

25 November 2025

Highly Credentialed Project Developer Joins Encounter Board

Encounter Resources (ASX: ENR) ('Encounter' or 'the Company') is pleased to announce the strengthening of its board with the appointment of Simon Hay as an Independent Non-Executive Director of Encounter, effective 1 January 2026.

Mr Hay is an accomplished mining executive with more than 30 years of corporate, operational and technical experience, including leading the development, construction and commissioning of several globally significant critical minerals projects. His experience also includes sales and marketing of critical and industrial metal products globally. Mr Hay holds a Bachelor of Science with Honours (Chemistry) and a Master of Applied Science (Metallurgy).

The appointment of Mr Hay brings additional depth to Encounter's project development and operational capability as the Company advances the Aileron niobium-REE project in the West Arunta region of Western Australia.

Mr Hay has held several senior leadership roles, including:

- **Executive Chairman/Managing Director of Leo Lithium**, overseeing the successful development and commissioning of the US\$285m Goulamina lithium project and its subsequent sale of 40% interest for US\$343m.
- **CEO of Galaxy Resources**, where he led record production from its WA operations, progressed development of its Argentinian and Canadian lithium assets, and guided the company through its A\$5 billion merger with Orocobre.
- **Head of Resource Development at Iluka Resources**, responsible for exploration, mine planning, development, major projects, engineering, technology and innovation across the company's global portfolio.

Executive Chairman, Will Robinson, comments:

"As the footprint and grade continue to grow at our Aileron niobium-REE project, we are progressing the value-enhancement and de-risking studies to support the transition toward a potential future mining operation.

The appointment of Simon Hay is a strong endorsement of the Aileron project and bolsters the Company's board capabilities. Simon is a highly experienced project developer and mine operator, with extensive experience delivering integrated critical and industrial minerals projects with downstream processing and specialty marketing."

About Simon Hay

Mr Hay is a highly regarded mining professional with extensive management, corporate and technical experience built up over a career spanning 30 years in Australia and internationally. He holds a Bachelor of Science with Honours (Chemistry) and a Master of Applied Science (Metallurgy).

He is currently Executive Chairman of Leo Lithium Ltd (ASX:LLL). Leo Lithium has recently sold its 40% interest in the Goulamina Lithium Project in Mali for gross proceeds of US\$343 million, after successful development and construction of the project through to the commissioning and early operational phase.

From July 2019 to November 2021, he was CEO of Galaxy Resources, an ASX listed lithium producer and developer until merging with Orocobre to create a A\$5 billion, top 5 global lithium producer. Under his leadership, Galaxy's hard rock spodumene mine in Western Australia achieved consistent and record production rates, the company's Sal de Vida project, a tier one lithium brine deposit in Argentina, progressed from feasibility through a piloting phase including the development of a novel flowsheet, and the company also advanced its James Bay hard-rock lithium project in Quebec, Canada to the engineering phase.

Prior to this, as Head of Resource Development for Iluka Resources Limited, Mr Hay was responsible for exploration and geology, mine planning and development, major projects and engineering, technology and innovation functions for Iluka's portfolio of projects. This included developing two mineral sands mines and concentrators in Western Australia, a concentrator relocation move in South Australia and managing a capital budget of A\$300 million per annum and a workforce of approximately 200 people. Mr Hay also spent 5 years in the sales and marketing of Iluka's industrial mineral products across Asia and globally.

In addition to his broad functional experience in executive and management roles, Mr Hay's technical experience covers the functions of smelting, refining, project commissioning and the life cycle of capital works across various commodities.

Mr Hay is also a Non-Executive Director of Lotus Resources, an ASX-listed uranium mining and development company with assets in Malawi and Botswana.

Encounter will issue Mr Hay with 500,000 unlisted options in respect of his appointment as a director of the Company. The options will be issued pursuant to ASX Listing Rule 10.12 (exception 12) with an exercise price of 150% of the 5-day volume weighted average share price to the date of grant and expire 48 months from the date of grant.

For further information, please contact:

Will Robinson
Executive Chairman
+61 8 9486 9455
contact@enrl.com.au

Stephen Moloney
Investor Relations - Corporate Storytime
+61 403 222 052
stephen@corporatetorytime.com

The Company confirms that it is not aware of any new information or data that materially affects the information in the relevant ASX releases and the form and context of the announcement has not materially changed. The Company confirms that the form and context in which the Competent Persons findings are presented have not been materially modified from the original market announcements.

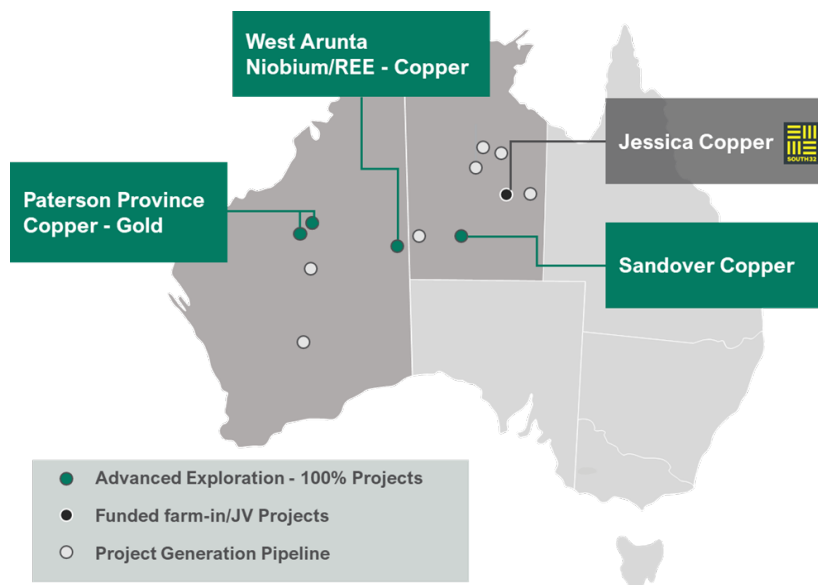
This announcement has been approved for release by the Board of Encounter Resources Limited.

About Encounter

Encounter Resources Limited (ASX:ENR) is a leading Australian mineral exploration company focused on the discovery of major copper and niobium/rare earth element (REE) deposits.

The Company holds a commanding portfolio of 100%-owned projects located in some of Australia's most prospective mineral belts, targeting copper and critical minerals. Key among these is the Aileron Project in the highly endowed West Arunta region of Western Australia, emerging as a significant frontier for critical mineral exploration.

Encounter's strategy is centred on high-impact discovery in Tier 1 jurisdictions, leveraging strong technical capability and a proven track record of attracting leading industry partners.



Deposit	1.0% Nb ₂ O ₅ cut-off						
	Tonnage (Mt)	Nb ₂ O ₅ (%)	Nb ₂ O ₅ (kt)	TREO (%)	TREO (kt)	P ₂ O ₅ (%)	P ₂ O ₅ (kt)
Green	12.1	1.63	196	0.55	66	9.23	1,112
Emily	3.7	1.94	71	0.61	22	11.24	414
Crean	3.5	1.92	67	1.05	36	8.15	283
Total	19.2	1.74	334	0.65	125	9.42	1,809

Table 1 – Aileron Project Inferred Mineral Resource Estimate³

Inferred Mineral Resource Estimate (JORC 2012)			
Domain	Tonnes (Mt)	Copper Grade (%)	Contained Copper Metal (kt)
HG	1.1	1.27%	8.2
LG	1.7	0.48%	14.0
Total	2.9	0.79%	22.6

Table 2 – Tyrell Copper Oxide Mineral Resource Estimate⁷

Notes

Table 1:

- *The resource is constrained within optimised pit shells based on a price of US\$45 per kilogram Nb (US\$30/kg FeNb) and is reported above a 0.25% Nb₂O₅ cut-off grade.*
- *The resource reported above a 1% Nb₂O₅ cut-off grade is a subset of the 0.25% Nb₂O₅ cut-off grade.*
- *All figures are rounded to reflect appropriate levels of confidence. Apparent differences may occur due to rounding.*

Table 2

- *The resource is constrained within an optimised pit shell based on a Cu price of A\$17,000 per tonne and is reported above a 0.25% Cu cut-off grade.*
- *All tonnages reported are dry metric tonnes.*