



Executive Succession Status Update

Alligator Energy (ASX: AGE, 'Alligator' or 'the Company') is pleased to confirm that executive service agreements have been finalised for the Executive Succession arrangements announced on 12 May 2025.

Highlights:

- **Andrea Marsland-Smith will assume the Alligator Energy CEO role effective 1 July 2025, overseeing all strategic, operational, and corporate areas of the company.**
- **Greg Hall will be moving to the part-time role of Executive Director - Marketing & Investor Relations, supporting Alligator in the uranium marketing, investor relations, corporate promotion and other agreed areas.**
- **Recruitment is now underway for two executive operational roles supporting the new CEO, namely General Manager, Approvals and Sustainability and General Manager, Operations.**
- **Our recent announcement on progress of the Program for Environment Protection and Rehabilitation (or operating plan) for the field recovery trial, along with our recent successful capital raise, has ensured that there is already significant interest in these roles from quality candidates.**

Key terms of the appointments are set out in the Appendix.

Alligator's outgoing CEO Greg Hall stated: *"I again very much congratulate Andrea on this appointment, and know she is the right person to lead the company through its next growth phase and implementation of key milestones including Samphire mine approvals, final feasibility, development and production. Andrea's uranium ISR exploration experience will also come to the fore as she leads the team undertaking the next discovery drilling at Big Lake Uranium."*

Alligator's incoming CEO, Andrea Marsland Smith stated: *"It's a privilege to lead a company with such a strong team to develop the Samphire Uranium Project toward production while progressing our exploration strategy across our other projects. I again thank Greg for his leadership being a defining force in the evolution of Alligator over the last 8 years and I am pleased Greg will continue to support me and the Company in key areas in what is a pivotal time ahead for the Samphire Project"*.

Dr Andrea Marsland-Smith Bio: Andrea has over 25 years of experience in the uranium sector, previously serving on the Executive Management Team at Heathgate Resources for 15 years contributing to the successful operation of the Beverley / Beverley North and Four Mile ISR uranium projects in South Australia. During her tenure she held diverse leadership roles, including Head of Geology, Head of Regulatory & Compliance, Head of Operations, and Head of Government Relations and Indigenous Affairs. She has cultivated a robust career with additional experience at companies such as Uranium Equities, French uranium group Orano and Sinosteel Uranium SA in senior roles.

This announcement was authorised for release by the AGE Board.

Contacts

For more information, please contact:

Mr Greg Hall

CEO & Managing Director

gh@alligatorenergy.com.au

Mr Mike Meintjes

Company Secretary

mm@alligatorenergy.com.au

For media enquiries, please contact:

Alex Cowie

Media & Investor Relations

alexc@nwrcommunications.com.au

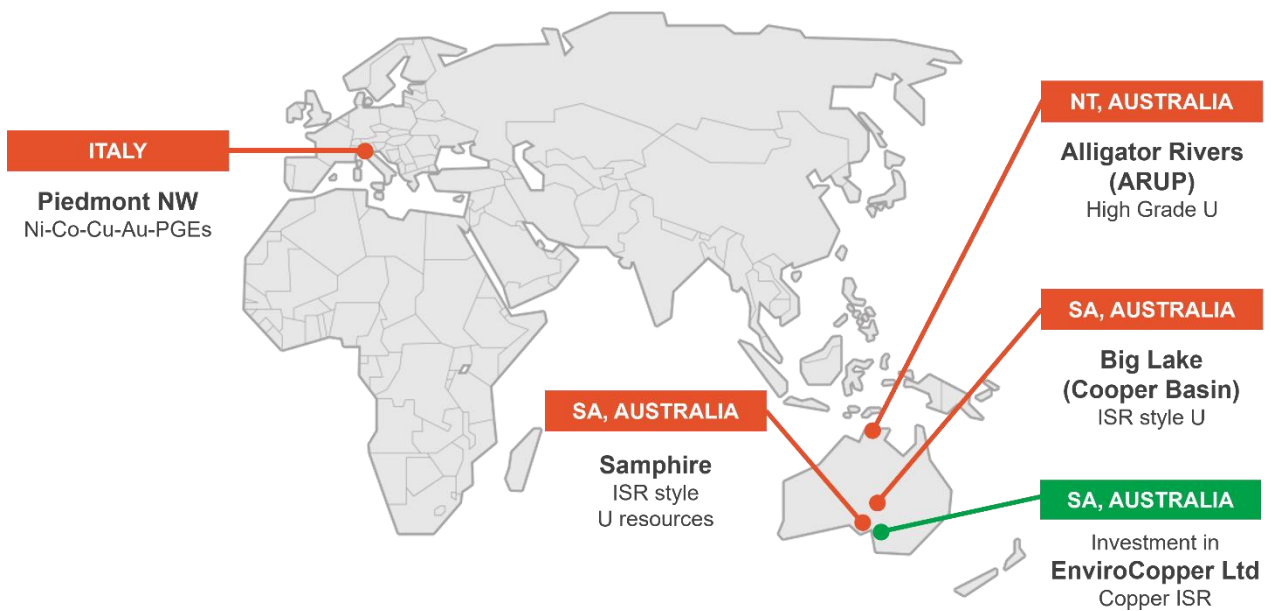
Forward Looking Statement

This announcement contains projections and forward-looking information that involve various risks and uncertainties regarding future events. Such forward-looking information can include without limitation statements based on current expectations involving a number of risks and uncertainties and are not guarantees of future performance of the Company. These risks and uncertainties could cause actual results and the Company's plans and objectives to differ materially from those expressed in the forward-looking information. Actual results and future events could differ materially from anticipated in such information. These and all subsequent written and oral forward-looking information are based on estimates and opinions of management on the dates they are made and expressly qualified in their entirety by this notice. The Company assumes no obligation to update forward-looking information should circumstances or management's estimates or opinions change.

About Alligator Energy

Alligator Energy Ltd is an Australian, ASX-listed, exploration company focused on uranium and energy related minerals, principally cobalt-nickel. Alligator's Directors have significant experience in the exploration, development and operations of both uranium and nickel projects (both laterites and sulphides).

Projects



Appendix A: Summary of Key Terms & Conditions of Executive Services Agreements

A summary of the key terms and conditions of the employment agreements for both Dr Andrea Marsland-Smith in her role as CEO and Mr Greg Hall in his new role as Executive Director Marketing and Investor Relations are set out below:

Commencement Date and Term

Both appointments will commence on 1 July 2025 and are ongoing with no fixed term.

Remuneration

The two Executives remuneration packages involve a combination of a Base Salary or part time rate and Incentives. The remuneration levels and structure have been benchmarked against salary packages for comparable positions in the explorer/developer sector in Australia.

The remuneration packages comprise:

1. CEO – Andrea Marsland-Smith

Annual Remuneration – Base salary of \$340,000 per annum excluding statutory Superannuation. Leave entitlements in line with statutory requirements.

Incentives

- (i) Short Term Incentives based on agreed KPI's for 30% of base salary.
- (ii) Long Term Incentives based on agreed KPI's for 50% of base salary

2. Executive Director Marketing & Investor Relations – Greg Hall

Remuneration – Base casual day rate of \$1,500 excluding statutory Superannuation for up to three days per week. Leave entitlements are included in the daily rate. Payments also cover AGE Board role and other internal subsidiary boards, and the Board role on EnviroCopper Ltd.

Incentives

Participation in the Company Short Term Incentive scheme based on agreed KPI's for 20% of estimated salary. Any issue of securities under the scheme will be subject to approval by shareholders.

Termination and Resignation

The employment of both individuals may be terminated by the Company in the circumstances and on the terms described below:

- Immediate termination for serious misconduct.
- Termination by the Company providing three (3) months' notice.

Both individuals may resign by giving three (3) months' notice.

The employment agreements also contain usual terms in respect of duties and responsibilities, conflicts of interest, leave, confidential information, and intellectual property.