Appointment of Chief Executive Officer

Battery Age Minerals Ltd (ASX: BM8; "**Battery Age**" or "the **Company**") is pleased to announce the appointment of **Mr Sebastian Kneer** as Chief Executive Officer (CEO), effective 2 February 2026.

Mr Kneer is a highly experienced geology and exploration executive with 19 years' international experience across the resources sector, including lithium, uranium, gold, graphite and nickel. He brings a strong track record of mineral discovery, resource growth, mine development and team leadership.

Most recently, Mr Kneer served as General Manager – Geology & Exploration at Leo Lithium Ltd, where he led exploration and resource definition activities at the world-class Goulamina Lithium Project in Mali. During his tenure, the Goulamina Mineral Resource grew from 108 Mt to 267 Mt at 1.38% Li_2O in less than 18 months, establishing it as one of the premier hard-rock lithium projects globally.

Prior to Leo Lithium, Mr Kneer held senior roles with Galaxy Resources/Allkem (now Rio Tinto) where he was instrumental in expanding the Mt Cattlin lithium resource base, extending mine life and bringing the 2NW orebody into production. Earlier in his career, he spent nine years in the uranium sector with Toro Energy and U3O8 Limited, advancing major discovery and development programs across Australia.

Mr Kneer served as Non-Executive Director at Oceana Lithium Ltd and holds a Master of Science in Economic Geology from the University of Tübingen (Germany) and a Post Graduate Certificate in Geostatistics from Edith Cowan University. He is a Member of the Australian Institute of Geoscientists and a Registered Professional Geologist. (MAIG RPGeo).

The Board believes Mr Kneer's strong technical credentials, project development experience and leadership capability position him well to lead the Company through its next phase of growth.

Mr Kneer will commence on 2 February 2026 and work closely with the outgoing CEO Mr Broomham during a transition period to ensure continuity (ASX Announcement; 29 December 2025). The Board thanks Nigel Broomham for his contributions to Battery Age during his tenure.

Non-Executive Chairman, Dr David Pevcic, commented:

"We are delighted to welcome Sebastian as Chief Executive Officer. He is a highly respected resources executive with an exceptional track record of discovery, resource growth and project development across multiple commodities. His leadership experience and technical expertise will be invaluable as we advance our portfolio and execute our growth strategy."

Mr Kneer commented:

"I am pleased to be joining Battery Age Minerals at an exciting time in the Company's development. I look forward to working with the Board and team to unlock the value of the Company's assets and deliver strong outcomes for shareholders."

The key details of Mr Kneer's employment agreement are summarised in Appendix A.

This notice has been approved for release by the Board of Directors.

Contacts

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Forward-Looking Statement

This announcement may contain certain forward-looking statements and projections. Such forward looking statements/projections are estimates for discussion purposes only and should not be relied upon. Forward looking statements/projections are inherently uncertain and may therefore differ materially from results ultimately achieved. Battery Age Minerals Limited does not make any representations and provides no warranties concerning the accuracy of the projections and disclaims any obligation to update or revise any forward-looking statements/projects based on new information, future events or otherwise except to the extent required by applicable laws. While the information contained in this report has been prepared in good faith, neither Battery Age Minerals Limited or any of its directors, officers, agents, employees or advisors give any representation or warranty, express or implied, as to the fairness, accuracy, completeness or correctness of the information, opinions and conclusions contained in this announcement.

Appendix A – Summary of Material Terms of appointment of Chief Executive Officer

The material terms of Mr Kneer's employment agreement are as follows:

- Salary – $320,000 (gross) per annum, plus statutory superannuation contributions.
- Participation in the Company's Long-Term Incentive (LTI) plans (at the sole discretion of the Board) on the basis of the following:
- As part of the incentive arrangements, the Company proposes to grant 2,500,000 Performance Rights (Performance Rights), each convertible into one fully paid ordinary share in the Company on a 1:1 basis, with a three-year performance period, vesting in the following tranches upon the later of 12 months' continuous service and the achievement of the relevant share price milestones based on a 20 trading day volume-weighted average price (VWAP):
    - 500,000 Performance Rights vesting upon the Company achieving a 20D VWAP of $0.25;
    - 500,000 Performance Rights vesting upon the Company achieving a 20D VWAP of $0.35;
    - 500,000 Performance Rights vesting upon the Company achieving a 20D VWAP of $0.50;
    - 1,000,000 Performance Rights vesting upon the Company achieving a 20D VWAP of $0.70;

  All Performance Rights are only eligible to be exercised while Mr Kneer is employed with the Company and is not serving a period of notice, subject to the terms of the incentive plan, ASX Listing Rules and applicable law.

  The Performance Rights will expire and lapse on the earlier of, (a) 5.00pm (WST) 30 April 2029; or (b) the Performance Rights lapsing and being forfeited under the EISP.

  The additional Performance Rights are issued for nil cash consideration.

  In the case of a termination of Employment during the milestone performance period, the Performance Rights will be dealt with under the terms of the Company's ESIP

- Notice Period - Either party may terminate the employment agreement by providing two months' written notice.