

ASX:**NFL**

13 October 2026

Board Changes

Norfolk Metals Limited (**Norfolk** or the **Company**) is pleased to announce the following changes to its Board of Directors, effective immediately:

- Mr Anthony McClure has been appointed as Executive Chair;
- Mr Richard Pugh has been appointed as a Non-Executive Director; and
- Mr Ben Phillips has resigned as Executive Chairman and as a Director of the Company.

Following these changes, the Board comprises Mr McClure, Mr Pugh and Mr Leonardo Pilapil (Non-Executive Director). Mr McClure and Mr Pugh will stand for election at the Company's annual general meeting, to be held in November 2026.

Mr Anthony McClure

Mr McClure is a respected mining executive with over 35 years of technical, management and financial experience in the resources sector worldwide. He is a Non-Executive Director of Strickland Metals Limited (ASX:STK) and Gateway Mining Limited (ASX:GML), and is a past director of Silver Mines Limited, Bolnisi Gold NL, Nickel Mines Limited, Santana Minerals Limited and European Gas Limited. Mr McClure holds a Bachelor of Science (Geology) from Macquarie University.

The key terms of Mr McClure's executive services agreement are summarised in Annexure A.

Mr Richard Pugh

Mr Pugh is a geologist with over 18 years of industry experience. He is the Chief Executive Officer of Gateway Mining Limited (ASX:GML). Mr Pugh is a past Executive Technical Director and also served as a Non-Executive Director of Strickland Metals Limited (ASX:STK). He has previously been a Senior Consulting Geologist and Exploration Manager for several ASX-listed mineral exploration companies, including Auris Minerals Ltd. Mr Pugh holds a Bachelor's degree in Exploration and Resource Geology from Cardiff University and is a member of the Australian Institute of Geoscientists.

Mr Ben Phillips

Mr Phillips has been a Director of the Company since July 2021. The Board thanks Mr Phillips for his leadership and significant contribution to the Company and wishes him every success in his future endeavours.

Joint Company Secretary

The Company also advises that Mr Sleiman Majdoub has been appointed as Joint Company Secretary, effective today's date, joining existing Company Secretary, Mr Arron Canicaïs.

Mr Majdoub is a qualified solicitor with experience in the corporate and commercial sector including experience advising mining exploration companies. Mr Majdoub graduated with a Bachelor of Laws and a Bachelor of Commerce (Hons) from Macquarie University. He has significant experience in advising and assisting ASX listed companies with their reporting, company secretarial and compliance requirements along with in-house legal support.

For the purpose of ASX Listing Rule 12.6, both Mr Canicaïs and Mr Majdoub will be the persons responsible for communications between the Company and ASX.

ENDS

This announcement has been authorised for release by the Directors of Norfolk Metals Limited.

Forward Looking Statements

This announcement includes "forward looking statements" within the meaning of securities laws of applicable jurisdictions. Forward looking statements can be identified by the use of forward looking terminology, including, without limitation, the terms "believes", "estimates", "anticipates", "expects", "predicts", "intends", "plans", "goals", "targets", "aims", "outlook", "guidance", "forecasts", "may", "will", "would", "could" or "should" or, in each case, their negative or other variations or comparable terminology. These forward looking statements include all matters that are not historical facts. By their nature, forward looking statements involve known and unknown risks, uncertainties and other factors because they relate to events and depend on circumstances that may or may not occur in the future and may be beyond the Company's ability to control or predict which may cause the actual results or performance of the Company to be materially different from the results or performance expressed or implied by such forward-looking statements. Forward looking statements are based on assumptions and are not guarantees or predictions of future performance. No representation is made that any of these statements or projections will come to pass or that any forecast result will be achieved, nor as to their accuracy, completeness or correctness. Similarly, no representation is given that the assumptions upon which forward looking statements may be based are reasonable. Forward looking statements speak only as at the date of this release and the Company and its affiliates, related bodies corporate (as that term is defined in the Corporations Act) and its directors, employees, officers, representatives, agents, partners, consultants and advisers disclaim any obligations or undertakings to release any update of, or revisions to, any forward-looking statements in this announcement.

Disclaimers

This announcement has been prepared by Norfolk Metals Limited (ACN 652 438 385). The information contained in this release is for information purposes only. This release may not be reproduced, disseminated, quoted or referred to, in whole or in part, without the express consent of the Company. The information contained in this release is not investment or financial product advice and is not intended to be used as the basis for making an investment decision. Please note that, in providing this release, the Company has not considered the objectives, financial position or needs of any particular recipient. The information contained in this release is not a substitute for detailed investigation or analysis of any particular issue and does not purport to be all of the information that a person would need to make an assessment of the Company or its assets. Current and potential investors should seek independent advice before making any investment decisions in regard to the Company or its activities.

No representation or warranty, express or implied, is made as to the fairness, accuracy, completeness or correctness of the information, opinions and conclusions contained in this release. To the maximum extent permitted by law, none of the Company, its related bodies corporate, shareholders or respective directors, officers, employees, agents or advisors, nor any other person accepts any liability, including, without limitation, any liability arising out of fault or negligence for any loss arising from the use of information contained in this release.

This release does not constitute an invitation, offer or recommendation to apply for or purchase securities and does not contain any application form for securities. This release does not constitute an advertisement for an offer or proposed offer of securities. Neither this release nor anything contained in it shall form the basis of any contract or commitment and it is not intended to induce or solicit any person to engage in, or refrain from engaging in, any transaction.

Annexure A – Summary of Executive Services Agreement

The material terms of Mr McClure's executive services agreement with the Company are:

- **Position:** Executive Chairman.
- **Term:** commencing on 13 October 2026 and continuing for an indefinite term, until terminated in accordance with the agreement.
- **Remuneration:** \$300,000 per annum (excluding statutory superannuation).
- **Termination:** the agreement may be terminated by either party on not less than 6 months' written notice (or a shorter period in limited circumstances).
- **Incentives:** Mr McClure may be invited to participate in the Company's incentive schemes at the Board's discretion, subject to the Corporations Act and the ASX Listing Rules.
- The Executive Service Agreement otherwise contains standard terms and conditions for agreements of this nature, including in relation to confidentiality and intellectual property.