

ASX ANNOUNCEMENT (ASX Code: BIS)

APPOINTMENT OF NEW MANAGING DIRECTOR & CEO

Bisalloy Steel Group Limited (ASX:BIS) (**Bisalloy**) is pleased to announce the appointment of Mr Rowan Melrose to the position of Managing Director & CEO, effective from 1 March 2022.

Mr Melrose joins Bisalloy with an extensive background in mining, mining services, mining consumables and manufacturing. He has over 30 years of experience gained through leading organisations including Bradken, Robit Australia, Sandvik, Joy Manufacturing, Voest Alpine and Rio Tinto. Mr Melrose has successfully worked and managed businesses in Australia, SE Asia, China, India and New Zealand.

Prior to joining Bisalloy, Mr Melrose was Executive General Manager of Bradken Limited's Mineral Processing and Fixed Plant division.

Mr Melrose holds a Bachelor of Engineering and a Master of Science from the University of NSW as well as a Master of Business Administration from Wollongong University.

Chairman of Bisalloy, Mr David Balkin AO said *"We are delighted to secure a Managing Director & CEO of Rowan's calibre and experience to lead Bisalloy through the next phase of growth. His experience across different geographies and the industries in which we compete will be of great benefit to Bisalloy"*

Commenting on this appointment, Mr Melrose said *"I am looking forward to taking on the leadership role at Bisalloy and working with the team at Bisalloy to ensure a bright future for the business. The company has an excellent reputation, and our products are already highly regarded across world markets."*

Information pertaining to remuneration arrangements for Mr Melrose is provided in Appendix A to this announcement.

Mr Michael Gundy, previously non-executive director of Bisalloy will continue to be the Interim Managing Director & CEO until Mr Melrose takes up the position on 1 March 2022.

This announcement was authorised by the Board of Directors of Bisalloy.

Appendix A: CEO Summary of Key Terms of Employment Agreements

A summary of the key terms and conditions of the employment agreement for Rowan Melrose in his role as MD&CEO is set out below.

Commencement Date and Term

The appointment will commence on 1 March 2022 and is ongoing with no fixed term

Remuneration

The remuneration involves a combination of Fixed Pay and Incentives (short and long term). It has been benchmarked against salary packages for comparable positions and comprises three primary components, as follows:

1. **Fixed Annual Remuneration (FAR)** – Fixed Pay of \$470,000 inclusive of compulsory superannuation and a motor vehicle allowance ;
2. **Short Term Incentive (STI)** – Annual Short Term Incentive to a maximum of 40% of FAR
3. **Long Term Incentive (LTI)** – Long Term Incentive is intended to be in the form of Performance Rights which will be determined by dividing 140% of FAR by the weighted average share price in the month prior to 1 September. Each year 1/3rd of this amount will be Granted subject to performance conditions. For FY22, the award will be apportioned to reflect the 4 months serving as MD&CEO. If shareholder approval is not received for the long term incentives at the 2022 AGM, a cash payment will be made in lieu of the share rights otherwise to be awarded.

Mr Melrose is expected to build up a shareholding in the Company over a reasonable period to at least 50% of his FAR.

Termination provisions

The employment may be terminated in the circumstances and on the terms described below:

- (a) Immediate termination for serious misconduct.
- (b) Termination on notice by Bisalloy: The notice period is six months and Bisalloy may make a payment in lieu of notice.
- (c) Resignation: The CEO may resign by giving six months' written notice.

Post employment restraints

The CEO will be subject to a restraint for 12 months after ceasing employment with Bisalloy on being employed or engaged in any business or activity that competes with the Bisalloy Group;

The employment agreement also contains usual terms in respect of duties and responsibilities, conflicts of interest, hours of work, leave, confidential information, intellectual property, return of property, resignation from offices, monitoring and surveillance, privacy.