10 January 2022

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

Dear Sir/Madam,

Formal Commencement of Chief Executive Officer

Globe Metals & Mining Limited (ASX: **GBE) (Globe** or the **Company**) advises that further to the ASX announcement of 17 November 2021, Mr Grant Hudson has now formally commenced in the role of Chief Executive Officer of the Company effective today.

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 team management and in managing complex mining and processing operations. Mr Hudson joined Globe in January 2021 and has a deep understanding of the project and of the marketing and financing initiatives underway as well as a strong rapport with the Board and the other members of the senior executive team.

In accordance with ASX Listing rule 3.16.4, a summary of the material terms and conditions of Mr Hudson's remuneration arrangements are included as an annexure to this announcement.

This announcement was approved by the Board of the Company.

For further information contact:

Grant Hudson
Chief Executive Officer
gh@globemm.com

or

Michael Fry
Company Secretary
michael.fry@globemm.com

Annexure – Summary of Material Terms and Conditions of Engagement

Position	Chief Executive Officer
Nature of Arrangement	Service Agreement; exclusive unless consent in writing provided by the Board of the Company
Appointment Date	10 January 2022
Term	No fixed term, ongoing subject to the termination provisions in the agreement (summarised below)
Fixed Remuneration	USD$240,000 per annum**,** reviewable annually.
Incentives	Yet to be finalised. To be advised to market when agreed.
Superannuation	Contractor is responsible for superannuation and/or retirement benefits under the terms of the Services Agreement
Leave Entitlements	○ Mr Hudson is entitled to 30 Business days leave of absence, comprising 30 business days that are accruable and two non-accruing blocks of 5 business days each. ○ Mr Hudson is entitled to 10 days absence for medical reasons in any 12-month period.
Termination provisions	○ Either the Company or Mr Hudson may terminate the arrangement by the giving of 3 months' notice. ○ On termination of employment, Globe will pay all outstanding fixed remuneration and any statutory entitlements owing to Mr Hudson.
Miscellaneous	The agreement contains usual provisions: i. termination for gross misconduct; ii. imposing restrictions for up to 6 months after termination of engagement, on Mr Hudson's ability to compete with any member of the Globe Group or solicit clients or employees; and iii. imposing obligations on Mr Hudson to keep information of the Globe Group confidential and not to disclose it to third parties and in relation to intellectual property.
Other	Mr Hudson must comply with Globe policies and procedures.