DECEMBER 12th, 2025 **CORPORATE RELEASE**

IMPACT MINERALS LTD APPOINTS SCOTT PHEGAN AS EXECUTIVE DIRECTOR TO SUPPORT NEXT PHASE OF HPA GROWTH

Impact Minerals Limited (ASX: IPT) is pleased to announce the appointment of Mr Scott Phegan as an Executive Director, effective immediately. Scott is a highly experienced chemical engineer with over 30 years of global operational, technical, and project development expertise in the bauxite, alumina, and specialty materials industries.

Scott spent a significant part of his career with Alcoa, where he held senior leadership and operational roles across Australia, the United States and Brazil. He was directly involved in major multibillion-dollar refinery expansions, operational turnarounds and technology upgrades, giving him an exceptional understanding of the design, commissioning and optimisation of complex chemical processing facilities.

Since 2019, Scott has focused on developing new hydrometallurgical processes for high-purity materials, including high purity alumina (HPA) and rare earth extraction. He has consulted widely across the sector and serves on the board of Canyon Resources, which is developing one of the largest undeveloped bauxite deposits globally in Cameroon.

Scott also sits on the board of Alluminous Pty Ltd, along with Impact's Managing Director, Dr Mike Jones, representing Impact's 50% interest as the company advances the HiPurA® HPA processing technology and commissions the pilot plant. His close involvement in both the Lake Hope PFS and the downstream HiPurA integration strategy positions him uniquely to help guide Impact through its transition from developer to future producer.

Dr Jones said, "*Scott has been crucial to our HPA strategy for some time, using his extensive operational experience to help design the commercial flowsheet for the Lake Hope Pre-Feasibility Study. His background at Alcoa—where he led major refinery expansions and optimised large-scale continuous chemical operations—has been invaluable in creating a technically robust and scalable development pathway for Impact.*

As we now enter the next phase of growth, with pilot-scale production, the integration of the HiPurA® technology and preparation for a Definitive Feasibility Study, Scott's appointment to the Board strengthens our operational capability at exactly the right moment. His leadership, technical insight and global industry network will be instrumental in driving Impact towards becoming a fully integrated, high-purity alumina producer".

We are delighted to formally welcome Scott to the Board."

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Mr Phegan said, *"I am genuinely excited to step into the role of Executive Director at such a pivotal moment for Impact. Over the past year, working with the team on Lake Hope and the HiPurA® technology has shown me just how differentiated our position is in the emerging HPA sector. The combination of a uniquely simple natural feedstock and a modular downstream processing pathway presents an opportunity that is rare in this industry.*

"My background has always been rooted in building and operating large-scale alumina assets, and I see enormous potential to bring that experience to bear as Impact moves from study phase into execution. The team has built real momentum, and I'm looking forward to helping deliver the next stages of development, strengthen our operational capability, and progress Impact toward becoming a meaningful global producer of high-purity alumina."

Impact looks forward to continuing working with Scott as it continues on its journey to HPA production.

KEY TERMS OF EMPLOYMENT

In accordance with ASX Listing Rule 3.16.4, the following information is disclosed in relation to the key agreed terms of Scott Phegan's appointment:

Term	Particulars
Duration of appointment	Commencing immediately with no fixed term, subject to termination with or without cause.
Notice period for termination by the Company	3 months (without cause) Immediately (with cause)
Notice period for termination by Scott Phegan	3 months
Remuneration	Directors Fee $50,000 (exclusive of superannuation) Consulting fee of AU$1,344 per day (inclusive of superannuation) 3-4 days per week.
Incentive Securities	To be negotiated and subject to shareholder approval

Dr Michael G Jones

Managing Director

Impact Minerals Limited Interactive Investor Hub

Engage with us directly by asking questions, watching video summaries, and seeing what other shareholders have to say about this and past announcements at our Investor Hub https://investors.impactminerals.com.au/welcome