



HIGH-TECH METALS
LIMITED

13 January 2025

APPOINTMENT OF CHIEF EXECUTIVE OFFICER

High-Tech Metals Limited (ASX: **HTM**) (**High-Tech, HTM** or the **Company**) is pleased to announce the appointment of Mr Warren Thorne as Chief Executive Officer (**CEO**) of HTM.

Mr Thorne is a geologist with over 20 years' experience mainly associated with gold, iron ore, copper and manganese within Western Australia, Queensland, Brazil and West Africa.

Mr Thorne has extensive experience in all stages of regional and near-mine exploration project management, from conceptual targeting and ground acquisition through to resource definition drilling programs and open cut mining geology.

Mr Thorne has held senior exploration and project management roles with a variety of major Australian and international companies including Mineral Resources Ltd, Rio Tinto Iron Ore, Hancock Prospecting, Vale Inco, and Gold Road Resources. Most recently, Mr Thorne was the Managing Director of ASX listed Western Gold Resources Limited (ASX: WGR).

Mr Thorne has a PhD in Geology and is a member of the AusIMM and the SEG.

Mr Sonu Cheema will retire from his position of Executive Director of the Company and remain as a Non-Executive Director. Mr Cheema is focussing on personal matters and the Board wishes to thank him for his contributions as Executive Director.

Charles Thomas, Non-executive Chairman, commented:

"The High-Tech Board is thrilled to have Warren join the Company as CEO. Warren has successfully delivered on multiple projects across the span of his career.

"Warren has significant experience in working with junior exploration companies up to producing mines. At his recent tenure with Western Gold Resources, Warren guided the Gold Duke project to the pre-production stage, including securing heritage, mining and environmental approvals. Warren brings a strong ability to build and support high-functioning exploration teams that will be a significant asset to the company"

Commenting on his appointment, Mr Thorne said:

"I am delighted to be given the opportunity to lead High-Tech as the Company seeks to explore its existing asset while looking to acquire new projects. I will bring my expertise in exploration, due diligence and leadership to ensure High-Tech becomes a highly valuable exploration company.

"High-Tech has a highly talented leadership team that are committed to safely delivering plans to deliver significant value to our shareholders from project acquisition, development, and production."

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

For further information:

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For further information:

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About High-Tech Metals Limited

High-Tech Metals Limited (ASX:HTM) is an ASX-listed company focused on the exploration and development of its flagship, 100 per cent owned Werner Lake Cobalt Project (the Project) located in north-western Ontario, within the Kenora Mining District, approximately 85 km north-northwest of Kenora, Ontario and approximately 170 km east-northeast of Winnipeg, Manitoba. The Project was acquired from Global Energy Metals Corporation (70%) and Marquee Resources Limited (30%).

Appendix A

Summary of material terms of Mr Thornes' Appointment

Commencement Date	13 January 2025
Remuneration	Annual Salary of A\$250,000 per annum (excluding superannuation) increasing to A\$275,000 per annum (excluding superannuation) upon successful completion of six (6) month probation period.
Term of appointment	No fixed term until terminated by either party in accordance with the employment contract. Contract includes an annual review.
Probation	A six (6) month probation period where either party may terminate the contract with four (4) week notice.
Termination	Three (3) month termination clause on both parties. Statutory entitlements will be paid as required by law.
Incentives	<p>Following the successful completion of the Executives Probation Period, the Company will issue the Executive:</p> <ul style="list-style-type: none"> • 750,000 performance rights pursuant to the Company's equity incentive plan that will vest upon achieving a MRE of at least 350,000oz within three years of appointment. • 1,000,000 performance rights pursuant to the Company's equity incentive plan that will vest upon achieving a MRE of at least 600,000oz within 5 years of appointment. • 500,000 performance rights, vesting upon the share price of the Company exceeding \$0.35 as quoted on the ASX for a period of 30 consecutive trading days within 12 months of appointment. • 1,000,000 performance rights, vesting upon the share price of the Company exceeding \$0.50 as quoted on the ASX for a period of 30 consecutive trading days within 24 months of appointment.