

15 December 2025

ASX RELEASE

HYTERRA APPOINTS CHIEF EXECUTIVE OFFICER

HyTerra Limited (ASX: HYT, OTCQB: HYTLF, Frankfurt: 8TP0) (HyTerra or the Company) is pleased to announce the appointment of Riley Kemp as Chief Executive Officer, effective immediately.

HIGHLIGHTS

- **Appointment of Riley Kemp as CEO.**
- **Riley is an seasoned legal and commercial professional with 15 years of global experience.**
- **His role will be to focus on driving the direction and growth of HyTerra, building global relationships and partnerships and strengthening the market profile.**
- **Riley's decision to join HyTerra reflects his belief in the Company's strong market potential and momentum.**

Riley brings more than 15 years' experience across global energy and resources markets in both ASX-listed and private companies, as well as exposure to a range of other international sectors through his commercial, corporate development and advisory roles. His career has centred on driving growth, building strategic partnerships and delivering commercial outcomes that support long-term value creation. He also brings experience in legal and transactional work, which complements his commercial skillset and supports disciplined execution.

Riley has worked in Perth and London for a multinational law firm and global companies in roles spanning corporate advisory, commercial transactions including IPO's, capital raisings, mergers and acquisitions (including major transactions in the Oil and Gas and Mining sectors) and broader commercial work, contributing to investment and growth initiatives across multiple international markets.

Most recently, Riley served as Corporate Development Manager at Fortescue after joining in August 2022, where he worked broadly across both Mining and Energy, including leading the commercial activities for geologic hydrogen. In this role, he played a central part in Fortescue's A\$21.9 million strategic investment in HyTerra in December 2024 and has since worked closely with the Company under the Strategic Alliance between Fortescue and HyTerra.

This partnership supported HyTerra's successful drilling campaign in Kansas, during which the Company established itself as an early leader in the geologic hydrogen industry. Riley resigned from Fortescue in early December to join HyTerra.

As CEO, Riley will be responsible for building global relationships and partnerships, strengthening the market profile, accelerating HyTerra's growth and advancing the Company's ambition to play a leading role globally in the development of geologic hydrogen. He will oversee key project decisions, with a particular focus on commercialisation pathways, offtake opportunities and strengthening relationships with strategic partners.

Riley's decision to join HyTerra reflects his belief in the Company's strong market position and momentum, its clear pathway for growth and the broader opportunity to help shape a new sector within the global energy landscape.

Commenting on his appointment, CEO Riley Kemp said:

"Over the past eighteen months, I've seen first-hand the progress HyTerra has made and the significant opportunity it is positioned to capture. The success of the 2025 drilling campaign has created real momentum, and HyTerra has now established itself as a leader in the emerging geologic hydrogen industry. I look forward to working with the team and strategic partners to build on that momentum and deliver on the many opportunities ahead."

Russell Brimage, Non-Executive Chairman, said: *"We are very pleased to have attracted someone of Riley's calibre to HyTerra. He has joined us because he believes in the vision and future of HyTerra and is fully committed to taking this incredible team and the building blocks in place to the next level. His skillsets and experience will strengthen the Company's market profile as he shapes the direction of the Company."*

This announcement has been authorised for release by the Board of Directors.

For more information:

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APPENDIX 1: TERMS OF EMPLOYMENT

In accordance with ASX Listing Rule 3.16.4, the following information is disclosed in relation to the key agreed terms of Riley Kemp's appointment:

Term	Particulars
Duration of appointment	Commencing on 15 December 2025 with no fixed term, subject to termination with or without cause.
Notice period for termination by the Company	3 months (without cause) Immediately (with cause)
Notice period for termination by Mr Kemp	3 months
Annual remuneration	AU\$330,000 per annum (inclusive of superannuation), increasing to AU\$400,000 (inclusive of superannuation) on 01/01/2027.
	3,479,452 Class A ZEPO's - Subject to the Company complying with the ASX Listing Rules and the Corporations Act, each Class A ZEPO will vest upon the holder serving 12 months of continuous service with the Company (as a director, consultant or employee of the Company), commencing from the date of employment commencement date.
	3,683,241 Class J ZEPO's - The Class J ZEPOs will vest 2 years from the date of issue of these securities provided: (i) the holder remains employed by the Company as at the date of vesting; and (ii) the Shares achieve a 30-day volume weighted average share price (VWAP) of at least \$0.05 (5 cents) prior to the holder completing 24 months service with the Company.
Incentive Securities	4,474,273 Class K ZEPO's - The Class K ZEPOs will vest 3 years from the date of issue of these securities provided: (i) the holder remains employed by the Company as at the date of vesting; and (ii) the Shares achieve a 30-day volume weighted average share price (VWAP) of at least \$0.105 (10.5 cents) prior to the date of the AGM of the Company held in calendar year 2028.
	6,172,840 Class L ZEPO's - The Class L ZEPOs will vest 3 years from the date of Shareholder approval of these securities provided: (i) the holder remains employed by the Company as at the date of vesting; and (ii) the Shares achieve a 30-day volume weighted average share price (VWAP) of at least \$0.20 (20 cents) prior to the date of the AGM of the Company held in calendar year 2028.