GreenTech Appoints James Rattenbury as Chief Executive Officer

GreenTech Metals Ltd (ASX: GRE) (GreenTech or the Company) is pleased to announce the appointment of Mr James Rattenbury as Chief Executive Officer, effective 1 March 2026.

Mr. Rattenbury joins the Company at a transformative period and will be primarily responsible for driving the development of the recently acquired **Munni Munni Platinum-Palladium Copper-Nickel Project**. Located in the premier West Pilbara region of Western Australia, Munni Munni sits adjacent to the Company's existing **Whundo Copper-Gold Project**, providing significant strategic synergies and a consolidated footprint in a world-class mineral province.

James has 18 years' experience in the resources industry, working in mining and exploration as a geologist, and in private equity mining finance with a global investment focus.

He was previously an Investment Principal at Resource Capital Funds (RCF), where his responsibilities included the evaluation, execution and management of mining investments. His role also included serving as an Investment Committee Member, with a focus on assessing exploration strategy, technical de-risking and value creation in junior mining companies.

Prior to transitioning into mining finance, James worked as a geologist with OceanaGold and Fortescue Metals Group in exploration and mining operations.

Non-Executive Chairman, Simon Kidston, commented:

"We are delighted to welcome James to the GreenTech team at such a pivotal juncture for the Company. His rare combination of hands-on geological expertise and deep experience in private equity mining finance makes him the ideal leader to drive our next phase of growth.

"James' proven track record in technical de-risking and value creation will be instrumental as we accelerate our exploration and development efforts, particularly at the Munni Munni Platinum-Palladium Copper-Nickel Project. We look forward to his leadership as we work to unlock the full potential of our asset portfolio for our shareholders."

- ENDS -

This announcement has been authorised for release by the Board of GreenTech Metals Limited.

For further information, please contact:

Thomas Reddicliffe
Executive Director
GreenTech Metals Limited
info@greentechmetals.com.au

Jason Mack
White Noise Communications
+61 400 643 799
jason@whitenoisecomms.com

Annexure – Summary of Material Terms and Conditions of Employment

1. Term

The Executive Services Agreement appoints Mr James Rattenbury as Chief Executive Officer, commencing 1 March 2026. The term is ongoing, subject to termination in accordance with the Agreement. A 6-month probationary period applies, during which either party may terminate on 1 month's notice.

2. Fixed Remuneration

Mr Rattenbury's total fixed remuneration is $300,000 per annum (inclusive of superannuation). Leave entitlements include four weeks' annual leave, 10 days' personal/carer's leave, long service leave, public holidays and all other statutory leave provided under the Fair Work Act.

3. Incentives

3.1. Short-Term Incentive (STI)

1,000,000 Performance Rights, vesting upon achieving a 20-day Volume Weighted Average Price (**VWAP**) > $0.20.

1,000,000 Performance Rights, vesting upon publication of a JORC (2012) compliant Mineral Resource estimate > 3Moz PGE.

The performance rights will expire 3 years from the date of issue and lapse on cessation of employment unless the Board determines otherwise.

3.2. Long-Term Incentive (LTI)

Performance Rights

1,500,000 Performance Rights, vesting after 24 months' continuous service and the Company achieving a 20-day VWAP ≥ $0.30.

2,500,000 Performance Rights, vesting after 24 months' continuous service and the Company achieving a 20-day VWAP ≥ $0.35.

The performance rights will expire 5 years from the date of issue and lapse on cessation of employment unless the Board determines otherwise.

Options

1,500,000 Options exercisable at $0.25, vesting after 12 months of continuous service.

1,500,000 Options exercisable at $0.25, vesting after 24 months of continuous service.

The options will expire 5 years from the date of issue and lapse on cessation of employment unless the Board determines otherwise.

4. Termination

Either party can terminate the agreement by giving a 3-month termination notice.

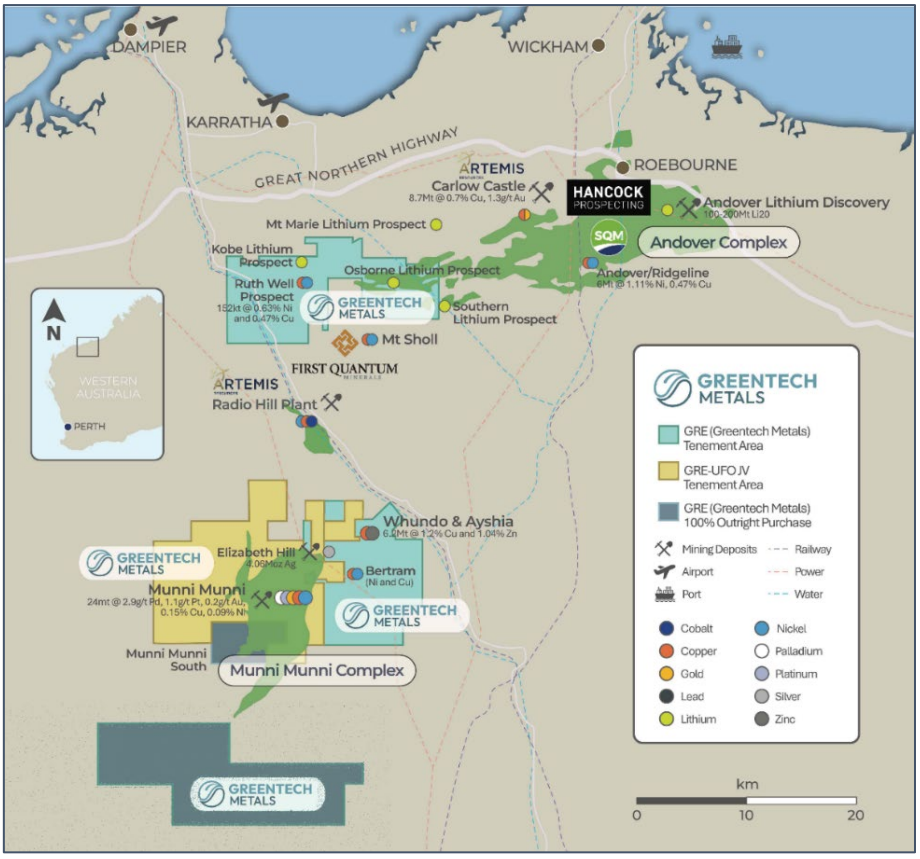
Otherwise the agreement contains standard terms relating to confidentiality, conflicts of interest and representations and warranties.

About The Munni Munni PGE-Cu-Ni Project

The Munni Munni Project is one of Australia's most significant platinum group element (PGE) intrusions, hosting a large, laterally continuous reef containing platinum, palladium, rhodium and gold. The project has an extensive exploration history and several key attributes:

- **Well-established PGE-Cu-Ni endowment:** Historic drilling and metallurgical work have confirmed strong grades within the Ferguson Reef, one of Australia's largest layered PGE-bearing systems.
- **Previous development activity:** Multiple operators advanced the project through substantial drilling, testwork and resource modelling. Earlier development stalled mainly due to weaker PGE prices at the time.
- **Conventional processing pathway**: Historical studies indicate the mineralisation responds well to traditional flotation and concentration techniques.
- **Significant growth potential:** Mineralisation remains open along strike and at depth, with modern geophysics and drilling across the now-consolidated tenure expected to unlock additional high-grade zones.
- **Tier-1 mining jurisdiction**: Located in the Pilbara region of Western Australia on a granted mining lease, with proximity to the Radio Hill processing facility (third-party owned; GRE has no current agreement in place).

The consolidation of the surrounding land into a single 346.4km^2 contiguous package provides a strategic opportunity for district-scale exploration. The package covers a substantial portion of the Munni Munni intrusion and associated fault systems, which are prospective for both expansion of the known PGE-Cu-Ni Reef and the discovery of additional PGE sulphide targets along parallel structural corridors.



Munni Munni Project Tenement Location Plan