27 October 2025

Board and Management Changes

Ron Mitchell appointed as Chief Executive Officer

Highlights

- **Experienced global mining and lithium-ion battery industry professional, Ron Mitchell, appointed as CEO**
- **Mr Mitchell has over 25 years' experience in senior commercial, strategy, sales and business development roles including 15 years in the lithium and battery metals industry**
- **Evan Cranston to transition to Executive Chairman**
- **Peter Allen to step down as Managing Director and move to consulting role**

Figure 1. Firebird Metals new CEO, Ron Mitchell.

Firebird Chairman, Mr Evan Cranston, commented:

"We are delighted to announce the appointment of Ron Mitchell to the role of Chief Executive Officer. Ron brings a wealth of experience in the battery metals and lithium sector which will be invaluable to Firebird as it accelerates its plans including the establishment of an Australian laboratory and continuing its LMFP and LMR development in China.

"Retaining Peter in a consulting role ensures the continuity of knowledge as Firebird fast-track's its high-purity manganese sulphate and LMFP strategy."

Firebird Metals Limited **(ASX: FRB, Firebird or the Company)** is pleased to advise the appointment of Ron Mitchell to the role of Chief Executive Officer and the appointment of Evan Cranston as Executive Chairman, effective 3 November 2025. Peter Allen will step down from his role as Managing Director effective 31 October 2025 and will transition to a consulting role with the Company.

Mr Mitchell has more than 25 years' experience in senior commercial, strategy, sales and business development roles including 15 years specialising in lithium, battery materials and critical minerals. Mr Mitchell has held senior executive and board-level roles with ASX and offshore public companies in the global battery value chain and electric vehicle ecosystem. Mr Mitchell was previously managing director of Global Lithium Resources Limited (ASX:GL1) and held senior executive roles at Tianqi Lithium Corporation (SHE:02466) and Talison Lithium (ex-TSX:TAL). He was also elected the inaugural Chairman of the London Metal Exchange (LME) Lithium and Cobalt Committee, a role he held for more than five years.

The Board would like to thank Mr Allen for his work as Managing Director since its IPO in 2021 and it pleased to retain his services going forward on a consulting basis.

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

For further information contact:

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Chairman
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Key Terms of Executive Appointments

Term	Chief Executive Officer	Executive Chairman
Commencement Date	3 November 2025	3 November 2025
Base Remuneration	$300,000 per annum (exclusive of superannuation), subject to annual review	$120,000 per annum (exclusive of superannuation), subject to annual review
Short Term Incentive	Eligible to participate in any short term incentive plan that the Company may put in place	Eligible to participate in any short term incentive plan that the Company may put in place
Long Term Incentive	Eligible to participate in the Company's equity incentive plan	Participation in the Company's equity incentive plan, subject to shareholder approval
Term / Notice	One month notice period during probationary period (6 months) and thereafter a three month termination clause on both parties. Statutory entitlements will be paid as required by law.	One month notice period from both parties. Statutory entitlements will be paid as required by law.
Other Material Terms	Standard executive employment provisions, including confidentiality, restraint, and termination benefits consistent with market practice.	Standard executive employment provisions, including confidentiality, restraint, and termination benefits consistent with market practice.

Mr Allen will provide full time consulting for an initial three months, before moving to 2 days per week. There will be a one month notice period following the initial three months.

About Firebird Metals Limited (ASX:FRB)

Firebird Metals is an integrated manganese technology company positioned in the EV and energy-storage markets.

The Company's state-of-the-art lab and research facility demonstrate full flow-sheet capability, from manganese ore to finished battery active cathode materials. Firebird pairs downstream processing know-how with proprietary technologies, including a high-efficiency kiln and advanced crystallisation, targeting lower cost and energy use and enabling near-term revenue via equipment sales and licensing.

Firebird is advancing an lithium manganese iron phosphate (LMFP) pathway to near-term production of high-purity manganese sulphate and an LMR program for next-generation cathodes.

Firebird also holds 234 Mt of manganese resources in Western Australia, led by Oakover (176.7 Mt at 9.9% Mn, including Indicated 105.8 Mt at 10.1% Mn[1]) and Hill 616 (57.5 Mt at 12.2% Mn[2]). The Company has the flexibility to source manganese ore through third-party suppliers and stockpiles, with mining optionality retained within its broader portfolio.

JORC Compliance Statement

This announcement contains references to Mineral Resource Estimates, which have been reported in compliance with Listing Rule 5.8 and extracted from previous ASX announcements as referenced.

The Company confirms that it is not aware of any new information or data that materially affects the information previously reported and that all material assumptions and technical parameters underpinning the Mineral Resource Estimates continue to apply and have not materially changed.

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[1] See ASX announcement dated 23 March 2023: Indicated Resource of 105.8Mt at 10.1%; Inferred Resource of 70.9Mt at 9.6% for global Resource of 176.7 Mt at 9.9% Mn.

[2] See ASX announcement dated 1 December 2021: Inferred Resource of 57.5 Mt at 12.2% Mn.