

19 December 2025

Australian Securities Exchange  
Level 4, 20 Bridge Street  
SYDNEY NSW 2000

## LEADERSHIP APPOINTMENTS

Bathurst Resources Limited (ASX:BRL) (**Bathurst**) is pleased to announce key leadership appointments, with Mr Kieran McColl to Chief Financial Officer and Mr Russell Middleton to Executive Director – North America.

Kieran McColl will commence as the Chief Financial Officer (CFO), effective immediately. Kieran, an experienced Chartered Accountant (CAANZ), has been an invaluable part of our team since 2023, serving as our Head of Finance. With over a decade of experience in senior financial management roles across both the public and private sectors in New Zealand, Kieran is well-equipped to drive our financial strategy forward.

Chief Executive Officer Richard Tacon has expressed his confidence in Kieran's appointment, highlighting his extensive experience in the health and energy sectors and strong understanding of our business gained in his current role with Bathurst. Kieran will provide valuable leadership and insight to the current operations and strategic development opportunities.

In addition to this, we are pleased to announce that Mr Russell Middleton transitions into the role of Executive Director – North America. This appointment is a natural progression for Russell, who previously served as Bathurst Resources Chief Financial Officer (CFO), as we strategically expand our operations into the North American region. His new role will be instrumental in executing our growth strategy there.

### Further Information

For further information contact:

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This release was authorised for issue by the Board.