17 November 2021

The Manager,
Companies Announcements Office
ASX Limited
Level 8 Exchange Plaza
2 The Esplanade
PERTH WA 6000

Dear Sir/Madam,

Re: Organisational Changes

The Board of Globe Metals & Mining Limited (ASX: **GBE**, **Globe** or the **Company**) wishes to advise of the following organisational changes which recognise the need for the chief executive to spend a significant amount of time on the African continent and at the project site focused on project development, financing and stakeholder engagement.

Mr Grant Hudson, the Company's General Manager - Corporate Services who is resident in Malawi, will assume the role of Chief Executive Officer.

Mr Hudson is the former Managing Director and Chief Executive Officer of Bikita Minerals, the world's foremost supplier of the lithium mineral petalite, and prior to that was Managing Director of Tantalite Holdings. Mr Hudson has considerable experience in managing teams and in managing complex mining and processing operations. He joined Globe in January 2021. Mr Hudson has a strong understanding of the project and of the marketing and financing initiatives underway as well as a strong rapport with the other members of the senior executive team.

Mr Stephens will remain in his current role until 9 January 2022 and will then transition to a position as Senior Adviser to the Board and Executive Management Team allowing for a smooth transfer of responsibilities and will ensure that Mr Stephens' project specific knowledge and expertise across a range of areas including geology, mining, engineering design, marketing and funding continues to be available to the Company.

Since joining Globe in 2013, Mr Stephens has led a strong senior executive team and together they have successfully and significantly lowered the projected OPEX and CAPEX and improved metallurgical recoveries at the Kanyika Project. Mr. Stephens together with Mr Neville Huxham were instrumental in drafting the application and the feasibility document and ESIA in the application of the mining licence which the Malawian government granted to Globe in August 2021, with Globe becoming the first company to be awarded a mining licence under the new Mines Act of Malawi.

The Board thanks Mr Stephens for his leadership and contribution and welcomes Mr Hudson to his new role to lead the Company towards its stated objective of becoming the first new niobium mine globally in nearly 50 years.

This announcement has been authorised for release by the Board of Globe Metals & Mining Limited.

For further information please contact:

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Company Secretary
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