



Change in Managing Director Arrangements

Australian Rare Earths Limited ([ASX: AR3](#)) (the **Company**) wishes to inform the market that Mr Don Hyma's employment as Managing Director of the Company ceased on 19 August 2022. Mr Hyma commenced in the position of Managing Director on 5 October 2021. The Board would like to thank Mr Hyma for his contribution to the Company and wishes him all the best in his future endeavours.

The Company's Technical Director and executive Board member, Mr Rick Pobjoy, has been appointed as Acting Managing Director and will manage the day to day operations of the Company and, in conjunction with the Board, will continue to progress the development of the Company's Koppamurra Project (the **Project**).

Mr Pobjoy previously acted as AR3's Managing Director from its listing in July 2021 until 4 October 2021. Since listing he has led the Company's highly successful exploration and drilling program as well as the metallurgical process development. He has also played a pivotal role in AR3's engagement with communities. It is expected that Mr Pobjoy will undertake the role of Acting Managing Director for the remainder of the current financial year during which time he will lead the Company's focus on increasing the Project's indicated resource and developing all aspects of the Koppamurra Project.

A summary of Mr Pobjoy's remuneration arrangements while he undertakes the role of Acting Managing Director is attached (refer Annexure 1).

The Board of AR3 authorised this announcement be given to ASX.

For further information please contact:

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About Australian Rare Earths Limited

Australian Rare Earths (AR3) is committed to the timely exploration and development of its 100% owned, flagship Koppamurra Project, located in South Australia and Victoria. Koppamurra is a prospective ionic clay hosted rare earth element (REE) deposit; uniquely rich in all the REEs required in the manufacture of rare earth permanent magnets which are essential components in electric vehicles and wind turbines. The Company is focused on executing a growth strategy that will ensure AR3 is positioned to become an independent and sustainable source of REEs, playing a pivotal role in the global transition to a green economy.

Annexure 1 – Material Terms of Acting Managing Director Contract

Element	Employment term
Contract Duration	Commencing on 19 August 2022 until such time as the Board appoints a Managing Director. Mr Pobjoy's contract is subject to termination with or without cause.
Notice period for termination by AR3	3 months
Notice Period for termination by Mr Pobjoy	3 months
Base Salary while Acting MD	\$295,000 per annum (exclusive of statutory superannuation).
Short term incentive (STI)	Mr Pobjoy will be eligible to participate in the Company's STI Plan for FY23 at a level of up to 100% of his base salary on a pro rata basis.
Long Term incentive (LTI)	Mr Pobjoy will be eligible to participate in any LTI Plan adopted by the Company during FY23.
Other provisions	Executive Services Agreement (Employment Agreement) contains provisions regarding duties, leave entitlements, confidentiality, intellectual property, restrictions and ancillary clauses.