

The Manager Companies - ASX Limited  
20 Bridge Street  
Sydney NSW 2000

ASX Announcement  
3 February 2025  
(4 pages)

## LEADERSHIP CHANGES

Alpha HPA Limited (**Alpha** or **the Company**) (ASX: **A4N**) is pleased to provide an update on key leadership changes with on the Company.

Effective 1 February 2025, Mr Rob Williamson, Executive Director, and the Company's Chief Operations Officer (**COO**), will assume the role of Managing Director (**MD**), based in Brisbane QLD.

The Company's current MD, Mr Rimas Kairaitis will assume the role of Executive Director and Chief Commercial Officer (**CCO**). Rimas will focus and expand his current activities in leading the sales and marketing team and continue to drive the product development of the Company's unique high purity materials. Rimas will also continue to lead interface with the Company's existing and developing strategic stakeholders.

These changes have been carefully planned to calibrate the Company's leadership to reflect the needs of the business into the future as the Company moves into its next phase of growth and expands its operational footprint in Queensland.

The construction of Stage 2 of the HPA First Project to become the world's largest, single site facility for the manufacture of high purity aluminium materials, represents a unique stage in the growth of the Company and Rob's intimate knowledge of Alpha's business and major project startup and asset operations experience represent the ideal skill set for the Company's Managing Director.

The Company has commenced a search for a new COO, with Rob continuing these responsibilities in the interim.

In addition, long standing Executive Director Mr Peter Nightingale has decided to retire from the Board and his executive role, also effective 1 February 2025. In accordance with Listing Rule 3.19A, an Appendix 3Z. Final Director's Interest Notice is attached for Mr Nightingale.

Alpha's Chairman, Norm Seckold said, "*We are very pleased to optimise these key roles as we set up for the Company's next exciting growth phase, with Rob and Rimas continuing their highly effective senior executive leadership in building the Alpha business.*"

*I would also like to thank Peter for his extensive knowledge, guidance and commitment to the growth of Alpha over a period of 15 years."*

For further information, please contact:

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Following his appointment as Managing Director Rob's annual fixed remuneration has been increased to \$506,000 per annum including superannuation contributions and Director fees. This fixed remuneration will be reviewed on an annual basis. The Company or employee may terminate the agreement on six months' notice.

Following his appointment as Executive Director and CCO Rimas' annual fixed remuneration has been set at \$492,000 per annum including superannuation contributions and Director fees. This fixed remuneration will be reviewed on an annual basis. The Company or employee may terminate the agreement on six months' notice.

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## Appendix 3Z

### Final Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

<b>Name of entity</b>	<b>Alpha HPA Limited</b>
	<b>ABN 79 106 879 690</b>

We (the entity) give ASX the following information under listing rule 3.19A.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of director</b>	Peter J. Nightingale
<b>Date of last notice</b>	29 November 2024
<b>Date that director ceased to be director</b>	1 February 2025

#### Part 1 – Director's relevant interests in securities of which the director is the registered holder

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust.*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Number &amp; class of securities</b>
6,920,455 fully paid ordinary shares.
182,389 performance rights.

+ See chapter 19 for defined terms.

**Part 2 – Director's relevant interests in securities of which the director is not the registered holder**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust.*

<b>Name of holder &amp; nature of interest</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest</small>	<b>Number &amp; class of securities</b>
Rosignol Pty Ltd <Nightingale Family A/C>, a company in which Peter Nightingale has an interest.	13,612,500 fully paid ordinary shares.

**Part 3 – Director's interests in contracts**

<b>Detail of contract</b>	Nil
<b>Nature of interest</b>	N/A
<b>Name of registered holder (if issued securities)</b>	N/A
<b>No. and class of securities to which interest relates</b>	N/A

+ See chapter 19 for defined terms.

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