



HIGH-TECH METALS
LIMITED

8 September 2025

CEO APPOINTED TO LEAD MT FISHER GOLD EXPLORATION & PRODUCTION

High-Tech Metals Limited (ASX: **HTM**) (**High-Tech**, **HTM** or the **Company**) is pleased to announce the appointment of Mr James Merrillees as Chief Executive Officer, effective immediately.

Mr Merrillees is a discovery-focused mining and exploration executive with over 25 years of international experience in mineral exploration, project generation, and corporate leadership. He is a Competent Person (MAusIMM) with multi-commodity expertise, holding a Bachelor of Science (Geology) and a Bachelor of Commerce (Accounting & Finance) from the University of New South Wales, along with a Graduate Diploma of Applied Finance from Kaplan Professional.

Mr Merrillees has extensive experience leading ASX-listed companies, having previously served as Managing Director of Cosmo Metals Ltd (ASX: CMO), Golden Mile Resources Ltd (ASX: G88), and Cygnus Metals Ltd (ASX: CY5). Across these roles, he successfully managed IPOs, raised over \$80 million in capital, and executed numerous joint ventures and project acquisitions. His background includes senior roles with junior and major exploration and development companies globally, providing him with a broad technical and financial foundation across gold, base metals, uranium, bauxite, and rare earths.

The Board believes that Mr Merrillees' proven track record in capital markets, corporate leadership, and exploration success makes him exceptionally well-suited to lead HTM through its next phase of growth, as the Company advances its Mt Fisher and Mt Eureka gold projects in Western Australia.

Charles Thomas, Non-executive Chairman, commented:

"We are delighted to welcome James as Chief Executive Officer. He brings a wealth of exploration, corporate and capital markets experience, with a proven ability to build teams, secure funding, and deliver exploration success. James' leadership will be instrumental in driving High-Tech Metals forward as we continue to unlock the potential of our Northern Goldfields projects and deliver value for shareholders"

Commenting on his appointment, Mr Merrillees, Chief Executive Officer, said:

"I am excited to be leading HTM at this pivotal stage for the Company and look forward to working with the Board and team as we unlock the discovery potential of our Western Australian gold projects, and create meaningful value for our shareholders."

AUTHORISED FOR RELEASE ON THE ASX BY THE COMPANY'S BOARD OF DIRECTORS

For further information:

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For further information:

Charles Thomas

Non-executive Chairman

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About High-Tech Metals Limited

High-Tech Metals Limited (ASX: HTM) is an Australian exploration company focused on discovering and developing gold and battery metals projects. The Company holds a strategic 1,150km² landholding in Western Australia's Northern Goldfields, covering much of the underexplored Mt Fisher greenstone belt, and is advancing the Mt Fisher and Mt Eureka Gold Projects. HTM is committed to creating shareholder value through disciplined exploration, responsible development, and strong community and stakeholder engagement.

Appendix A

Summary of material terms of Mr Merrillees' Appointment

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|----------------------------|---|
| Commencement Date | 8 September 2025 |
| Remuneration | Annual Salary of A\$250,000 per annum (excluding superannuation) increasing to A\$275,000 per annum (excluding superannuation) upon successful completion of six (6) month probation period. |
| Term of appointment | No fixed term until terminated by either party in accordance with the employment contract. Contract includes an annual review. |
| Probation | A six (6) month probation period where either party may terminate the contract with four (4) week notice. |
| Termination | Three (3) month termination clause on both parties. Statutory entitlements will be paid as required by law. |
| Incentives | <p>Following the successful completion of the Executives Probation Period, the Company will issue the Executive:</p> <ul style="list-style-type: none"> • 750,000 performance rights pursuant to the Company's equity incentive plan that will vest upon achieving a MRE of at least 350,000oz within three years of appointment. • 1,000,000 performance rights pursuant to the Company's equity incentive plan that will vest upon achieving a MRE of at least 600,000oz within 5 years of appointment. • 500,000 performance rights, vesting upon the share price of the Company exceeding \$0.40 as quoted on the ASX for a period of 10 consecutive trading days within 12 months of appointment. • 1,000,000 performance rights, vesting upon the share price of the Company exceeding \$0.50 as quoted on the ASX for a period of 10 consecutive trading days within 24 months of appointment. |