



HIGH-TECH METALS
LIMITED

09 March 2026

CEO SUCCESSFULLY COMPLETES PROBATION PERIOD

High-Tech Metals Ltd (ASX: HTM) ("**High-Tech**", "**HTM**" or "**the Company**") is pleased to advise that Mr James Merrillees, Chief Executive Officer ("**CEO**"), has successfully completed his six-month probation period in accordance with the terms of his employment agreement.

CHARLES THOMAS, NON-EXECUTIVE CHAIRMAN, COMMENTED:

"The Board is very pleased with the leadership James has demonstrated since joining High-Tech Metals. Over the past six months he has provided strong technical and corporate direction for the Company as we continue advancing our Northern Goldfields projects. We look forward to working with James as we move into the next phase of exploration and development."

Mr Merrillees commenced as CEO on 8 September 2025 following his appointment by the Board.

During the probation period, Mr Merrillees has led the advancement of the Company's exploration activities across its Northern Goldfields portfolio and has strengthened the Company's operational and strategic positioning as it progresses the Mt Fisher and Mt Eureka Gold Projects in Western Australia.

Following the successful completion of the probation period, Mr Merrillees' remuneration will increase to A\$275,000 per annum (excluding superannuation) in accordance with the terms of his appointment.

In addition, and consistent with the terms of his appointment, the Company will issue Mr Merrillees the following unlisted performance rights subject to shareholder approval (subject to the terms of the plan and the relevant performance conditions):

- 750,000 performance rights vesting upon the announcement of a JORC Mineral Resource Estimate of $\geq 350,000$ oz of gold within three years of appointment;
- 1,000,000 performance rights vesting upon the announcement of a JORC Mineral Resource Estimate of $\geq 600,000$ oz of gold within five years of appointment;
- 500,000 performance rights vesting upon the Company's share price exceeding \$0.40 for 10 consecutive trading days within 12 months of appointment; and
- 1,000,000 performance rights vesting upon the Company's share price exceeding \$0.50 for 10 consecutive trading days within 24 months of appointment.

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

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About High-Tech Metals Ltd

High-Tech Metals Ltd (High-Tech, ASX:HTM) is an Australian gold exploration and development company positioned for strong growth through the advancement of a significant gold project portfolio in Western Australia.

The recent acquisition of the Mt Fisher and Mt Eureka Gold Projects represents a transformational step in HTM's evolution. Together, these projects deliver a commanding 1,150 km² landholding in the heart of the prolific Yilgarn Craton, one of the world's premier gold provinces.

The Mt Fisher and Mt Eureka projects are located in a proven and mining-friendly jurisdiction, with secure tenure and no known impediments to land access, providing a strong foundation for future development.

Our Goal

HTM's strategy is to rapidly advance near-term production opportunities on existing mining leases to establish early cash flow, creating a self-funded pathway for high-impact exploration targeting world-class gold discoveries across one of Western Australia's last under-explored greenstone belts.

Our Team

HTM is supported by an experienced and respected technical and corporate team with a proven record of discovery and development success. The team is actively advancing exploration across both Mt Fisher and Mt Eureka, focused on unlocking the full potential of these highly prospective gold projects.

Forward - Looking Statements

This document may include forward-looking statements. Forward-looking statements include, but are not limited to, statements concerning High-Tech Metals Limited planned exploration program(s) and other statements that are not historical facts. When used in this document, the words such as "could," "plan," "estimate," "expect," "intend," "may," "potential," "should," and similar expressions are forward looking statements

