

23 September 2021

The Companies Officer  
Australian Securities Exchange Ltd  
Level 40, Central Park  
152-158 St Georges Terrace  
Perth WA 6000

Dear Madam or Sir

Fortescue Metals Group Ltd (**Fortescue, Company**) (ASX: FMG) has commenced its transition from a pure play iron ore producer to a green renewables and resources company, underpinned by the world's first major carbon emitting heavy industry operation to set a target to achieve carbon neutrality by 2030. Additional executive appointments, to further strengthen the team's green focus and underpin our globally leading position in operational efficiency, will continue to be made in the coming months.

#### **EXECUTIVE APPOINTMENTS**

**Dino Otranto** has been appointed **Chief Operating Officer Iron Ore**, joining Fortescue from Vale in Canada where he held the position of Chief Operating Officer for Vale's Base Metals North Atlantic operations and prior to that the role of Chief Technology Officer. He brings significant leadership experience across operational, technical and financial roles gained in Australia and internationally. His expertise, combined with Fortescue's well-established reputation for operational excellence, will be instrumental in providing first class operational capability for the establishment of Fortescue's green renewables and green resources initiative. Dino will take up the role in November, subject to travel and completion of quarantine requirements.

**Felicity Underhill** has been appointed **Director Australia – Eastern States for Fortescue Future Industries**. After almost twenty years working around the world in oil and gas, Felicity has focused on hydrogen since 2018, most recently as General Manager, Future Fuels at Origin Energy, and is Director and Deputy Chair of the Australian Hydrogen Council. She has a history of developing and delivering strategies across new industry development, major organisational transformation and innovation. Felicity will bring the lessons learned in working in over twenty-five countries during her career with Shell as well as more recent experience in the establishment of the LNG industry in Queensland. In particular, her style of moving quickly, creating strong relationships and high performing teams will be a key enabler for FFI's green hydrogen ambitions in Australia.

**Gordon Cowe** has been appointed **Projects Director Fortescue Future Industries** for green renewables and green resources. Gordon returns to Fortescue following the highly successful execution of the original Fortescue T45-T155 expansion which positioned Fortescue for its current balance sheet strength and low operating cost. Upon completion of this project, Gordon continued in major projects leadership internationally throughout the Middle East, Europe and Latin America delivering infrastructure, hydrogen and mineral processing projects.

His reputation for applying innovative contracting, fast track implementation and lean capital expenditure to maximise project value is considered a significant asset, enabling Fortescue to achieve its leading green energy ambitions.

**Warren Fish** joins Fortescue as **Director Aboriginal Engagement, Community, Environment and Government**. He brings extensive experience in heritage, native title and indigenous affairs as well as health, safety and environment having previously held a range of senior industry and Government roles. In 2016, he established his own consultancy business providing services to a range of clients on stakeholder relations, heritage and native title with close working relationships with Traditional Custodian groups. Warren will play an important leadership position within communities on land access and collaboration within the vast regions of Western Australia. This will support the conversion of Fortescue's imported energy requirements to self-sufficient green energy and energy export operations. Warren will take up his role in December.

Commenting on the appointments, Fortescue Chief Executive Officer, Elizabeth Gaines said, "We are delighted to welcome Dino, Felicity, Gordon and Warren to our team. They bring significant experience to lead and complement our highly capable Operations, Engineering, Community, Environment and Government teams as we restructure and broaden our leadership to achieve our goal of carbon neutrality, lower energy costs and the establishment of our green hydrogen and green ammonia export operations.

"Dino, Felicity, Gordon and Warren have demonstrated their commitment to our culture and Values and we look forward to their contribution to our leadership team as Fortescue enters its next phase of growth and development. Our newest operation at Eliwana and our Iron Bridge Magnetite Project are underpinning growth in our world class iron ore operations, and at the same time we are building our global leadership position in the green energy transition.

"We are diversifying our business to become an integrated, global green renewables and green resources company, and at this important juncture in Fortescue's journey it is timely to refresh and renew our Executive team with new perspectives and opportunities, global experience and deep understanding of our green iron ore, renewables and green industry future." Ms Gaines said.

Yours sincerely

**Fortescue Metals Group Ltd**

**Authorised by**  
**Cameron Wilson**  
Company Secretary

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**Dino Otranto** joins Fortescue from Vale in Canada, most recently in the role of Chief Operating Officer – Base Metals North Atlantic operations and prior to that Chief Technology Officer. He began his career with Worsley, starting at BHP Billiton Worsley Alumina and subsequently holding management positions in Brazil and Mozambique. In 2013 he joined South 32 Worsley Alumina as General Manager Refinery and then Vice President Operations, before taking on the role of Vice President Technology and Innovation following the spin-off of South32 from BHP.

A proud West Australian, Dino graduated from Curtin University with dual Bachelor degrees in Science and Engineering. He is recognised for his energetic leadership, operational, technical and financial aptitude and ability to authentically engage with employees, community and other stakeholders.

**Felicity Underhill** has over twenty years of experience in energy, oil and gas. She started her career with Shell working in operations, strategy, commercial and governance roles in over twenty countries and in over thirty five different joint venture companies and projects. Felicity worked on the largest onshore unconventional gas to LNG project in the world while with Origin Energy, working closely with government in developing both the project and the coal seam gas industry in Queensland.

Felicity has been working on hydrogen since 2018, as General Manager, Future Fuels at Origin, responsible for developing and implementing Origin's hydrogen strategy and projects across Australia and New Zealand. Felicity is the Deputy Chair of the Australian Hydrogen Council and is now responsible for driving Fortescue Future Industries' hydrogen ambitions including in the Eastern states. Felicity is passionate about creating strongly collaborative teams and relationships which will be vital in building a green hydrogen industry.

Felicity holds a Masters in International Economy and Conflict Resolution from the Brussels School of International Studies.

**Gordon Cowe** graduated from the University of Strathclyde, Scotland with a Bachelor of Science (Honours) in Mechanical Engineering. Gordon's career has encompassed developing businesses and projects across resources sector industries with engineering and project management consultancies as well as owner operators.

Although a permanent resident of Western Australia Gordon has taken up assignments in Brunei, Malaysia, Saudi Arabia, Iran, Bahrain, United Kingdom, USA and UAE establishing strong international credentials. Primarily employed with Worley for much of his career in senior management positions, Gordon has also worked for Bechtel and delivered projects for Aramco, Shell, Maaden and notably Fortescue in 2007 leading the T45 project to completion.

Gordon firmly believes that project delivery success, in this new evolving renewable energy industry, combines creative solutions, sound planning and a collaborative supply chain to continue challenging the norm.

**Warren Fish** brings extensive experience in heritage, native title and indigenous affairs, most recently managing his own consultancy business and providing services to a range of clients on stakeholder relations, heritage and native title.

Warren holds a Master of Arts in archaeology from the University of the Witwatersrand, Johannesburg. He moved to Western Australia in 2001, taking up roles with the Western Australian Government's Department of Indigenous Affairs and the Department of Industry and Resources. Subsequently, he has held senior management roles with Woodside Energy, CITIC Pacific and Aurizon across Health, Safety and Environment, Approvals, Heritage and Corporate Affairs.

His extensive leadership experience encompasses executive management, sustainable development, compliance and approvals and indigenous capacity building.