

## Highfield Resources Announces Leadership Changes at Geoalcali

Highfield Resources Limited (ASX: HFR) (**Highfield** or the **Company**) is pleased to announce changes to the management structure of its Spanish subsidiary, Geoalcali S.L (**Geoalcali**).

Effective immediately, Head of Plant Construction & HSE for the Muga project, **Mr Carles Aleman** has been appointed to fulfill the duties of Chief Executive Officer (officially known in Spain as director general of Geoalcali) (**CEO**). In addition, the Company's Head of Marketing and Investor Relations, **Mr Olivier Vadillo**, will assume the newly created role of Head of Corporate Strategy and Business Development.

These changes are part of a strategic realignment designed to strengthen leadership capabilities and ensure the best outcome in the next and exciting chapter of the Company, as it advances toward the construction and development of the Muga potash project and deepens engagement with both local and international stakeholders.

Carles Aleman brings over 30 years of international leadership experience in the chemical and mining industries. He holds degrees in Business Sciences, Chemistry and Pharmacy, a Masters in Chemistry, and an MBA from ESADE Business School in Barcelona. His career includes senior positions at BASF, CIBA-GEIGY, and Pymag-Curtin, where he served as Managing Director. Prior to joining Geoalcali in 2023, Carles was President of ICL Iberia, a role he had held since 2017. He has also served on the boards of several industrial and employers' associations. As Geoalcali CEO, Carles will lead all local operations and manage communications with Spanish and regional government stakeholders.

Olivier Vadillo holds a degree in mathematics from the University of Edinburgh and a Masters from the London School of Economics. With over 15 years of experience in strategic consultancy in commodity space, he has held positions at Wood Mackenzie and Deloitte, including as Head of Metals Research for Wood Mackenzie in Sydney. Fluent in English, French, Polish, and Spanish, Olivier brings deep expertise in global mining and energy markets. Olivier has been leading Highfield's international stakeholder engagement and has been an integral part of the corporate strategy, and financing initiatives across the Group.

Highfield Chairman, Mr Paul Harris, commented:

*"We congratulate Carles Aleman on his appointment as CEO of Geoalcali and are pleased to see Olivier take on a broader strategic role. With these changes, we are achieving the right balance of strong local leadership in Spain and experienced international engagement. This structure ensures that we are well positioned to deliver the Muga project with the confidence of all stakeholders—both in Spain and globally."*

These appointments reflect Highfield's ongoing commitment to progressing the Muga potash project and reinforce the Company's leadership capabilities to support long-term value creation.

**-ENDS-**

This announcement has been authorised for release by the **Directors of Highfield Resources Limited**  
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## About Highfield Resources

Highfield Resources is an ASX listed potash company which is planning on commencing full scale construction of its flagship high margin, low capex Muga Project in Spain having finalised the initial site preparatory work and having received all permits and key licences. Muga's Mining Concession was granted in 2021, the ramp construction licence in Aragón in 2022 and the process plant construction licence in Navarra in 2023.

Muga is a unique project – with shallow mineralization and no aquifers above it there is no need to build a shaft. There is high quality and readily accessible infrastructure already in place in the region and importantly, the Muga Project is located in the heart of a European agricultural region which has a clear deficit in potash supply.

In mid-2024, the Company announced a transformative transaction to finance Muga and create a new globally diversified potash company with Yankuang Energy Group Co., Ltd and a number of strategic investors to raise US\$220 million of equity capital and acquire the Southey potash project in Saskatchewan, Canada. The transaction is subject to shareholder approval and country regulatory approvals.

Highfield's potash tenements (Muga-Vipasca, Pintanos, and Sierra del Perdón) are located in the Ebro potash producing basin in Northern Spain, covering an area of around 250km<sup>2</sup>.

**FIGURE 1: LOCATION OF MUGA-VIPASCA, PINTANOS, AND SIERRA DEL PERDÓN TENEMENT AREAS IN NORTHERN SPAIN.**

