

23 July 2025

Key Appointments to Support Project Development

Encounter Resources (ASX: ENR) ('Encounter' or 'the Company') is pleased to announce key appointments as it advances its Aileron niobium-REE project in the West Arunta region.

Key Highlights:

- **Enhanced Project Capability:** Key strategic appointments to enhance capability to advance and unlock value from the 19.2Mt @ 1.74% Nb₂O₅ Inferred Resource at Aileron.
- Appointments include:
 - **General Manager – Corporate Development: Mr Jardee Kininmonth**, previously held management positions at Allkem, EMR Capital and Future Metals
 - **Marketing Advisor: Mr Pablo Salazar**, previously Senior Business Development Manager at the world's largest niobium producer, CBMM
 - **Metallurgy Advisor: Mr Enej Catovic**, previously held technical management positions at Allkem, Lynas and Northern Minerals

These high-calibre additions bolster the Company's ability to progress development activities at the Aileron Project.

- **Metallurgical Test Work in Progress:** Progressing with leading labs, including SGS Lakefield (Canada)
- **Targeted Market Engagement Commenced:** Outreach with niobium industry participants underway to build awareness, refine product strategy, and progress offtake and partnership discussions

Executive Chairman, Will Robinson, comments:

"With a globally significant high-grade niobium Inferred Resource now defined at Aileron, we are entering a new phase of growth, strengthening our team to accelerate value-enhancement and de-risking study activities in parallel with our extensive, ongoing exploration programs.

Together with our leading exploration team, the expanded capability positions us to unlock further value through discovery, resource growth, and development across our dominant footprint in the emerging West Arunta minerals province."

Expanded Team

Encounter has recently made a series of key appointments to strengthen its capabilities as early-stage development activities at the Aileron project ramp up, complementing its ongoing exploration focus. These strategic additions enhance the Company's expertise across metallurgy, project studies, corporate development and niobium marketing. Brief biographies of the new team members are outlined below.

General Manager – Corporate Development: Jardee Kininmonth.

Mr Kininmonth brings extensive experience across the mining value chain, from greenfield exploration through to operating assets. He was most recently Managing Director of Future Metals, where he led multiple resource upgrades, mining studies, metallurgical programs, and corporate development initiatives, including marketing and investor relations. Prior to this, he served as Corporate Development Manager at Galaxy Resources, where he played a key role in the merger with Orocobre to form Allkem (now Arcadium) and contributed to product marketing and downstream partnership evaluations. Mr Kininmonth was also an associate with EMR Capital, a specialist mining-focused private equity firm. He holds tertiary qualifications in mining engineering and finance and is a CFA Charterholder.

Marketing Advisor: Pablo Salazar.

Mr Salazar is a seasoned commercial leader with more than 15 years of international experience in the niobium industry. He held multiple senior roles at CBMM—the world's leading niobium producer, responsible for approximately 80% of global supply—including as Senior Business Development Manager - Europe, the Middle East, and Africa, Global Head of Automotive Markets and Senior Commercial Manager for Asia-Pacific. In these roles, he drove the global adoption of niobium in emerging technologies such as batteries, superalloys, superconductors and advanced steel applications. Mr Salazar also served on the board of niobium battery innovator Echion Technologies. He holds a BSc in International Business Management from Northumbria University and has completed executive education at INSEAD and IESE Business School.

Metallurgy Advisor: Enej Catovic.

Mr Catovic brings over 25 years of expertise in chemical processing, industrial minerals and project delivery. He was most recently Technical Director at Arcadium (formerly Allkem), where he oversaw record production at the company's Argentinian operations and led innovative flowsheet development for key growth projects. His prior experience includes over a decade in the rare earths sector, with senior technical roles at Lynas Rare Earths and Northern Minerals, where he was responsible for metallurgical and process engineering across beneficiation and downstream processing. Mr Catovic holds a Bachelor of Engineering (Hons.) in Chemical Engineering from the University of New South Wales.

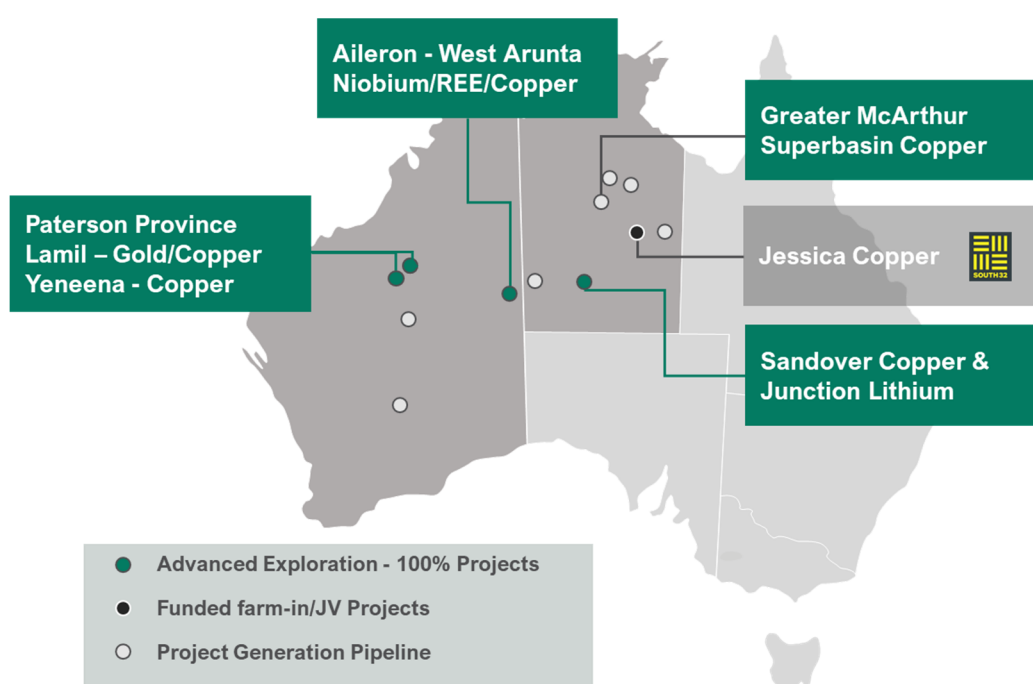
About Encounter

Encounter Resources (ASX:ENR) is a leading Australian mineral exploration company focused on the discovery of major copper and niobium/rare earth element (REE) deposits.

The Company holds a commanding portfolio of 100%-owned projects located in some of Australia's most prospective mineral belts, targeting copper and critical minerals. Key among these is the Aileron Project in the highly endowed West Arunta region of Western Australia—emerging as a significant frontier for critical mineral exploration.

The Aileron Project includes a JORC 2012-compliant Inferred Mineral Resource of 19.2 million tonnes at 1.74% Nb₂O₅, highlighting its potential as a world-class critical minerals province.

Encounter's strategy is centred on high-impact discovery in Tier 1 jurisdictions, leveraging strong technical capability and a proven track record of attracting leading industry partners.



Deposit	1.0% Nb ₂ O ₅ cut-off (subset of 0.25% Nb ₂ O ₅ cut-off)		0.25% Nb ₂ O ₅ cut-off	
	Tonnage (Mt)	Grade (% Nb ₂ O ₅)	Tonnage (Mt)	Grade (% Nb ₂ O ₅)
Green	12.1	1.63	48.0	0.81
Emily	3.7	1.94	13.9	0.93
Crean	3.5	1.92	5.7	1.38
Total	19.2	1.74	67.6	0.88

Table 1 – Aileron Project Inferred Mineral Resource Estimate (ASX 14 May 2025)

Notes:

- The resource is constrained within optimised pit shells based on a price of US\$45 per kilogram Nb (US\$30/kg FeNb) and is reported above a 0.25% Nb₂O₅ cut-off grade.
- The resource reported above a 1% Nb₂O₅ cut-off grade is a subset of the 0.25% Nb₂O₅ cut-off grade.
- All figures are rounded to reflect appropriate levels of confidence. Apparent differences may occur due to rounding.

For further information, please contact:

Will Robinson
Executive Chairman
+61 8 9486 9455
contact@enrl.com.au

Stephen Moloney
Investor Relations - Corporate Storytime
+61 403 222 052
stephen@corporatestorytime.com

The Company confirms that it is not aware of any new information or data that materially affects the information in the relevant ASX releases and confirms that it is not aware of any new data or information that materially affects the information disclosed in this announcement and previously released by the Company in relation to mineral resource estimates. All material assumptions and technical parameters underpinning the mineral resource estimates in the relevant market announcements continue to apply and have not materially changed.

The Company confirms that the form and context in which the Competent Person's findings are presented have not been materially modified from the original market announcements.

This announcement has been approved for release by the Board of Encounter Resources Limited.