EXPERIENCED APPOINTEES BUILD GLOBE'S PROJECT DELIVERY ORGANISATIONAL CAPACITY

Globe Metals & Mining Limited (ASX: **GBE**, **Globe** or the **Company**) hereby advises of the recent appointment of three highly experienced and skilled senior personnel to bolster the Kanyika Niobium Project team.

The three appointments are: Mr Grant Hudson to the position of General Manager - Corporate Services, Mr Rex Zietsman to the position of Project Leader - Kanyika, and Mr Ravikumar Ramachandran to the position of Project Leader - Refinery.

Grant Hudson

Mr Hudson is a finance and law graduate with a Masters of Business Administration who has a long history in mining with extensive experience in shareholder and stakeholder relations. Prior to joining Globe, Grant was the Managing Director and Chief Executive Officer of Bikita Minerals, which has been mining lithium and tantalite in the Bikita hills of the Masvingo province in Zimbabwe for around 100 years, and is the world's foremost supplier of the lithium mineral petalite. Grant's other former involvements include three years Manager of the M'beta tantalite mine in Zimbabwe and three years as Managing Director with Tantalite Holdings.

Mr Hudson has been working with Globe Australia as a consultant since February 2021 and will now assume the lead in Malawi with respect to government liaison, community engagement and program delivery, health and education of the Globe workforce, and all aspects of media relations.

Rex Zietsman

Mr Zietsman is a highly experienced chemical engineer with a Masters of Business Administration who has broad engineering and project management experience gained over a career of thirty-five years that has involved working across a broad range of industries and commodities including rare earths, niobium, tantalum, uranium, phosphoric acid and biomass renewable energies..

Mr Zietsman recently occupied the positions of Project Manager and Mine Executive for Bikita Minerals in Zimbabwe, where he worked closely with Grant Hudson. Among other projects, he was involved in the prefeasibility study for a new spodumene concentrator and the debottlenecking of the Bikita tantalite gravity separation plant. Other significant relevant experience includes: Technical Director for AR Process Projects who participated in numerous uranium related projects including the engineering of the Pebble Bed Modular Reactor Fuel Plant programme, specialist scrubbing systems for Uranium One and a large scale slurry preheater for Paladin Energy in Namibia; consulted to Tantalite Resources in South Africa on the solvent extraction of niobium and tantalum and the building of the new tantalum K-salt plant; was the Competent Person signatory and consultant in the development of a unique process flow for the concentrator for the Frontier Rare Earths Project in the Northern Cape of South Africa, and Study Manager for a Bankable Feasibility Study for the Botswana Development Corporation for the Selibe Phikwe Tailings to Fertiliser Project.

Mr Zietsman will oversee engineering and construction teams working on the Kanyika Niobium Project which will incorporate team building and leading, external and internal relationship management, risk identification, management and reporting, contractual management, the management of mining, processing and site administration personnel, and reporting against agreed business and management plans.

Ravikumar Ramachandran

Mr Ramachandran is a twenty-seven year veteran world-class chemical engineer with a Masters of Business Administration who has vast high-level experience in chemical manufacturing and refining with specific experience in fluorine, hydrofluoric acid, sulphuric acid and petrochemicals.

Mr Ramachandran currently occupies the position of Plant Head for Raj Petro Specialities Pvt Ltd in Chennai, India where he is responsible for leading the factory team to meet the supply chain commitment in the most competitive manner in terms of cost, quality, productivity and delivery of its wide range of petroleum and lubricants for use in the industrial, automotive and food industries. Immediately prior Mr Ramachandran was Operations Manager at the Gulf Fluor chemical processing plant in Abu Dhabi in the United Arab Emirates where he was responsible for all aspects of plant operation, including manufacture, handling, safety, waste management, maintenance, reporting to regulatory authorities and statutory authorities. Other relevant experience includes employment as a Commissioning Engineer at Foster Wheeler Asia where he oversaw the commissioning of the Shell Refinery in Singapore.

Mr Ramachandran will oversee engineering and construction teams working on the Globe refinery which will incorporate planning, engineering, work allocation, contractual management, team building and leading, external and internal relationship management, risk identification, management and reporting, the management of mining, processing and site administration personnel, and reporting against agreed business and management plans.

Commenting on the appointments, Managing Director Alistair Stephens commented:

> "*Globe is extremely fortunate to have been able to attract persons of the calibre of Grant, Rex and Ravikumar who are each highly qualified and experienced, with each having specialist skills that are complementary and integral to Globe's plans of entering into production at Kanyika. Both Grant and Rex have already commenced with Ravikumar to commence full-time from 1 December 2021.*
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> *These appointments significantly increase the Company's organisational capacity to advance the Kanyika Project through to construction and commissioning and represent a major win for Globe in what is a highly competitive and difficult market for attracting senior experienced personnel."*

Role Changes

As a consequence of the addition of the new personnel, the board of directors of each of Globe's wholly owned subsidiaries have been restructured such that Globe's long-standing In-Country Manager Neville Huxham has been appointed Chairman with Grant Hudson added as a director, joining existing fellow directors Alistair Stephens, Dean Lungu and Lisungu Banda.

This announcement has been authorised for release by Alistair Stephens, Managing Director of Globe Metals & Mining Limited.

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