

9 September 2024

CEO/Executive Director's Remuneration Package

American Rare Earths Limited (**ASX: ARR | OTCQX: ARRNF | ADR: AMRRY**) ("**ARR**" or the "**Company**")

Further to the announcement on 12 August 2024 to appoint Chris Gibbs as CEO and Executive Director, the Company announces the Material Terms of Appointment.

Commencement Date	1 August 2024
Position	CEO & Executive Director
Fixed Remuneration	A\$380,000 (inclusive of statutory Superannuation)
Incentives	Mr Gibbs is entitled to Short Term Incentives and Long-Term Incentives which will be finalised within the next three months. Performance Bonus may be paid at the sole discretion of the Board.
Term	No Fixed Term. Ongoing until terminated by either party.
Notice Periods	The Executive may terminate employment by giving the Company 90 days written notice. The Company may terminate the employment without cause and pay one year's salary.

This announcement has been approved by the Chairman of American Rare Earths Limited.

About American Rare Earths Limited:

[American Rare Earths](#) (**ASX: ARR | OTCQX: ARRNF | ADR: AMRRY**) owns Wyoming Rare (USA) Inc. which is focused on the development of the Halleck Creek Project, WY. It also owns La Paz, AZ rare earth deposit. Both can potentially become the largest and most sustainable rare earth projects in North America. The Company is developing environmentally friendly and cost-effective extraction and processing methods to meet the rapidly increasing demand for resources essential to the clean energy transition and US national security. The Company continues to evaluate other exploration opportunities and is collaborating with US Government-supported R&D to develop efficient processing and separation techniques of (REEs) elements to help ensure a renewable future.