

10 October 2025

## BOARD APPOINTMENT

AJ Lucas Group Limited (ASX:AJL) (Company) is pleased to announce the appointment of Robert Bailey as an additional non-executive director of the Company effective immediately.

Robert has over 25 years' experience in investment banking and corporate advisory, focusing predominantly on the mining, metals, and oil and gas sectors across various positions at Macquarie, Royal Bank of Canada and Nomura where most recently he held the position of Managing Director and was the Head of Natural Resources for the Australasian region from 2016 to 2021. From 2021 until earlier this year Robert acted as a Senior Advisor to EMR Capital, a specialist, natural resources focused private equity manager and held the position of Director of Peak Minerals Inc., a US based, portfolio company of EMR.

He holds bachelor qualifications in Chemical Engineering and Law from the University of Adelaide, and a Graduate Diploma in Applied Finance and Investments from FINSIA. He is a member of the Australian Institute of Company Directors and a Chartered Financial Analyst.

Robert will join the Board of the Company as a nominee of Kerogen Investments No. 1 (HK) Limited ("Kerogen"), the Company's largest shareholder and also a financier of the Company. As part of Kerogen's consent to an equity raise that occurred in June 2013, Kerogen is entitled to appoint up to two Directors while it holds more than 30% of the issued capital of the Company.

The Directors believe Robert's skills, experience and qualifications will be a positive addition to the Board.

In accordance with clause 14.4 of the Company's Constitution, Robert will hold office until the next General Meeting of the Company, which will be the Annual General Meeting currently scheduled to take place on 6 November 2025, at which he will be eligible for re-election. It is the intention of the Directors that an addendum to the Notice of Annual General Meeting will be issued in due course to include an additional item of business to allow shareholders to vote on Robert's re-election at the meeting.

This announcement has been authorised by the Chairman on behalf of the Board.

ENDS

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**For further information, please contact:**

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Andrew Purcell      Chairman  
Marcin Swierkowski      Company Secretary