ASX Release

17 September 2026

BCI BOARD CHANGES

BCI Minerals Limited (ASX: BCI) (**BCI** or the **Company**) is pleased to announce the appointment of Mr Ian Hansen as a Non-Executive Director, effective 1 November 2026.

The Company also advises that Mr Chris Salisbury will not be seeking re-election to the BCI Board as a Non-Executive Director at the 2026 Annual General Meeting.

Appointment of Ian Hansen

Ian Hansen is an experienced executive and director with more than 40 years' experience across the chemicals, fertilisers, resources and industrial sectors.

Most recently, Mr Hansen served as Managing Director and Chief Executive Officer of Wesfarmers Chemicals, Energy & Fertilisers (WesCEF), a position he held from 2017 until 2024. Prior to this, he held senior executive roles within WesCEF and CSBP, including Chief Operating Officer, Chief Executive Officer Chemicals and Managing Director of CSBP.

Throughout his career, Mr Hansen has led large-scale industrial operations, major capital projects and complex supply chains, with extensive experience in strategy development, safety leadership, chemical processing, operations management and stakeholder engagement.

Mr Hansen currently serves as Chairman of Covalent Lithium, a joint venture between Wesfarmers and SQM, and has previously held a range of directorships within the Wesfarmers Group, joint ventures and industry organisations.

Mr Hansen holds a Bachelor of Science and has extensive experience in the production, marketing and export of industrial chemicals and fertilisers, together with significant expertise in operational leadership, governance, project development and sustainability.

Mr Hansen's appointment further enhances the Board's operational, chemicals and process industry capability as BCI continues to ramp up and optimise the Mardie Salt Operation and progresses its transition to becoming a long-term operating company.

In accordance with Rule 7.1(c) of the Company's Constitution and ASX Listing Rule 14.4, Mr Hansen is required to stand for election at the next annual general meeting of shareholders, which will be held on 20 November 2026.

Departure of Chris Salisbury

Chris Salisbury's service as a BCI Director will conclude following the 2026 AGM on 20 November 2026.

Mr Salisbury joined the BCI Board in May 2021 and has made a significant contribution during a pivotal period in the Company's evolution, overseeing the transition of the Mardie Salt Operation from development and construction through commissioning and into operations.

During his tenure, Mr Salisbury has served as Chair of the Audit and Risk Committee and as a member of the Sustainability Committee. His extensive operational leadership experience, strategic insight and governance expertise have provided valuable guidance to the Board and management team as BCI progressed one of Australia's largest industrial minerals developments and continued its transition to becoming a long-term operating company.

Commenting on these Board changes, BCI's Chair, Mr Brian O'Donnell said:

"Ian Hansen is a highly respected Australian business leader with deep operational and governance experience. His experience leading large-scale process operations, export supply chains and complex industrial businesses will be highly valuable as BCI continues the operational ramp-up of Mardie and focuses on delivering safe, reliable and efficient production.

Ian's appointment further strengthens the Board's capability as the Company transitions from construction and commissioning to long-term operations. The Board looks forward to working with Ian and benefiting from the depth of experience and strategic insight he brings.

On behalf of the Board, I would like to sincerely thank Chris Salisbury for his outstanding contribution to BCI over the past five years. Chris joined the Board at a critical stage in the development of the Mardie Project and has provided invaluable leadership, judgement and support as the Company progressed from construction through to operations.

As Chair of the Audit and Risk Committee, Chris has played a key role in strengthening the Company's governance, risk management and financial oversight frameworks. His deep operational experience and practical approach have been highly valued by both the Board and management.

Chris has made a lasting contribution to BCI and leaves the Company well positioned for the next phase of its growth. We thank him for his commitment and service and wish him every success in the future."

– END –

This ASX announcement has been authorised for release by the Board of BCI Minerals Limited.

For further information:

Tammie Miller Head of People & External Affairs

T: +61 409 293 277
E: communications@bciminerals.com.au

ABOUT BCI MINERALS

BCI Minerals is a values-driven company developing sustainable minerals for the modern world. The Company is in the final stages of delivering the Mardie Salt Operation and Potash Project (Mardie Operation) on the Pilbara coast in Western Australia, the largest salt operation in Australia and the third largest globally. With salt crystallisation now underway across the ponds, Mardie is approaching its first harvest and first salt on ship, the milestones that will mark the Company's transition from developer to producer and the commencement of revenue generation. At full production, Mardie will deliver over 5.3 million tonnes of high quality industrial salt each year and pave the way for multi-generational benefits. Industrial salt is the chemical building block for over 10,000 everyday products, from processing critical minerals, paper and PVC to solar panels and batteries. It's one of the world's most essential substances. Alongside industrial salt, Mardie is expected to produce 140ktpa of sulphate of potash (SOP) as a byproduct. SOP is a premium, sustainable fertiliser that is particularly effective in nutrient-poor soils. Our purpose-built port is another key asset, and we continue to explore ways to use spare port capacity.