

31 March 2025

## **EXECUTIVE BOARD CAPABILITY STRENGTHENED FOR THE NEXT PHASE OF GROWTH**

Emerging mineral processing technology company Zeotech Limited (ASX: ZEO, "Zeotech" or "the Company") is pleased to announce the appointment of experienced building materials and construction technology executive Mr. Shane Graham as an Executive Director (Technical), effective April 7.

The appointment strengthens the Company's Board capability within the building materials and construction industries, positioning Zeotech well for the next phase of growth as it continues to advance commercialisation of its AusPozz™ high reactivity metakaolin product for low-carbon concrete markets.

Mr. Graham is a high-performing business leader with over 30 years of extensive experience in the building materials sector. This includes executive management roles with two of Australia's leading building materials companies, including 5 years at Holcim (Australia) Pty Limited ("Holcim") and over 20 years at Boral Limited ("Boral").

At Holcim, he held the positions of Executive General Manager – Commercial & Major Projects – in this role he was responsible for securing Major Infrastructure project opportunities and Executive General Manager of Humes Australia.

Prior to joining Holcim, he held various Executive General Management roles at Boral, including Executive General Manager – Queensland with National oversight of Boral Concrete, before progressing to the position of Executive General Manager – Major Projects & Project Management Office. In this role, Mr. Graham was responsible for securing major construction projects and maintaining senior relationships with all major national and international contractors.

Furthermore, Mr Graham has experience leading a resources and infrastructure services group that provided civil contracting, mining services, construction materials, transport, and bulk haulage services.

This appointment enhances Zeotech's Board experience in the concrete and cement industries, as well as contract negotiation. Mr. Graham's comprehensive expertise and relationships within Australia's construction and building materials sector will accelerate and broaden commercial opportunities for the Company's AusPozz™ product.

Zeotech Managing Director Peter Zardo commented:

*"On behalf of everyone at Zeotech, we welcome Shane to the Board.*

*Shane's extensive experience and network within Australia's building materials sector provide the Company with next-level industry expertise and access.*

**[www.zeotech.com.au](http://www.zeotech.com.au)**

Zeotech Limited | ASX: ZEO  
ACN 137 984 297  
Level 27, Santos Place, 32 Turbot Street, Brisbane QLD 4000  
P: +61 7 3181 5523 | E: [info@zeotech.com.au](mailto:info@zeotech.com.au)

*This, complemented by our CEO James Marsh's expertise in metakaolin, will undoubtedly fast-track Zeotech's goal of becoming a significant producer of premium supplementary cementitious materials for the low-carbon concrete market.*

Incoming Zeotech Executive Director Shane Graham added:

*"I'm excited to join Zeotech's Board at a time when the Company's AusPozz™ high reactivity metakaolin is experiencing growing commercialisation momentum.*

*After many years in the Construction and Building materials sector, I see the potential AusPozz™ presents in advancing low-carbon concrete and cement products within Australia as compelling. I am eager to accelerate meaningful commercial opportunities for the Company and, in turn, create value for our shareholders".*

This announcement has been approved by the Board.

- End -

For further information please contact:

Peter Zardo - Managing Director  
[peter@zeotech.com.au](mailto:peter@zeotech.com.au)  
Tel: (+61) 7 3181 5523

Neville Bassett - Company Secretary  
[info@zeotech.com.au](mailto:info@zeotech.com.au)  
Tel: (+61) 7 3181 5523

## About Zeotech

Zeotech Limited (ASX: ZEO) is a team of dedicated people working together to build a future-focused company, leveraging wholly-owned high-grade kaolin resources to produce high-reactivity metakaolin (HRM) for the low-carbon concrete market and advanced materials for greenhouse gas (GHG) mitigation, such as zeolites for fugitive methane control.

## Zeotech Limited - Social Media Policy

Zeotech Limited is committed to communicating with the investment community through all available channels. Whilst ASX remains the prime channel for market-sensitive news, investors and other interested parties are encouraged to follow Zeotech on Twitter ([@zeotech10](https://twitter.com/zeotech10)) and [LinkedIn](https://www.linkedin.com/company/zeotech).

Subscribe to ZEOTECH NEWS ALERTS - visit <https://zeotech.com.au/contact/>

**[www.zeotech.com.au](http://www.zeotech.com.au)**

Zeotech Limited | ASX: ZEO  
ACN 137 984 297  
Level 27, Santos Place, 32 Turbot Street, Brisbane QLD 4000  
P: +61 7 3181 5523 | E: [info@zeotech.com.au](mailto:info@zeotech.com.au)

## APPENDIX A

Summary of the Material Terms and Conditions of the Executive Director Services Agreement ("Agreement") for Shane Graham

1	Name & Position	Shane Graham Executive Director (Technical)
2	Commencement Date	7 April 2025
3	Term	No fixed term, ongoing until terminated by either party in accordance with the Agreement.
4	Remuneration	\$10,000 per month plus GST
5	Sign-On Incentive - Options	Pursuant to the terms of the Agreement and subject to Shareholder approval, Mr. Graham will be issued 20 million Options vesting after 12 months of service with a strike price of \$0.10 and a 3-year expiry.
6	Performance Rights	<p>Pursuant to the terms of the Agreement, and subject to Shareholder approval, Mr Graham is entitled to be issued the following Performance Rights.</p> <p>Four tranches of Performance Rights (class A, B, C, and D) of 7,500,000 Performance Rights each, with each tranche having the following performance milestone (Vesting Condition);</p> <ol style="list-style-type: none"> <li>Class A - Upon execution and completion of a binding off-take agreement(s) totalling 100,000 tonnes per annum of AusPozz™ (metakaolin)</li> <li>Class B - Upon execution and completion of a binding off-take agreement(s) totalling 200,000 tonnes per annum of AusPozz™ (metakaolin)</li> <li>Class C - Upon execution and completion of a binding off-take agreement(s) totalling 300,000 tonnes per annum of AusPozz™ (metakaolin); and</li> <li>Class D - Upon execution and completion of a binding joint venture and/or profit-sharing agreement for commercial AusPozz™ (metakaolin) production utilising Toondoon kaolin feedstock. Under the terms of the joint venture and/or profit-sharing agreement, production volumes can trigger the achievement of Class A, Class B and Class C vesting conditions based upon: <ol style="list-style-type: none"> <li>100,000 to 199,999 tonnes per annum - Class A;</li> <li>200,000 to 299,999 tonnes per annum - Class A and Class B;</li> <li>300,000+ tonnes per annum - Class A, Class B, and Class C.</li> </ol> </li> </ol>

		<p>All Performance Rights will lapse on the earliest occurrence of:</p> <ul style="list-style-type: none"> <li>a. subject to any automatic vesting in accordance with other terms if the Vesting Condition has not been met; or</li> <li>b. if the Agreement is terminated; or</li> <li>c. on 5:00 PM AEST on the 3-year anniversary of the Agreement.</li> </ul>
7	Termination	<p>Either party may terminate the Agreement by providing a six-month written notice.</p>