2026 Sustainability Report



IperionX Limited
ABN 84 618 935 372



About IperionX

IperionX is an American-focused titanium metal and critical materials company building two mutually reinforcing growth platforms: a circular, low-cost titanium metal and advanced manufacturing business in Virginia, and a large-scale domestic critical-minerals platform in Tennessee.



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Introduction

As we continue to scale our operations and expand the reach of sustainable titanium, we remain committed to creating long-term value for our stakeholders while helping build a more resilient, secure, and sustainable manufacturing future.



To All our Valued Stakeholders

Five years ago, IperionX began reporting on its mission to build a more sustainable titanium industry. As we publish our fifth annual Sustainability Report, we are proud to reflect on how far that mission has progressed, from the development of breakthrough technologies to the commercialization of an American-made, circular titanium supply chain.

Fiscal year 2026 marked a significant transition for IperionX as we advanced beyond technology development and into commercial-scale titanium production. At our Virginia Titanium Manufacturing Campus, we achieved 24/7 operations and successfully demonstrated that high-performance titanium can be produced domestically from 100% recycled feedstock using renewable electricity. These achievements validate more than a decade of technology development and reinforce our position at the forefront of sustainable titanium manufacturing.

This year, we also reached two important sustainability milestones. Our titanium production operations in Virginia were once again powered by 100% renewable electricity through the procurement of RECs, demonstrating the consistency of our commitment to low-carbon manufacturing. Additionally, our titanium powder produced in Virginia received independent UL certification verifying 100% recycled content, providing customers with third-party validation of the circular supply chain that differentiates IperionX from conventional titanium producers.

As we continue scaling production and expanding downstream manufacturing capabilities, our technologies are enabling new opportunities across defense, aerospace, automotive, energy, medical, consumer electronics, and advanced industrial markets. By lowering costs, reducing waste, and strengthening domestic supply chains, we are helping unlock broader adoption of titanium while supporting the resilience of American manufacturing.

At our Titan Project in Tennessee, we completed important feasibility and development milestones that further strengthen our long-term vision for a fully integrated domestic titanium supply chain. This world-class critical minerals project, together with our growing manufacturing operations, positions IperionX to support America's strategic



demand for titanium, rare earths, and other essential materials while advancing a more secure and sustainable domestic supply chain.

Our progress is made possible by the dedication of our employees, whose innovation, expertise, and commitment continue to drive the company forward. We are equally grateful for the collaboration and support of our customers, partners, investors, and local communities, all of whom play a critical role in our success.

Five years of sustainability reporting have allowed us to document the evolution of IperionX from an emerging sustainable technology company into a growing domestic producer of critical materials. While we are proud of the progress reflected in this report, we believe the greatest opportunities still lie ahead. As we continue to scale our operations and expand the reach of sustainable titanium, we remain committed to creating long-term value for our stakeholders while helping build a more resilient, secure, and sustainable manufacturing future.



Anastasios (Taso) Arima
Chief Executive Officer & Managing Director

Fiscal Year 2026 in Numbers

Governance

4	Meetings of the Sustainability Sub-Committee of the Nominating and Governance Committee
4	Independent Directors on the Sustainability Sub-Committee
100%	Percentage of IperionX employees who completed annual code of conduct and cybersecurity trainings

People

>3,100	Hours of safety, cybersecurity, and governance training completed by our employees and Board
$30k	Scholarships funded to support STEM education
>$32k	Community donations to support local initiatives

Environment

100%	Recycled content percentage for IperionX titanium powder as certified by UL
94%	Renewable energy percentage of total operational electricity demand through the procurement of RECs
<40	Scope 2 emissions based on market-based electricity (including RECs), in metric tons of CO_2e

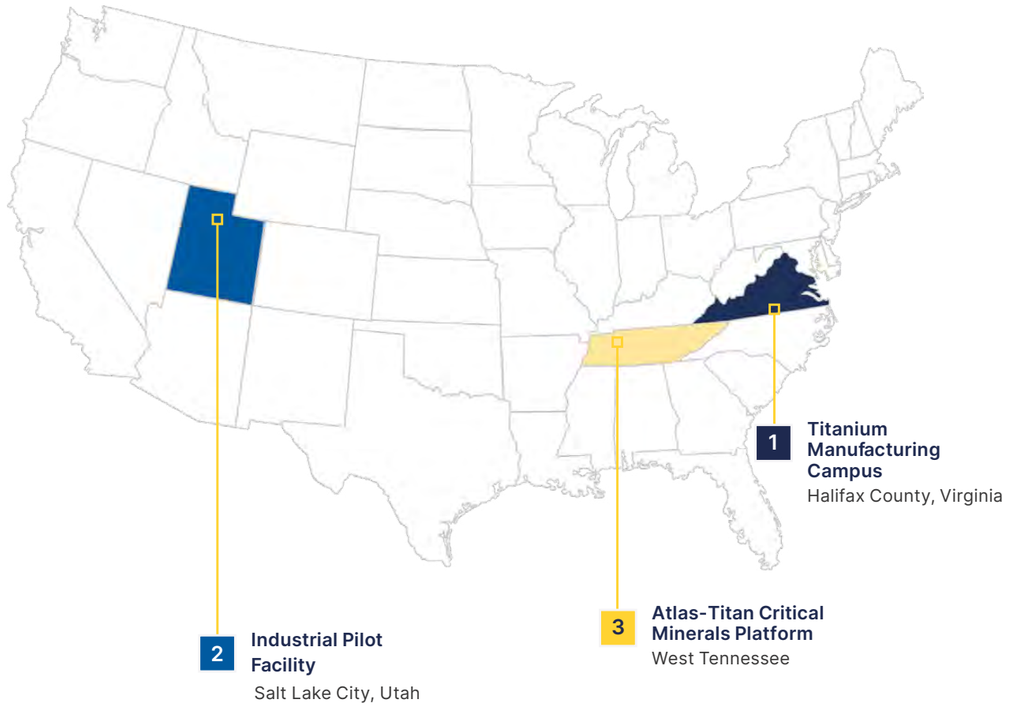
Welcome to IperionX

Leading the Transformation of the American Titanium Industry

At IperionX, we are on a mission to build an end-to-end, low-cost, and sustainable titanium supply chain in the United States. We are an American-focused titanium metal and critical materials company building two mutually reinforcing growth platforms: a circular, low-cost titanium metal and advanced manufacturing business in Virginia and Utah, and a large-scale domestic critical-minerals platform in Tennessee.

IperionX is a public company with U.S. operations focused in Virginia and listed on both the Nasdaq (Nasdaq: IPX) and Australian Securities Exchange (ASX: IPX). Sustainability helps guide our business planning and operations. We are working to build a more sustainable, secure, and circular titanium supply chain for critical industries, including aerospace and defense, electric vehicles, consumer electronics, robotics, and marine applications.

At IperionX, our commitment to sustainability extends beyond recycling titanium. Through the vertical integration of our proprietary titanium technologies and the Titan Critical Minerals Project, we are building a fully domestic titanium supply chain capable of producing low-cost, low-carbon titanium metal from both recycled titanium feedstocks and U.S.-sourced titanium minerals. This integrated model positions IperionX to deliver a secure, resilient, and sustainable titanium supply chain from mineral to metal.



Why Titanium

Titanium metal products are lightweight, strong, corrosion resistant, and biocompatible.

- 45% Lighter than Steel
- High Melting Point
- Superior Corrosion Resistance
- Low Thermal Expansion
- Non-Toxic and Biocompatible
- High Strength-to-Weight Ratio



Titanium Technology Benefits

Next-Generation Technologies for Sustainable Titanium

The current Kroll process is energy, carbon, and cost intensive

The incumbent Kroll process requires multiple capital and energy-intensive stages. These steps create long lead times, high costs and significant material loss, restricting titanium largely to applications that can absorb a substantial price premium.

IperionX's titanium technologies can provide a sustainable solution for wider adoption

Proprietary sustainable technologies provide IperionX with the potential to disrupt the global titanium supply chain by cutting carbon emissions and costs and bringing a fully circular titanium supply to the U.S. market.

Legacy Titanium Production	The Future of Titanium
High Carbon Emissions ◆ Petroleum coke as direct carbon source	**Low-Carbon** ◆ Zero Scope 1 and 2 process emissions
Chemical Intensive ◆ Hazardous chemicals used	**Circular Supply Chain** ◆ Near-net-shape and infinitely recyclable
High Melt Temperatures ◆ Increases energy use	**No Melt Process** ◆ Lowers energy use
Recycling Limited ◆ Kroll process relies on virgin minerals	**100% Recycled** ◆ Scrap and end-of-life recycling
High Cost ◆ Has historically limited titanium applications	**Low Cost** ◆ Competitive with stainless steel
Foreign Mineral Supply ◆ China and Russia control ~ 80% of global titanium sponge production	**U.S. Mineral Supply** ◆ Vertically integrated

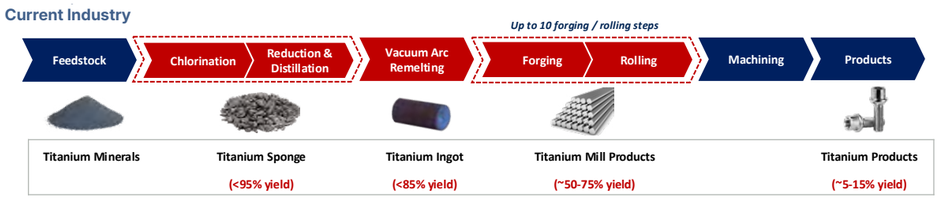


Titanium Technologies

Advancing Titanium Through Breakthrough Technologies and Sustainable Innovation

IperionX's breakthrough titanium technologies have the potential to substantially decarbonize the global titanium industry, support a more circular titanium supply chain, and strengthen domestic titanium production to advance U.S. national security interests. By enabling the production of titanium products with lower costs, energy requirements, and carbon emissions than conventional processes, these technologies have the potential to transform how titanium is produced and utilized.

IperionX offers a simple, low waste, vertically integrated solution





IperionX yield figures will vary depending on final products and consolidation routes shown. Titanium Powder yield varies depending on scrap vs. mineral source.

- Based on implied yield losses from TiCl4 to Sponge in Nagesh et. Al. 2004: "Mechanism of Titanium Sponge Formation in the Kroll Reduction Reactor"
- Oak Ridge National Laboratory (ORNL) 2012 Report: "Near Net Shape Manufacturing of New, Low Cost Titanium Powders for Industry"
- Boeing, ORNL, APCI 2012 Report for DoE: "Near-Net Shape Fabrication using Low-Cost Titanium Alloy Powders"
- RAND Corporation 2009 Report: "Titanium Industrial Base, Price Trend, and Technology Initiatives"
- Dept. of Energy 2008 Report "FY 2008 Progress Report for Lightweighting Materials – Automotive Metals – Titanium"

HAMR™, GSD™, and HSPT™ Technologies

Hydrogen Assisted Metallothermic Reduction™ (HAMR™), a core patented technology, effectively deoxygenates a broad range of feedstocks including titanium scrap or minerals to produce high-quality titanium powders. Using this proprietary technology, IperionX recycles scrap titanium to produce 100% recycled titanium powders – spherical powder for use in additive manufacturing or angular powder for use in powder metallurgy.

GSD™, or Granulation-Sintering-Deoxygenation™, is a patented thermochemical technology that produces spherical titanium powders for additive manufacturing with higher powder yields, improving process efficiency and reducing both waste and production costs.

Additionally, the patented Hydrogen Sintering and Phase Transformation™ (HSPT™) technology process enables the low-cost production of near-net-shape and additively manufactured titanium parts with similar properties to traditional forged or wrought parts. By combining powder metallurgy or additive manufacturing with the HSPT™ processing technology, IperionX produces near-net-shape titanium parts with an ultra-fine-grain microstructure. These parts have the potential to be produced at significantly lower cost and with greatly reduced scrap generation, while achieving material performance properties similar to those produced by forging. By producing titanium parts with reduced scrap generation, these technologies further enable a circular titanium economy.

Notably, these technologies use no direct carbon sources and therefore produce no direct carbon emissions during the process, unlike the Kroll process. Low temperature processing results in much lower energy use than the Kroll process, which greatly reduces the electrical requirements and associated indirect carbon emissions of the patented technologies.



> *"Titanium itself is not rare. It is already all around us in paints, toothpaste, and countless everyday products. Its use as a structural metal remains rare because the incumbent industry still relies on outdated, energy-intensive, and unsustainable metallurgical technologies. IperionX has the technology to fundamentally change both how titanium metal is produced and how structural titanium products are manufactured. I am proud to be part of a team using disruptive metallurgy to revitalize American manufacturing, strengthen domestic supply chains, and unlock titanium's full potential as a material for a more sustainable future."*
>
> **James D. Paramore,** PhD, Head Metallurgist for Materials Research

Green Rutile™ & ARH™ Technologies

IperionX's proprietary mineral upgrading technologies, Green Rutile™ and Alkaline Roasting and Hydrolysis™ (ARH™), can add value to titanium minerals to produce low-cost, sustainable, and high-purity titanium feedstock for use at HAMR™ titanium production facilities.

The proprietary Green Rutile™ process upgrades lower grade titanium minerals into higher-grade synthetic rutile titanium product plus a co-product of purified iron oxide powder that could be used for metal alloying applications or as a pre-cursor for lithium iron phosphate (LFP) batteries.

The scope 1 and 2 greenhouse gas emissions from the current production of synthetic rutile and titanium slag are significant. In contrast, IperionX's Green Rutile™ process does not use coal as a reductant, and when paired with renewable electricity via RECs, has the potential to produce high-quality titanium feedstock with materially lower carbon emissions.

IperionX's patented ARH™ technology can further upgrade rutile titanium minerals, including Green Rutile™, to +99% titanium dioxide (TiO_2) feedstock so that it can be used as a high purity feedstock for the HAMR™ titanium production process. This completes the technical pathway from domestic titanium minerals to American-made titanium metal and finished products.





IperionX Titan Project ilmenite (above left) prior to conversion to low carbon, high grade synthetic rutile (below right).

Virginia Titanium Manufacturing Campus

Fiscal year 2026 marked a significant milestone in IperionX's evolution, as the Company transitioned from technology development and facility commissioning into commercial operations and production scale-up.

The Virginia Titanium Manufacturing Campus is now operating on a continuous 24/7 production schedule, representing an important step toward establishing a resilient, low-cost and low-carbon domestic titanium supply chain in the United States.

At the Titanium Production Facility (TPF), IperionX is producing high-quality 100% recycled angular and spherical titanium powders in commercial quantities using proprietary titanium technologies. The facility demonstrates the ability to convert recycled titanium feedstocks into premium titanium products while providing a scalable foundation for future titanium production growth.

The U.S. government continues to support IperionX's efforts to strengthen critical mineral and advanced manufacturing supply chains. Through a range of federal awards, contracts, and strategic initiatives, IperionX is advancing plans to expand titanium production capacity and support the re-shoring of a secure domestic titanium supply chain. These initiatives position the Company to become a leading supplier of low-cost and low-carbon titanium powders and products for aerospace, defense and advanced manufacturing applications.

Titanium powders produced at the TPF serve as a strategic feedstock for the Advanced Manufacturing Center (AMC), where they are transformed into a broad range of higher-value titanium products, including near-net-shape components, mill products, and other high-performance titanium products. By leveraging near-net-shape production and additive manufacturing technologies, IperionX can significantly reduce material waste compared to conventional subtractive manufacturing processes. These capabilities support more efficient titanium production and advance the Company's vision of building a circular and sustainable titanium industry in the United States.

The Titanium Manufacturing Campus continues to operate on 100% renewable energy via the procurement of RECs, reflecting IperionX's commitment to sustainable operations.





Innovation is measured not only by what we produce, but by how we produce it. By revolutionizing the process of manufacturing cleaner titanium, we are demonstrating that advanced materials and environmental responsibility can go hand in hand. Our success is built on the commitment of an exceptional team whose expertise, collaboration, and relentless focus on excellence drive every milestone we achieve."

Tyler Flematti,
Plant Manager of Virginia Operations

Titan Project

Advancing Domestic Responsible Critical Minerals Development

IperionX's Titan Critical Minerals Project in Tennessee, with key mine-area permits already in place, is a district-scale domestic resource of titanium minerals, zircon and rare earth-bearing minerals.

In fiscal year 2026, we achieved a major milestone with the completion of the Titan Project's Definitive Feasibility Study, advancing development under a U.S. government-funded contract that supports a resilient, low-cost, and fully integrated domestic titanium supply chain for the U.S. Defense Industrial Base.

Fully controlled by IperionX, Titan has the potential to provide a secure U.S. source of titanium minerals that complements our proprietary titanium metal technologies. The project is also expected to produce valuable heavy rare earth and mineral concentrates, helping strengthen domestic supply chains for critical materials essential to advanced manufacturing and national security.

Sustainability and responsible land stewardship remain central to Titan's development. Mineral extraction activities are designed to have a low environmental impact, requiring no drilling or blasting and utilizing progressive reclamation to minimize the project's operational footprint.

Through our partnership with the University of Tennessee Institute of Agriculture, we continue to explore innovative land restoration practices that support soil health, biodiversity, and carbon sequestration. Our goal is to create long-term environmental value while responsibly developing critical mineral resources.

In early fiscal year 2027, IperionX expanded its mineral resources and operational footprint through the strategic acquisition of the Atlas assets, strengthening and complementing the existing Titan Project. The acquisition enhances access to critical mineral resources and established infrastructure, creating opportunities to improve development efficiency, accelerate production timelines, and reduce capital and operating requirements. Together, the Atlas and Titan assets form a more integrated critical minerals platform, supporting IperionX's long-term growth strategy and reinforcing its ability to supply domestic feedstocks for U.S. manufacturing and advanced industrial applications.





It's been incredibly rewarding to see the Titan Project evolve from an early-stage concept into a world-class critical minerals development. Completing the Titan Feasibility Study and advancing the integration of the Atlas assets are significant milestones that strengthen our path toward responsible domestic production. I'm excited about the opportunity ahead to build a sustainable U.S. supply of critical minerals while creating long-term value for our communities, stakeholders, and future generations."

Deling Xian, P.Eng.,
VP of Project Development

Our Governance

Effective governance provides the foundation for our long-term success, guiding how we manage risk, execute strategy, and create sustainable value for stakeholders.



Governance Approach

Our Sustainability Governance

Sustainability as a Strategic Foundation

Since its founding, IperionX has placed sustainability at the core of its mission to revolutionize the U.S. titanium supply chain. Our goal is to set a new standard for responsible and sustainable practices within the metals and minerals industry, advancing innovation while fostering accountability, transparency, and long-term value creation.

As the Company continues to grow and scale its operations, sustainability remains embedded throughout the organization, informing governance, strategy, operational decision-making, and product development. This commitment helps guide how we manage risks and opportunities, measure performance, and create lasting value for shareholders, employees, customers, communities, and other stakeholders.

Governance for Long-Term Value Creation

The IperionX Board of Directors provides strategic guidance and oversight to support the Company's long-term success and sustainable growth. The Board meets regularly to review business performance, evaluate strategic opportunities, oversee risk management, and monitor progress toward the Company's objectives. As of the end of fiscal year 2026, the Board consisted of seven directors, including five independent directors with Lorraine Martin acting as the lead independent director. In the first quarter of fiscal year 2027, the Board expanded to eight directors with the appointment of independent director Michael J. Loparco.

The Board plays a central role in ensuring that IperionX maintains the governance framework, leadership, and resources necessary to advance its vision of building a sustainable, resilient, and low-carbon domestic titanium supply chain. Originally adopted in 2021 and most recently updated in fiscal year 2026, the Board Charter reinforces IperionX's commitment to ethical leadership, sound corporate governance, responsible business practices, and the creation of long-term shareholder value.

As of the end of fiscal year 2026, the Board maintained three standing committees and a dedicated Sustainability Sub-Committee to support effective oversight across key areas of governance, risk management, executive compensation, financial reporting, and sustainability performance. Committee charters are available on the Company's website.

1. Audit Committee
2. Nominating and Governance Committee
   - Sustainability Sub-Committee
3. Compensation Committee

Balanced and Effective Governance

Strong governance is fundamental to IperionX's ability to deliver sustainable long-term value. As of the end of fiscal year 2026, our Board included 43% female (3 total) and 71% independent (5 total) directors, reflecting our commitment to effective oversight and balanced leadership. By drawing on the experience and perspectives of directors from diverse industries and disciplines, we strengthen governance, improve decision-making, and support responsible growth.

IperionX's sustainability governance framework is integrated within the Board's Nominating and Governance Committee through a dedicated Sustainability Sub-Committee. This structure ensures sustainability remains a key component of corporate governance and strategic decision-making while providing focused oversight of the Company's environmental, social, and governance priorities.

The Sustainability Sub-Committee supports accountability and continuous improvement by overseeing sustainability-related risks, opportunities, performance, and objectives. Through regular engagement with management, the Sub-Committee helps ensure sustainability considerations are embedded in business planning and aligned with the Company's long-term growth strategy and commitment to responsible value creation.

Day-to-day sustainability activities are led by the Vice President of Sustainability, who provides quarterly updates to the Sustainability Sub-Committee, ensuring transparency, alignment, and ongoing progress toward the Company's sustainability goals.

Governance Approach CONTINUED

Board of Directors



Todd Hannigan
Executive Chairman



Anastasios Arima
CEO and Managing Director



Lorraine Martin
Lead Independent Director



Melissa Waller
Independent Non-Executive Director



Beverly Wyse
Independent Non-Executive Director



Vaughn Taylor
Independent Non-Executive Director



Tony Tripeny
Independent Non-Executive Director



Michael J. Loparco
(Joined in early fiscal year 2027)
Independent Non-Executive Director

Committee membership (as of FY26 end):
- Nominating and Governance Committee and Sustainability Sub-Committee
- Audit Committee
- Compensation Committee
- Committee Chair



"As we publish our fifth annual Sustainability Report, it is encouraging to reflect on the significant progress IperionX has made across our sustainability priorities while maintaining a strong focus on growth and operational execution. Effective Board oversight has helped ensure that sustainability remains integrated into the way we govern, manage risk, and pursue long-term opportunities. We remain committed to building on this foundation as the Company continues to scale and mature."

Melissa Waller, Independent Non-Executive Director, Chair of the Nominating and Governance Committee

Our Material Topics

Guided by Stakeholders, Focused on What Matters Most

Materiality Assessment

IperionX's baseline materiality assessment provides the foundation for our sustainability strategy and helps ensure our efforts are focused on the issues most important to our business and stakeholders. Through engagement with both internal and external stakeholders in fiscal year 2022 we identified the environmental, social, governance, and economic topics where IperionX can have the greatest impact and create the most long-term value. As our business continues to grow and evolve, we regularly review our priorities to ensure they remain aligned with stakeholder expectations and our strategic objectives.

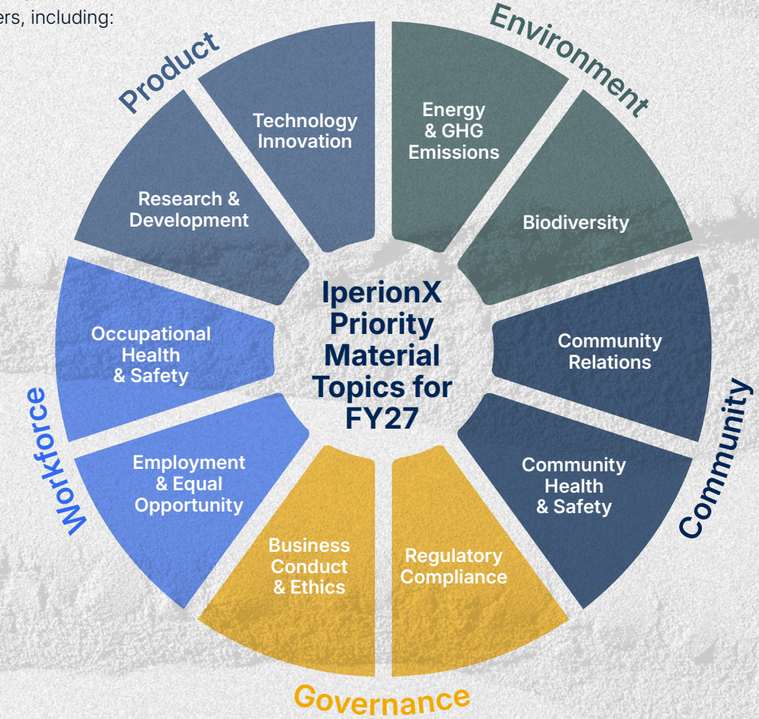
Priority Material Topics

As IperionX advances its critical minerals and titanium operations, we remain focused on the sustainability topics that matter most to our stakeholders and long-term success. These priority material topics guide our decision-making, risk management, and sustainability initiatives across the business. We will continue to evaluate and refine our priorities as our operations grow and stakeholder expectations evolve.

Our Stakeholders

Our sustainability approach is informed by ongoing engagement with a diverse group of stakeholders, including:

- Customers
- Employees
- Investors
- Local Communities
- Government and Regulators
- Suppliers and Business Partners
- Industry Associations
- Academic and Research Institutions
- Nonprofit Organizations
- Consultants and Subject Matter Experts



Our Sustainability Goals

Building on Our Momentum for Sustainable Growth

At IperionX, we establish annual goals and initiatives aligned with our most material sustainability priorities. Progress is reviewed quarterly by management and the Board's Sustainability Sub-Committee to ensure continued alignment with our business strategy, risk management approach, and long-term vision.

During fiscal year 2026, we achieved meaningful progress across our sustainability objectives, further strengthening our performance in key governance, environmental, and workforce and community areas. Building on these achievements, our fiscal year 2027 initiatives focus on advancing responsible growth, innovation, operational excellence, and sustainable business practices as we continue to scale our operations and reinforce our position as a leader in the metals and critical materials industry.









Governance

FY26 Progress

- 100% of IperionX employees completed all online compliance and quarterly cybersecurity trainings
- Implemented Supplier Code of Conduct Program
- Developed corporate Information Security Policy

FY27 Initiatives

- Continue Governance and Cybersecurity Training Series
- Advance compliance with Supplier Code of Conduct Program
- Develop corporate Responsible AI Policy

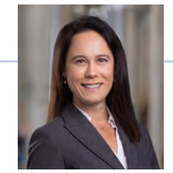
Environment

FY26 Progress

- Utilized 94% renewable energy for all IperionX operations via the procurement of RECs
- Obtained UL certification of 100% recycled content at the Titanium Manufacturing Campus in VA
- Supported bobwhite quail habitat in West Tennessee

FY27 Initiatives

- Continue to monitor operational energy use and adjust renewable energy procurement as needed
- Formalize waste management program
- Perform initial biodiversity sensitivity screening for operational areas



"The publication of our fifth annual Sustainability Report is a testament to how far IperionX has come in a relatively short period of time. As a young company experiencing significant growth, we have remained committed to embedding sustainability into our strategy, decision-making, and operations from the very beginning. The progress highlighted in this report reflects the dedication of our employees and stakeholders, and reinforces our belief that responsible growth and business success go hand in hand. We are excited to build on this foundation as we continue shaping a more sustainable future for the metals and critical materials industry."

Mari Gilmore, VP of Sustainability

Health and Safety

FY26 Progress

- Hired an EHS Specialist in Virginia
- Completed over 2,100 hours of employee safety training
- Implemented Contractor Management Program
- Completed an assessment of our EHS management system against ISO 14001 and 45001 standards
- Rolled out site-specific "Life Saving Rules" to our Titanium Manufacturing Campus in VA

FY27 Initiatives

- Further enhance our Contractor Management Program
- Progress EHS management system towards ISO 14001 and 45001 certifications
- Emergency Response Team implementation in VA

Workforce and Community

FY26 Progress

- Hired a VP of Human Resources
- Provided formal performance appraisals to 100% of salaried full-time employees below executive level
- Hired four summer interns to support our metals and minerals groups
- Awarded $30,000 in STEM scholarships to 16 high school, technical/CTE certification, and college students in our local communities
- Donated over $32,000 to our communities in VA and TN

FY27 Initiatives

- Advance and expand our performance management program to all employees
- Continue to support the next generation of STEM leaders through scholarships and internships
- Continue to support our communities through donations and volunteer efforts

Sustainability Timeline

Our Sustainability Journey: Five Years of Progress

2020-21

Company Formation
IperionX was founded with a vision to re-shore an end-to-end titanium supply chain to the U.S. with a focus on leading with innovative and sustainable technologies





2021-22

Board Sustainability Committee Established
Formed a Sustainability Committee of the Board and developed an internal sustainability strategy playbook to guide our efforts

Materiality Assessment
Completed that engaged internal and external stakeholders to identify and prioritize topics that guide our sustainability strategy and goal setting

UTIA Partnership
University of Tennessee Institute of Agriculture (UTIA) partnership initiated to research the implementation of sustainable rehabilitation practices at the Titan Project in TN

First STEM Scholarships
IperionX donated to the University of Utah College of Mines and Earth Sciences to establish ongoing

First Sustainability Report Released
Inaugural report released highlighting sustainability efforts over our first two fiscal years FY21 – FY22. Included our first carbon footprint



2022-23

Hired a VP of Sustainability
To oversee management of our sustainability initiatives and updates the Board Sustainability Committee (later Sub-Committee) on a quarterly basis

First Life Cycle Assessment Completed
Completed an LCA to understand the overall potential impact of our technology to produce spherical Ti powder and provide insights for further improvement as the technology is commercialized

70% Renewable Energy
Initiated use of renewable energy for FY23 operations and achieved approximately 70% renewable electricity procurement for our operations via RECs

Beehives installed in TN
Installed three beehives and a series of native “bee hotels” to support the biodiversity of the land in West TN

Awarded $18,000 in STEM Scholarships
Awarded to high school students in TN and engineering students in UT and ID



2023-24

Comparative LCA Completed
Completed comparative LCA on IperionX recycled spherical Ti powder compared to other metal powders

100% Employees & Board trained
On Code of Conduct and Ethics and cybersecurity trainings. All employees also trained on Global EHS Policies

57% Renewable Energy
Continued use of renewable energy for FY24 operations and achieved approximately 57% renewable electricity procurement via RECs for our operations

Awarded $27,500 in STEM Scholarships
Awarded scholarships to 14 high school and college students pursuing STEM careers in our communities of TN, VA, and UT



2024-25

Hired EHS Manager for VA
We hired a new EHS Manager based in our Virginia campus to oversee all health and safety matters

100% Renewable Energy
Achieved 100% renewable electricity procurement via RECs for our operations in FY25

Zero Recordable Incidents
Maintained a record of zero OSHA-recordable health and safety incidents among employees and contractors performing work onsite through FY25

Awarded $26,000 in STEM Scholarships
Awarded scholarships to 15 high school and college students pursuing STEM careers in our communities of TN, VA, and UT



2025-26

First UL Certified 100% Recycled Titanium
First company globally to achieve UL 2702 platinum certification for a mono-material for recycled content

Supplier Code of Conduct Program
Implemented SCOC program, reinforcing responsible supply chain practices

94% Renewable Energy
Achieved 94% renewable electricity procurement via RECs for our operations in FY26

Awarded $30,000 in STEM Scholarships
Awarded scholarships to 16 high school and college students pursuing STEM careers in our communities of TN, VA, and UT



RECYCLED CONTENT CERTIFIED 100% MONO-/MULTI-MATERIAL PRODUCT PLATINUM

Business Ethics

Committed to Ethical Conduct

At IperionX, we are committed to maintaining a strong culture of ethics, integrity, and legal compliance in pursuit of our mission to develop a sustainable U.S. titanium supply chain. We recognize that the value we create for our shareholders, customers, and communities depends on the dedication of our people—to each other, to our stakeholders, and to the highest ethical standards in everything we do.

We take pride in conducting our business with honesty, transparency, and respect for both ethical principles and legal requirements. Our Code of Conduct defines the standards of behavior expected from all IperionX officers and employees, guiding how we make decisions and conduct business responsibly. All IperionX corporate policies, including our Code of Conduct and our Anti-Bribery and Corruption (ABC) Policy are endorsed by our Board of Directors and implemented by management.

100%

of our employees completed our annual Code of Conduct training course in fiscal year 2026

As a publicly listed company in both the United States and Australia, IperionX adheres to all applicable laws and regulations. Compliance with these standards is overseen by our internal compliance team and supported by the committees of our Board of Directors. During fiscal year 2026 IperionX recorded no Code of Conduct or Anti-Bribery and Corruption Policy related breaches.

IperionX's Responsible Business Policy, introduced in fiscal year 2025, reinforces our respect for employees and human rights and outlines our expectations for responsible business conduct, including supply chain accountability and a conflict-free minerals policy. Our Responsible Business Policy includes a group-wide Non-Discrimination and Anti-Harassment Policy that prohibits all forms of harassment, including sexual harassment, and maintains zero tolerance for discrimination. All employees and directors receive annual anti-harassment training, and the Company has established reporting and escalation procedures to address incidents promptly, with corrective actions implemented where necessary.

We also support our employees through ongoing training and communication initiatives to ensure ethics and compliance remain at the forefront of our culture. All new hires are required to review and acknowledge the IperionX Code of Conduct and complete mandatory training on Ethics and Insider Trading Prevention as part of their onboarding process.

At IperionX, our values guide every action as we work to build a low-cost, sustainable, and ethically grounded titanium supply chain in the United States.



"At IperionX, conducting business with honesty and integrity is fundamental to achieving our mission and maintaining the trust of our shareholders, employees, customers, suppliers, and local communities. Our Code of Conduct sets out the tenets of ethical corporate behavior. By acting ethically and complying with both the spirit and letter of the law, we can create long-term value while protecting our people, our reputation, and the communities in which we operate."

Michael Spath,
Chief Administrative Officer

Cybersecurity

Strengthening Resilience Through Cybersecurity

Cybersecurity underpins the integrity, resilience, and accountability of our operations.

Digital resilience is a critical component of our long-term sustainability strategy. Protecting information, maintaining reliable technology systems, and managing cyber risks enable us to operate responsibly, support business continuity, and uphold the trust of our customers, employees, and stakeholders. Through strong cybersecurity practices and resilient IT infrastructure, we help ensure the security, availability, and integrity of the systems that power our operations.

We continue to strengthen our cybersecurity and technology capabilities through proactive risk management, modern security tools, workforce awareness programs, and resilient system design. By embedding security and resilience into our business processes and technology investments, we are better positioned to adapt to emerging risks, support regulatory requirements, and enable sustainable growth in a rapidly changing digital environment.

The Audit Committee of the Board oversees IperionX's information security and cybersecurity risk management programs, including the policies and controls implemented to identify, assess, and mitigate cyber-related risks. Operational responsibility for information security resides with our Head of IT, who reports to the Chief Financial Officer.

Fiscal Year 2026 Cybersecurity Highlights:

- Zero cybersecurity breaches recorded during fiscal year 2026.
- Continued implementation of federal cybersecurity controls supporting CMMC Level 2 compliance requirements.
- Completed deployment of Proofpoint email security and organization-wide phishing reporting capabilities.
- Expanded security monitoring through enhanced endpoint visibility, SIEM, and SOC services.
- Conducted external penetration testing with no significant or high-risk findings identified.
- Began network modernization initiatives to improve security, segmentation, resiliency, and business continuity.
- Implemented recurring access reviews for critical business systems.
- Maintained quarterly cybersecurity awareness training with organization-wide participation rates exceeding 99%.
- Enhanced protection and governance of Controlled Unclassified Information (CUI).
- Matured cybersecurity governance, policy, and risk management processes, including publishing of an Information Security Policy.
- Developed initial framework for Responsible AI Policy and programs.



"Protecting data is more than a technology responsibility. It is a commitment to our employees, customers, and stakeholders. In the last year we strengthened IperionX's cybersecurity posture through enhanced monitoring, modernized infrastructure, and compliance-driven security initiatives designed to safeguard critical information and ensure a resilient future."

Tony Harris, Senior IT Infrastructure Engineer

Public Policy

Engaging Policymakers to Strengthen America's Critical Minerals Future

Public Policy and Government Engagement

IperionX engages with the U.S. Government and other stakeholders to promote policies that support the reshoring of a domestic titanium supply chain and strengthening U.S. access to critical minerals. Through focused, transparent advocacy efforts, we support public policy initiatives that advance a secure, resilient, and responsible supply chain for materials essential to defense, aerospace, energy, and advanced manufacturing applications.

Public Policy Governance and Oversight

Oversight of IperionX's public policy activities is provided by the Board of Directors and managed by the Vice President, Director of Government Relations. Policy positions and trade association memberships are regularly evaluated based on their alignment with our business strategy, potential impact on the Company, and ability to support national strategic priorities.

Throughout the year, IperionX participates in meetings, forums, and consultations with government leaders, policymakers, and industry stakeholders. We also provide technical expertise and submit formal comments on matters relevant to our business and industry.

IperionX does not make corporate contributions to local, regional, or national political parties, elected officials, political organizations, ballot measures or referendums, or candidates seeking public office.

In all of our public policy engagements, we are committed to acting ethically, legally, and transparently, consistent with the IperionX Code of Conduct and our values-based approach to corporate governance.

Strengthening Domestic Titanium Supply Chains and Fair Trade

IperionX supports policies that strengthen U.S. titanium and critical mineral supply chains, enhance domestic manufacturing capabilities, and promote supply chain resilience. This includes advocacy for responsible development of critical mineral resources, access to government programs that support domestic production, and trade policies that foster a competitive U.S. titanium industry while helping prevent products manufactured with forced labor from entering the U.S. market. As reported in public filings under the U.S. Lobbying Disclosure Act, IperionX reported approximately $290,000 in lobbying expenditures during fiscal year 2026 related to these policy priorities.

U.S. Government Support

U.S. Government support of IperionX advanced significantly during fiscal year 2026, evolving from technology validation to industrial scale-up. Federal support contributed to feasibility studies for the Titan Project and enabled the commencement of manufacturing expansion activities in Virginia. The U.S. Government also supplied high-quality titanium alloy scrap at no cost, providing a critical feedstock for IperionX's titanium recycling process.

U.S. Government support also helps create a pathway from technology development to commercial deployment through funded demand. An awarded U.S. Government contract enables qualifying federal agencies to issue project-specific task orders for the supply of critical titanium components supporting defense and national security requirements.



"With the support of the U.S. Government, IperionX is advancing a secure All-American mineral-to-metal supply chain for titanium. Now more than ever, IperionX is poised to meet the moment to secure America's critical minerals future."

Christopher Lydon,
Vice President, Director of Government Relations

Supply Chain

Building a Responsible, Transparent Supply Chain

As a company focused on building a resilient and circular titanium supply chain in the United States, IperionX recognizes that responsible sourcing is fundamental to our success. Our suppliers and business partners play a critical role in supporting our operations, meeting customer expectations, and contributing to our broader sustainability goals. We strive to work with organizations that uphold high standards of ethics, quality, environmental responsibility, and human rights, aligning with our commitment to sustainable value creation.

Supplier Code of Conduct

Building a sustainable and ethical supply chain begins with selecting suppliers that share and uphold our standards. In early fiscal year 2026, IperionX strengthened its supply chain management program by finalizing and implementing its Supplier Code of Conduct (SCOC) program. The SCOC was approved by the Board of Directors and establishes clear expectations for ethical business conduct, human rights, environmental responsibility, and regulatory compliance throughout our supply chain.

IperionX seeks to work with suppliers, vendors, contractors, consultants, business partners, and other organizations with whom we conduct business (collectively, "Suppliers") that align with our values and the principles outlined in our SCOC. The SCOC promotes responsible business practices throughout our supply chain by establishing expectations for lawful and ethical conduct, protection of human rights and fair labor practices, environmental stewardship, and respect for local communities, while supporting compliance with applicable legal and regulatory requirements. We expect our Suppliers to uphold equivalent standards within their own operations and communicate these expectations throughout their supply chains, including to subcontractors and suppliers where applicable.

During the first year of implementation, 75% of suppliers engaged either signed the IperionX SCOC or demonstrated compliance through equivalent policies. This initial result establishes a strong foundation for the program, and IperionX has set a target of increasing compliance to 80% in fiscal year 2027 through continued supplier engagement and onboarding efforts.



"Supply chain management is about far more than moving materials from one place to another. It's about building trusted relationships, collaborating across teams, and partnering with suppliers who share our values. Strong supply chains are built on communication, transparency, and a commitment to creating long-term value together."

Susan Green, Supply Chain Manager

Supplier Assessment and Development

IperionX works closely with key and critical suppliers to help ensure the quality, reliability, and sustainability of materials, products, and services throughout our value chain. Using a risk-based approach, supplier assessments may include desktop reviews, qualification processes, and on-site evaluations to verify capabilities, quality systems, and compliance with applicable requirements. For selected suppliers, on-site assessments provide additional insight into manufacturing capabilities, equipment, materials, and quality controls. Through ongoing engagement and performance monitoring, we work collaboratively with suppliers to support continuous improvement and strengthen supply chain resilience. As our business grows, we will continue to enhance our supplier assessment processes, including the integration of additional sustainability and safety considerations where appropriate.

Our People and Communities

Our success is built on strong relationships with our employees, communities, and partners. As we grow, we strive to create lasting value through meaningful engagement, opportunity, and responsible business practices.



Our People

Innovation Powered by People

Building a world-class company starts with building a world-class team. At IperionX, our success is powered by talented people who bring diverse experiences, perspectives, and ideas to every aspect of our business.

We recognize that our employees are fundamental to our success and believe innovation thrives in an environment where individuals feel valued, respected, and empowered to contribute their ideas and expertise.

As we continue to grow, we remain committed to fostering a workplace culture grounded in collaboration, integrity, and continuous improvement. By creating opportunities for professional development, encouraging open communication, and supporting employee wellbeing, we strive to ensure every team member can reach their full potential.

Our people play a vital role in advancing IperionX's mission to build a sustainable, resilient, and fully integrated titanium supply chain. Through this teamwork and commitment to excellence, we are cultivating an engaged workforce that drives innovation and creates long-term value for our customers, communities, shareholders, and other stakeholders.





During fiscal year 2026, our team expanded from 75 to 145 staff, including employees (138), independent contractors (5), and temporary workers (2), which included 76 new employee hires and represented an overall growth rate of 93%. Employee turnover during fiscal year 2026 was 12 total, representing an 11% overall rate of turnover.

At the close of fiscal year 2026, women represented 34% of our overall workforce (employees plus contractors), including 38% of our management positions and 35% of senior (top) leadership positions. Twenty-five percent (25%) of our 53 STEM positions were filled by women in fiscal year 2026.

Labor Practices Programs

IperionX strengthened its Human Resources function during fiscal year 2026 through the appointment of a Vice President of Human Resources. The Human Resources department is responsible for overseeing the Company's labor practices programs and ensuring alignment with employee well-being, equitable treatment, and workforce development objectives.

Our People CONTINUED

Key areas of oversight include maintaining wages at or above local living wage standards; monitoring working hours and managing overtime; ensuring employees are appropriately compensated for overtime work; regularly engaging with employees regarding workplace conditions; monitoring gender pay equity to support equal remuneration for men and women; expanding employee social protection benefits beyond public programs where appropriate; encouraging employees to utilize their paid annual leave entitlements; and providing training, development, and reskilling opportunities to support career growth and evolving business needs.

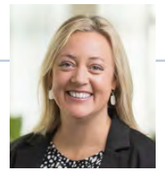


Employee Development

IperionX provides a range of employee support programs designed to promote employee well-being, work-life balance, and workforce retention. Eligible non-production employees may access flexible work arrangements, including remote work and flexible scheduling options. The Company also offers a comprehensive suite of leave benefits, including personal, family and medical, military, bereavement, and voting leave. In addition, IperionX provides fully paid parental and maternity leave, including continued benefits coverage, for both primary and non-primary caregivers. Employees are also provided with access to a voluntary employee assistance program (EAP) for emotional wellbeing matters.

During fiscal year 2026, the average hours of training provided per full time employee was 22, focused on safety, compliance, and cybersecurity, and included specialized training on topics like leadership development and ISO 9001 internal auditor training. Additionally during fiscal year 2026 IperionX introduced a company-wide performance management program that incorporates management-by-objectives principles. As part of this initiative, 100% of full-time salaried employees below executive level received a formal performance appraisal. The Company intends to conduct these appraisals annually to support employee development, accountability, and organizational performance.

Our commitment to employee development reflects our belief that investing in people is essential to building a high-performing and resilient organization. By fostering continuous learning and career growth, we aim to equip our employees with the knowledge, experience, and support needed to succeed in an evolving industry and help drive IperionX forward.



"At IperionX, our people are the foundation of our success. The shared commitment to our mission, willingness to embrace challenges, and support for one another create a culture where innovation and achievement thrive. We encourage our employees to take initiative, continue growing, and contribute wherever they can make the greatest impact. Together, we are creating a workplace where people feel connected to our purpose, valued for their contributions, and inspired to do their best work."

Kari Grover,
VP of Human Resources



Health and Safety

Building a World-Class Safety Culture

At IperionX, the health, safety, and wellbeing of our employees, contractors, visitors, and communities are fundamental to how we operate. We are committed to providing a workplace where safety is embedded in everyday decision-making and where all individuals return home safely each day.

Our safety culture is built on accountability, empowerment, and continuous learning. Employees receive the training, resources, and support necessary to perform their work safely and are encouraged to actively identify hazards, assess risks, and intervene when potential safety concerns arise. Every employee has the authority and responsibility to stop work if conditions are deemed unsafe.

Through ongoing risk management, incident reporting, and continuous improvement initiatives, we work to strengthen our safety performance and create a resilient, healthy, and safe workplace for everyone connected to our operations.



> *"The true measure of any safety program is whether it makes a positive difference for the people performing the work. Our commitment is to implement programs that empower employees, remove barriers to safe work, and strengthen operational excellence. By listening to our workforce, removing barriers, and addressing real challenges on the production floors, we create an environment where employees feel valued, supported, and empowered to contribute to a safer workplace."*
>
> **Lisa Cox,** EHS Manager



Safety Performance and Continuous Improvement

IperionX records and reviews all incidents, near misses, and safety observations through its Environmental, Health and Safety (EHS) Management System. The system provides a structured process for incident investigation, corrective action tracking, trend analysis, and risk identification, enabling us to proactively identify high-consequence risks and implement controls to prevent serious injuries and harm.

This data-driven approach supports informed decision-making, enhances organizational learning, and reinforces our commitment to continuous improvement in health and safety performance. Through ongoing monitoring and review, we seek to prevent life-altering injuries, maintain a safe and responsible workplace, and strengthen operational resilience across all operations.

In early fiscal year 2026 IperionX recorded its first OSHA-recordable injury in the Company's history, resulting from an insect sting that occurred outside our building. Aside from this isolated incident, the Company maintained a record of zero OSHA-recordable health and safety incidents among employees and contractors performing work onsite through fiscal year 2026. While our recordable injury rate remains exceptionally low, we remain committed to a strong culture of transparency, accountability, and continuous improvement by reporting, investigating, and reviewing all incidents, regardless of severity.

Advancing our EHS Management System

IperionX continues to advance its EHS Management System, providing a structured framework for identifying, assessing, and managing risks across our operations. The system supports our commitment to eliminating or controlling high-consequence risks that could result in life-altering injuries while protecting employees, contractors, communities, and the environment and driving continuous improvement in operational performance. Oversight of the EHS Management System is provided by our Executive Vice President of Metals and EHS Manager, who monitor progress and guide ongoing enhancements.

In fiscal year 2026 we made the following progress in our EHS Management System development:

- **EHS Team Expansion** – We hired a new EHS Specialist based in our Virginia campus to support oversight of all health and safety matters.
- **Corporate EHS Policy Trainings and Implementation** – In fiscal year 2026 we trained all our new employees on our complete set of corporate global policies and continued implementation in our operations.
- **Safety Trainings** – Our staff participated in over 2,100 hours of targeted safety trainings in fiscal year 2026 as applicable to their specific roles.
- **Process Hazard Analysis** – We completed ongoing detailed assessments on our operations at the Titanium Manufacturing Campus in Virginia as part of our proactive planning for safety.
- **EHS Data Management System** – Employees submitted over a thousand safety interactions, including observations of safe behaviors, identification of unsafe acts, and identification of potential hazards to help us continuously improve our safety program.
- **Emergency Response Plan** – The Virginia Campus developed a comprehensive Emergency Response Plan addressing a range of potential incidents, and proactively engaged Halifax County first responders for on-site collaboration.
- **Life-Saving Rules** – Rolled out of site-specific "Life Saving Rules" to our Titanium Manufacturing Campus in VA.
- **Employee Recognition Program** – We launched a safety recognition program at our Virginia campus to reinforce safe work practices, recognize positive safety behaviors, and encourage employee engagement in creating a safe and healthy workplace.
- **Employee Wellness Event** – Employees at the VA Campus participated in an onsite wellness event that supported overall employee health. Basic vitals, vision, audiometric, and physicals were offered to all VA workforce to provide a baseline of health.
- **5S/Lean Rollout** – Implemented 5S and lean practices across Virginia operations to standardize workflows, strengthen visual management, and improve productivity, safety, and operational efficiency.



> *"5S is more than a workplace organization tool – it is a key driver of continuous improvement. It has strengthened workplace organization, safety, and operational efficiency across our facility. We are creating lasting value for our employees, customers, and community."*
>
> **Kim Willard,** Supply Chain Coordinator, Virginia

Looking ahead to fiscal year 2027, we are focused on the following initiatives:

- **Operator Skills Training Program** – We are formalizing our SOP program and operator skills training program in VA.
- **Contractor Management Program** – In accordance with our global Contractor Management Policy, we continue our focus on implementing a comprehensive Contractor Management Program.
- **EHS Management System** – Progress our EHS management system towards both ISO 14001 and ISO 45001 certification.
- **VA Safety Committee Development** – Ongoing development of a Safety Committee in Virginia to advance our worker participation, consultation, and communication in our overall EHS program.

Our Communities

Stronger Together: Investing in the Communities Where We Operate

At IperionX, we believe strong communities are built through meaningful partnerships, active engagement, and a shared commitment to long-term success. We are dedicated to fostering positive relationships in the communities where we operate, supporting initiatives that contribute to environmental stewardship, workforce development, economic vitality, and community well-being.

Because our operations span diverse regions across the United States, our approach to community engagement is tailored to the unique needs and priorities of each community. By listening to local stakeholders and partnering with organizations that make a difference, we focus our efforts where they can create the greatest impact.

Throughout the year, IperionX supports a wide range of community initiatives, from educational outreach and workforce development programs to local events, charitable organizations, and community celebrations. Whether welcoming students to our facilities, participating in local fairs and festivals, or supporting programs that strengthen neighborhoods, we strive to make a meaningful and lasting contribution in the places we call home.

In fiscal year 2026, IperionX contributed more than $32,000 to community organizations and initiatives, while employees dedicated over 500 hours to outreach, volunteerism, and local engagement activities.

Our community investment philosophy is rooted in a simple belief: when communities thrive, businesses thrive. By supporting the people, organizations, and opportunities that strengthen our communities, we help build trust, create shared value, and contribute to a more sustainable future for all.





West TN Community

Building a Lasting Positive Impact in West Tennessee

IperionX's commitment to its West Tennessee community stems from our long-term goals. We aim to help create new opportunities for the people and communities that surround the integrated Atlas-Titan Critical Minerals Platform. In fiscal year 2026, we continued to strengthen our relationships with local schools and community organizations while helping students understand the career opportunities that STEM industries can bring to the region.

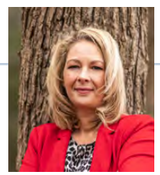
Part of this work includes introducing students to career paths that may not have been visible in previous years. Through school visits, career fairs, STEAM events, and demonstrations, our team engages with students as early as elementary school to introduce them to fields like geology, engineering, sustainability, and other skilled trades. We want students to see the opportunities these technology-driven industries can provide and understand how they can contribute to the future of their communities.





Our growing relationships with local educators demonstrate the impact of this consistent engagement. IperionX is increasingly being invited into classrooms and schools, with educators reaching out directly to request our participation in career-days and classroom demonstrations. This interest reflects the value that schools see in connecting their students with our team and the industries that we represent.

This commitment extends beyond education and workforce development. IperionX was also pleased to provide a donation in support of a local farmer who was facing the loss of a melon crop due to health challenges. Our team purchased the melons and donated them to community members and first responders, helping a local farmer while giving back to our community. These small but meaningful activities exemplify our commitment to being a good neighbor and steward of West Tennessee beyond our core business.



> *I don't need to call the schools or ask to get involved. We have educators come directly to us, calling for information, demonstrations, and career-day opportunities. They want to help build the skilled workforce their students and our community will need in the future from an early age. It's very meaningful that they're reaching out to us because it shows they see the value in what we're doing. This company was founded with the goal of making a strong, positive impact and building these communities up. Seeing that goal not only become a reality, but exceed our expectations, is a humbling experience."*
>
> **Stephanie Harcleroad,** TN Community Relations Manager

Halifax County, VA Community

Supporting Students and Strengthening Communities in Southern Virginia



Inspiring the Next Generation of Manufacturers

IperionX is committed to supporting workforce development and strengthening ties within the communities where we operate. During fiscal year 2026, we hosted educational tours for local high schools and technical training programs, welcoming students from across South Boston and Halifax County to learn about careers in advanced manufacturing.

In recognition of Manufacturing Day in October 2025, we hosted Halifax County High School students for on-site tours and interactive discussions, marking our second consecutive year of participation in the event. Separately, throughout the year, we welcomed students from Brunswick High School and participants in the Accelerated Training in Defense Manufacturing program for facility tours and educational visits.

We expanded our outreach efforts by participating in several career fairs throughout fiscal year 2026 at the Accelerated Training in Defense Manufacturing campus, connecting with students and sharing career opportunities at IperionX. We also hosted a Lunch and Learn with students from Virginia Tech, centered on the theme "Soft Skills for Hard Problems." The session emphasized how communication, collaboration, and human connection are essential to solving complex challenges, demonstrating that some of the most impactful solutions arise when technical expertise is paired with strong interpersonal skills.

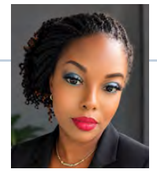
Through these engagements, we seek to inspire future talent, increase awareness of manufacturing career opportunities, and demonstrate how innovation and advanced technologies are helping shape a more sustainable manufacturing sector.

Supporting Community Traditions in Halifax County

IperionX proudly continued its support of Destination Downtown South Boston during fiscal year 2026, marking our second year of sponsoring community events that bring residents together and celebrate the vibrancy of downtown South Boston, VA. Throughout the year, we supported a variety of local traditions, including Movies on Main, the Fourth of July Celebration, Harvest Fest, and the Downtown Cruz-In car show. Our team also joined the community's Christmas Parade, embracing the holiday spirit alongside fellow residents and local organizations.

Continuing our support of local community traditions, IperionX participated in the annual Trunk or Treat event in Halifax County for the second year in a row. Hosted this year at the Halifax Library parking lot, the event brought together hundreds of costumed children and families for an evening of safe, family-friendly festivities. Our team joined fellow local businesses in distributing candy and engaging with attendees from our decorated vehicle.

By investing in these community events, IperionX helps create opportunities for families and young people to connect, celebrate, and participate in safe, engaging activities throughout the year. Programs such as the Trunk or Treat, Movies on Main, and the Christmas Parade contribute to a strong sense of community, support positive youth engagement, and enhance the quality of life in the communities where we operate.



"One of the most rewarding parts of my role is welcoming visitors to see firsthand the innovation happening at IperionX. Whether hosting students, community leaders, industry partners, or prospective employees, I strive to create a warm and memorable experience that reflects our commitment to people, sustainability, and our community. Having grown up in Southern Virginia, it is especially meaningful to help showcase the innovation happening here and support opportunities that benefit our region."

Amelia Cheek,
HR Generalist and Community Relations Manager, VA





Supporting STEM Education

Investing in the next generation of STEM leaders

IperionX recognizes that a sustainable and innovative future will be built by the STEM students of today. Our scholarship program is intended to directly support students who are preparing for careers in STEM industries, from engineers and geologists to those pursuing technical careers such as electricians, welders, and other critical maintenance and infrastructure workers. We aim to help revitalize American manufacturing by investing in the next generation of STEM leaders, and empower students to explore these essential industries for years to come.

In fiscal year 2026, IperionX announced scholarship awards of $30,000 to support 16 students in our communities in Virginia, Tennessee and Utah. Along with supporting students pursuing traditional STEM college degrees, we were pleased to continue our support for students pursuing Career and Technical Education (CTE) degrees and technical certifications, recognizing the value that these skilled trades bring to the U.S. manufacturing industry. We also introduced a new scholarship focused on controls, data science, and automation to reflect the growing demand for advanced technical expertise and autonomous processes that will be critical to rapidly scaling manufacturing. Additionally, the IperionX Sustainability Legacy Endowment at the University of Utah awarded one scholarship to a student pursuing a degree in metallurgy for the 2025-26 school year. As we grow, we will continue listening to feedback from our communities and adapting our programs to address evolving educational, workforce, and industry needs.

We are continually inspired by the passion that these students have for their future in STEM and honored for the opportunity to support those who will help shape the future of American manufacturing.



Juana Borbolla
University of Utah
IperionX Materials Science, Engineering, and Metallurgy Scholarship Recipient



Yoshita Padiri
Virginia Tech
IperionX Materials Science, Engineering, and Metallurgy Scholarship Recipient



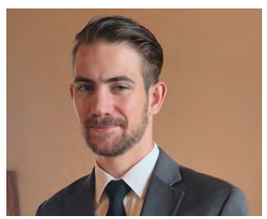
Benjamin Hirsch
Liberty University
IperionX Metals Supply Chain Scholarship Recipient



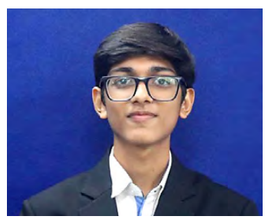
Jonathan Matthews
Virginia Tech
IperionX Metals Supply Chain Scholarship Recipient



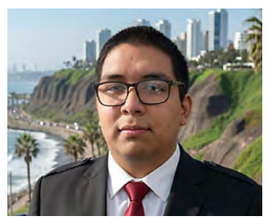
Andreana Moore
Liberty University
IperionX Metals Supply Chain Scholarship Recipient



Stephen Piscatelli
Liberty University
IperionX Controls, Automation, and Data Science / Engineering Scholarship Recipient



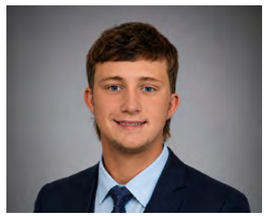
Prehaan Parikh
Virginia Tech
IperionX Sustainability Impact Scholarship Recipient



Alfredo Olaya
University of Utah
IperionX First Generation STEM Scholarship Recipient



Jada Brittle
Virginia Tech
IperionX CTE Technical Scholarship Recipient



Adam Watts
Southern Virginia Higher Education Center
IperionX CTE Technical Scholarship Recipient



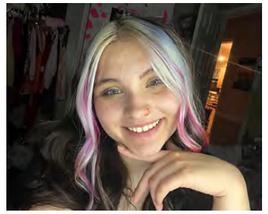
Collin Coats
Tennessee
IperionX High School STEM Engagement Scholarship Recipient



Jayanna Martin
Tennessee
IperionX High School STEM Engagement Scholarship Recipient



Benjamin Henderson
Virginia
IperionX High School STEM Engagement Scholarship Recipient



JadeLynn Hediger
Virginia
IperionX High School STEM Engagement Scholarship Recipient

Not pictured:
Megan Robin
Tennessee
IperionX High School STEM Engagement Scholarship Recipient

Not pictured:
Mason Clark
Virginia
IperionX High School STEM Engagement Scholarship Recipient



Innovation is driven by new ideas and processes that may not even exist yet. New perspectives challenge existing frameworks and create opportunities that can advance entire industries. By investing in educational initiatives, such as our scholarship program, IperionX is not only supporting the future careers of emerging STEM leaders, but funding direct pathways to innovations and new technologies that will be pioneered by these students in the near future."

Natalie Cheatham, Senior Marketing Coordinator & Scholarship Program Coordinator

Our Industry Partners

Connected to the Industries We Serve and the Communities We Call Home

IperionX participates in industry associations, safety councils, and in local chambers of commerce in the communities where we operate. During fiscal year 2026 we were members of global and regional organizations that advance our industry, with dues or fees for all associations and memberships totaling approximately $19,000 combined.

Industry Associations

TITANIUM MEMBER

NDIA

TMA Tennessee Mining Association

SUPPLIERS PARTNERSHIP FOR THE ENVIRONMENT

ReMA Recycled Materials Association *Sustainable. Resilient. Essential.*

AIAG Uniting Minds. Elevating Standards.

AMGTA Additive Manufacturers Green Trade Association

Safety Councils

nsc National Safety Council

Utah Safety Council

Chesapeake Region Safety Council

Local Chamber Memberships

- Halifax County Chamber of Commerce, VA
- Tennessee Chamber of Commerce, TN
- Carroll County Chamber of Commerce, TN
- Paris-Henry County Chamber of Commerce, TN
- McKenzie Chamber of Commerce and Industry, TN
- Benton County – Camden Chamber of Commerce, TN

Our Environment

Environmental stewardship has been a guiding principle of IperionX since our founding. As we grow, we remain committed to protecting the ecosystems where we operate and integrating environmental considerations into our planning, operations, and long-term development.



Our Environmental Responsibility

Creating Lasting Value Through Environmental Stewardship

Environmental stewardship remains a core part of IperionX's strategy as we advance resilient, low-carbon critical mineral supply chains in the United States.

We believe that responsible growth requires balancing innovation, resource efficiency, and environmental protection at every stage of our operations.

Our proprietary titanium technologies are designed to reduce reliance on energy-intensive primary production by transforming recycled titanium feedstocks into high-performance materials. By enabling circular use of titanium resources, these technologies support a more sustainable approach to critical materials manufacturing.

As our business grows, we remain committed to understanding and managing our environmental impacts. We evaluate potential effects on air, land, water, and biodiversity, and integrate environmental considerations into project planning, operational decision-making, and long-term development activities.

We also seek to continuously improve environmental performance through rigorous assessments, independent reviews, and third-party verification where appropriate. These efforts help strengthen transparency, inform decision-making, and support responsible stewardship across our operations. Through these actions, IperionX is working to create lasting value for stakeholders while contributing to a more sustainable future for the industries and communities we serve.

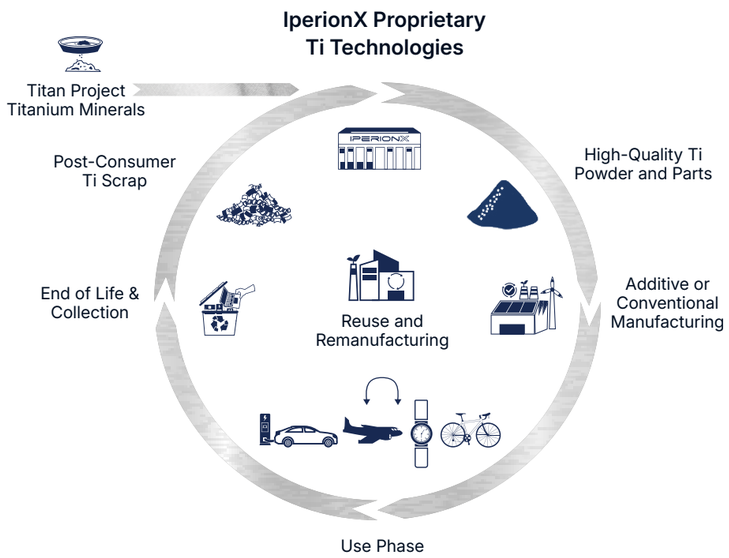


Circular Economy

Enabling a Low-Carbon, Circular Titanium Supply Chain

IperionX is building a low-carbon, circular titanium supply chain through proprietary technologies that can convert 100% recycled titanium scrap into high-quality titanium powder and components. By utilizing lower-grade titanium materials that traditional processes cannot recycle, we help recover valuable resources that might otherwise be lost as waste.

At the end of their useful life, these titanium products can be recycled again through the same process, supporting a future closed-loop system that reduces reliance on virgin raw materials. By transforming titanium scrap into new high-performance products, IperionX is helping meet growing demand for sustainable, domestically sourced critical minerals while supporting customers' circularity goals.



Independent LCAs Validate Low-Carbon Titanium

IperionX completed independent, third-party reviewed Life Cycle Assessments (LCAs) of its proprietary titanium technologies in fiscal year 2023 and fiscal year 2024 in accordance with ISO 14040 and 14044 standards. These LCAs confirmed the sustainability advantages of IperionX's proprietary titanium technologies. Results indicate that IperionX's 100% recycled titanium powder can achieve a carbon footprint more than 90% lower than conventional titanium powder, while also outperforming strength-equivalent aluminum and stainless steel powders. These results reinforce the potential of low-carbon, circular titanium to transform metals manufacturing.



UL Certification

UL Certification Validates 100% Recycled Titanium

In fiscal year 2026, IperionX reached an important sustainability milestone by becoming the first company globally to achieve UL 2702 Platinum Recycled Content Certification for a 100% recycled mono-material. Awarded for titanium metal powder produced at the Titanium Manufacturing Campus in South Boston, Virginia, the certification independently verifies that the product contains 100% recycled content, exceeding the platinum-level threshold established under UL Solutions' new recycled content certification standard released in early 2026.

The achievement builds on IperionX's earlier recycled content validation by UL in Utah, and provides independent, third-party confirmation of the circularity claims underlying the Company's titanium manufacturing process in Virginia. As the first full certification standard for recycled content developed by UL Solutions, UL 2702 establishes a rigorous framework for verifying recycled content in finished products. Platinum certification confirms that a product contains at least 80% recycled content. IperionX's titanium powder surpassed the Platinum requirement by achieving a verified 100% recycled content rating.

The UL certification validates the sustainability benefits of IperionX's proprietary titanium production process, which transforms recycled titanium scrap into high-performance metal powders using renewable electricity and low-temperature processing. Compared to conventional



titanium production, this approach eliminates direct process emissions, reduces energy use, and supports a circular supply chain by recovering valuable titanium materials that would otherwise be discarded, while maintaining the performance characteristics required for demanding industrial applications.

Independent certifications play an important role in validating the environmental benefits of innovative technologies and providing customers with confidence in sustainability claims. The UL 2702 Platinum certification demonstrates the measurable progress IperionX is making toward commercializing a fully circular titanium value chain and highlights the potential for advanced manufacturing technologies to reduce environmental impacts across critical industrial sectors.



"Achieving UL 2702 Platinum certification reflects the rigor and transparency built into our manufacturing and quality systems from the very beginning. This independent verification confirms the recycled content of our titanium powder and demonstrates our ability to provide customers with trusted, traceable materials backed by robust data and third-party certification."

Eliza Wright, Project Manager and Quality Engineer

Our Energy Use

Powering a More Sustainable Titanium Future

IperionX's proprietary titanium technologies have the potential to transform titanium production by significantly reducing the energy intensity of manufacturing compared to the conventional Kroll process. This enhanced energy efficiency remains one of the most important sustainability advantages of our patented technologies and integrated production platform.

Fiscal year 2026 marks the fourth consecutive year that IperionX has monitored and reported its operational energy consumption. During the year, total energy use was approximately 9,734.1 gigajoules (GJ). As our operations continue to expand, particularly through the scale-up of the Titanium Manufacturing Campus, we recognize that overall energy demand will increase. To support responsible growth, we remain focused on improving energy efficiency, electrifying key processes where practical, and integrating the use of alternative and renewable energy sources where possible across our operations.

Through ongoing measurement and management of our energy footprint, we are building the foundation for low-carbon growth while advancing our mission to deliver sustainable, domestic titanium products at commercial scale.

Our Fiscal Year 2026 Energy Use

Energy Source	Energy Use	Type of Associated Carbon Emissions	Total Quantity in Fiscal year 2026	Equivalent GJ of Energy	Data Source
Gasoline	Company Fleet Vehicles	Scope 1 – Direct Fuel Use	959 gallons	126.3	Estimate based on miles driven
Diesel	Generator	Scope 1 – Direct Fuel Use	670 gallons	98.1	Data from supplier bills
Natural Gas	Heating for leased spaces	Scope 1 – Direct Fuel Use	8,627 therms	910.2	Data from utility bills and estimated based on square footage of leased office and residential space
Electricity	Power for all operational locations and leased spaces	Scope 2 – Indirect Electricity Generation	2,388,737 kWh	8,599.5	
Total Fiscal Year 2026 Energy Use				**9,734.1 GJ**	

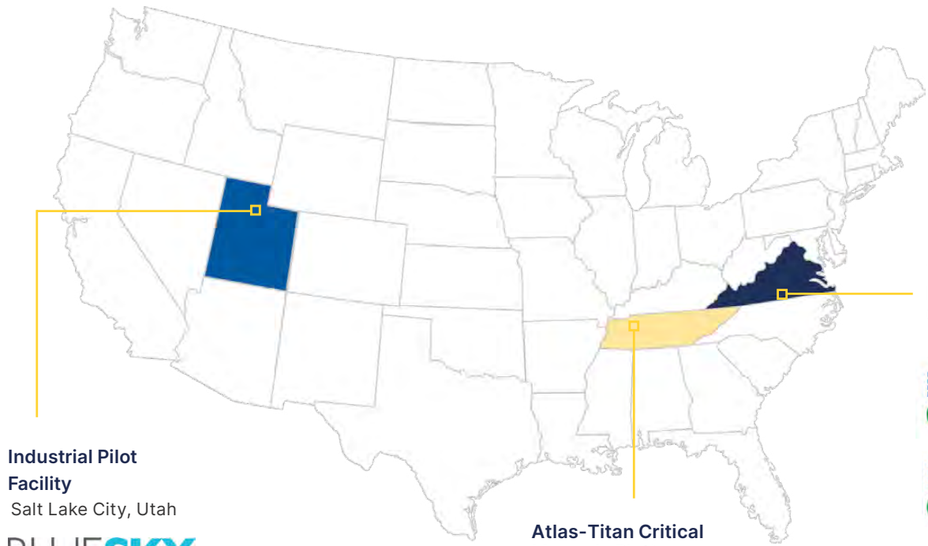
Renewable Energy for Responsible Growth

IperionX aims to power its operations with renewable energy wherever feasible, reducing the greenhouse gas (GHG) emissions associated with our energy consumption. During fiscal year 2026, we further expanded our renewable energy portfolio and strengthened collaborations with utility providers to support this objective.

To address our operational electricity demand, we procured Green-e® Energy-certified renewable energy certificates (RECs) sufficient to match 94% of electricity consumption across our primary operating sites. Notably, 100% of the electricity consumed at our Titanium Manufacturing Campus was matched with purchased RECs. In Utah and Virginia we also supported renewable natural gas (RNG) initiatives to help reduce the emissions associated with natural gas use (equivalent to 32% of our total natural gas usage for FY26).

Through these voluntary renewable energy programs, IperionX helps support the development and growth of renewable energy resources in the communities where we operate, reinforcing our commitment to building a lower-carbon titanium supply chain.

In fiscal year 2026, 94% of our electricity use was supplied through renewable sources via RECs.



Industrial Pilot Facility
Salt Lake City, Utah

BLUESKY RENEWABLE ENERGY
ROCKY MOUNTAIN POWER
ENBRIDGE GreenTherm

Titanium Manufacturing Campus
Halifax County, Virginia

Dominion Energy GreenTherm
Dominion Energy GreenPower

Atlas-Titan Critical Minerals Platform
West Tennessee

TVA TENNESSEE VALLEY AUTHORITY
Green Switch

Our Carbon Footprint

Understanding Our Footprint, Informing Our Future

In support of our mission to become a leading producer of low-carbon, sustainable titanium, IperionX measured its corporate greenhouse gas (GHG) emissions for fiscal year 2026, marking our fifth consecutive year of voluntary carbon accounting.

Emissions were calculated in accordance with the GHG Protocol and are reported in metric tons of carbon dioxide equivalent (mt CO_2e). Our inventory includes:

- **Scope 1:** Direct emissions from the consumption of fuels, including natural gas, diesel, and gasoline
- **Scope 2:** Indirect emissions associated with purchased electricity
- **Selected Scope 3:** Indirect emissions related to employee activities and elements of our value chain

Notably, our Scope 2 market-based emissions were low in fiscal year 2026. This result was achieved through the procurement of renewable energy certificates (RECs) sufficient to match 94% of our operational electricity consumption.

As IperionX continues to expand and advance toward full-scale commercial production, we remain focused on minimizing the growth of our greenhouse gas emissions while investing in technologies that support a lower-carbon titanium supply chain. As the Titanium Manufacturing Campus continues to scale operations and the Atlas-Titan Critical Minerals Platform advances toward development, we will establish a comprehensive operational carbon baseline and develop science-informed emissions reduction targets as necessary to guide our long-term decarbonization efforts.

Scope	Category	Fiscal Year 2026 (mt CO_2e)
Scope 1	Stationary Fuel (natural gas and diesel)	52.7
	Mobile Fuel (company fleet mileage)	7.1
Scope 2	Location Based Electricity (grid)	647.9
	Market Based Electricity (includes RECs)	37.8
Scope 3	Fuel- and Energy-Related Emissions Not Included in Scopes 1 or 2	44.5
	Business Travel	406.9
	Employee Commuting & Telework	273.7

Fiscal Year 2026 Total Reported Emissions (mt CO_2e)[1]		
Scope 1	Emissions total	59.7
Scope 2	Emissions total – Market based	37.8
Scope 3	Reported Emissions total	725.1
Total		822.7

1. Totals may not sum due to rounding in table above.

Water and Waste Management

Managing Water and Waste Responsibly for Sustainable Growth

Responsible Water Use Across Our Operations

At IperionX, we recognize water as a valuable natural resource and are committed to managing it responsibly across our operations. We design our facilities and processes to use water efficiently while minimizing environmental impacts.

Fiscal year 2026 marked the fifth consecutive year that IperionX tracked water withdrawal across its operations. Total water withdrawal was approximately 11.7 million gallons (0.044 million cubic meters), reflecting the continued scale-up of production at our Titanium Manufacturing Campus in Virginia. Water at this facility is used primarily in recirculating cooling systems and final powder cleaning processes, while water use at our offices and residences is limited to sanitation and landscaping. In fiscal year 2027 we are focused on increased understanding of our water discharge amounts to calculate our total fresh water consumption.

As production expands, we continue to pursue opportunities to improve water efficiency through equipment selection, process optimization, and water recycling initiatives.

To better understand local water-related challenges, IperionX completed a water risk assessment of its primary operating locations using the World Resources Institute's Aqueduct tool. The assessment found that our facilities are located in areas with Low (Tennessee) to Low-Medium (Virginia and Utah) baseline water risk, indicating relatively limited exposure to water stress and related risks.

At the Titan Critical Minerals Project in Tennessee, independent hydrologic studies assessed potential impacts to local streams, wetlands, and groundwater resources. The studies concluded that anticipated impacts from project water use would be minimal and manageable. Planned water management measures include process water recycling and permitted discharge practices designed to protect local water quality and availability.

Through ongoing monitoring, efficiency improvements, and responsible water management practices, IperionX seeks to minimize water consumption while supporting sustainable growth across its operations.



Advancing Responsible Waste Management

As IperionX continues to scale, we are expanding our focus on waste management and resource stewardship. In fiscal year 2027, we plan to implement a formal waste management program that will track municipal waste and recycling performance across our operations, establish reduction targets, and increase access to local recycling programs where available.

We have maintained zero hazardous waste generation across our operations through fiscal year 2026 and currently recycle industrial metal scrap and cardboard at our Virginia Titanium Manufacturing Campus. Importantly, the Titan Critical Minerals Project is designed without permanent tailings storage facilities and is not expected to generate mineral waste streams associated with conventional mining operations.

As a company focused on titanium recycling and circular resource use, IperionX is committed to identifying opportunities to divert materials from landfill, improve recycling rates, and further strengthen the sustainability of our operations.

Our Commitment to Biodiversity

Laying the Foundation for Biodiversity Stewardship

At IperionX, we are committed to responsible land stewardship and fostering biodiversity across our operations. As a global leader in sustainable titanium metals, we recognize that healthy ecosystems underpin resilient communities, sustainable economic development, and long-term business success. Our approach seeks to avoid and minimize impacts to nature wherever possible while supporting the regeneration and restoration of ecosystems and contributing to broader systemic change that helps address the root causes of biodiversity loss.

Avoid and Reduce

We prioritize measures that avoid impacts on biodiversity and natural ecosystems through responsible site selection, environmental planning, regulatory compliance, and operational management practices. Where impacts cannot be fully avoided, we implement measures to reduce their extent, duration, and intensity through ongoing monitoring, land management, and continuous improvement initiatives designed to protect ecosystem functions and habitat quality.

Regenerate and Restore

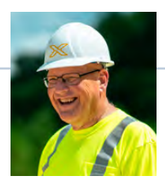
To support net positive outcomes for land and biodiversity, IperionX is partnering with local stakeholders, including the University of Tennessee Institute of Agriculture, to research and implement land rehabilitation strategies. Together, we are evaluating the use of native grasses and beneficial soil amendments, including biochar and gypsum, to improve soil structure, increase soil carbon sequestration, restore soil fertility, and enhance ecosystem productivity.



We are also testing the re-establishment of native warm-season grass communities adapted to the climate of West Tennessee. These grasses develop extensive root systems that help stabilize soils, reduce erosion, improve water retention, and increase carbon storage below ground. Their reintroduction supports the recovery of native grassland ecosystems, one of the most threatened habitat types in the Mid-South region, while providing food, cover, and nesting habitat for a variety of native wildlife species, including the northern bobwhite quail.

Through these efforts, we aim to improve ecosystem health, strengthen biodiversity, and enhance the resilience of landscapes associated with our operations. Wildlife observed in and around these habitats includes quail, rabbits, grassland songbirds, whitetail deer, wild turkey, bobcats, coyotes, hawks, bald eagles, and owls.

In addition, IperionX supports pollinator populations through the installation of locally managed beehives and native bee hotels, helping strengthen ecological resilience and support the broader health of surrounding ecosystems.



> *By integrating biodiversity into our planning and decision-making, we strive to leave the land healthier, more resilient, and better prepared for future generations. It is essential to the long-term health of our communities, our business, and the natural resources we depend on."*
>
> **Scott Sparks,** Chief Operating Officer



Transform

Beyond our operational footprint, IperionX seeks to contribute to broader system-wide change by advancing circular materials solutions. Through the development and deployment of titanium recycling technologies, we help reduce demand for virgin resource extraction and associated pressures on natural ecosystems. By supporting a more circular and resource-efficient titanium value chain, we contribute to addressing some of the underlying drivers of biodiversity loss while promoting more sustainable patterns of production and consumption.

At IperionX, sustainability begins with stewardship. By avoiding and reducing impacts, regenerating and restoring ecosystems, and supporting transformative solutions, we aim to create lasting environmental value while supporting healthy lands, thriving biodiversity, and resilient communities for future generations.





Bringing Back the Bobwhite

The Northern Bobwhite quail (*Colinus virginianus*), Tennessee's state game bird, has experienced significant population declines since the 1950s due to habitat loss in the state. In fiscal year 2026 IperionX partnered with a national non-profit conservation stakeholder, Quail Forever, to identify opportunities to enhance wildlife habitat for the native northern bobwhite on our West Tennessee project lands.

Based on Quail Forever's recommendations, IperionX completed targeted habitat restoration activities, including woody debris removal, minor stream restoration, and development of a trail network to support long-term land stewardship.

The results were immediate and encouraging. Within about six months following these improvements, at least four coveys of bobwhite quail were observed on the property. Local residents noted they had not seen bobwhite quail in the area for more than 20 years.

The return of this iconic native species demonstrates how responsible land management can contribute to biodiversity restoration and reflects IperionX's commitment to delivering a net positive impact on the landscapes where we operate.



Appendices

Reporting Standards and Guidance

Operating a sustainable business requires transparency and the sharing of IperionX sustainability policies, initiatives, and metrics. Our voluntary sustainability disclosures and reporting are informed by guidance and standards from the following organizations:

The Global Reporting Initiative (GRI) is the independent international organization – headquartered in Amsterdam with regional offices around the world – that helps businesses, governments, and other organizations understand and communicate their sustainability impacts. GRI provides the world's most widely used standards for sustainability reporting – the GRI Standards. Our GRI Content Index included herein references the 2021 Universal Standards and the recently revised Sector Standard GRI 14: Mining Sector 2024 V1.1 that is relevant to IperionX.

https://www.globalreporting.org

The Sustainability Accounting Standards Board (SASB), now part of the International Financial Reporting Standards (IFRS) Foundation's International Sustainability Standards Board (ISSB), is a global nonprofit organization that offers resources designed to help businesses and investors develop a shared understanding of enterprise value—how it is created, preserved and eroded. Our SASB Content Index included herein references the Metals & Mining Sustainability Accounting Standard (EM-MM, version 2023-12) that is relevant to IperionX, which is defined by SASB's Sustainable Industry Classification System® (SICS®).

https://sasb.ifrs.org

GRI Content Index

Statement of use	IperionX has reported the information cited in this GRI content index for the period July 1, 2025 through June 30, 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Office: 1092 Confroy Drive, South Boston, VA 24592 Welcome to IperionX, P. 5
	2-2 Entities included in the organization's sustainability reporting	IperionX Limited, including subsidiaries of IperionX Critical Minerals, LLC and IperionX Technology LLC
	2-3 Reporting period, frequency and contact point	Reporting period: July 1, 2025 through June 30, 2026; Reporting frequency: Annual; Contact Point: sustainability@iperionx.com
	2-4 Restatements of information	Not applicable for the FY26 report
	2-5 External assurance	Not applicable for the FY26 report
	2-6 Activities, value chain and other business relationships	Annual Report 2026, available at www.iperionx.com
	2-7 Employees	Our People Section, P. 25 - 26
	2-8 Workers who are not employees	At the end of FY26 IperionX had 5 workers who are independent contractors and 2 temporary workers. These numbers did not change significantly from FY25. Our People Section, P. 25 - 26
	2-9 Governance structure and composition	Our Sustainability Governance Section, P. 13 - 14
	2-10 Nomination and selection of the highest governance body	Corporate Governance Statement 2026, available at www.iperionx.com
	2-11 Chair of the highest governance body	Todd Hannigan is the Executive Chairman. Lorraine Martin is the Lead Independent Director. Our Sustainability Governance Section, P. 13 - 14
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Sustainability Governance Section, P. 13 - 14
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Governance Section, P. 13 - 14

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 2: General Disclosures 2021 (continued)	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Governance Section, P. 13 - 14
	2-15 Conflicts of interest	Business Ethics Section, P. 20
	2-16 Communication of critical concerns	Business Ethics Section, P. 20
	2-17 Collective knowledge of the highest governance body	Corporate Governance Statement 2026, available at www.iperionx.com
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Statement 2026, available at www.iperionx.com
	2-19 Remuneration policies	Corporate Governance Statement 2026, available at www.iperionx.com
	2-20 Process to determine remuneration	Corporate Governance Statement 2026, available at www.iperionx.com
	2-21 Annual total compensation ratio	This metric was not calculated for FY26.
	2-22 Statement on sustainable development strategy	IperionX 2024 Sustainability Report, available here: https://iperionx.com/sustainability/2024-sustainability-report/
	2-23 Policy commitments	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	2-24 Embedding policy commitments	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	2-25 Processes to remediate negative impacts	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	2-26 Mechanisms for seeking advice and raising concerns	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	2-27 Compliance with laws and regulations	Business Ethics Section, P. 20
	2-28 Membership associations	Our Industry Partners Section, P. 36
	2-29 Approach to stakeholder engagement	Our Material Topics Section, P. 15
	2-30 Collective bargaining agreements	No (0) workers were covered by collective bargaining agreements in FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Material Topics Section, P. 15
	3-2 List of material topics	Our Material Topics Section, P. 15
	3-3 Management of material topics	Our Sustainability Governance Section, P. 13 - 14
GRI 101: Biodiversity 2024 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.4 Biodiversity	101-1 and 14.4.2 Policies to halt and reverse biodiversity loss	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	101-2 and 14.4.3 Management of biodiversity impacts	Biodiversity Commitment Section, P. 46 - 47
	101-3 Access and benefit-sharing	Not applicable to IperionX operations in FY26.
	101-4 and 14.4.4 Identification of biodiversity impacts	Biodiversity Commitment Section, P. 46 - 47
	101-5 and 14.4.5 Locations with biodiversity impacts Sector Disclosures: Report ecologically sensitive areas for all mine sites.	No operational sites are in or adjacent to protected areas or areas of high biodiversity value. There were zero (0) active mine sites in FY26.
	101-6 and 14.4.6 Direct drivers of biodiversity loss Sector Disclosures: Direct drivers of biodiversity loss for all mine sites.	Not applicable to IperionX operations in FY26. There were zero (0) active mine sites in FY26.
	101-7 and 14.4.7 Changes to the state of biodiversity Sector disclosures: Changes in the state of biodiversity for all mine sites.	Not applicable to IperionX operations in FY26. There were zero (0) active mine sites in FY26.
	101-8 and 14.4.8 Ecosystem services Sector disclosures: Information on ecosystem services for all mine sites.	Biodiversity Commitment Section, P. 46 - 47 There were zero (0) active mine sites in FY26.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 102: Climate Change 2025 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.1 GHG emissions	102-1 Transition plan for climate mitigation	TCFD Disclosure Table - Appendix in the IperionX 2024 Sustainability Report, available here: https://iperionx.com/sustainability/2024-sustainability-report/
	102-2 Climate change adaptation plan	TCFD Disclosure Table - Appendix in the IperionX 2024 Sustainability Report, available here: https://iperionx.com/sustainability/2024-sustainability-report/
	102-3 Just transition	TCFD Disclosure Table - Appendix in the IperionX 2024 Sustainability Report, available here: https://iperionx.com/sustainability/2024-sustainability-report/
	102-4 and 14.1.9 GHG emissions reduction targets and progress	IperionX is currently in scale up growth stage so expects that its gross GHG emissions will grow as the company grows. Gross reduction of GHG emissions is not relevant to the company at this time as no baseline year has been set yet. Our Carbon Footprint Section, P. 44
	102-5 and 14.1.5 Scope 1 GHG emissions Additional sector disclosures: Include land use change emissions and a breakdown of the direct Scope 1 GHG emissions by mine site.	Scope 1 direct emissions in FY26 totaled 45.1 metric tons of carbon dioxide equivalents (mt CO_2e). Our Carbon Footprint Section, P. 44 There were zero (0) GHG emissions in FY26 related to land use change, and the Scope 1 GHG emissions were calculated on a company-wide basis, as there were zero (0) active mine sites in FY26.
	102-6 and 14.1.6 Scope 2 GHG emissions Additional sector disclosures: Report breakdown of the gross location-based and market-based energy-indirect Scope 2 GHG emissions by mine site.	Scope 2 location-based and market-based indirect emissions in FY26 totaled 647.9 and 37.8 metric tons of carbon dioxide equivalents (mt CO_2e), respectively. Our Carbon Footprint Section, P. 44 The Scope 2 gross location-based and market-based GHG emissions were calculated on a company-wide basis, as there were zero (0) active mine sites in FY26.
	102-7 and 14.1.7 Scope 3 GHG emissions	Relevant scope 3 indirect emissions in FY26 totaled 730.9 metric tons of carbon dioxide equivalents (mt CO_2e). Our Carbon Footprint Section, P. 44
	102-8 and 14.1.8 GHG emissions intensity Additional sector disclosures: Report a breakdown of the GHG emissions intensity by mine site.	IperionX does not yet calculate a GHG emission intensity metric, either company wide or by mine site, as there were zero (0) active mine sites in FY26.
	102-9 GHG removals in the value chain	There were zero (0) Scope 1 GHG removals in the value chain in FY26.
	102-10 Carbon credits	Zero (0) carbon credits were purchased or canceled in FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 103: Energy 2025 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.1 GHG emissions	103-1 Energy policies and commitments	IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	103-2 and 14.1.2 Energy consumption and self-generation within the organization	Our Energy Use Section, P. 42 - 43 No electricity was self-generated during FY26.
	103-3 and 14.1.3 Upstream and downstream energy consumption	IperionX does not currently track energy consumption outside of the organization.
	103-4 and 14.1.4 Energy intensity	IperionX does not currently calculate an energy intensity metric.
	103-5 Reduction in energy consumption	IperionX technologies can significantly reduce the energy requirements to produce titanium metal, as confirmed by independent LCA studies. LCA Case Study, P. 40
GRI 201: Economic Performance 2016 and GRI 14 Topics – Mining Sector Standard 2024: Topic 14.2 Climate adaptation and resilience and Topic 14.9 Economic impacts and Topic 14.23 Payments to governments	201-1 and 14.9.2 and 14.23.2 Direct economic value generated and distributed Sector disclosures: Report community investments by mine site.	Annual Report 2026, available at www.iperionx.com Investments by mine site not yet applicable.
	201-2 and 14.2.2 Financial implications and other risks and opportunities due to climate change Sector Disclosures: How the substantive changes in operations, revenue, or expenditure due to climate change affect or could affect the organization's workers and suppliers, its contributions to economic development, and its payments to governments.	TCFD Disclosure Table - Appendix in the IperionX 2024 Sustainability Report, available here: https://iperionx.com/sustainability/2024-sustainability-report/
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2026, available at www.iperionx.com No defined benefit plan obligations.
	201-4 and 14.23.3 Financial assistance received from government	Annual Report 2026, available at www.iperionx.com
GRI 202: Market Presence 2016 and GRI 14 Topics – Mining Sector Standard 2024: Topic 14.17 Employment Practices and Topic 14.21 Non-discrimination and equal opportunity	202-1 and 14.17.2 Ratios of standard entry level wage by gender compared to local minimum wage	This metric was not calculated for FY26.
	202-2 and 14.21.2 Proportion of senior management hired from the local community Additional sector disclosures: Report a breakdown of the percentage of senior management hired from the local community by gender.	This metric was not calculated for FY26.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 14 Topics – Mining Sector Standard 2024: Topic 14.9 Economic Impacts	14.9.6 Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organization's definition used for 'local community'.	Not applicable to IperionX operations in FY26 as zero (0) active mine sites.
GRI 203: Indirect Economic Impacts 2016 and GRI 14 Topics – Mining Sector Standard 2024: Topic 14.9 Economic Impacts	203-1 and 14.9.3 Infrastructure investments and services supported Sector Disclosures: Report whether a community needs assessment was conducted to determine the need for infrastructure and services, and how the assessment informed the infrastructure investments and services supported.	This metric was not calculated for FY26.
	203-2 and 14.9.4 Significant indirect economic impacts Sector Disclosures: Report the number, total spend, and description of education and skills programs deployed for workers who are not employees.	Supporting STEM Education Section, P. 34 - 35
GRI 204: Procurement Practices 2016 and GRI 14 Topics – Mining Sector Standard 2024: Topic 14.9 Economic Impacts	204-1 and 14.9.5 Proportion of spending on local suppliers Sector Disclosures: Report the percentage of the organization's procurement budget spent on local suppliers by mine site.	This metric was not calculated for FY26. There were zero (0) active mine sites in FY26.
GRI 205: Anti-corruption 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.22 Anti-corruption	205-1 and 14.22.2 Operations assessed for risks related to corruption	Not reported for FY26.
	205-2 and 14.22.3 Communication and training about anti-corruption policies and procedures	Business Ethics Section, P. 20
	205-3 and 14.22.4 Confirmed incidents of corruption and actions taken	There were zero (0) confirmed incidents of corruption in FY26. Business Ethics Section, P. 20
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.22 Anti-corruption	14.22.5 Approach to contract transparency, including: whether contracts are made publicly available and where published, or the reason for them not being public and actions taken to make them public in the future.	IperionX contracts are not made publicly available.
	14.22.6 Information about the organization's beneficial owners, including joint ventures.	Annual Report 2026, available at www.iperionx.com

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were zero (0) legal actions for anti-competitive behavior, anti-trust, or monopoly practices in FY26. Business Ethics Section, P. 20
GRI 207: Tax 2019 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.23 Payments to governments	207-1 and 14.23.4 Approach to tax	Annual Report 2026, available at www.iperionx.com
	207-2 and 14.23.5 Tax governance, control, and risk management	Annual Report 2026, available at www.iperionx.com
	207-3 and 14.23.6 Stakeholder engagement and management of concerns related to tax	Annual Report 2026, available at www.iperionx.com
	207-4 and 14.23.7 Country-by-country reporting Additional sector disclosures: - Report a breakdown of the organization's corporate income tax paid and accrued in profit/loss, and other payments to governments, levied at the project-level, by project, and by material revenue stream. - Report any thresholds27 that have been applied and any other contextual information necessary to understand how the project-level payments to governments reported have been compiled.	Annual Report 2026, available at www.iperionx.com
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.23 Payments to governments	14.23.8 For minerals purchased from the state or from third parties appointed by the state to sell on their behalf, report: - volumes and types of minerals purchased; - full names of the selling entity and the recipient of the payment; - payments made for the purchase.	Zero (0) minerals were purchased from the state or from third parties appointed by the state in FY26.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	This metric was not calculated for FY26.
	301-2 Recycled input materials used	100% of the input titanium used to create IperionX titanium powder came from recycled feedstock in FY26. UL Certification Section, P. 41
	301-3 Reclaimed products and their packaging materials	This metric was not calculated for FY26.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 303: Water and Effluents 2018 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.7 Water and effluents	303-1 and 14.7.2 Interactions with water as a shared resource	Our Water and Waste Management Section, P. 45
	303-2 and 14.7.3 Management of water discharge-related impacts	Our Water and Waste Management Section, P. 45
	303-3 and 14.7.4 Water withdrawal Additional Sector Disclosure: Report water withdrawal by mine site.	Our Water and Waste Management Section, P. 45 There were zero (0) operational mine sites in FY26.
	303-4 and 14.7.5 Water discharge Additional Sector Disclosure: Report water discharge by mine site.	IperionX does not currently track water discharge. There were zero (0) operational mine sites in FY26.
	303-5 and 14.7.6 Water consumption Additional Sector Disclosure: Report water consumption by mine site.	IperionX does not currently track water consumption. There were zero (0) operational mine sites in FY26.
GRI 305: Emissions 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.3 Air emissions	305-6 Emissions of ozone-depleting substances (ODS)	There were zero (0) significant emissions of ODS to track in FY26.
	305-7 and 14.3.2 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions Additional sector disclosures: Significant air emissions for each mine site in kilograms or multiples.	There were zero (0) significant emissions of NOx, SOx, or other significant air emissions to track in FY26. There were zero (0) operational mine sites in FY26.
GRI 306: Effluents and Waste 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.15 Critical incident management	306-3 and 14.15.2 Significant spills	There were zero (0) significant spills in FY26.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.15 Critical incident management	14.15.3 Report the number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them.	There were zero (0) critical incidents in FY26.
	14.15.4 Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not.	Not yet applicable to IperionX operations as there were zero (0) active mine sites in FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 306: Waste 2020 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.5 Waste	306-1 and 14.5.2 Waste generation and significant waste-related impacts	There were zero (0) significant waste-related impacts in FY26.
	306-2 and 14.5.3 Management of significant waste-related impacts	There were zero (0) significant waste-related impacts in FY26.
	306-3 and 14.5.4 Waste generated Additional Sector Disclosures: Include a breakdown of waste generated by: - rock waste - tailings Report breakdown of total waste generated by mine site.	The total municipal waste generated was not measured for FY26. There were zero (0) active mine sites in FY26 and therefore zero (0) metric tons of rock waste and tailings were generated in FY26.
	306-4 and 14.5.5 Waste diverted from disposal Additional Sector Disclosures: Include a breakdown of waste diverted by: - rock waste - tailings Report breakdown of total waste diverted by mine site.	The total municipal waste diverted from disposal was not measured for FY26. There were zero (0) active mine sites in FY26 and therefore zero (0) metric tons of rock waste and tailings were diverted from disposal in FY26.
	306-5 and 14.5.6 Waste directed to disposal Additional Sector Disclosures: Include a breakdown of waste directed to disposal by: - rock waste - tailings Report breakdown of total waste directed to disposal by mine site.	The total municipal waste directed to disposal was not measured for FY26. There were zero (0) active mine sites in FY26 and therefore zero (0) metric tons of rock waste and tailings were directed to disposal in FY26.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.6 Tailings	14.6.2 Report the tailings disposal methods used by the organization.	There were zero (0) tailings produced in FY26 as there were zero (0) active mines sites in FY26.
	14.6.3 List the organization's tailings facilities, and report the name, location, and ownership status, including whether the organization is the operator.	There were zero (0) tailings facilities in FY26.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Zero (0) suppliers were formally screened using environmental criteria in FY26.
	308-2 Negative environmental impacts in the supply chain and actions taken	Zero (0) suppliers were identified as having negative environmental impacts in FY26.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 401: Employment 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.17 Employment Practices and Topic 14.21 Non-discrimination and equal opportunity	401-1 and 14.17.3 New employee hires and employee turnover	The IperionX employee base grew from 75 to 145 staff, including employees (138), independent contractors (5), and temporary workers (2) during FY26, which included 76 new employee hires and represented an overall rate of growth of 93%. Employee turnover during FY26 was 12 total, representing 11% overall rate of turnover. Data on employee hires and turnover by age, gender, and region was not compiled. Our People Section, P. 25 - 26
	401-2 and 14.17.4 Benefits provided to full-time employees that are not provided to temporary or part-time employees	IperionX provides a comprehensive benefits package to all full-time employees that includes: paid time off (sick and vacation), paid holidays, bereavement leave, life insurance, health care, disability coverage, parental leave, identify protection, and 401k retirement plan. Stock benefits are provided for certain employees. Annual Report 2026, available at www.iperionx.com
	401-3 and 14.17.5 and 14.21.3 Parental leave	Three (3) employees were entitled to and took parental leave in FY26.
GRI 402: Labor/ Management Relations 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.8 Closures and rehabilitation and Topic 14.17 Employment Practices	402-1 and 14.8.2 and 14.17.6 Minimum notice periods regarding operational changes	Minimum notice periods were not defined during FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 403: Occupational Health and Safety 2018 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.16 Occupational Health and Safety	403-1 and 14.16.2 Occupational health and safety management system	Health and Safety Section, P. 28 - 29
	403-2 and 14.16.3 Hazard identification, risk assessment, and incident investigation Sector disclosures: - Report how the organization ensures the provision of gender-appropriate personal protective equipment for workers. - Describe the processes used to identify work-related incidents due to sexual and gender-based violence, and to determine corrective actions.	Health and Safety Section, P. 28 - 29
	403-3 and 14.16.4 Occupational health services	IperionX provided occupational health services in FY26 to employees in the form of: training of personnel in first aid, CPR, and naloxone administration, industrial hygiene support, and mental health resources including an Employee Assistance Program (EAP). Health and Safety Section, P. 28 - 29
	403-4 and 14.16.5 Worker participation, consultation, and communication on occupational health and safety Sector disclosure: Report how the organization seeks to ensure women's participation in formal joint management-worker health and safety committees, and the percentage of women represented in these committees.	Health and Safety Section, P. 28 - 29
	403-5 and 14.16.6 Worker training on occupational health and safety	Health and Safety Section, P. 28 - 29
	403-6 and 14.16.7 Promotion of worker health	Health and Safety Section, P. 28 - 29
	403-7 and 14.16.8 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Section, P. 28 - 29
	403-8 and 14.16.9 Workers covered by an occupational health and safety management system	Health and Safety Section, P. 28 - 29
	403-9 and 14.16.10 Work-related injuries	There was one (1) OSHA recordable injury in FY26. Health and Safety Section, P. 28 - 29
	403-10 and 14.16.11 Work-related ill health	There were zero (0) work-related ill health occurrences in FY26. Health and Safety Section, P. 28 - 29

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 404: Training and Education 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.8 Closure and rehabilitation and Topic 14.17 Employment Practices and Topic 14.21 Non-discrimination and equal opportunity	404-1 and 14.17.7 and 14.21.4 Average hours of training per year per employee	The average hours of training in FY26 per employee was 22 hours. This metric was not broken down by gender or employee category.
	404-2 and 14.8.3 and 14.17.8 Programs for upgrading employee skills and transition assistance programs	Programs for upgrading employee skills in FY26 included internal training courses and funding support for external training or education as needed for specific job functions. Transition assistance programs provided in FY26 included severance pay and continuation of benefits as applicable.
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of full-time salaried employees below executive level received a formal performance appraisal during FY26. Our People Section, P. 25 - 26
GRI 405: Diversity and Equal Opportunity 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.21 Non-discrimination and equal opportunity	405-1 and 14.21.5 Diversity of governance bodies and employees Additional sector disclosures: Report on gender equality or gender equity plan or policy, providing summary of the plan and progress in implementation.	Our Sustainability Governance Section, P. 13 - 14 Our People Section, P. 25 - 26
	405-2 and 14.21.6 Ratio of basic salary and remuneration of women to men Additional sector disclosures: - Report the ratio of basic salary and remuneration of women to men by mine site. - Report the ratio of basic salary and remuneration by other relevant indicators of diversity by mine site.	This metric was not calculated for FY26. There were zero (0) active mines sites in FY26.
GRI 406: Non-discrimination 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.21 Non-discrimination and equal opportunity	406-1 and 14.21.7 Incidents of discrimination and corrective actions taken	There were zero (0) incidents of discrimination in FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 407: Freedom of Association and Collective Bargaining 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.20 Freedom of Association and collective bargaining	407-1 and 14.20.2 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IperionX is not aware of any operations or suppliers where there is risk to the right to freedom of association or collective bargaining.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.20 Freedom of Association and collective bargaining	14.20.3 Report the number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.	There were zero (0) strikes or lockouts in FY26 of any size or duration.
GRI 408: Child Labor 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.18 Child Labor	408-1 and 14.18.2 Operations and suppliers at significant risk for incidents of child labor	There was no significant risk of child labor identified in operations or suppliers in FY26.
GRI 409: Forced or Compulsory Labor 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.19 Forced labor and modern slavery	409-1 and 14.19.2 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There was no significant risk of incidents of forced or compulsory labor identified in operations or suppliers in FY26.
GRI 410: Security Practices 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.14 Security Practices	410-1 and 14.14.2 Security personnel trained in human rights policies or procedures	IperionX did not directly employ security personnel in FY26. The one security third-party organization contracted in FY26 was not trained on human rights policies or procedures.
GRI 411: Rights of Indigenous Peoples 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.11 Rights of Indigenous Peoples	411-1 and 14.11.2 Incidents of violations involving rights of Indigenous Peoples Additional sector disclosures: - Describe the identified incidents of violations involving the rights of Indigenous Peoples.	There were zero (0) incidents of violations involving the rights of Indigenous Peoples in FY26.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.11 Rights of Indigenous Peoples	14.11.3 List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization.	There are zero (0) operational locations or proven reserves where Indigenous Peoples are present or may be affected by the activities of IperionX.
	14.11.4 Report whether the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities and, if so, report for each case: - whether the process has been mutually accepted by the organization and the affected Indigenous Peoples; - whether an agreement has been reached, and if so, if the agreement is publicly available.	IperionX has not been involved in a formal FPIC process from Indigenous Peoples for the organization's activities.
GRI 413: Local Communities 2016	413-1 and 14.10.2 Operations with local community engagement, impact assessments, and development programs Additional sector disclosures: - Report any formal community development agreements made by the organization by mine site.	Our Communities Section, P. 30 - 33 There were zero (0) active mine sites in FY26.
	413-2 and 14.10.3 Operations with significant actual and potential negative impacts on local communities Additional sector disclosures: - For each mine site, describe impacts on the health and safety of local communities.	No IperionX operations had significant actual or potential negative impacts on local communities in FY26. There were zero (0) active mine sites in FY26.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.10 Local communities	14.10.4 For each mine site, report: - the number and types of grievances from local communities during the reporting period; - the percentage of grievances that were addressed and resolved during the reporting period; - the percentage of grievances resolved through remediation during the reporting period.	There were zero (0) active mine sites in FY26. There were zero (0) grievances from local communities in FY26.

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 414: Supplier Social Assessment 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.17 Employment Practices and Topic 14.18 Child Labor and Topic 14.19 Forced labor and modern slavery	414-1 and 14.17.9 and 14.18.3 and 14.19.3 New suppliers that were screened using social criteria	Seventy five percent (75%) of suppliers were screened using social criteria (included in the IperionX SCOC) during FY26. Supply Chain Section, P. 23.
	414-2 and 14.17.10 Negative social impacts in the supply chain and actions taken	Zero (0) negative social impacts were identified in the supply chain in FY26.
GRI 415: Public Policy 2016 and GRI 14 Topic – Mining Sector Standard 2024: Topic 14.24 Public Policy	415-1 and 14.24.2 Political contributions	IperionX made zero (0) political contributions in FY26 to political parties, their elected representatives, or persons seeking political office. Disclosures related to lobbying expenses and trade association membership dues are disclosed in the Public Policy section, P. 22 and the Industry Partners Section, P. 36.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.12 Land and resource rights	14.12.2 List the mine sites where involuntary resettlement is planned, ongoing, or has taken place. For each mine site listed: - report the number of persons who have been or will be displaced, and a breakdown by gender; - describe how peoples' livelihoods and human rights are or could be affected and restored.	Resettlements are not applicable to IperionX operations.
	14.12.3 List the locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred, and describe the incidents and the stakeholders whose rights are or could be affected.	Zero (0) conflicts or violations of land and resource rights occurred in FY26.
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.13 Artisanal and small-scale mining	14.13.2 List the mine sites where Artisanal and small-scale mining (ASM) occurs on or in close proximity to the site.	Artisanal and small-scale mining is not applicable to IperionX operations.
	14.13.3 Report the total number and nature of incidents involving ASM and actions taken to address them.	Artisanal and small-scale mining is not applicable to IperionX operations.

GRI Content Index CONTINUED

GRI Standard	Disclosure	Location And/Or Direct Response FY26
GRI 14 Topic – Mining Sector Standard 2024: Topic 14.25 Conflict-affected and high-risk areas	14.25.2 List the locations of operations in conflict-affected or high-risk areas and how these were identified.	There are zero (0) IperionX locations in conflict-affected or high-risk areas.
	14.25.3 Describe the due diligence process applied for operations in, or when sourcing from, conflict-affected and high-risk areas and whether it aligns with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	A conflict minerals policy is included in the IperionX Responsible Business Policy 2025, available here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf
	14.25.4 For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts.	There are zero (0) IperionX locations in conflict-affected or high-risk areas.

SASB Content Index

SASB Content Index Fiscal Year 2026

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Sustainability Disclosure Topics & Metrics					
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO_2-e, Percentage (%)	Gross global Scope 1 emissions for FY26 equaled 45.1 metric tons of CO_2e. Zero percent (0%) of emissions are covered under emissions-limiting regulations. Carbon Footprint Section, P. 44
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	Carbon Footprint Section, P. 44
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	Air emissions of the following pollutants for FY26 were all insignificant - less than one (1) metric ton each: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

SASB Content Index CONTINUED

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	The total energy consumed in FY26 was 9,734.1 GJ, with 88% of total energy use from grid electricity, and 86% of total energy use was renewable through the procurement of RECs and RNG. Our Energy Use Section, P. 42 - 43
Water Management	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m^3), Percentage (%)	The total water withdrawn for FY26 was approximately 44.3 thousand cubic meters (m^3). The total water consumed was not yet measured. Zero percent [0%] of water withdrawals happened in regions with High or Extremely High Baseline Water Stress. Our Water and Waste Management Section, P. 45
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	Zero (0) incidents in FY26 of non-compliance associated with water quality permits, standards, and regulations.

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Quantitative	Metric tons (t)	This metric is not yet tracked for IperionX operations.
	EM-MM-150a.5	Total weight of tailings produced	Quantitative	Metric tons (t)	Zero (0) metric tons of tailings were produced during FY26. Not yet applicable to IperionX operations as there was no mineral extraction activities in FY26.
	EM-MM-150a.6	Total weight of waste rock generated	Quantitative	Metric tons (t)	Zero (0) metric tons of waste rock was generated during FY26. Not yet applicable to IperionX operations as there was no mineral extraction activities in FY26.
	EM-MM-150a.7	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	Zero (0) metric tons of hazardous waste was generated during FY26.
	EM-MM-150a.8	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	Zero (0) metric tons of hazardous waste was recycled during FY26.
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	Zero (0) incidents in FY26 associated with hazardous materials and waste management.
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	NA	Please refer to the IperionX Responsible Business Policy here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf

SASB Content Index CONTINUED

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Discussion and Analysis	NA	Please refer to the IperionX Responsible Business Policy here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf Biodiversity Section, P. 46 - 47
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Quantitative	Percentage (%)	Zero percent (0%) of mine sites have acid rock drainage that is: (1) predicted to occur, (2) actively mitigated, or (3) under treatment or remediation. Not applicable to IperionX operations as there were no active mine sites in FY26.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	Zero percent (0%) of proved or probable reserves are in or near sites with protected conservation status or endangered species habitat.
Security, Human Rights & Rights of Indigenous People	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	Zero percent (0%) of proved or probable reserves are in or near areas of conflict.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	Zero percent (0%) of proved or probable reserves are in or near indigenous land.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	NA	Please refer to the IperionX Responsible Business Policy here: https://iperionx.com/wp-content/uploads/2026/01/IperionX-Responsible-Business-Policy-08.25.pdf No operations during FY26 in areas of conflict.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	NA	Our Community Section, P. 30
	EM-MM-210b.2	(1) Number and (2) duration of non-technical delays	Quantitative	Number, Days	Zero (0) days of non-technical delays in FY26.
Labor Practices	EM-MM-310a.1	Percentage of active workforce employed under collective agreements	Quantitative	Percentage (%)	Zero percent (0%) of IperionX workforce in FY26 were employed under collective agreements.
	EM-MM-310a.2	(1) Number and (2) duration of strikes and lockouts	Quantitative	Number, Days	Zero (0) days of strikes or lockouts in FY26.
Workforce Health & Safety	EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Quantitative	Rate	1) All-incidence rate for FY26 was 0.97; 2) Zero (0) fatality rate for FY26; 3) NMFR not yet quantified for IperionX operations in FY26; 4) An average of 15 hours of health, safety, and emergency response training for both direct employees and contract employees during FY26. Health and Safety Section, P. 28 - 29
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	NA	Business Ethics Section, P. 20
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	Zero (0) metric tons produced in FY26 countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index. No production outside of the U.S.

SASB Content Index CONTINUED

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Quantitative	Various	Zero (0) tailing storage facilities were in operation in FY26.
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	NA	Zero (0) tailing storage facilities were in operation in FY26.
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	NA	Zero (0) tailing storage facilities were in operation in FY26.

Topic	Code	Metric	Category	Unit of Measure	FY26 Response
Activity Metrics					
Activity Metric	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Quantitative	Metric tons (t) saleable	1) Zero (0) metric tons of metal ores were produced in FY26; and 2) Not reported
	EM-MM-000.B	Total number of employees, percentage contractors	Quantitative	Number, Percentage (%)	IperionX ended FY26 with 145 staff with 3% being independent contractors. Our People Section, P. 25

Forward Looking Statements

About This Report

This report is intended to highlight some of the Company's sustainability efforts during the fiscal year ended June 30, 2026; it is not a comprehensive description or representation of all of the Company's sustainability activities during that time.

Forward Looking Statements

This report may include forward-looking statements. Often, but not always, forward looking statements can generally be identified by the use of forward-looking words such as "may", "will", "expect", "intend", "plan", "estimate", "anticipate", "continue", and "guidance", or other similar words and may include, without limitation, statements regarding plans, strategies and objectives of management, anticipated production or construction commencement dates, expected costs or production outputs, or sustainability initiatives, aspirations, and goals, including related to procurement, policy, environment, employee, data privacy, cybersecurity, and philanthropy matters.

Forward looking statements inherently involve known and unknown risks, uncertainties and other factors that may cause the Company's actual results, performance, and achievements to differ materially from any forecast future results, performance, or achievements. Relevant factors may include, but are not limited to, changes in commodity prices, foreign exchange fluctuations and general economic conditions, increased costs and demand for production inputs, the speculative nature of exploration and project development, including the risks of obtaining necessary licenses and permits and diminishing quantities or grades of mineralization, the Company's ability to comply with the relevant contractual terms to access the technologies, commercially scale its titanium production processes, or protect its intellectual property rights, political and social risks, changes to the regulatory framework within which the Company operates or may in the future operate, environmental conditions including extreme weather conditions, recruitment and retention of personnel, industrial relations issues and litigation.

Forward looking statements are based on the Company and its management's good faith assumptions relating to the financial, market, regulatory and other relevant environments that will exist and affect the Company's business and operations in the future. The Company does not give any assurance that the assumptions on which forward looking statements are based will prove to be correct, or that the Company's business or operations will not be affected in any material manner by these or other factors not foreseen or foreseeable by the Company or management or beyond the Company's control.

Although the Company attempts and has attempted to identify factors that would cause actual actions, events or results to differ materially from those disclosed in forward looking statements, there may be other factors that could cause actual results, performance, achievements, or events not to be as anticipated, estimated or intended, and many events are beyond the reasonable control of the Company. Accordingly, readers are cautioned not to place undue reliance on forward looking statements. Forward looking statements in these materials speak only at the date of issue. Subject to any continuing obligations under applicable law or any relevant stock exchange listing rules, in providing this information the Company does not undertake any obligation to publicly update or revise any of the forward-looking statements or to advise of any change in events, conditions or circumstances on which any such statement is based.

In addition, forward-looking statements related to sustainability matters may be based on historical or current aspirations, commitments, goals, or estimates; internal controls and standards for measuring and reporting progress that are still developing; data, certifications, or representations provided or reviewed by third parties, including information from acquired entities that is incomplete, subject to ongoing review, has not yet been integrated into the Company's reporting processes, or, once integrated, is not reconcilable with such processes; diligence and processes that continue to evolve; and assumptions that are subject to change in the future. The inclusion of information in this report is not an indication that it is considered material to the Company, our business, operations, or stakeholders, or our impacts on other parties or sustainability matters, in each case under ASX, SEC, or any other law or requirements that may be applicable to the Company or its subsidiaries.

Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report.

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