

7 January 2026

ASX Market Announcements
Level 6, Exchange Centre
20 Bridge Street
Sydney NSW 2000

BOARD AND MANAGEMENT UPDATE

HIGHLIGHTS

- **Recently appointed CEO Tim Hosking joins the Board as Managing Director**
- **Warwick Grigor to serve as Non-Executive Chair transitioning from an executive role**

Sydney, Australia: Aguia Resources Limited (ASX:AGR) ("Aguia" or "the Company") is pleased to confirm the appointment of Tim Hosking as Managing Director, effective as of today's date.

Executive Chair Warwick Grigor will relinquish his executive duties while continuing to serve the Company as Non-Executive Chairman.

Mr. Hosking's experience is set out in the ASX Announcement released on 25 November 2025 when he assumed the role of Chief Executive Officer. Since his appointment as CEO, he has implemented a number of initiatives at the Santa Barbara Gold Project in Colombia, ensuring its sustainability while advancing new project development initiatives.

Non-Executive Chairman, Warwick Grigor commented: *"Tim is making an excellent contribution to Aguia and now is the right time to appoint him to the board. He will continue to be based in Brazil and close to our phosphate projects which are advancing favourably. He is also in easy reach and contact with our refreshed management team in Colombia who are progressively improving our operations there".*

Tim Hosking's appointment aligns with Aguia entering the final stages of development for the Tres Estradas Phosphate Mine, with first mining operations expected to commence in the next quarter, product marketing continuing to advance and first phosphate deliveries anticipated in the second quarter of 2026. The Company is also well-advanced with a strategic reset for the Santa Barbara Gold Project in Colombia as previously announced in December 2025.

Managing Director and CEO Tim Hosking added: *"Aguia has entered a critical phase in Brazil and has made key strategic decisions concerning its Colombian business unit. Direct engagement in these regions will provide the board with important perspectives on our projects, market dynamics, and the political environments of the countries in which Aguia operates. I am delighted to be joining the Board and helping realise the full value from our asset portfolio which in my view have huge upside."*

Material Terms of Managing Director's contract

The updated terms of Mr. Hoskings's remuneration are set out below together with the other material terms of his contract.

Role: Managing Director and CEO

Salary: AUD 200,000

Directors Fees: AUD 60,000

Sign on options: The Managing Director and CEO will receive a sign-on bonus in share options, with the value decided by the Chairman and the Board to replace the bonus scheme from the current contract. Any issue of options will be subject to shareholder approval.

Bonus Scheme: Short and long-term bonus schemes, including shares and performance rights, will be established by the Chairman and the Board in alignment with comparable ASX junior mining companies, with details to be defined by March 2026. Any issue of securities will be subject to shareholder approval.

Termination: 6-month notification period.

AUTHORISED FOR ISSUE TO THE ASX BY THE BOARD OF AGUIA RESOURCES LIMITED

About Aguia Resources Limited

Aguia Resources is an ASX-listed multi-commodity company (AGR:ASX) with pre-production phosphate projects located in Rio Grande do Sul (Brazil) and gold projects in Bolivar (Colombia). Aguia has established highly experienced in-country teams based in Porto Alegre, the capital of Rio Grande do Sul (Brazil) and in Medellin (Colombia). The acquisition of Andean Mining has added a portfolio of gold, silver and copper projects to its asset base.

Competent Person

Raul Sanabria, M.Sc., P.Geo., EurGeol., and a Competent/Qualified person ("QP") as defined by Australian JORC (2012 Edition) and Canadian National Instrument 43-101, has reviewed and approved the technical information contained in this document.

JORC Code Competent Person Statements:

The technical information contained in this press release has been prepared and reviewed by Raul Sanabria, M. Sc., P.Geo, EurGeol, member in good standing of the APEGBC and EFG, and Qualified Person as described in NI43-101 Canadian Guidelines and Competent Person as described in JORC Guidelines for standards of public reporting technical information relevant to exploration results. Mr Sanabria has sufficient experience that is relevant to the style of mineralisation and type of deposit under consideration and to the activity being undertaken to qualify as a Competent Person as defined in the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves'. Mr. Sanabria consents to the inclusion in the report of the matters based on his information in the form and context in which it appears.

For further information, please contact:

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Caution regarding forward-looking information:

This announcement is for information purposes only and does not constitute a prospectus or prospectus equivalent document. It is not intended to and does not constitute, or form part of, an offer, invitation or the solicitation of an offer to purchase or otherwise acquire, subscribe for, sell or otherwise dispose of any securities, or the solicitation of any vote or approval in any jurisdiction, nor shall there be any offer, sale, issuance or transfer of securities in any jurisdiction in contravention of any applicable law. This press release contains "forward looking information" within the meaning of applicable Australian securities legislation. Forward looking information includes, without limitation, statements regarding the next steps for the project, timetable for development, production forecast, mineral resource estimate, exploration program, permit approvals, timetable and budget, property prospectivity, and the future financial or operating performance of the Company. Generally, forward looking information can be identified by the use of forward-looking terminology such as "plans", "expects" or "does not expect", "is expected", "budget", "scheduled", "estimates", "forecasts", "intends", "anticipates" or "does not anticipate", or "believes", or variations of such words and phrases or state that certain actions, events or results "may", "could", "would", "might" or "will be taken", "occur" or "be achieved".

Forward-looking information is subject to known and unknown risks, uncertainties and other factors that may cause the actual results, level of activity, performance or achievements of the Company to be materially different from those expressed or implied by such forward-looking information, including, but not limited to: general business, economic, competitive, geopolitical and social uncertainties; the actual results of current exploration activities; other risks of the mining industry and the risks described in the Company's public disclosure. Although the Company has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking information, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward looking information. The Company does not undertake to update any forward-looking information, except in accordance with applicable securities .

