

ASX Announcement

22nd January 2026

Breakthrough Minerals Appoints Nigel Broomham as Managing Director to Lead Resource Growth

HIGHLIGHTS

- Breakthrough Minerals appoints highly experienced Mining Executive and Geologist Mr Nigel Broomham as Managing Director.
- Appointment aligns with BTM's strategy to lead and accelerate resource growth across its North Queensland Copper-Gold Project.
- Mr Broomham brings more than 15 years' experience across exploration, resource development, mining operations and corporate leadership.
- Chief Executive Officer of Battery Age Minerals, where he led global project acquisitions and material expansion of exploration tenure across multiple jurisdictions.
- Led exploration and drilling programs across numerous projects globally, delivering discovery and expansion of mineralised zones and advancing critical and battery metal portfolios.
- Former senior leader at PLS, including Head of Geology and Production Superintendent at the world-class Pilgangoora Lithium-Tantalum Project, with listed company board experience.

Breakthrough Minerals Limited (ASX: **BTM**) ("Breakthrough" or "the **Company**") is pleased to announce the appointment of Mr Nigel Broomham as Managing Director, effective 20 March 2026.

Mr Broomham is an experienced mining executive and geologist with more than 15 years' experience across exploration, resource development, mining operations and corporate leadership. His appointment comes at a pivotal time for Breakthrough Minerals as the Company advances its highly prospective North Queensland Copper-Gold Project and focuses on rapidly expanding its resource base.

Mr Broomham joins Breakthrough Minerals following a successful tenure as Chief Executive Officer of Battery Age Minerals Ltd (ASX: BM8). During his time at Battery Age Minerals, he led a period of significant growth through exploration, corporate strategy, global project acquisitions and the material expansion of exploration projects across multiple jurisdictions.

In addition to his executive experience, Mr Broomham brings listed company board experience, having held and currently holding board positions with ASX-listed companies, providing strong governance, capital markets and strategic oversight capabilities.

Prior to Battery Age Minerals, Mr Broomham held senior leadership roles with Pilbara Minerals Ltd (ASX: PLS), including Head of Geology and Production Superintendent at the world-class Pilgangoora Lithium Project. In these roles, he led teams through the full project lifecycle from exploration and resource definition through to mine development and production. His broader industry experience includes roles with Mineral Resources Limited, Consolidated Minerals, Hancock Prospecting (Roy Hill) and Golder Associates.

The Board believes Mr Broomham's proven track record of disciplined exploration execution, resource growth, operational leadership and board-level experience positions him well to lead Breakthrough Minerals through its next phase of growth.

Chairman of Breakthrough Minerals, Mr Graeme Robertson said:

“Breakthrough Minerals Limited is very pleased to welcome Nigel Broomham as Managing Director. Nigel brings a strong combination of technical expertise, operational experience and leadership capability, which the Board believes will be instrumental in driving the Company forward.

We see Nigel as a key force in leading Breakthrough Minerals as we build our resource base and ultimately transition from an exploration-focused company toward development, leveraging the substantial and highly prospective copper-gold concessions we hold in the Mount Isa region of Queensland. The Board is confident that Nigel’s disciplined approach and experience will help unlock the full potential of our assets and deliver long-term value for shareholders.”

Commenting on his appointment, Mr Broomham said:

“I am delighted to be appointed Managing Director of Breakthrough Minerals at such an exciting stage in the Company’s evolution. Breakthrough holds a highly compelling copper-gold asset base in North Queensland, supported by a strong existing resource foundation and significant exploration upside.

My focus will be on disciplined, high-impact exploration to rapidly grow the Company’s resource base, while building a strong technical and operational team capable of unlocking the full potential of this portfolio and delivering long-term value for shareholders.”

Upon the commencement of Mr Broomham’s Tenure, Breakthrough’s Executive Director, Mr Peretz Schapiro, will step down from his executive duties and assume the role of Non-Executive Director. The Board would like to thank Mr Schapiro for his work during his tenure as Executive Director, where he was instrumental in recapitalizing the company, securing highly prospective projects and bringing new management to the Company.

North Queensland Copper-Gold Project Overview

Breakthrough Minerals’ flagship North Queensland Copper-Gold Project is located in the Mount Isa-Cloncurry region of north-west Queensland, a tier-one copper-gold province with a long history of large-scale mining and established infrastructure.

The Company holds a district-scale tenure position of approximately 952 km², including granted mining leases and exploration permits covering multiple prospective structural corridors. The Project hosts a JORC (2012) compliant Mineral Resource Estimate of 18.8 Mt at 1.07% CuEq, containing approximately 200 kt of CuEq, across the Turpentine, Barbara, Mt Colin, Turpentine South and Eight Mile Creek North deposits.

Historic drilling has returned numerous high-grade copper and copper-gold intersections across the Project area; however, large portions of the tenure remain under-drilled with limited testing at depth. The Company sees clear opportunity to rapidly grow the resource base through disciplined brownfields drilling and targeted testing of high-priority regional targets.

This announcement has been produced by the Company's published continuous disclosure policy and approved by the Board.

Appendix 1 – Summary of Material Terms of Appointment

In accordance with ASX Listing Rule 3.16.4, Breakthrough advises the material terms of the appointment of Mr. Broomham.

- a) Commencement Date: 20th March 2026
- b) Title: Managing Director and Chief Executive Officer
- c) Remuneration: Base salary of A\$300,000 per annum plus statutory superannuation
- d) Term: Ongoing, subject to notice periods
- e) Notice Period: Either party may terminate employment with 3 months written notice
- d) Executive Performance Incentives: Subject to shareholder approval, Mr Broomham will be offered up to 8,250,000 Performance Rights, to be issued in five tranches

Please see a summary of the vesting conditions below:

| Tranche | Number of Rights | Vesting Milestone |
|---------|------------------|---|
| T1 | 1,650,000 | To vest upon announcement by the Company of a minimum of 250,000t Cu Eq @ ≥ 0.8 % Cu Eq Inferred Mineral Resources, reported in accordance with the JORC Code 2012 on any one or more of the tenements held by the Company. |
| T2 | 1,650,000 | To vest upon announcement by the Company of a minimum of 325,000t Cu Eq @ ≥ 0.8 % Cu Eq Inferred Mineral Resources, reported in accordance with the JORC Code 2012 on any one or more of the tenements held by the Company. |
| T3 | 1,650,000 | To vest upon announcement by the Company of a minimum of 400,000t Cu Eq @ ≥ 0.8 % Cu Eq Inferred Mineral Resources, reported in accordance with the JORC Code 2012 on any one or more of the tenements held by the Company. |
| T4 | 1,650,000 | To vest upon the Company achieving a volume weighted average price of Shares over 20 consecutive trading days (20-Day VWAP) of at least A\$0.30. |
| T5 | 1,650,000 | To vest upon the Company achieving a 20-Day VWAP of at least A\$0.50. |

* All performance incentives are subject to 18-months of continuous employment requirements and an expiry date 5 years from the grant date (date of shareholder approval).