

ASX Announcement

1 December 2025

Appointment of Chief Executive Officer

Bindi Metals Limited (**ASX: BIM**, “**Bindi**” or the “**Company**”) is pleased to announce the appointment of Mr Mark Freeman as Chief Executive Officer, effective 1 December 2025.

Mark is an experienced chief executive and company builder with more than twenty-five years leading and transforming resource and energy businesses across Australia, North America, South America, Europe and Africa. His career has centred on scaling companies, commercialising assets, executing IPOs and capital programs, and delivering disciplined growth for public listed organisations including Pursuit Minerals, Calima Energy Ltd, Panoramic Resources, and Exco Resources.

Across his roles as an Executive Director of multiple ASX and London listed companies, Mark has led restructures, growth programs, project developments and cross border expansion. He has a long track record of working with boards, government and major industry partners to turn early-stage opportunities into operational businesses with sustainable commercial outcomes.

Mark has managed mergers and acquisitions, due diligence, investor engagement, project financing and the build out of operational capability from the ground up. He is known for navigating complex regulatory, commercial and geopolitical environments. Mark holds a Bachelor of Commerce from the University of Western Australia and a Graduate Diploma in Applied Finance and Investment, and is a member of the Institute of Chartered Accountants.

Bindi Metals Director, Eddie King said:

“Mark is a highly respected executive bringing deep experience in both corporate development and resource project execution, along with a strong track record of working with growing ASX-listed companies. We are pleased to welcome him to Bindi and look forward to his leadership as we advance the Company’s portfolio of high-potential assets in Serbia, Australia and Canada.”

Mr Freeman will be engaged as CEO pursuant to a Consultancy Services Agreement the material terms of which are summarised in Schedule 1.

This announcement has been authorised for release to the market by the Board of Bindi Metals Limited.

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For more information contact:

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Mark Freeman
CEO
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About Bindi Metals Limited

Bindi Metals is focused on exploration projects strategically located in tier one, highly prospective, world class mining jurisdictions with proven geological potential. The Company applies methodical, data driven exploration programs and is supported by an experienced technical team with a strong track record in discovery. Bindi’s aim is to identify and develop high quality resource assets that can create long term value for all stakeholders.

Registered Office

Level 8, London House,
216 St Georges Terrace,
Perth WA 6000

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Annexure 1 – Summary of the material terms of the Consultancy Services Agreement

A summary of the material terms of the Agreement is as follows:

Effective Date	1 December 2025
Remuneration	\$120,000 (plus GST) per annum
Performance Rights	2,500,000 in total across two tranches with the below vesting conditions, an expiry date of 2 years from the date of issue and otherwise on the terms and conditions of the Company's Equity Incentive Scheme. Tranche 1: 1,250,000 vesting upon the volume weighted average price of Shares as traded on ASX over 20 consecutive trading days on which Shares have actually traded on ASX (20-day VWAP) being not less than \$0.15 no later than twelve months after the Effective Date, and the Consultant being continuously engaged by the Company for period of twelve months after the Effective Date (or such shorter period where the Company terminates the Engagement other than for cause) Tranche 2: 1,250,00 vesting upon the 20-day VWAP being not less than \$0.20 no later than eighteen months after the Effective Date, and the Consultant being continuously engaged by the Company for period of eighteen months after the Effective Date (or such shorter period where the Company terminates the Engagement other than for cause)
Time Commitment	Minimum average of 2 days per week
Term	Indefinite
Notice Period	1 month

The Agreement otherwise contain representations, warranties and conditions considered standard for an agreement of this nature.

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