direction. We recognise that sustainable growth requires not only strong governance but also continuous innovation, collaboration and accountability across our operations.

In FY2026, the Group continued to progress in its approach to sustainability across the environmental, social and governance ("**ESG**") pillars, while taking meaningful steps towards its longer-term decarbonisation goals.

Environmental

The Group continues to manage its environmental footprint amid operational growth. While absolute water consumption, energy use and greenhouse gas ("**GHG**") emissions reflected increased production volumes, we maintained our focus on improving operational efficiencies and resource intensity metrics.

Importantly, during FY2026, the Group made progress in its transition towards cleaner energy sources through the introduction of solar energy initiatives. This includes the installation and commissioning of solar photovoltaic ("**PV**") systems at the Bukit Besi mine, marking an important first step in reducing reliance on conventional energy sources and lowering our carbon footprint. We will continue to evaluate opportunities to expand the adoption of renewable energy across our operations.

Social

The safety, health and well-being of our workforce remain paramount. The Group continues to reinforce a culture of safety through training, awareness and strengthened safety practices. While we strive towards a zero-incident workplace, we continued to monitor and manage our safety performance across all sites.

Our commitment to fair labour practices and employee development remains unchanged. During the year, we further enhanced our community engagement efforts, building on our existing programmes and strengthening our presence in the communities where we operate.

Governance

The Group continued to enhance its sustainability governance and internal frameworks to support effective ESG management. Following the introduction of key policies in the previous financial year, FY2026 focused on operationalising these frameworks across the Group to drive consistency, accountability and continuous improvement.

We remain committed to maintaining high standards of governance, ethical conduct and transparency, which underpin the trust placed in us by our stakeholders.

Looking ahead, we recognise that ESG considerations continue to evolve rapidly, particularly within the mining sector. Our strategic priorities remain focused on strengthening our climate resilience and advancing our decarbonisation pathway, including investments in renewable energy such as solar and other innovative low-carbon solutions where feasible.

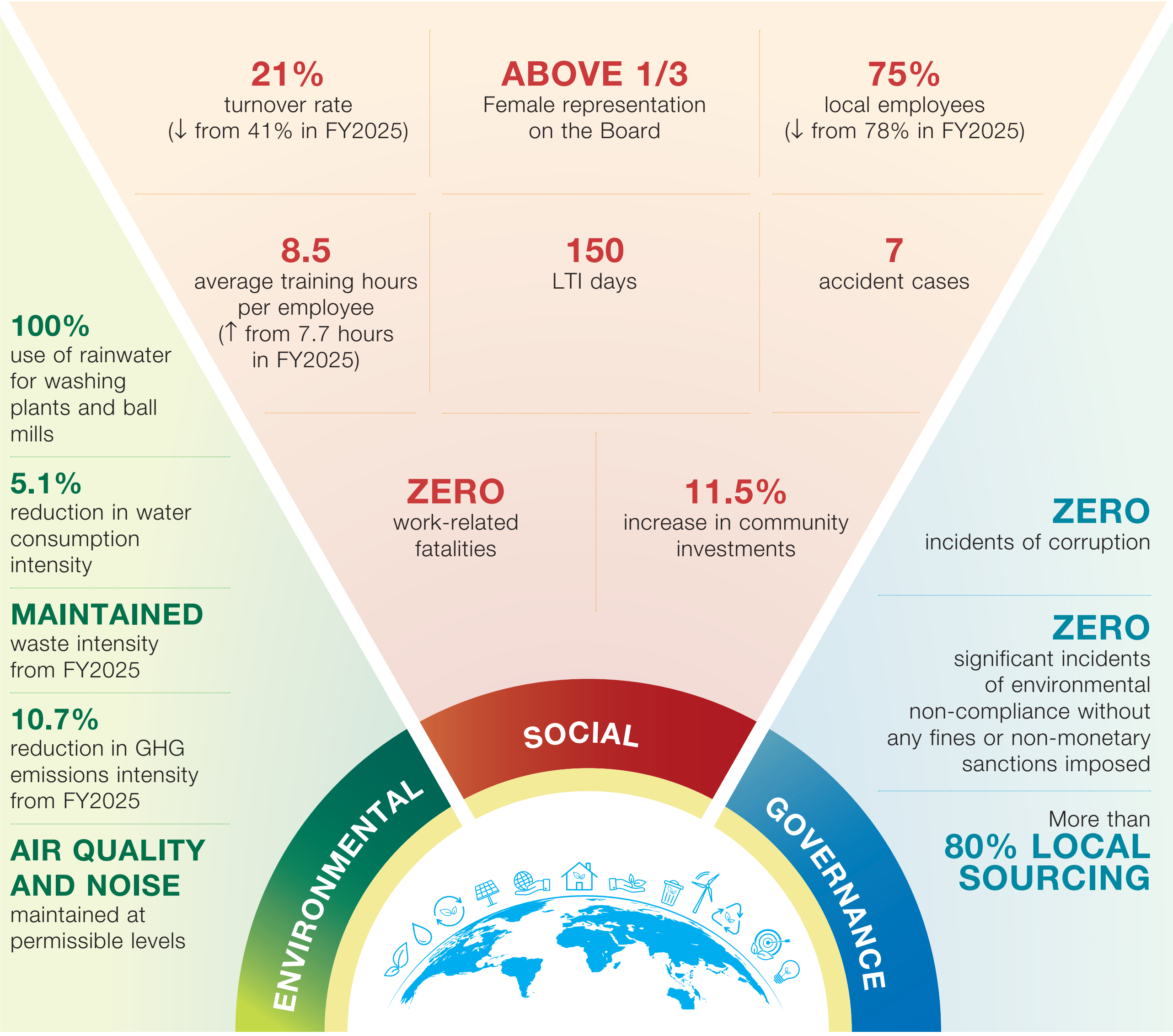
We will also continue to enhance our sustainability disclosures in line with evolving regulatory expectations. Building on our alignment with the Task Force on Climate-related Financial Disclosures ("**TCFD**"), we are progressively strengthening our reporting to meet the requirements of the International Sustainability Standards Board ("**ISSB**"), particularly IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information and* IFRS S2 *Climate-related Disclosures*.

On behalf of the Board, we extend our sincere appreciation to our employees, business partners and stakeholders for their continued support and collaboration. We remain confident that through consistent execution of our sustainability strategy, we will continue to create long-term, sustainable value for all.

Board of Directors
12 June 2026

SUSTAINABILITY REPORT

Sustainability Highlights in FY2026



About this Report

Reporting Scope

This Sustainability Report ("**Report**") sets out Fortress' commitment to building trusts with our stakeholders through our sustainability initiatives. The sustainability report is published on an annual basis, with the Group's previous sustainability disclosure issued in June 2025.

All information presented in this Report relates to the Group's financial reporting period from 1 March 2025 to 28 February 2026 ("**FY2026**"), unless otherwise stated. This Report should be read together with other sections of Fortress' Annual Report 2026 ("**Annual Report 2026**") to provide a comprehensive understanding of the Group's core businesses, products, markets served, the Group structure and operating entities.

Sustainability Report

The reporting scope covers the sustainability performance of Fortress, including its role as a holding company and its operating subsidiaries in Malaysia, as disclosed in the Annual Report 2026. Unless otherwise stated, the sustainability data and information presented in this Report covers the Group's head office in Selangor, Malaysia as well as its 2 mining operation sites: the Bukit Besi mine and the Mengapur mine. In the 2nd quarter of FY2026, Fortress acquired the Seri Bandi mine site in Terengganu. Construction at this site is currently underway with the aim of establishing integrated mining and processing operations in the next reporting cycle. For purposes of this Report, the Seri Bandi mining operations and the dormant subsidiaries within the Fortress group of companies are excluded from the reporting scope for FY2026 due to their inactivity.

Details of the Group's structure are presented on page 13 of the Annual Report 2026, while further information on the operations of each mining site can also be found on page 29 of the Annual Report 2026.

All monetary amounts disclosed in this Report are presented in United States Dollar (US$), unless otherwise stated.

Reporting Standards and Frameworks

This Report has been prepared in accordance with the Sustainability Reporting Guide under the Practice Note 7F of the Catalist Rule ("**Catalist Rules**") of the Singapore Exchange Securities Trading Limited ("**SGX**"). This Report also references selected Global Reporting Initiatives ("**GRI**") Standards, which are a globally recognised framework for sustainability reporting.

In view of Singapore's phased adoption of the ISSB Standards including the IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information* and IFRS S2 *Climate-related Disclosures*, Fortress continues to monitor regulatory developments and enhance its sustainability reporting accordingly. Singapore has introduced mandatory climate-related disclosure requirements for all listed companies, which build upon the TCFD recommendations. SGX has adopted a tiered approach based on market capitalisation, emphasising Scope 1 and 2 GHG emissions with gradual adoption of the ISSB-aligned disclosure over the next several years. Accordingly, this Report includes disclosures on potential climate-related risks and opportunities aligned with the recommendations of the TCFD. While the TCFD recommendations have since superceded by IFRS S2 *Climate-related Disclosures*, these disclosures provide a foundational framework to support the Group's future alignment with the ISSB Standards.

Assurance

We have in place internal controls and verification mechanisms to ensure the accuracy and reliability of the narratives and data in this Report. Our internal auditors have previously conducted a review over our sustainability reporting processes to ensure adequacy and effectiveness. To the extent applicable, the review process further strengthened our risk and governance processes, internal controls and systems.

Feedback

We value your feedback as we continue to evolve and shape our commitment to ESG. Please share your thoughts and insights with us at corporate@fortress.sg to help us continuously improve our reporting practices and progress in our ESG journey.

About the Group

Fortress' core operations are based in Malaysia, where it focuses on the extraction and processing of high-grade iron ore to supply to regional and international markets. With an emphasis on operational efficiency and responsible resource management, Fortress is committed to delivering sustainable value to its stakeholders while integrating ESG considerations into its business practices.

For more information on our operations, please refer to page 29 of our Annual Report 2026.

SUSTAINABILITY REPORT

Our Vision, Mission and Core Values

At Fortress, our vision, mission and core values guide our operations and shape the Group's approach to sustainable value creation.

Our vision sets out our long-term aspirations and is centred on responsible mineral exploration underpinned by strategic insights and strong partnerships to grow responsibly by building a resilient and sustainable business. Our mission defines how we deliver on that vision by leveraging on innovative technologies while contributing to a sustainable future where empowerment and shared prosperity are realised. Our core values anchor these aspirations and guide how we embed ESG considerations into our business.

Vision

Embarking on a mineral exploration journey guided by strategic geological insights and alliances.	Addressing demands from regional clients while prioritising sustainability, safety and ethical excellence.	Elevate operations with protocols improvement and streamlined efficiency measures.

Mission

Striving in the mineral resources industry by leveraging innovative technology to deliver values to stakeholders, and building a sustainable future where empowerment and prosperity are shared by all.

Core Values

INTEGRITY

Uphold transparency, accountability, and ethical conduct in all our actions and decisions.

SUSTAINABILITY

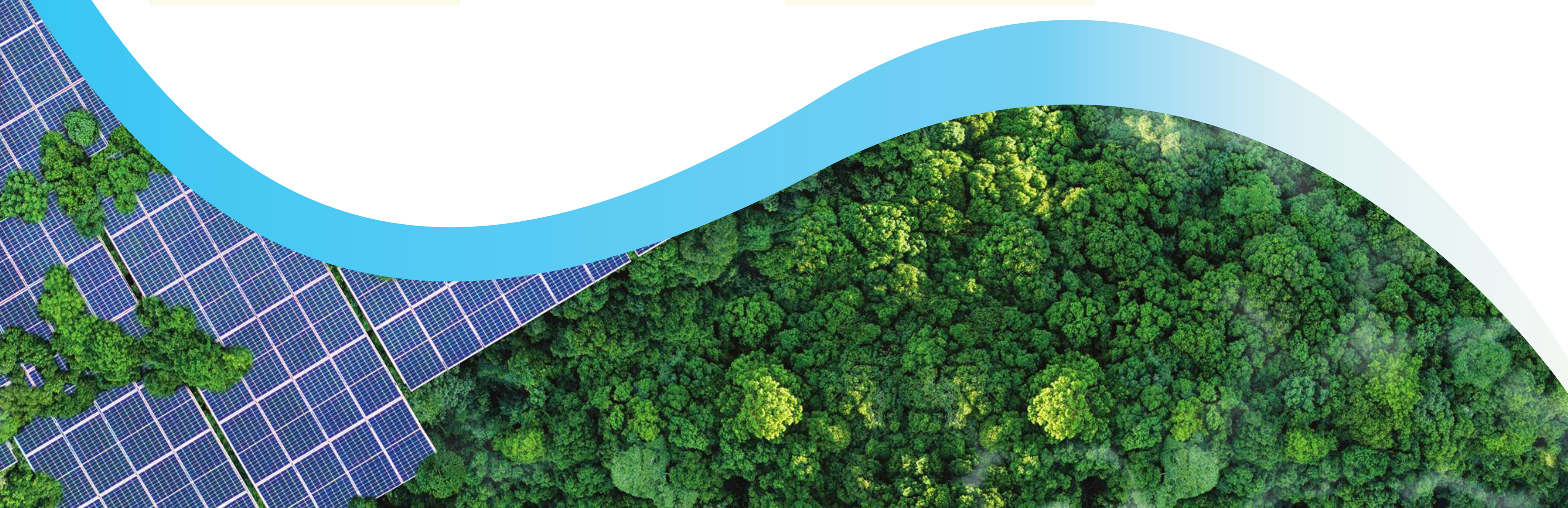
Committed to environmental stewardship, social responsibility, and economic viability.

EMPOWERMENT

Strive to equip and support individuals in every way possible to achieve a sustainable, successful society.

PROSPERITY

A community that thrives together, experiencing fruitful and meaningful growth.



Sustainability Report

Our Approach to Sustainability

Sustainability Governance

The Board has established a clear sustainability governance framework to ensure effective oversight, accountability and integration of ESG considerations into its business strategy and opportunities. All sustainability matters are governed and managed across various levels in the organisation. This governance approach supports informed-decision making, continuous improvement and effective management of sustainability-related risks and opportunities.

Board's Role and Oversight

The Board has overall responsibility for sustainability governance and oversight sustainability strategies and implementation. The Board provides strategic direction and ensures that material sustainability-related risks and opportunities are identified, assessed and managed. Sustainability matters are tabled to the Board for review and deliberation, including strategy, material ESG risks, performance outcomes and progress against targets.

All Directors' have completed sustainability-related training as prescribed under the SGX Sustainability Reporting requirements. The Board remains committed to ongoing capacity building and staying informed of emerging regulations, standards and developments in the sustainability space. This enables the Board to effectively guide Management in the execution of the Group's sustainability strategies.

Sustainability matters are discussed by the Board every quarter during formal Board sessions to support effectively oversight of strategies addressing sustainability-related risks and opportunities. In addition, the Board, through the Audit Committee ("**AC**"), works closely with Senior Management to monitor the Group's greenhouse gas ("**GHG**") emissions performance on a quarterly basis.

SUSTAINABILITY REPORT

Senior Management's Role

The Senior Management, comprising the Chief Executive Officer ("**CEO**") and the Executive Director(s) ("**ED**"), is responsible for translating the Board's oversight into strategic direction and actionable plans. Senior management sets sustainability strategies, develops policies and practices, reviews material impacts and set action plans, goals and targets for the Board's consideration in alignment with the Group's objective and stakeholder expectations.

Operational Management

Operational management, comprising the heads of department ("**HOD**") from the headquarters and from each mining site, is responsible for the implementation and execution of approved sustainability strategies and initiatives within their respective functions. This includes embedding ESG considerations into daily operations, policies and procedures.

Key responsibilities of the operational management team include:

- Implementing sustainability initiatives and operational controls;
- Managing day-to-day sustainability-related activities;
- Monitoring and collecting ESG performance data; and
- Reporting operational-level sustainability performance, risks and improvement opportunities to Senior Management.

Risk Management

The Board recognises that for good corporate governance, it is important to maintain sound risk and internal controls system. The Group has established policies and procedures that incorporate sustainability considerations ensuring environmental and social issues are an integral part of our business practices.

The Board's primary responsibilities include, among others, to review the financial performance of the Group, the adequacy and effectiveness of the Company's internal controls and risk management systems and to monitor Fortress' compliance with legal, regulatory and Company policies.

The impacts of identified material factors can translate into significant risks and opportunities. Fortress' risk management framework aims to identify, assess and document material impacts, including climate-related impact risks, their key controls and mitigating measures. As part of the Group's risk management, climate-related risks and opportunities have been integrated into the Group's existing risk management framework.

Stakeholder Engagement

Fortress strives to regularly engage with its key stakeholders within the Group and across its value chain. Stakeholders are identified based on those who have an interest on the business or the interest that they have on our operations. Fortress has a broad range of stakeholder groups including the government and regulators, employees, customers, business partners and suppliers, and the local communities. No stakeholder survey was conducted in FY2026, as a survey was carried out in the previous reporting year.

Sustainability Report

The table below presents the engagement channels we use to interact with our key stakeholders, along with our approaches to managing their expectations.

Key Stakeholders	Engagement Channels	Purpose of Engagement	Group's Response
Government and Regulators	– Active collaborations – Meetings with government bodies and agencies – Reporting	– Health and safety at site – Good corporate governance – Waste, water, noise and air pollution management	– Regular monitoring and updating the Department of Environment ("**DOE**") on air, noise and water quality – Quarterly inspection from the Department of Occupational Safety and Health ("**DOSH**") – Engage third-party consultants to carry out environmental monitoring – Waste and environmental hazards management at the sites – Compliance with laws and regulations
Employees	– Internal communication via electronic mail – Meetings and dialogue sessions – Employee engagement – Employee appraisal	– Safe and healthy work environment – Career development opportunities – Remuneration and benefits – Diversity and inclusion	– Adherence to the Occupational Safety and Health Act 1994 ("**OSHA**") – Annual performance appraisal process – Provide relevant upskilling and development programmes – Provide equal employment opportunities
Customers	– Meetings – Site-visits	– Product and service quality – Protection of customer privacy – Pricing and contract terms – Timeliness in delivery	– Adherence to quality standards to produce iron ore in a timely manner to meet customers' expectations – Direct communication with customers' team and contract negotiations
Business Partners and Suppliers	– Meetings – Site-visits – Supplier appraisals	– Fair treatment – Professional and transparent procurement operations – Timely payments – Sustainable supply chain operations – Ethical business practices – Social and environmental responsibility	– Daily engagements – Contract negotiations – Anti-bribery and anti-corruption Policy and Code of Conduct – Close monitoring of credit terms and maintaining reliable payment processes for timely payments

SUSTAINABILITY REPORT

Key Stakeholders	Engagement Channels	Purpose of Engagement	Group's Response
Community	– Donations – Meetings or dialogues	– Impact of operations on community – Social inclusion, local community development and caring for the underprivileged	– Providing employment from local communities – Donations to charitable organisations
Shareholders and Investors	– Annual report – Announcement – Annual general meeting ("**AGM**") – Press releases	– Transparent and accurate disclosures – Return on investment – Sound corporate governance practices – Long-term growth of business – Effective business strategies	– AGM – Extraordinary general meeting – Timely updates via investor briefings and announcements – Upholding good governance practices across the Group

Membership Associations

Through engagement with industry bodies, we stay informed on regulatory developments and benefit from access to industry resources, tools and specialised expertise. Fortress, together with selected members of our management team, maintains active membership in the Malaysian Chamber of Mines, alongside representatives from major mining companies, mining consultants, engineers and other mining associations. The Chamber provides an important platform for multi-stakeholder collaboration and dialogue, supporting collective efforts to strengthen the mining sector's recovery, development, resilience and long-term viability.

Materiality Assessment

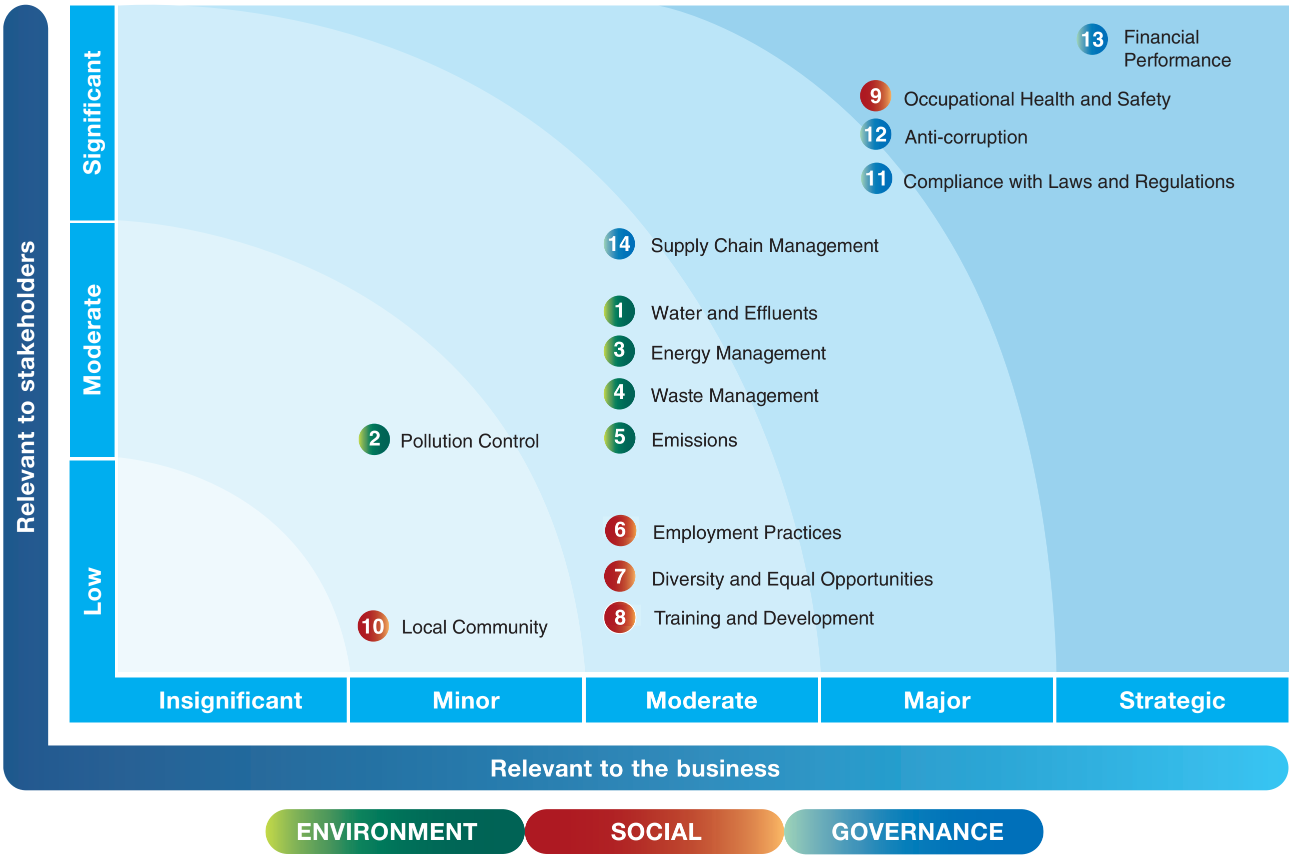
We recognise the importance of a robust materiality assessment in identifying and prioritising ESG issues that are most relevant to our business, stakeholders and long-term value creation.

During the current reporting period, the Company did not undertake a revised materiality assessment. Accordingly, the material ESG topics disclosed in this Report remain consistent with those identified in the previous reporting cycle, which were determined through management review, prevailing regulatory and operational factors relevant to Fortress' mining operations.

The Management continues to monitor emerging ESG risks, regulatory developments and stakeholder expectations through ongoing engagement with employees, regulators, industry associations, suppliers and local communities. This ongoing oversight enables the Company to identify any significant changes or emerging issues that may require additional focus or disclosure.

Fortress intends to undertake a refreshed materiality assessment in the future reporting cycles, taking into account evolving regulatory requirements in particular the phased adoption of the ISSB IFRS standards, stakeholder feedback and developments within the mining sector, to ensure continued relevance, transparency and alignment with sustainability reporting best practices. We are committed to refining the materiality matrix and in future will also consider formal benchmarking against recent global standards and best practice in future assessments.

Sustainability Report



Sustainability Framework

Based on the materiality assessment previously conducted, Fortress' sustainability framework remains the same as the previous reporting period, focusing on the key material matters forming the basis of this Report, with corresponding indicators enabling the monitoring and measurements of sustainability performance, where applicable.

Environmental	Social	Governance
• Water and Effluents • Pollution Control • Energy Management • Waste Management • Emissions	• Employment Practices • Diversity and Equal Opportunities • Training and Development • Occupational Health and Safety • Local Community	• Compliance with Laws and Regulations • Anti-corruption • Financial Performance • Supply Chain Management

The Group's management approach to each of the material matter under the ESG pillars is presented in the following section of this Report.

ENVIRONMENTAL

Sustainable practices are fundamental to the Group's operations and long-term value creation. We place strong emphasis on responsible environmental stewardship. The Group is committed to minimising adverse environmental impacts arising from its activities, while protecting the natural ecosystems that characterise the operational landscape.

Sustainability Report

Guided by the Group's Sustainability Policy and Environmental Policy, the Group strives to minimise its environmental footprint and promote sustainable operational practices across all business activities.

As the Group's core business involves iron ore extraction and processing, we acknowledge that our operations have a direct impact on land, air, water resources and surrounding ecosystems within our operating areas. Environmental protection is therefore one of our key priorities. We manage these impacts through environmental management practices, regular monitoring of performance and a commitment to continuous improvement, ensuring full compliance with all applicable environmental laws and regulations.

At both the Bukit Besi and Mengapur mining sites, comprehensive internal policies and controls have been established to ensure strict adherence to environmental conservation requirements. The Group remains committed to safeguarding the natural environment and respecting local communities and cultures, with site-specific measures in place to prevent, minimise and mitigate environmental damage.

Oversight of the Group's environmental practices rests with the Board, which monitors the effectiveness of the environmental management controls, operational capability and overall performance. The Group's mining activities are governed by relevant legislation, including the Mineral Development Act 1994, applicable State Mineral Enactments and the specific mining permits issued for the Bukit Besi and Mengapur operations.

Since the commencement of operations at both sites, a transparent environmental monitoring system has been implemented to identify, monitor and mitigate potential pollution impacts. To ensure continued compliance with Malaysian environmental regulations and adherence to prescribed limits, independent third-party consultants are engaged to conduct regular monthly or quarterly environmental quality monitoring on water, air and noise quality.

During FY2026, no significant incidents of environmental non-compliance were reported on each of the mining site. However, routine environmental monitoring at one of the Group's mining sites identified several isolated and non-material water quality parameter exceedances at selected monitoring points. Mitigation and control measures, including limestone treatment systems, filtration systems and pond maintenance activities, were implemented and monitored by management. The observations did not result in any major environmental incidents, material environmental impact or regulatory enforcement actions.

WATER AND EFFLUENTS

Water is critical input to our mining operations and we recognise its status as a limited and shared resource. Our mining operation sites operate in regions with seasonal rainfall variability, which can result in flooding during periods of heavy rain and water stress during drier months.

How We Use Water

Exploration	Processing	Domestic Use

To maintain a reliable supply of water while reducing pressure on local resources, we draw from multiple sources, including potable water from local utilities for drinking and cooking, surface water, harvested rainwater, recycled process water and water stored in tailings facilities. Our processing plants are equipped with integrated water treatment systems that enable water to be treated and reused within operations. This reduces freshwater intake and minimises effluent discharge to surrounding water bodies.

SUSTAINABILITY REPORT

WATER AND EFFLUENTS (cont'd)

Water Quality

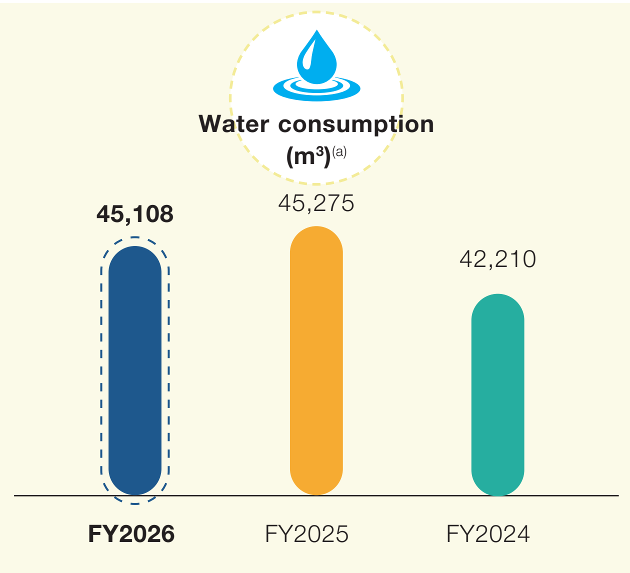
We maintain strict control over water quality in compliance with Malaysian Environmental Quality Act 1974. Water samples are collected monthly at designated monitoring stations across all sites and analysed by independent accredited laboratories. Test results are closely monitored to ensure compliance with DOE standards, including acceptable pH levels and to prevent any adverse impact on local water resources.

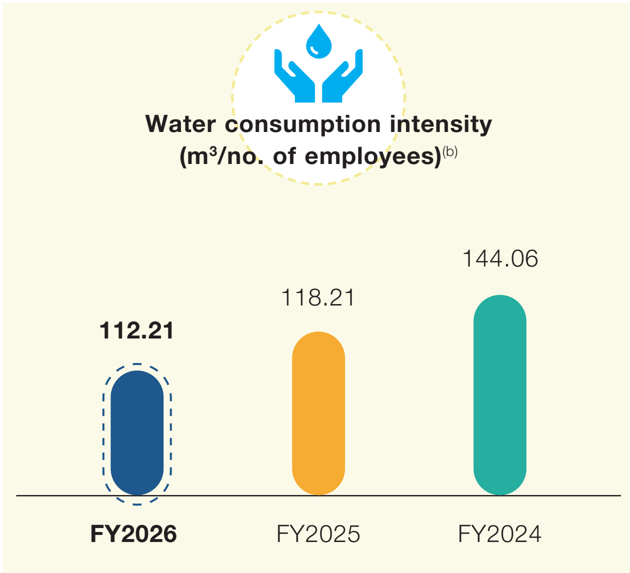
Safeguarding Water Quality

We implement additional measures to safeguard water quality across our mining operations. Direct discharge into adjacent watercourses is strictly avoided. Surface water runoff is channelled into sedimentation and tailing ponds, where it undergoes settling and treatment prior to any controlled release. The integrity of these ponds is maintained through regular inspection and upkeep.

Our processing plants operate a closed-loop water management system, where water is progressively recycled through a series of tailing ponds. Water flows from primary to subsequent ponds for sedimentation, ultimately reaching a quality suitable for reuse in operations. While recycled water volumes are not currently quantified, this system, together with the use of rainwater sedimentation ponds demonstrates our commitment to resource efficiency and responsible water management.

The following provides the Group's water consumption and water consumption intensity over the past 3 financial years:





Notes:

(a) Water consumption includes water usage data only in Bukit Besi mining site and the head office in Selangor, Malaysia.

(b) Water consumption intensity ratio is calculated based on total water consumption in cubic metre ("**m^3**") over the average number of employees in FY2026 in Bukit Besi mining site and the head office in Selangor, Malaysia.

WATER AND EFFLUENTS (cont'd)

Water and Effluents	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Optimise site water efficiency and reduce water consumption intensity ratio by 10% by FY2030, from the baseline year of FY2024. **Progress:** On track.	• Optimise site water efficiency. • Reduce water consumption intensity ratio by 10% by FY2030, from the baseline year of FY2024.
Maintain 100% usage of rainwater for washing plant and ball mill. **Progress:** On track.	• Continue to maintain 100% usage of rainwater for washing plant and ball mill.

POLLUTION CONTROL

We recognise that air emissions and noise from mining activities can impact surrounding ecosystems and communities. We are committed to maintaining air quality and minimising noise disturbance through effective controls, continuous monitoring and responsible operational practices.

Air Pollution

Why it Matters	Control Measures	Monitoring & Compliance
• Dust and emissions are inherent in mining activities. • Potential impacts on health, environment and nearby communities.	• Regular water spraying across mining areas to suppress airborne dust. • Speed limits and traffic controls to reduce dust from moving vehicles. • No open burning of plant debris and construction waste. • Routine maintenance of vehicles to minimise exhaust emissions.	• Quality monitoring by independent environmental consultants. • Sampling at multiple locations across Bukit Besi and Mengapur sites. • Parameters monitored: Total Suspended Particulate ("**TSP**") and ambient air quality parameters.

In FY2026, the air quality monitoring results for TSP and other ambient air quality parameters were within the limits prescribed under the recommended Malaysian Air Quality Guidelines.

Noise Pollution

Why it Matters	Control Measures	Monitoring & Compliance
• Excessive noise may affect employee well-being, nearby communities and local environment.	• Regular assessments by third-party consultants.	• Monitoring at key operational locations. • Measurements were conducted using ISO 1996-1:2016 and ISO 1996-2:2017 methods. • In accordance with DOE planning guidelines for environmental noise limits: – Daytime limit: 70 dBA – Night-time limit: 60 dBA

SUSTAINABILITY REPORT

POLLUTION CONTROL (cont'd)

In FY2026, noise levels monitored at the Group's mining sites were generally within the acceptable limits prescribed under the DOE planning guidelines for environmental noise.

Pollution Control	
Performance and Targets for FY2026	**Target for FY2027 onwards**
Maintain air and noise pollution within the DOE permissible levels. **Progress:** On track.	• Continue to maintain air and noise pollution within the DOE permissible levels.

ENERGY MANAGEMENT

Energy management is critical aspect of our operations, given the inherently high energy demands of mining activities. We recognise the importance of closely monitoring energy consumption to reduce our environmental impact, enhance operational efficiency and support long-term value creation for our stakeholders.

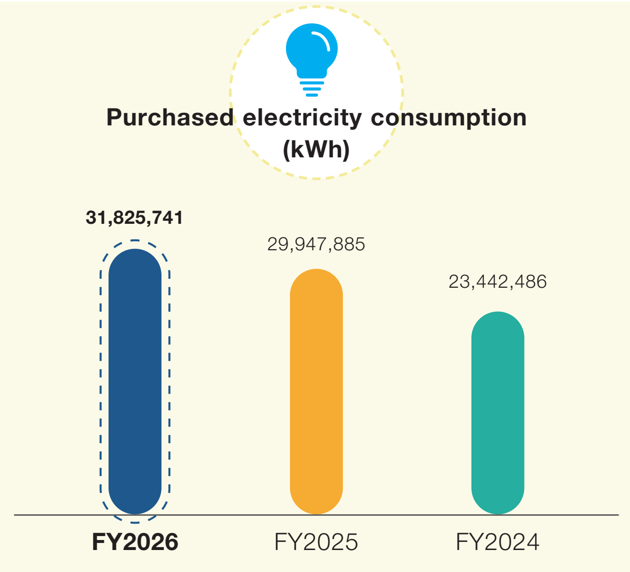
Our operations currently mainly rely on non-renewable energy sources and purchased electricity. As such, we recognise that energy use is a key contributor to the Group's operational GHG emissions.

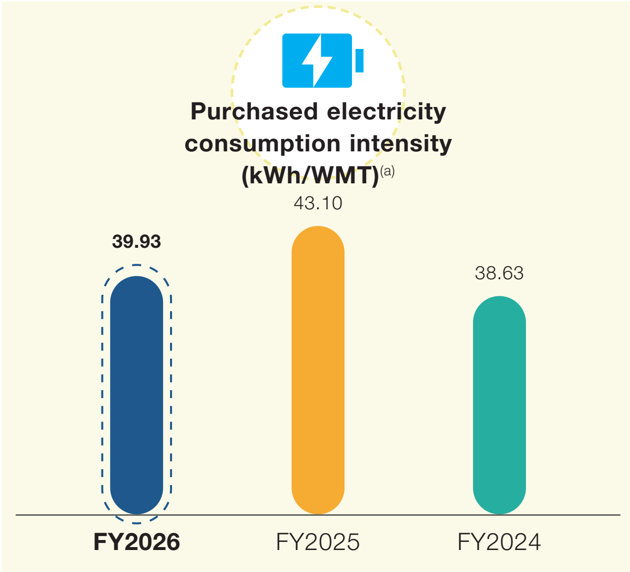
At the Bukit Besi mining site, purchased electricity is the main energy source. In contrast, the Mengapur site currently operates off-grid and relies on diesel generators for electricity supply. Diesel is also extensively used to power heavy mining equipment, such as dump trucks and excavators, as well as our transportation fleet for deliveries to customer sites.

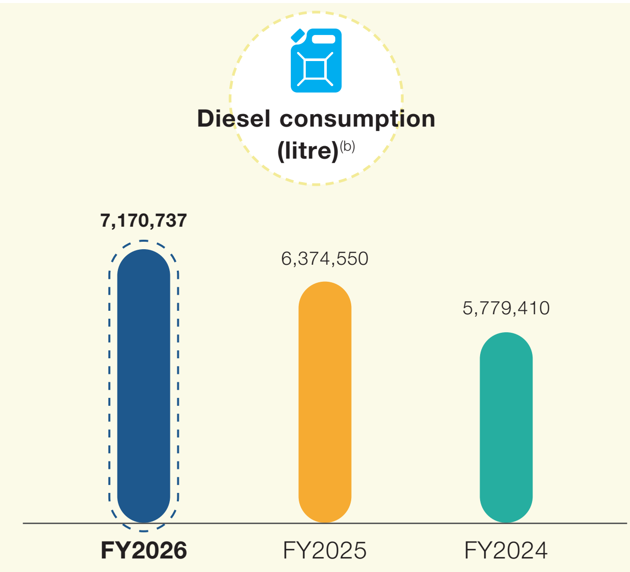
In the fourth quarter ("**4Q**") FY2026, the Group commissioned an on-site solar PV installation at the Bukit Besi mine to support part of its operational power requirements. This initiative strengthens operational resilience while supporting the Group's sustainability efforts through reduced carbon intensity, diversified energy sources and improved long-term energy cost efficiency.

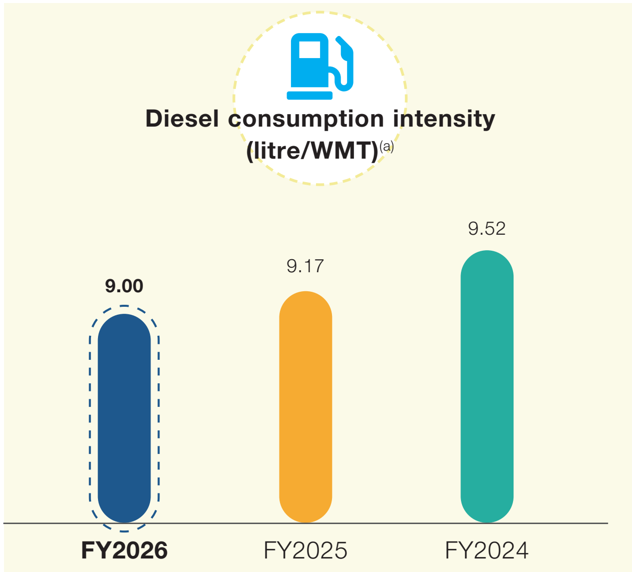
ENERGY MANAGEMENT (cont'd)

The graphs below provide the overview of the Group's energy consumption and energy consumption intensity over the past 3 financial years.



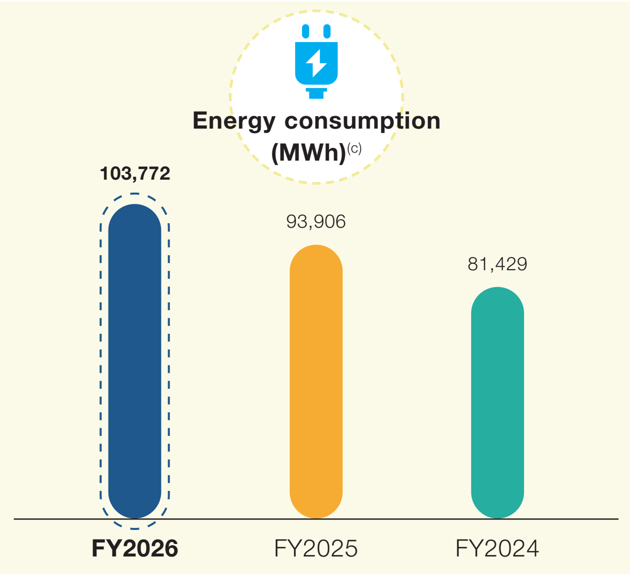


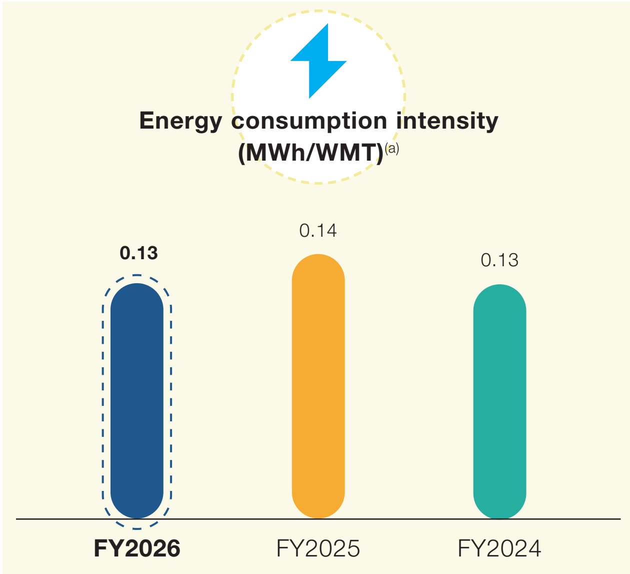




SUSTAINABILITY REPORT

ENERGY MANAGEMENT (cont'd)





Notes:

(a) Intensity ratio is calculated based on production volume in WMT.

(b) Diesel fuel consumption data is estimated based on purchase orders.

(c) Total energy consumption includes the purchased electricity consumption and the diesel fuel consumption data.

ENERGY MANAGEMENT (cont'd)

Energy Management	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Reduce energy consumption intensity by 20%, from the baseline year of FY2024. **Progress:** Total energy consumption increased in FY2026 due to higher production activity and sales volumes. However, energy consumption intensity improved to 0.13 MWh/WMT in FY2026 from 0.14 MWh/WMT in FY2025, returning to the FY2024 baseline level.	• Reduce energy consumption intensity ratio by 20%, from the baseline year of FY2024.
By FY2030, increase renewable energy mix. **Progress:** The Group achieved its initial renewable energy adoption target ahead of schedule following the installation and commissioning of solar PV panels at the Bukit Besi site in the 4Q FY2026. During FY2026, the solar PV system generated renewable electricity that avoided approximately 606,431 kWh of grid electricity consumption.	• By FY2030, increase renewable energy mix to 20%.

WASTE MANAGEMENT

We are committed to environmental sustainability and recognise the critical role of effective waste management in optimising resource use across our operations. Responsible handling of waste is essential to minimising potential adverse impacts on the environment, our workforce and surrounding communities.

Non-hazardous Waste

Non-hazardous waste generated from our mining operations, supporting infrastructure and administrative functions includes:

- general office and food waste; and
- construction and demolition materials.

The Group has not fully implemented the processes to measure non-hazardous waste streams. However, we are currently reviewing our processes for implementing systems for accurate tracking, monitoring and management of such waste.

Mining-related Waste

Our mining activities generate various forms of mining-related waste, including:

- tailings;
- rock;
- sand; and
- sediment.

Tailings are a slurry of ground rock, residual minerals and water, a by-product of the mineral processing required for extraction.

SUSTAINABILITY REPORT

WASTE MANAGEMENT (cont'd)

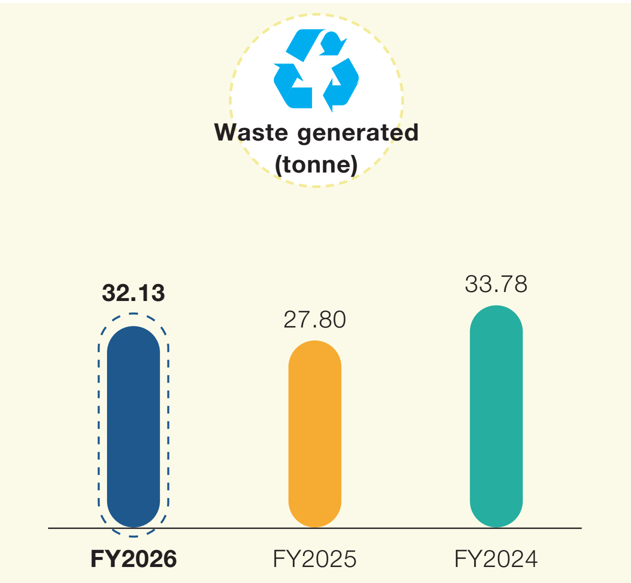
Hazardous (Scheduled) Waste

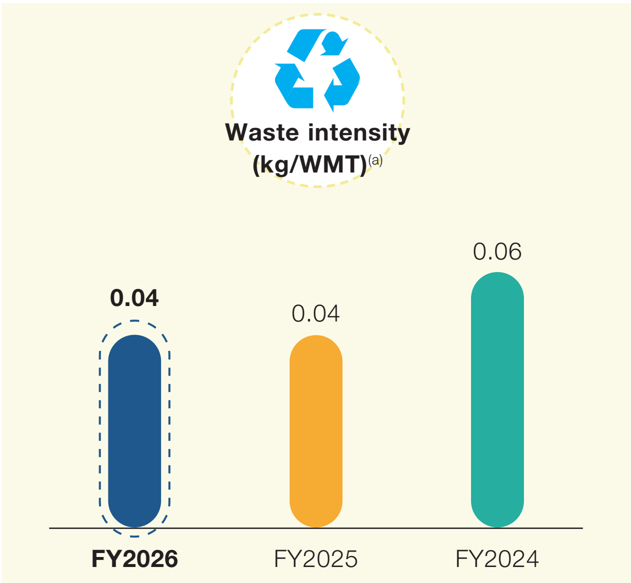
Hazardous waste generated from our operations is continuously monitored and managed in accordance with regulatory requirements. This waste is classified as scheduled waste under the First Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. Hazardous waste is securely contained in designated, segregated and locked storage areas at all sites to prevent contamination and ensure safe handling.

Types of Scheduled Waste
• Used engine oils and lubricants
• Organic solvents
• Clinical and laboratory wastes
• Contaminated soil and materials
• Obsolete laboratory chemicals

To further strengthen oversight, the Group employs personnel with relevant environmental certifications and competencies who are responsible for overseeing scheduled waste handling practices and coordinating with licensed scheduled waste contractors to ensure collection, treatment and disposal activities are conducted in accordance with regulatory requirements and industry best practices. The Group maintains strict adherence to local regulations by ensuring scheduled waste is disposed of within 6 months of generation and does not exceed the prescribed storage limit of 20 tonnes. Continuous monitoring of waste levels at operational sites is conducted to support ongoing regulatory compliance.

The graphs below provide an overview of the Group's waste generated and managed over the past 3 financial years.





Note:

(a) Intensity ratio is calculated based on production volume in WMT.

WASTE MANAGEMENT (cont'd)

Waste Management	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Reduction of waste production intensity by 1% year on year and reduce by 10% by FY2030, from the baseline year of FY2024. **Progress:** Waste production intensity was maintained at 0.04 kg/WMT in FY2026, remaining below the FY2024 baseline level of 0.06 kg/WMT and supporting the Group's long-term waste reduction objectives.	• Reduce waste production intensity by 1% year on year. • Reduce waste production intensity by 10% by FY2030, from the baseline year of FY2024.

EMISSIONS

The Group recognises that its energy-intensive mining activities contribute to climate change through the generation of GHG emissions. We are committed to managing and progressively reducing our carbon footprint through the adoption of appropriate decarbonisation strategies and improved operational practices.

Our primary sources of operational GHG emissions arise from fuel combustion and energy consumption. Specifically, Scope 1 GHG emissions are largely driven by diesel usage in heavy mining equipment and on-site generators, while Scope 2 GHG emissions stem from purchased electricity consumed across our operations.

Beyond our direct operations, we acknowledge the importance of emissions generated across our value chain. In line with evolving reporting standards and stakeholder expectations, the Group monitors selected Scope 3 GHG emission categories, including transportation and distribution of goods, waste generated from operations and business travel undertaken by employees.

The increasing impacts of climate change, such as shifting weather patterns, rising sea levels and more frequent extreme weather events, underscore the urgency of our efforts. In response, the Group continues to evaluate emission reduction initiatives, including:

- improving energy efficiency across operations;
- optimising fuel consumption and operational processes;
- assessing the adoption of cleaner and lower-carbon technologies; and
- promoting sustainable practices throughout our value chain.

SUSTAINABILITY REPORT

EMISSIONS (cont'd)

GHG Emissions Boundary

To ensure consistency and comparability, the Group classifies and reports GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard across 3 scopes:

Scope	Key Sources of Emissions
Scope 1 (Direct emissions)	Emissions from sources owned or controlled by the Group, primarily from diesel consumption in heavy machinery (for example, excavators, dump trucks) and generators used for on-site power generation.
Scope 2 (Energy indirect emissions)	Emissions associated with the consumption of purchased electricity, including electricity used at our Bukit Besi site.
Scope 3 (Other indirect emissions)	Emissions from activities from our value chain but occur from sources we do not own or directly control. These include emissions from the transportation of our goods in external vehicles, waste generated from our operational processes and emissions associated with business travel undertaken by our personnel.

EMISSIONS (cont'd)

The table below provides an overview of the Group's GHG emissions profile over the past 3 financial years.

	FY2026	FY2025	FY2024
Direct Scope 1 GHG emissions (tCO_2e)[(a)]	19,671	17,487	15,854
Scope 1 emissions intensity (CO_2e/WMT)[(c)]	24.68	25.17	26.12
Energy indirect Scope 2 GHG emissions (tCO_2e)[(b)]	24,687	23,230	18,184
Scope 2 emissions intensity (CO_2e/WMT)[(c)]	30.97	33.43	29.96
Other indirect Scope 3 GHG emissions (tCO_2e)[(a)]	32,892	34,712	39,925
Scope 3 emissions intensity (CO_2e/WMT)[(c)]	41.28	49.95	65.79
Total GHG Emissions (tCO_2e)[(a, b)]	77,250	75,429	73,962
GHG emissions intensity (CO_2e/WMT)[(c)]	96.93	108.55	121.88

Notes:

(a) Carbon emission factors are sourced from U.S. Environmental Protection Agency's ("**U.S. EPA**") Emission Factors for GHG, www.epa.gov/climateleadership. Only CO_2, CH_4 and N_2O emissions are included in the calculations of the GHG emissions.

(b) Carbon emission factors are sourced from the grid emission factor published by the Malaysian Energy Commission for Peninsular Malaysia. Scope 2 GHG emissions are calculated using the location-based method. The market-based method is not applicable.

(c) Intensity ratio is calculated based on production volume in WMT.

Emissions	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Reduce GHG emissions intensity by 1% year on year and reduce GHG emissions intensity by 20% by 2030, from the baseline year of FY2024. **Progress:** The Group recorded a 10.7% year-on-year reduction in GHG emissions intensity in FY2026. Compared to the FY2024 baseline year, GHG emissions intensity has decreased by 20.5%, allowing the Group to achieve its original 2030 reduction target ahead of schedule. The improvement was supported by higher production volumes and ongoing operational efficiency initiatives, despite an increase in total GHG emissions in FY2026 compared to FY2025.	• Continue to reduce GHG emissions intensity year on year, with an annual reduction target of 1%. • Reduce GHG emissions intensity by 30% by 2030, from the baseline year of FY2024.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES

The increasing frequency and severity of extreme weather events continue to underscore the urgency of addressing climate change and its associated risks. For the mining sector, these risks are particularly acute, with potential impacts on operational resilience, supply chain continuity and the wellbeing of the communities in which we operate.

At the same time, the global climate disclosure landscape is rapidly evolving, with a clear shift from voluntary frameworks toward mandatory, standardised reporting requirements. This transition is driven by growing investor demand for consistent, comparable and decision-useful information on how organisations manage climate-related risks and opportunities and their readiness to transition to a low-carbon economy.

During FY2026, Fortress made further progress in strengthening its climate-related disclosure framework. Building on prior-year foundations, the Group continues build on its internal processes, governance structures and data management systems to improve the quality and reliability of climate-related information. These efforts support our progressive approach to align with the ISSB IFRS S2 *Climate-related Disclosures*.

Fortress continues to reference the recommendations of the TCFD, which form the basis of IFRS S2, while striving to progressively incorporate additional requirements such as scenario analysis, climate resilience considerations and expanded metrics and targets. This structured approach enables the Group to transition in a phased and robust manner toward full ISSB disclosure alignment.

In line with our commitment to transparency and regulatory compliance, Fortress remains dedicated to meeting all applicable climate-related disclosure requirements in Singapore. We will continue to enhance our disclosures to provide stakeholders with a clear, comprehensive and decision-useful understanding of our governance, strategy, risk management practices and performance in relation to climate change.

The table below presents an overview of Fortress' climate-related disclosures, structured around the 4 core pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Core Pillars	Initiatives and Next Steps
Governance *Fortress governance around climate-related risks and opportunities*	Fortress has in place a robust governance structure with effective processes. The Board provides oversight on sustainability matters at Fortress. As part of the Board's meeting agenda, ESG has been included for discussion. This includes updates on the GHG emissions and its progress for the Group every quarter at the AC meetings. The Senior Management team continues to assess and recommends to the Board the climate-related risks and opportunities. The Board will continue to provide continuous oversight in reviewing the identified climate-risks and opportunities. Further details on the Group's sustainability governance are outlined on page 23 of this Report.

CLIMATE-RELATED DISCLOSURES (cont'd)

Core Pillars	Initiatives and Next Steps
Strategy *Actual and potential impacts of climate-related risks and opportunities on Fortress' businesses, strategy, and financial planning*	In FY2026, the Board has considered sustainability issues and continued to review the key climate-related risks as part of its strategic formulation and commitment to transition to a lower carbon economy. The risks associated with climate change include transition risks relating to the transition to a lower carbon global economy and physical risks from changing weather patterns. The Senior Management team continues to provide updates to the Board on the key climate-related risks and opportunities. Some of the potential measures considered previously to manage these risks and opportunities include: – transition to lower carbon intensive technologies; and – operational efficiency. In FY2026, the Board approved the installation and commissioning of solar PV panels at the Bukit Besi mining site as part of its transition to lower-carbon intensive technologies. The Group does not currently have a system in place to calculate the financial implications or costs due to climate change. The Group is evaluating and analysing the potential impacts of climate-related risks and opportunities as part of the Group's ongoing review of all ESG risks and opportunities, across short, medium or long-term horizons. This evaluation will enable the Group to assess the extent of its impacts and develop a suitable resilient climate change strategy relevant to its business and operations. Further, scenario analysis may be conducted as the strategy is developed.

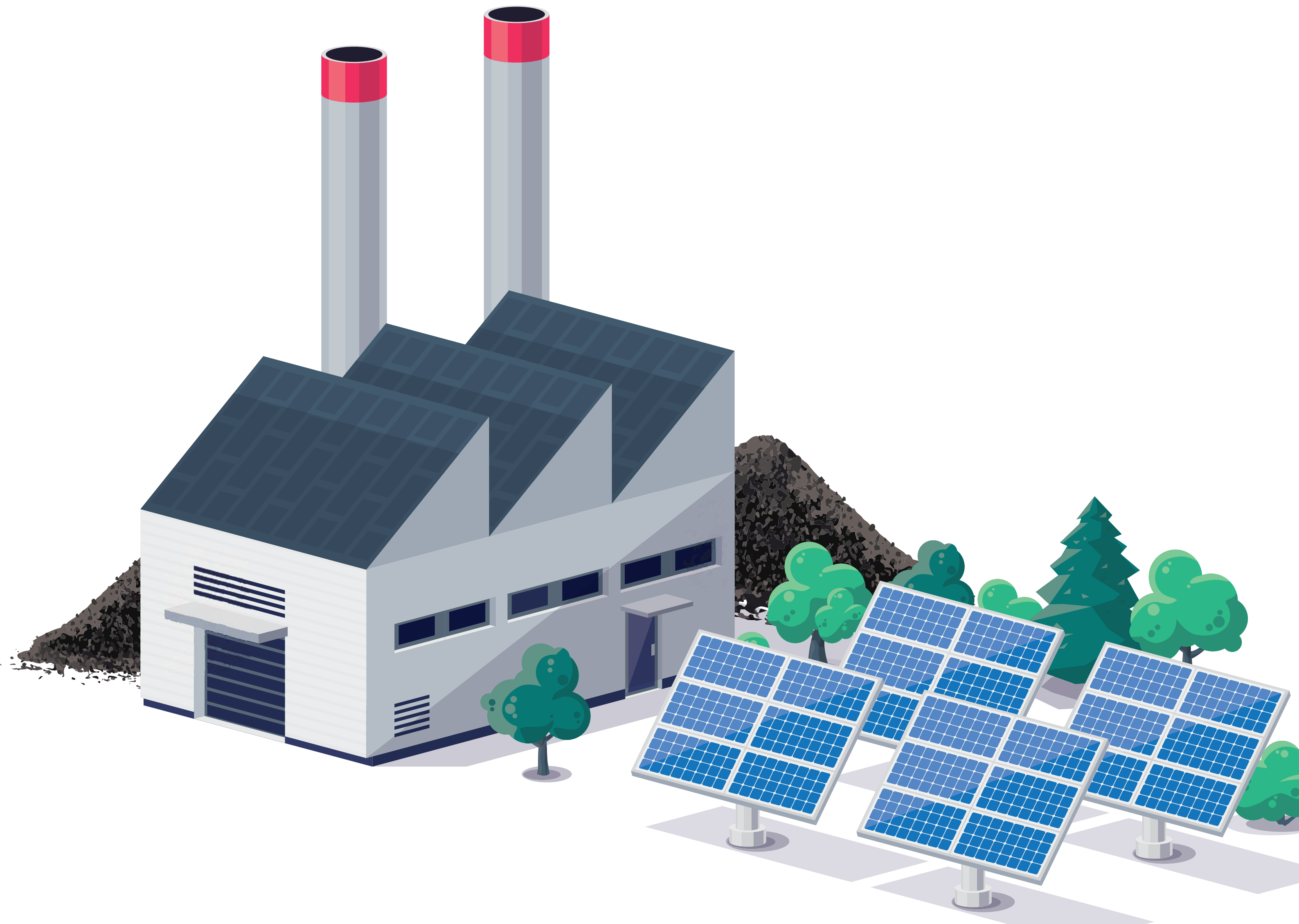
SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (cont'd)

Core Pillars	Initiatives and Next Steps
Risk Management *How Fortress' identifies, assesses and manages climate-related risks*	The Group's risk assessment and risk control framework are aligned to the business objectives, goals and vision to enable us to deliver leading performance and to effectively manage risks. We have identified climate change as a significant area of risks and opportunities for the Group's operations in Malaysia, focusing on transition and physical risk elements. ***Transition Risks*** Transitional risks and opportunities are associated with the societal and economic transition towards a low-carbon future, such as policy, legal, regulatory, technological, market, behavioural and reputational developments. The Group's potential transition risks include: – Legal/Regulatory risks: increased regulatory costs, carbon tax, potential exposure to litigation. – Technology risks: slow pace of technology and significant costs to transition to lower carbon intensive technologies. – Market risks: increased costs from suppliers, reduction in commodities pricing due to poor market perception of mining industries. – Reputation risks: decline in share prices, inability to attract or retain employees due to poor reputation. ***Physical Risks*** The Group may be exposed to physical risks arising from the increasing frequency and intensity of extreme weather events such as floods, landslides, cyclones, wildfires and hot and cold extremes. They also include chronic climate change risks from sustained shifts in climate patterns such as higher average temperatures causing droughts, sea level rise, increasing and decreasing regional long-term precipitation. *Acute Risks*: Flash floods, soil erosion and potential landslides from flood. *Chronic Risks*: Rise in temperature, spread of vector-borne diseases and negative impact to health of the workforce. The Group is committed to continuously reviewing and integrating the identified risks and opportunities into the overall risks management processes to ensure such risks are considered alongside other business risks. Climate-related issues are further discussed under the Environmental topics in this Report.

CLIMATE-RELATED DISCLOSURES (cont'd)

Core Pillars	Initiatives and Next Steps
Metrics and Targets *Report on the metrics and targets used to assess and manage climate-related risks and opportunities*	We currently track the Group's climate-related performance on the following areas and where applicable, targets are set: (a) Scope 1 and 2 GHG emissions and selected Scope 3 GHG emissions (b) Energy consumption (c) Water consumption (d) Waste generation Please refer to pages 29 to 39 of this Report for further details on the metrics and targets monitored and reported by the Group. The Group will continue to explore and develop its decarbonisation strategy in line with its available resources to reduce GHG emissions across the Group. The targets set have yet to be validated by a third party.



SOCIAL

Social responsibility is integral to our core values and guides the way we conduct our business. We are committed to safeguarding the well-being and safety of our employees, promoting diversity and inclusion and ensuring equal opportunities for all. At the same time, we strive to create lasting value in the communities where we operate by acting responsibly and contributing positively to their development. Through these efforts, we aim to make a meaningful and sustainable impact on both our workforce and society at large.

SUSTAINABILITY REPORT

EMPLOYMENT PRACTICES

We recognise that our employees are fundamental to our success and we value the unique contributions of every individual across the Group. Our approach is centred on fostering a safe, inclusive and supportive workplace that enables high-performing talent to be attracted, developed and retained.

The Human Resources ("**HR**") Department oversees all people-related matters across the Group, guided by the employment policies and Employee Handbook, which set out the terms and conditions of service. These documents also incorporate the Group's Code of Conduct, providing clear guidance on expected behaviours, including defined standards on minor and major misconduct.

Sustainability Policy

Code of Conduct

Employment Handbook

Daily HR Practices

In line with our Sustainability Policy, we are committed to upholding human rights across all operations, in accordance with applicable laws and regulations in the jurisdictions where we operate. We strive to ensure that all employees and communities are treated with dignity, fairness and respect.

The Group adheres strictly to local labour and employment laws in all aspects of HR management. We are pleased to report that in FY2026, there were no material breaches of employment-related laws.

Our Employment Practices

Talent Onboarding

– Standardised onboarding processes across all entities when new employees join any of the companies within the Group. Onboarding programmes are designed to facilitate transition of new hires and internal transfers.

– Comprehensive orientation covering:
  - Group operations and processes
  - Group's Employee Handbook and policies
  - Anti-corruption practices

– Designed to support both new hires and internal transfers

Performance Management

– Annual performance review for all employees, which Includes:
  - Self-assessment
  - Supervisor feedback
  - Coaching and development discussions

– Focus on identifying:
  - Job challenges
  - Skills gaps
  - Training and development needs (led by HODs)

SUSTAINABILITY REPORT

EMPLOYMENT PRACTICES (cont'd)

Compensation and Benefits

- Performance-based bonuses and promotion opportunities
- Strong focus on internal career growth and progression
- Competitive and benchmarked benefits including:
  - medical coverage
  - insurance
  - leave entitlement

Employee Engagement

- Regular team-building and engagement activities across operations and headquarters
- Celebrations of festive occasions to foster inclusivity and cultural appreciation
- Initiatives aimed at strengthening collaboration and workplace camaraderie

FY2026 Engagement Highlights

Group Team Building Session

Festive Team Gathering

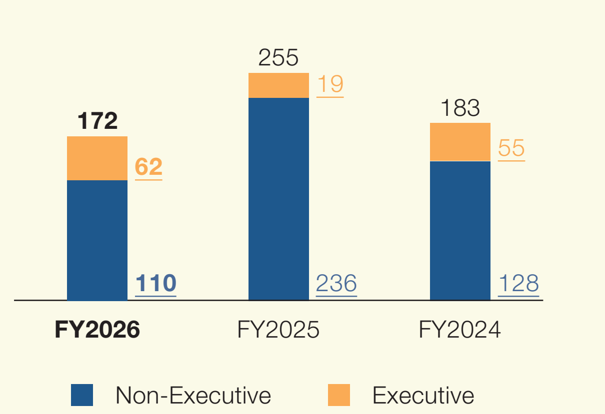
Leadership Development Workshop

Total Workforce

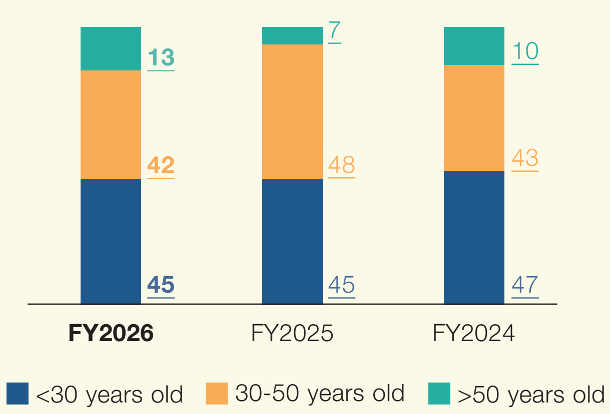
The Group's average workforce recorded in FY2026 is 518 employees (FY2025: 496 employees) across its operations in Malaysia, with a gender distribution of 9% female and 91% male employees. The average employee headcount is approximately 4% higher when compared to the previous reporting period. The new hire rate for the Group in FY2026 is 33% (FY2025: 51%) and the turnover rate for the Group is 21% (FY2025: 41%).

Overview of the New Hires Rate for the Group

New Hires by Employee Category (No.)



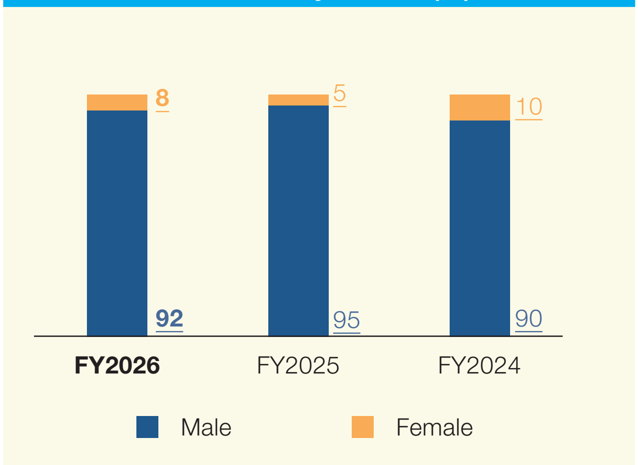
New Hires by Age Group (%)



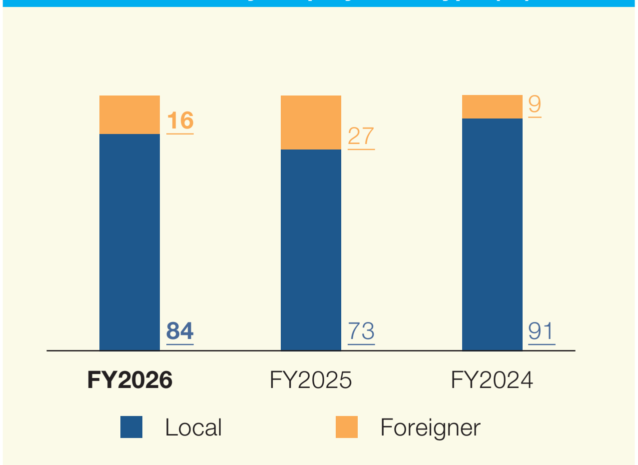
Sustainability Report

EMPLOYMENT PRACTICES (cont'd)

New Hires by Gender (%)

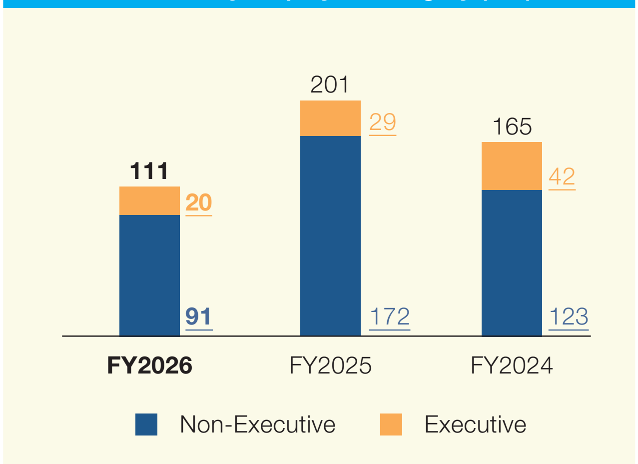


New Hires by Employment Type (%)

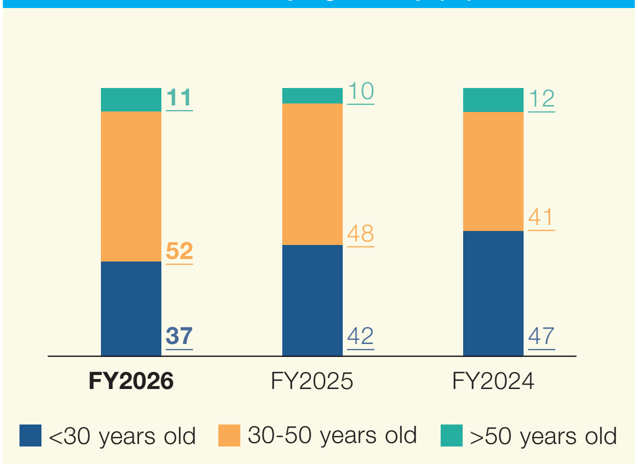


Overview of Turnover Rate for the Group

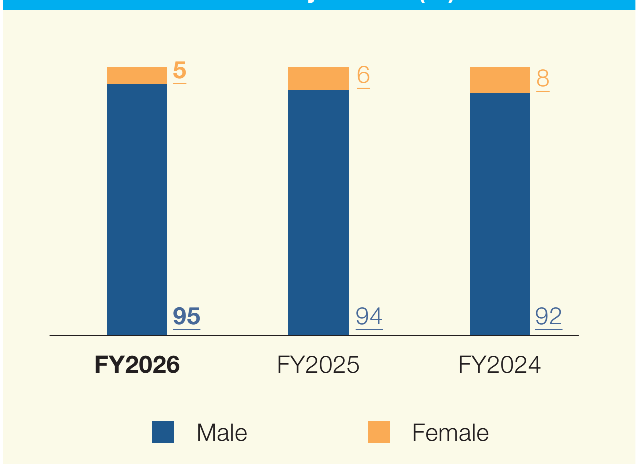
Turnover by Employee Category (No.)



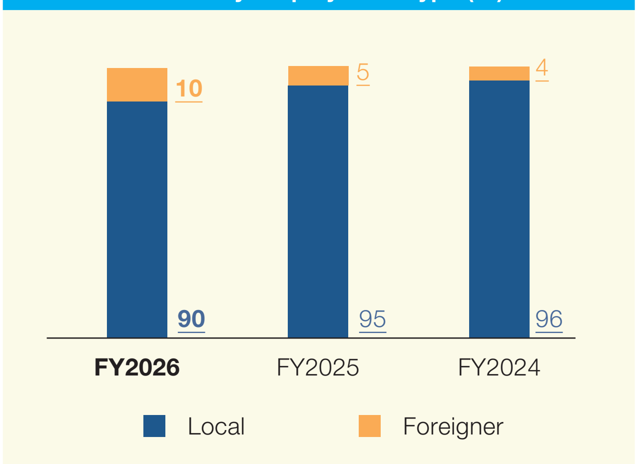
Turnover by Age Group (%)



Turnover by Gender (%)



Turnover by Employment Type (%)



SUSTAINABILITY REPORT

EMPLOYMENT PRACTICES (cont'd)

Employment Practices	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
No material breach of employment laws. **Progress:** On track.	• No material breach of employment laws.
Conduct annual performance appraisal for all employees. **Progress:** On track. Achieved 100% engagement rate.	• Conduct performance appraisal for all employees annually.
Maintain or reduce employee (including site labourers) turnover rate to below 50%. **Progress:** On track. 21% turnover rate recorded in FY2026.	• Maintain or reduce employee turnover rate to below 30%. • Maintain or reduce employee (including site labourers) turnover rate to below 20% by FY2030.

DIVERSITY AND EQUAL OPPORTUNITIES

Cultivating a workforce with the right mix of skills, perspectives and backgrounds are core tenets of our organisational values and a key drive of innovation and sustainable growth. We believe that diversity enhances collaboration, broadens perspectives and strengthens our ability to deliver long-term value across our operations.

Our commitment to diversity and inclusion is embedded within the Group Sustainability Policy and Employee Handbook. These frameworks guide our efforts to foster a workplace culture where all employees feel safe, valued and respected. We uphold fair employment practices with a zero-tolerance approach to unlawful discrimination, including harassment and bullying.

Our recruitment and hiring practices are designed to ensure equal opportunity for all candidates, regardless of race, religion, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, national origin, disability, pregnancy, political affiliation, union membership, veteran status, genetic information or marital status. This commitment extends across all aspects of employment, including compensation (which is free from gender-based discrimination), promotions, rewards and access to training, all of which are based on merit and individual performance.

In FY2026, the Group's average workforce recorded was 518 (FY2025: 496), a slight increase from FY2025. The workforce composition continued to reflect the operational realities of the mining sector, with 9% female and 91% male employees. While the industry remains predominantly male-dominated, the Group is committed to expanding opportunities for women, including participation in operational roles where feasible and supported.

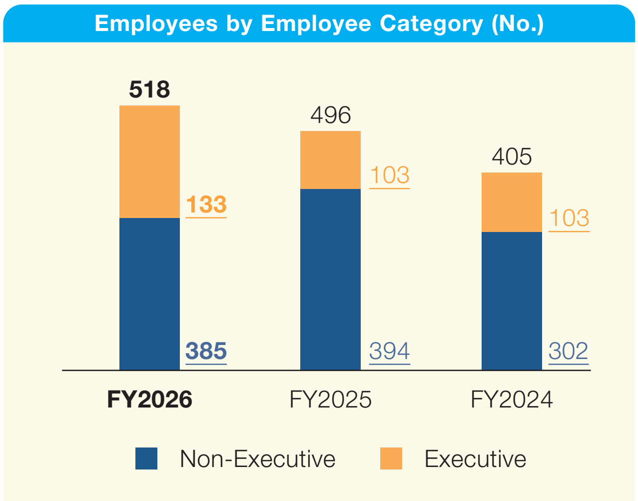
We are focused on strengthening gender diversity in leadership. The Group targets maintaining at least 25% female representation in executive and managerial positions. In FY2026, approximately 22% of female employees held executive and managerial roles within the Group, compared to 25% in FY2025. While the total number of female employees increased during the year, the proportion of female employees in executive and managerial roles was affected by workforce expansion across operational and new project development sites. The Group remains committed to promoting diversity and equal opportunities across all levels of the organisation.

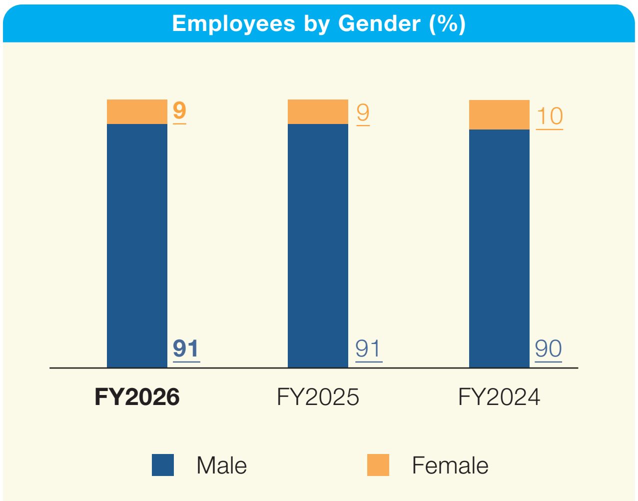
Sustainability Report

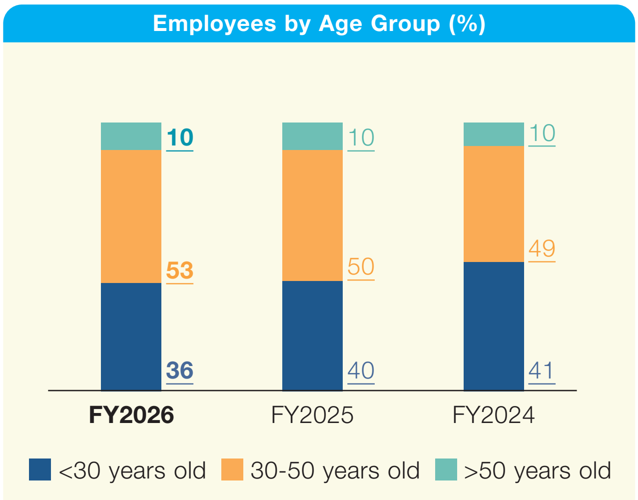
DIVERSITY AND EQUAL OPPORTUNITIES (cont'd)

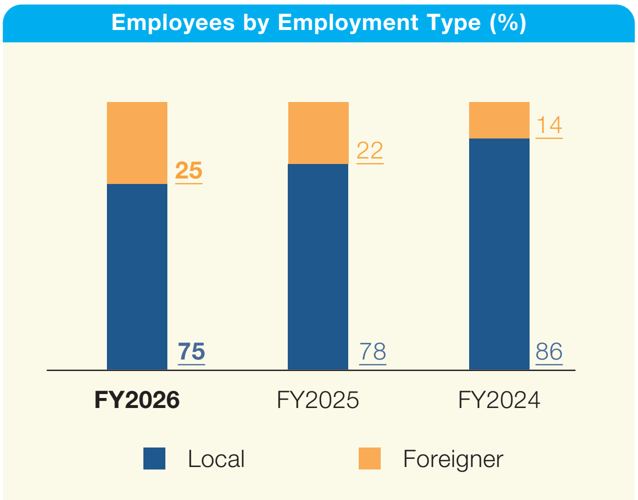
Overview of the Group's workforce profile and performance

Employee Composition









Board Composition

Our Board comprises of diverse individuals from various backgrounds. Committed to ensuring Board diversity to mitigate groupthink and foster constructive debate, the Board adheres to an established Board Diversity Policy. This Policy addresses diversity in terms of experience, skills, knowledge, gender, age and other relevant aspects of diversity.

The current Board consists of 3 female Directors and 5 male Directors. Female representation on the Board is above one-third (37.5%), which is consistent with the previous reporting period. At least one-third (33.3%) of the Board comprised independent directors, who have no management or business relationships with the Company or any substantial shareholder of the Company.

Further details on the Board's composition including its size, diversity and independence are outlined in the Corporate Governance Report on page 76 of the Annual Report 2026.

SUSTAINABILITY REPORT

DIVERSITY AND EQUAL OPPORTUNITIES (cont'd)

Diversity and Equal Opportunities	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Maintain 1/3 female representation at Board level. **Progress:** Female representation on the Board maintained above 1/3.	Maintain 1/3 female representation at Board level.
Maintain over 25% female employment in the business (Executive and managerial levels). **Progress:** Female representation in executive and managerial positions was 21% in FY2026, compared to 25% in FY2025. While the total number of female employees increased during the year, the proportion of women in executive and managerial roles was affected by workforce expansion across operational and new project development sites.	Maintain over 25% female employment in the business (Executive and managerial levels).
Maintain at least 80% of local employment. **Progress:** Local employment represented 75% of the workforce in FY2026, compared to 78% in FY2025. While the number of local employees remained relatively stable during the year, the proportion of foreign employees increased to support workforce expansion and fill roles requiring specialised skills and expertise.	Maintain at least 80% of local employment.

TRAINING AND DEVELOPMENT

We believe that continuous learning is essential to sustaining long-term business resilience and supporting our people's professional growth. Our learning and development framework is designed to equip employees with the competencies, technical expertise and leadership capabilities required to perform effectively and adapt to a rapidly evolving business environment. Our training strategy focuses on strengthening core operational capabilities, reinforcing ethical business conduct and supporting compliance with regulatory and sustainability requirements.

Training needs are systematically identified through the annual performance appraisal process. This process is facilitated by the HR department and the respective HOD to ensure alignment between the development plans, business objectives and emerging ESG priorities. Based on identified needs, the Group delivers a structured mix of internal and external training programmes to address competency gaps and future skills requirements.

During FY2026, the Group provided a broad spectrum of learning opportunities covering technical, compliance and leadership development areas.

Key Training Programmes in FY2026

- Professional courses focused on environmental topics
- Anti-bribery and corruption risks programmes
- Leadership and management development
- Technical and job-specific skills development and enhancement
- Health and safety programmes
- Emergency preparedness and response
- Taxation and regulatory compliance
- HR and employment practices
- Import and export regulations
- Other operational and functional training

TRAINING AND DEVELOPMENT (cont'd)

These programmes aim to ensure that employees remain up-to-date with industry best practices, regulatory developments and organisational standards.

Machine Parts Handling Safety Training

Heavy Machinery Handling Safety Training

Training Profile

Year	HRDF[a] yearly contributions	HRDF[a] actual utilisation	Total Training	Average Training
	US$	US$	Hours	Hours per employee
FY2026	48,291	(84,041)	4,380	8.5
FY2025	41,662	(67,774)	3,843	7.7
FY2024	37,818	(17,954)	3,498	8.6

Note:

(a) HRDF refers to the Human Resources Development Fund, a Malaysian statutory body under the Ministry of Human Resources.

MALE	FEMALE
6.4 average training hours	7.6 average training hours

Training and Development	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Maintain or increase average training hours per employee year on year. **Progress:** Average training hours increased to 8.5 hours in FY2026, compared to 7.7 hours in FY2025. High participation in an expanded leadership development training in FY2026 was recorded, with a focus on nurturing future leaders, strengthening organisational capability and supporting long-term business sustainability.	Maintain or increase average training hours per employee year on year.
Maintain or increase training investments per year for employees. **Progress:** On track.	Maintain or increase training investments per year for employees year on year from the previous reporting period.

SUSTAINABILITY REPORT

OCCUPATIONAL HEALTH AND SAFETY

Prioritising a Safety Culture

The Group is committed to fostering a strong culture of occupational health and safety across all operations, recognising that the wellbeing of our employees, contractors and surrounding communities is fundamental to sustainable business performance. We strive to provide a safe and healthy work environment by implementing stringent health and safety standards and continuously strengthening our safety practices.

Given the inherent risks within mining operations, the Group adopts a proactive and preventive approach to managing health and safety. Robust safety protocols are in place and are regularly reviewed and enhanced to remain aligned with evolving regulatory requirements, industry best practice and operational risks. Our ultimate goal is to achieve zero harm by embedding a safety-first mindset at every level at the organisation.

The Group Health and Safety Policy establishes the overarching framework for preventing workplace accidents, injuries and occupational illnesses. To ensure site-specific risks are effectively managed, each mining operations develops and implements tailored health and safety policies and procedures. For instance, the Bukit Besi mining site operates under a Safety, Health and Environmental Policy, while the Mengapur mining site adheres to an Occupational Safety and Health Policy.

Employee participation is a key pillar of our safety management approach. Occupational Health and Safety Committees have been established at each mining site in accordance with OSHA guidelines. These Committees comprise representatives from management and various operational levels, ensuring inclusive and cross-functional engagement.

The Committees meet on a quarterly basis to facilitate open dialogue on health and safety matters, enabling continuous communication between employees and management. They play a critical role in identifying workplace hazards, conducting risk assessments, and recommending effective mitigation measures to minimise risk exposure. Beyond compliance, these platforms support the cultivation of a proactive safety culture, encouraging employees to take ownership of health and safety practices and contribute to continuous improvement initiatives.

Continuous Improvement

The Group remains committed to continuously enhancing its health and safety performance through ongoing monitoring, measurement, and review of safety initiatives. By leveraging data-driven insights and employee feedback, we aim to strengthen risk management practices, improve safety outcomes, and reinforce a resilient and safety-conscious workforce across all operations.

Training and Awareness building

Our employees receive comprehensive health and safety training, beginning at recruitment and continuing through on-the-job instructions and regular refresher courses. An annual health and safety training schedule and awareness plan guides our training initiatives each year.

In FY2026, the Group's health and safety training covered essential areas such as occupational health and safety management, emergency response and evacuation preparedness, hazardous materials handling, working safely at elevated heights, occupational noise and hearing conservation, radiation safety awareness, safe machinery handling and general workplace safety practices. We actively encourage all our employees to participate in the mandatory safety training sessions during the year.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

A total of 161 employees across the Group received health and safety-related training in FY2026, compared to 408 employees in the previous reporting cycle. The decrease was mainly due to the targeted and role-specific training programmes offered in FY2026, while FY2025 covered site-wide fire drill training programmes.

Beyond formal training, we employ proactive measures to maintain safety awareness. Prominent safety signages are installed throughout our operational sites to continuously remind all personnel of potential hazards. In addition, weekly toolbox meetings, led by site health safety officers, help foster a safety-conscious culture by encouraging employees to prioritise safety and openly discuss any concerns.

Preventing and Managing Work-related Injuries

The Group is committed to preventing all fatalities and reducing work-related injuries and incidents. We conduct detailed risk identification assessments at our mining operations to determine and address the potential impacts of any fatalities or injuries.

Any incidents involving employees or contractors triggers a detailed internal investigation and report, followed by official notification to DOSH. While there are no on-site medical facilities present at our mining operations, trained first aiders are readily available to provide immediate care before arranging transport to the nearest medical clinic for the required treatment.

In FY2026, 7 work-related injuries were recorded which included both major and minor injuries. The Group also recorded several occupational health cases associated with exposure to hazardous substances in certain operational areas, which were identified through routine medical screening. In response, the Group strengthened workplace ventilation, enhanced airborne contaminant control measures, reinforced the use of personal protective equipment, and increased employee health and safety awareness and monitoring programmes.

Health and Safety Performance

	FY2026	FY2025	FY2024
Fatalities	0	0	0
High-consequence injuries[(a)]	7	4	3
Recordable injuries[(b)]	7	4	4
Near misses[(c)]	0	0	0
Recordable work-related ill health cases[(d)]	12	4	0
Total LTI Days[(e)]	150	133	101

Notes:

(a) High-consequence work-related injuries include major accidents that cause employees to be on medical leave for more than 4 days (excluding fatalities during the reporting period).

(b) Recordable work-related injuries include both major and minor accidents. Minor accidents are recorded for those accidents that cause employees to be on medical leave for 4 days and below or without any injuries.

(c) Near misses are incidents that have the potential to cause but does not result in human injury, environmental or equipment damage, or interruption to the Group's normal operations.

(d) Recordable work-related illnesses or health conditions arising from exposure to hazards at work during reporting period.

(e) Total LTI days includes both Bukit Besi and Mengapur mining operations. Fatal accident represents lost-time injury of 6,000 days.

SUSTAINABILITY REPORT

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

Health and Safety	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Continuously monitor and reduce the number of accident cases as compared to the previous reporting period. **Progress:** 7 work-related injury cases and 12 occupational health cases were reported in FY2026.	• Continuously monitor and reduce the number of accidents from the previous reporting period.
Continuously monitor and maintain or reduce the number of LTI days from the previous reporting period. **Progress:** 150 LTI days.	• Continuously monitor and maintain or reduce the number of LTI days from the previous reporting period.
Continuously monitor and maintain or reduce the total recordable injury frequency ("**TRIF**") per 200,000 hours worked from the previous reporting period. **Progress:** TRIF of 1.44 per 200,000 hours worked.	• Continuously monitor and maintain or reduce the TRIF per 200,000 hours worked from the previous reporting period.
Maintain zero work-related fatalities or permanent disabilities. **Progress:** Zero work-related fatalities recorded in FY2026.	• Zero work-related fatalities or permanent disabilities.
Maintain zero significant incidents of non-compliance resulting in regulatory breaches under OSHA. **Progress:** No significant incidents of non-compliance of OSHA recorded in FY2026.	• Zero significant incidents of non-compliance resulting in regulatory breaches under OSHA.

LOCAL COMMUNITY

Recognising our role within the communities where we operate, the Group supports initiatives that benefit the underprivileged groups across education, religious activities, welfare programmes and healthcare services, including assistance for flood-affected communities. We also contribute to the development and social well-being of local communities by sponsoring events such as family days and charity bazaars through donations.

In line with our commitment to responsible and sustainable business practices, we aim to generate positive, long-term social impacts while strengthening stakeholder engagement and fostering resilient, inclusive and collaborative community relationships.

In recognition of Fortress' commitment to corporate social responsibility, particularly its contribution to the Program Inisiatif Kesejahteraan Rakyat Malaysia (Sejahtera MADANI) 2025, the Group was awarded a Certificate of Appreciation from the Government of Malaysia.

Sustainability Report

LOCAL COMMUNITY (cont'd)

A breakdown of the Group's community investments made to the local communities and organisations in Malaysia and Singapore are as follows:

Country	FY2026		FY2025		FY2024	
	Amount (US$)	%	Amount (US$)	%	Amount (US$)	%
Malaysia	295,255	97.4	256,784	94.5	188,285	100.0
Singapore	7,783	2.6	14,940	5.5	–	–
Total	**303,038**	**100.0**	**271,724**	**100.0**	**188,285**	**100.0**

Local Community	
Performance and Targets for FY2026	**Target for FY2027 onwards**
Continue to engage with local communities. **Progress:** The Group furthered its positive impact on the local communities by increasing its investments in FY2026 to US$303,038, specifically aimed at improving the livelihoods of underprivileged communities in Malaysia.	• Continue to engage with local communities.

GOVERNANCE

At Fortress, we recognise that strong governance practices are fundamental to delivering sustainable value and maintaining stakeholder trust. Our approach is anchored on accountability, integrity and transparency, which guide how we manage key governance priorities, including compliance with laws and regulations, effective board oversight, anti-corruption practices, financial performance and responsible supply chain management. Upholding these principles remains critical to the long-term resilience and success of our business.

SUSTAINABILITY REPORT

COMPLIANCE WITH LAWS AND REGULATIONS

Fortress is committed to full compliance with all applicable laws and regulations relevant to our operations. We uphold high standards across areas such as environmental protection, health and safety, ethical business conduct and labour practices. Our compliance framework is designed to proactively identify, assess and mitigate potential risks through robust internal controls and monitoring mechanisms. These measures enable us to minimise potential adverse impacts, particularly in relation to environmental and operational risks.

In FY2026, the Group did not record any material instances of non-compliance with applicable laws and regulations that resulted in fines or non-monetary sanctions.

We believe that effective corporate governance strengthens our position as a responsible organisation and reinforces stakeholder confidence. Further details of the Group's governance framework are outlined in the Corporate Governance Report in the Annual Report 2026.

Compliance with laws and regulations	
Performance and Targets for FY2026	**Target for FY2027 onwards**
Zero incidents of non-compliance with the Catalist Rules or Code of Corporate Governance. **Progress:** On track.	• No significant instances of non-compliance with laws and regulations for which fines or non-monetary sanctions are imposed.
No significant instance of non-compliance with environmental laws and regulations. **Progress:** No significant incidents of environmental non-compliance were reported in FY2026. Routine environmental monitoring identified several isolated and non-material exceedances relating mainly to water quality parameters at selected monitoring points, which were addressed through mitigation and control measures including treatment systems, filtration systems and pond maintenance activities.	

ANTI-CORRUPTION

Upholding Ethical Conduct: Our Commitment to Integrity

At Fortress, we are committed to conducting all business activities with the highest ethical standards, integrity and accountability.

The Group's Anti-bribery and Corruption Policy formally affirms the Group's zero-tolerance against all forms of bribery and corruption involving employees or any individuals acting on our behalf. This is reinforced by our Anti-Bribery and Corruption Code of Conduct, which provides clear guidance to employees on expected standards of behaviour in all business dealings. The Code also extends to our business associates and intermediaries.

SUSTAINABILITY REPORT

ANTI-CORRUPTION (cont'd)

Reinforcing this commitment, our management, employees and business partners share a collective responsibility to uphold and foster a strong ethical culture and effectively manage corruption risks across the organisation.

Complementing this policy, the Group has also established an Anti-bribery and Corruption Code of Conduct to provide guidance to all employees on the required ethical conduct in all business dealings and transactions. This Code also applies to our business associates and intermediaries for the Group.

Governance and Board Oversight

The Board has overall responsibility for overseeing the Group's corruption risk management and ensuring the effectiveness of our anti-corruption framework.

This includes promoting a robust and embedded risk assessment process across all levels of the organisation, with corruption risks assessed regularly through annual reviews and ad-hoc evaluations, where necessary. Non-compliance with the Anti-Bribery and Corruption Code of Conduct may result in significant legal and financial consequences for both individuals and the Group. The Code of Conduct is publicly available on our corporate website at www.fortress.sg.

In Malaysia, all Group entities comply with the Guidelines on Adequate Procedures pursuant to Section 17A of the Malaysian Anti-Corruption Commission Act 2009 ("**MACC Act**"), which requires companies to implement adequate procedures to prevent corruption by associated persons.

Anti-corruption Training

All our employees undergo anti-bribery and corruption training upon joining the Group to ensure awareness of expected standards and prohibited practices. Refresher training is also conducted periodically for existing employees to reinforce understanding of bribery risks and associated consequences.

In FY2026, 266 employees (FY2025: 63 employees), comprising both executive and non-executive employees, received refresher training on anti-corruption practices, representing 51% of the Group's total workforce (FY2025: 13% of the total workforce).

Whistleblowing

In line with Fortress' commitment to transparency and ethical business practices, we have established a robust whistleblowing mechanism that enables employees, vendors, contractors and the public to report suspected misconduct. This includes concerns related to fraud, corruption and misuse of company resources. For further details on our whistleblowing process, please refer to page 96 of this Annual Report 2026.

The Group's Whistle-blowing Policy and Procedures ensure strict confidentiality and provides comprehensive protection against any reprisals or retaliation for those who raise legitimate concerns. The oversight of this framework is undertaken by the AC and the policy is accessible on our corporate website at www.fortress.sg.

By fostering a speak-up culture grounded in trust and integrity, we aim to strengthen accountability and uphold responsible business practices.

ANTI-CORRUPTION (cont'd)

Anti-corruption	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Zero incidents of corruption. **Progress:** On track.	• Zero incidents of non-compliance with anti-corruption laws and regulations.
Zero reports of whistleblower complaints. **Progress:** There were two whistleblowing reports received in FY2026 through the Company's whistleblowing channel. The AC had carried out special reviews and investigations in the areas relating to the allegations. The reviews and investigations had been completed and no misappropriations were noted. The procedures as set out in the whistleblowing policy have been adhered to in the handling of these reports.	• Zero reports of whistle-blower complaints.

FINANCIAL PERFORMANCE

Driving Sustainable Economic Value

Fortress is committed to responsible financial management, not only to ensure profitability and long-term sustainability but also to create meaningful economic value for our stakeholders and the communities where we operate. The Board, with the support of the AC, reviews the financial performance for the Group on a regular basis.

The Group also contributes to economic development in operating regions through job creation, prioritising local procurement and strategic community investment initiatives.

FY2026 Economic Performance Highlights

This year, the Group recorded a total revenue of approximately US$64.3 million (FY2025: US$56.3 million). The increase in revenue was primarily attributable to higher production and sales volumes during the financial year, supported by expanded operational activities and continued customer demand.

Further details of our full economic performance can be found in the audited financial statements in the Annual Report 2026.

SUPPLY CHAIN MANAGEMENT

Supporting Local Economies Through Strategic Procurement

The Group is dedicated to promoting responsible procurement practices and strengthening the resilience of our supply chain. The Group actively supports local businesses and driving economic growth within the communities where we operate in. During the reporting year, we prioritised sourcing from local suppliers wherever we can.

Our procurement activities include acquiring project materials, tools and parts, chemicals, machinery, and equipment such as laboratory, geological and electrical equipment from various suppliers.

In FY2026, a significant portion of our procurement spend, amounting to approximately 88% of the total US$36.0 million was directed towards local Malaysian suppliers for raw materials, equipment and services. This is an increase from FY2025. The Group remains steadfast in its continued commitment to local sourcing.

SUSTAINABILITY REPORT

SUPPLY CHAIN MANAGEMENT (cont'd)

The Group's procurement spend over the past 3 financial reporting periods is summarised in the table below.

Year	FY2026		FY2025		FY2024	
	Amount (US$'000)	%	Amount (US$'000)	%	Amount (US$'000)	%
Singapore	333	0.9	269	0.9	341	1.2
Malaysia	31,798	88.4	26,397	87.6	26,161	90.3
Others*	3,858	10.7	3,462	11.5	2,464	8.5
Total	**35,989**	**100.0**	**30,128**	**100.0**	**28,966**	**100.0**

* Others include countries such as Australia, China, Indonesia, Thailand, Philippines and United States of America.

Responsible Supplier Selection and Management

The Group employs standard operating procedures within the purchasing department to ensure responsible sourcing from suppliers. These procedures provide a clear control framework to ensure purchases are made with approved suppliers who meet the Group's defined requirements.

When engaging with new, unapproved suppliers, a thorough due diligence review is conducted. This process includes the supplier completing a "New Business Partner Registration" form and an anti-bribery and corruption declaration.

Supplier Assessment and Performance

We conduct an annual evaluation of supplier performance. Suppliers who do not conform to the requirements may be replaced and where necessary, removed from the Group's approved supplier list. Moving forward, we are committed to re-evaluate our assessment process for both existing and new suppliers to more explicitly integrate our sustainability requirements. The Group is committed to continually seek ways to improve its procurement processes.

Our supplier selection is based on a set of criteria, including:

- Suitability of required specifications
- Quality of product/service
- Timeliness in delivery
- Price

All our suppliers are expected to adhere to our Anti-bribery and Corruption Policy and Code of Conduct.

Supply Chain Management	
Performance and Targets for FY2026	**Targets for FY2027 onwards**
Minimum 80% of goods and services to be procured locally. **Progress:** On track. 89.3% of raw materials, equipment and services are sourced locally in the region where the Group operates.	• Maintain a minimum of 80% of goods and services to be procured locally.
At least 80% annual evaluation rating for key suppliers. **Progress:** On track.	• Maintain at least 80% annual evaluation rating for key suppliers.

SUSTAINABILITY PERFORMANCE DATA

ESG Indicators	Unit	FY2026	FY2025	FY2024
Water and Effluents				
Water consumption	m^3	45,108	45,275	42,210
Water consumption intensity	m^3/no. of employees	112.21	118.21	144.06
Energy Management				
Purchased electricity consumption	kWh	31,825,741	29,947,885	23,442,486
Purchased electricity consumption intensity	kWh/WMT	39.93	43.10	38.63
Diesel consumption	litre	7,170,737	6,374,550	5,779,410
Diesel consumption intensity	litre/WMT	9.00	9.17	9.52
Energy consumption	MWh	103,772	93,906	81,429
Energy consumption intensity	MWh/WMT	0.13	0.14	0.13
Waste Management				
Non-hazardous waste	tonnes	Not available	Not available	Not available
Hazardous waste	tonnes	32.13	27.80	33.78
Total waste generated	tonnes	32.13	27.80	33.78
Waste intensity	kg/WMT	0.04	0.04	0.06
Emissions				
Scope 1 GHG emissions	tCO_2e	19,671	17,487	15,854
Scope 1 emissions intensity	CO_2e/WMT	24.68	25.17	26.12
Scope 2 GHG emissions	tCO_2e	24,687	23,230	18,184
Scope 2 emissions intensity	CO_2e/WMT	30.97	33.43	29.96
Scope 3 GHG emissions	tCO_2e	32,892	34,712	39,925
Scope 3 emissions intensity	CO_2e/WMT	41.28	49.95	65.79
Total GHG emissions	tCO_2e	77,250	75,429	73,962
Total GHG emissions intensity	CO_2e/WMT	96.93	108.55	121.88
Employment Practices				
Total Workforce	No.	518	496	405
New Hires				
Total New Hires	No.	172	255	183
New Hires Rate	%	33	51	45
New Hires By Employee Category				
Non-Executive	No.	110	236	128
Executive	No	62	19	55
New Hires By Gender				
Male	%	92	95	90
Female	%	8	5	10

SUSTAINABILITY REPORT

ESG Indicators	Unit	FY2026	FY2025	FY2024
Employment Practices (cont'd)				
New Hires By Age Group				
<30 years old	%	45	45	47
30-50 years old	%	42	48	43
>50 years old	%	13	7	10
New Hires By Employment Type				
Local	%	84	73	91
Foreigner	%	16	27	9
Turnover				
Total Turnover	No.	111	201	165
Turnover Rate	%	21	41	41
Turnover By Employee Category				
Non-Executive	No.	91	172	123
Executive	No.	20	29	42
Turnover By Gender				
Male	%	95	94	92
Female	%	5	6	8
Turnover By Age Group				
<30 years old	%	37	42	47
30-50 years old	%	52	48	41
>50 years old	%	11	10	12
Turnover By Employment Type				
Local	%	90	95	96
Foreigner	%	10	5	4
Board Composition				
Male	No.	5	6	6
Female	No.	3	3	3
Diversity and Equal Opportunities				
Employees by Employee Category				
Non-Executive	No.	384	394	302
Executive	No.	133	103	103
Employees by Gender				
Male	%	91	91	90
Female	%	9	9	10
Employees by Age Group				
<30 years old	%	36	40	41
30-50 years old	%	53	50	49
>50 years old	%	10	10	10

ESG Indicators	Unit	FY2026	FY2025	FY2024
Diversity and Equal Opportunities (cont'd)				
Employees by Employment Type				
Local	%	75	78	86
Foreigner	%	25	22	14
Training and Development				
Total training contributions	US$	48,291	41,662	37,818
Total training hours	Hours	4,380	3,843	3,498
Average training hours per employee	Hours	8.5	7.7	8.6
Average training hours by gender				
Male	Hours	6.4	3.0	7.3
Female	Hours	7.6	7.8	5.3
Occupational Health and Safety				
Fatalities	No.	0	0	0
High-consequence injuries	No.	7	4	3
Recordable injuries	No.	7	4	4
Near misses	No.	0	0	0
Recordable work-related ill health cases	No.	12	4	0
Total LTI Days	No.	150	133	101
TRIF per 200,000 hours worked	Rate	1.44	0.79	0.91
Total employees who received health and safety training	No.	161	408	330
Local Community				
Community Investments	US$	303,038	271,724	188,285
Compliance with Laws and Regulations				
Significant instances of non-compliance with laws and regulations for which fines or non-monetary compliance sanctions are imposed.	No.	0	0	0
Anti-corruption				
Employees who received training on anti-bribery and corruption	No.	266	63	82
Supply Chain Management				
Percentage of procurement spend on local suppliers	%	89	89	92

SUSTAINABILITY REPORT

GRI CONTENT INDEX

Statement of Use	**Fortress Minerals Limited has reported the information cited in this GRI content index for the period 1 March 2025 to 28 February 2026 with reference to the GRI Standards.**
GRI 1 used	**GRI 1: Foundation 2021**

GRI Standard	Disclosure	Section	Location
GRI 2: General Disclosures 2021			
1. The organisation and its reporting practices			
2-1	Organisational details	Annual Report 2026 ("**AR**"): Corporate Information AR: Corporate Profile Sustainability Report 2026 ("**SR**"): About this Report	Page 2 Page 1 Pages 20-21
2-2	Entities included in the organisation's sustainability reporting	AR: Group Structure SR: About this Report	Page 13 Pages 20-21
2-3	Reporting period, frequency and contact point	SR: About this Report	Pages 20-21 Reporting period aligns with the Company's financial reporting period.
2-4	Restatements of information	–	No restatements of information in FY2026.
2-5	External assurance	SR: About this Report	Pages 20-21
2. Activities and workers			
2-6	Activities, value chain and other business relationships	AR: Corporate Profile SR: Supply Chain Management	Page 1 Pages 59-60
2-7	Employees	SR: Employment Practices SR: Diversity and Equal Opportunities	Pages 45-48 Pages 48-50
2-8	Workers who are not employees	–	Not available
3. Governance			
2-9	Governance structure and composition	AR: Board of Directors AR: Corporate Governance Report	Pages 15-17 Pages 68-104
2-10	Nomination and selection of the highest governance body	AR: Corporate Governance Report	Pages 68-104
2-11	Chair of the highest governance body	AR: Board of Directors AR: Corporate Governance Report	Pages 15-17 Pages 68-104
2-12	Role of the highest governance body in overseeing the management of impacts	SR: Sustainability Governance	Pages 23-24
2-13	Delegation of responsibility for managing impacts	SR: Sustainability Governance	Pages 23-24
2-14	Role of the highest governance body in sustainability reporting	SR: Board Statement SR: Sustainability Governance	Page 19 Pages 23-24

Sustainability Report

GRI Standard	Disclosure	Section	Location
3. Governance (cont'd)			
2-15	Conflicts of interest	AR: Corporate Governance Report	Pages 68-104
2-16	Communication of critical concerns	SR: Anti-corruption	Pages 57-59
2-17	Collective knowledge of the highest governance body	SR: Sustainability Governance	Page 23-24
2-18	Evaluation of the performance of the highest governance body	AR: Corporate Governance Report	Pages 68-104
2-19	Remuneration policies	AR: Corporate Governance Report	Pages 68-104
2-20	Process to determine remuneration	AR: Corporate Governance Report	Pages 68-104
2-21	Annual total compensation ratio	–	Not available
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	AR: CEO's Message SR: Board Statement	Pages 5-11 Page 19
2-23	Policy commitments	SR: Risk Management SR: Employment Practices	Page 24 Pages 45-48
2-24	Embedding policy commitments	–	Not available
2-25	Processes to remediate negative impacts	SR: Anti-corruption	Pages 57-59
2-26	Mechanisms for seeking advice and raising concerns	SR: Anti-corruption	Pages 57-59
2-27	Compliance with laws and regulations	SR: Compliance with laws and regulations	Page 57
2-28	Membership associations	SR: Membership Associations	Page 26
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	SR: Stakeholder Engagement	Pages 24-26
2-30	Collective bargaining agreements	–	No collective bargaining agreements in place or trade unions established.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	SR: Materiality Assessment	Pages 26-27
3-2	List of material topics	SR: Materiality Assessment SR: GRI Content Index	Pages 26-27 Pages 64-67
3-3	Management of material topics	SR: Materiality Assessment SR: Environmental, Social and Governance pillars	Pages 26-27 Pages 28-60
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	AR: Financial Performance SR: Local Community	Page 59 Pages 54-55
201-2	Financial implications and other risks and opportunities due to climate change	SR: Climate-related Disclosures	Pages 40-43

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GRI Standard	Disclosure	Section	Location
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	SR: Supply Chain Management	Pages 59-60
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	SR: Anti-corruption	Pages 57-59
205-2	Communication and training about anti-corruption policies and procedures	SR: Anti-corruption	Pages 57-59
205-3	Confirmed incidents of corruption and actions taken	SR: Anti-corruption	Pages 57-59
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	SR: Energy Management	Pages 32-35
302-3	Energy intensity	SR: Energy Management	Pages 32-35
302-5	Reductions in energy requirements of products and services	SR: Energy Management	Pages 32-35
GRI 303: Water and Effluents 2018			
303-5	Water consumption	SR: Water and Effluents	Pages 29-31
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	SR: Emissions	Pages 37-39
305-2	Energy indirect (Scope 2) GHG emissions	SR: Emissions	Pages 37-39
305-3	Other indirect (Scope 3) GHG emissions	SR: Emissions	Pages 37-39
305-4	GHG emissions intensity	SR: Emissions	Pages 37-39
305-5	Reduction of GHG emissions	SR: Emissions	Pages 37-39
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	SR: Waste Management	Pages 35-37
306-2	Management of significant waste-related impacts	SR: Waste Management	Pages 35-37
306-3	Waste Generated	SR: Waste Management	Pages 35-37
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	SR: Employment Practices	Pages 45-48
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Employment Practices	Pages 45-48
GRI 403: Occupational Health and Safety 2018			
403-2	Hazard identification, risk assessment, and incident investigation	SR: Occupational Health and Safety	Pages 52-54
403-3	Occupational health services	SR: Occupational Health and Safety	Pages 52-54
403-4	Worker participation, consultation, and communication on occupational health and safety	SR: Occupational Health and Safety	Pages 52-54

Sustainability Report

GRI Standard	Disclosure	Section	Location
GRI 403: Occupational Health and Safety 2018 (cont'd)			
403-5	Worker training on occupational health and safety	SR: Occupational Health and Safety	Pages 52-54
403-9	Work-related injuries	SR: Occupational Health and Safety	Pages 52-54
403-10	Work-related ill health	SR: Occupational Health and Safety	Pages 52-54
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	SR: Training and Development	Pages 50-51
404-2	Programs for upgrading employee skills and transition assistance programs	SR: Training and Development	Pages 50-51
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	AR: Corporate Governance Report SR: Diversity and Equal Opportunities	Pages 68-104 Pages 48-50
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	SR: Local Community	Pages 54-55