

18 April 2024

## Josef El-Raghy Appointed Executive Chairman

**Wia Gold Limited** (ASX: WIA) (**Wia** or the **Company**) is pleased to announce the appointment of Mr Josef El-Raghy as Executive Chairman of the Company effective 18 April 2024.

Josef previously served as Chairman and CEO of Centamin plc (**Centamin**), a gold mining company that began on the ASX as a junior explorer with a market capitalisation of approximately \$20 million. He oversaw the growth of Centamin through exploration, development and into production, where its market capitalisation eventually exceeded \$4 billion. This journey included a listing on the LSE and eventual admission to the FTSE 250 index.

During Josef's tenure, Centamin successfully financed and developed the world-class Sukari Gold Mine (**Sukari**), the first large-scale modern gold mine in Egypt. Sukari began production in 2009 and saw gold production from open pit and underground operations ramp-up to approximately 500,000 ounces per annum. Centamin has returned almost \$900m in dividends to shareholders.

Josef is a substantial shareholder of Wia with a 7.35% holding in the Company. The material terms of Josef's appointment are set out in the schedule to this release.

Mr Andrew Pardey and Mr Mark Arnesen remain on the Wia Board as Non-Executive Directors. To allow Wia's streamlined Board size to be maintained, Mr Steven Michael has resigned as a Non-Executive Director. The Board would like to thank Steven for his service to the Company over his tenure.

This announcement has been authorised for release by the board of directors of Wia Gold Limited.

### Contact details

Josef El-Raghy  
Executive Chairman  
+61 8 9420 8270

Michael Vaughan  
Fivemark Partners  
+61 422 602 720

### Schedule – Material Terms of Executive Chairman Appointment

1. **Position:** Executive Chairman
2. **Commencement Date:** 18 April 2024.
3. **Salary:** \$nil per annum (inclusive of statutory superannuation).
4. **Long Term Incentives to be issued pursuant to Incentive Plan:**

Class	Number	Vesting Condition	Expiry Date
A	5,000,000	Execution of the Executive Agreement.	5.00pm (AWST) on the date that is four years from the date of issue of the Performance Rights.
B	5,000,000	The Company announcing the completion of a capital raising of not less than \$10 million (before costs) within 12 months of the date of the Executive Agreement.	5.00pm (AWST) on the date that is four years from the date of issue of the Performance Rights.
C	5,000,000	Upon the 30-day volume weighted average price (VWAP) of the Company's shares being at least 10¢.	5.00pm (AWST) on the date that is four years from the date of issue of the Performance Rights.
D	5,000,000	The Company announcing both the: <ol style="list-style-type: none"> <li>(a) completion of a Scoping Study announced to the ASX that supports a Board decision to proceed with a pre-feasibility study or definitive feasibility study; and</li> <li>(b) grant of a mining licence, at the Company's Kokoseb Project.</li> </ol>	5.00pm (AWST) on the date that is four years from the date of issue of the Performance Right.
E	5,000,000	The Company announcing the appointment of a Chief Executive Officer.	5.00pm (AWST) on the date that is four years from the date of issue of the Performance Right.

5. **Termination:** Immediately for cause and otherwise on one month's notice by either party.