



**Podium Minerals Limited**

ABN: 84 009 200 079

ASX Ord Shares: POD

**Directors**

Clayton Dodd  
Executive Chairman

Russell Thomson  
Executive Director & CFO

Roberto Castro  
Non-Executive Director

Cathy Moises  
Non-Executive Director

Rod Baxter  
Non-Executive Director

**Company Secretary**

Russell Thomson

**Contact Details**

Suite 4, 245 Churchill Ave  
Subiaco WA 6008

T: +61 8 9218 8878

E: [info@podiumminerals.com](mailto:info@podiumminerals.com)

W: [www.podiumminerals.com](http://www.podiumminerals.com)

## ASX Announcement

29<sup>th</sup> September 2021

# Podium appoints Sam Rodda as Chief Executive Officer

Podium Minerals Limited ('Podium' or the 'Company') is very pleased to advise the appointment of Mr Sam Rodda as Chief Executive Officer of the Company effective 1 January 2022, as per the terms in Schedule 1.

**The Company's Executive Chairman Clayton Dodd said;**

*"The Board is delighted to welcome Sam to the Company who brings to the Company considerable mining and management expertise gained over the past 18 years. Sam has held operational, technical and management roles at a number of large underground and open pit mining operations both in Australia and internationally with WMC, BHP Billiton and most recently with MMG Limited where he held the position of General Manager Operations and Technical Excellence (Executive committee)."*

**Commenting on his appointment:**

**Mr Rodda said;** *"that he's looking forward to joining Podium Minerals as the company progresses the drilling, study and development of the Park's Reef project, I am excited by the opportunity to lead Podium into a new era of PGM operations based in Australia"*

Sam will be responsible for the future development of Podium's PGM operations at Parks Reef, together with corporate responsibilities supported by a strong board and management team.

Sam holds a Bachelor of Engineering (Mining) and a Bachelor of Applied Science (Geology) from the University of South Australia.

*This announcement has been authorised and approved by the Board in accordance with the Company's published continuous disclosure policy*

– ENDS –

For further information or queries please contact:

**Podium Minerals Limited**

Clayton Dodd  
Executive Chairman

T: +61 8 9218 8878

E: [claytond@podiumminerals.com](mailto:claytond@podiumminerals.com)

## SCHEDULE 1 - KEY TERMS AND CONDITIONS OF EMPLOYMENT

<b>COMMENCEMENT DATE:</b>	1 <sup>st</sup> January 2022 or following completion of his current obligations.
<b>TERM:</b>	For a period of 12 months (unless otherwise extended by mutual agreement between the parties).
<b>TERMINATION AND NOTICE:</b>	The Company or the CEO may terminate this agreement by giving not less than three (3) months' notice.
<b>FIXED REMUNERATION:</b>	\$450,000 per annum ( <b>Base Salary</b> ) plus statutory superannuation.
<b>SHORT TERM INCENTIVE:</b>	Short term incentive of up to 25% of the Base Salary at the Board's absolute discretion.
<b>LONG TERM INCENTIVES:</b>	5,000,000 performance rights will be issued in the Company which will vest into fully paid ordinary shares in accordance with the following vesting conditions. The performance rights will automatically vest in the event of a change of control of the Company through a takeover bid or a court approval by way of a scheme of arrangement:

Performance Rights	Vesting Condition	Time period to meet vesting condition (from Commencement Date)
1,000,000	Upon completion of a positive scoping study for PGM mining and processing at the Company's Parks Reef project (as determined by the Board) and commencement of a bankable feasibility study ( <b>BFS</b> ) for PGM mining and processing at the Company's Parks Reef project.	5 years
1,500,000	Upon completion of a positive BFS for PGM mining and processing at the Company's Parks Reef project (as determined by the Board).	5 years
1,000,000	Upon ore commissioning of the plant referred to in the BFS for PGM mining and processing at the Company's Parks Reef project.	5 years
500,000	The Company's Shares achieving a volume weighted average market price (as that term is defined in the Listing Rules) ( <b>VWAP</b> ) of at least \$0.75 calculated over 30 consecutive trading days (as that term is defined in the Listing Rules) ( <b>Trading Days</b> ) on which trades in Shares were recorded.	5 years
500,000	The Company's Shares achieving a VWAP of at least \$1.00 calculated over 30 consecutive Trading Days on which trades in Shares were recorded.	5 years
500,000	The Company's Shares achieving a VWAP of at least \$1.25 calculated over 30 consecutive Trading Days on which trades in Shares were recorded.	5 years