Board Changes

Highfield Resources Limited ("**Highfield**" or the "**Company**") advises that EMR nominated Non-Executive Director, Mr Luke Anderson, has stepped down from the Board of the Company with effect from 23 September 2025 to focus on a full time executive role with another organisation.

Highfield's Chairman, Mr Paul Harris, said: "*Luke has been a highly respected member of the Highfield Board since his appointment in September 2023, serving on the Audit, Business Risk and Compliance Committee as well as the Remuneration and Nomination Committee. On behalf of the Board, and the Company, I thank Luke for his dedication and valuable contribution to Highfield and we wish him well for the future*."

Joining the Highfield Board on 23 September 2025 is Mr Carles Aleman, a Group executive and the director general of the Company's wholly owned Spanish subsidiary, Geoalcali S.L.U. (**Geoalcali**).

Mr Aleman has over 30 years of international leadership experience in the chemical and mining industries and prior to joining Geoalcali in 2023 as the Head of Plant Construction & HSE for the Muga project Mr Aleman was President of ICL Iberia – a role he had held since 2017. On 16 May 2025 Mr Aleman was appointed as director general of Geoalcali and as part of this important role based in the Company's Pamplona office, he leads all local operations in Spain and manages communications with Spanish and regional government stakeholders.

Highfield's Chairman, Mr Harris, said: "*Carles is making a significant contribution to the Highfield Group through his on the ground leadership and strategic realignment activities in Spain as well as his focussed local stakeholder relations initiatives. We are delighted that he will be joining the Highfield Board*."

The Board is now comprised of independent Non-Executive Chairman Mr Paul Harris, independent Non-Executive Director Ms Pauline Carr, and Executive Director Mr Carles Aleman. Appendix A provides information regarding the material terms of Mr Aleman's employment contract. As Mr Aleman fills a casual vacancy on the Board he will be put forward for election by shareholders at the Company's next Annual General Meeting in May 2026.

-ENDS-

This announcement has been authorised for release by the **Directors of Highfield Resources Limited.**

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Annexure 1 – Material Terms of Mr Aleman's Employment Contract

Element	Employment term
Contract Duration	Geoalcali S.L.U, a wholly owned Spanish subsidiary of Highfield Resources Limited, employs Mr Aleman in the position of General Manager. There is no fixed term and Mr Aleman's contract is subject to termination with or without cause.
Annual Gross Fixed Salary	With effect from 23 September 2025 Mr Aleman will be entitled to a gross fixed salary of €230,000 (approx. A$409,722[1]) per annum. Applicable government charges, social security and taxes will be deducted from this amount. His gross fixed salary will be subject to annual review, with no guaranteed increases. *Note 1: Based on the exchange rate as at 19 September 2025*
At risk remuneration	Mr Aleman remains eligible to participate in the Company's Short Term Incentive (STI) and Long Term Incentive (LTI) Plans as determined by the Board. Any payment of an STI is subject to the Board's assessment of the attainment of Board approved stretch milestones and strategic KPIs. Under the Plan Rules the form of the STI payout is at the Board's discretion and may be made in cash or equity instruments in the Company or a combination of both. Under the STI Mr Aleman may receive up to 75% of his fixed salary annually (on a pro-rata basis). Mr Aleman will continue to participate in any LTI Plans offered by the Board. and may receive options (or other equity instruments as determined by the Board) in Highfield up to a maximum amount equivalent to 75% of his fixed salary (on a pro rata basis). A vesting period of three years applies to LTI grants.
Other provisions	Mr Aleman's Employment Contract contains provisions regarding duties, leave entitlements, family health insurance, housing allowance confidentiality, intellectual property, restrictions and ancillary clauses.