ASX ANNOUNCEMENT

13 January 2026

Appointment of Non-Executive Director

Highlights

- **Experienced executive Christian Barbier has been appointed Non-Executive Director of South Harz Potash**
- **Mr Barbier has more than 30 years' experience in the resources and industrial sectors, including board positions with unlisted companies and senior management roles across Europe, Australia and Asia**
- **He has a successful track record in the critical minerals sector, including:**
    - **Chief Sales & Marketing Officer on the Executive team of lithium miner and chemical producer, Allkem Limited (now part of Rio Tinto (ASX: RIO))**
    - **Head of Sales & Marketing and Executive Committee member at Iluka Resources (ASX: ILU), the world's leading zircon and rutile producer**
- **His core expertise is in critical and industrial mineral supply chains covering strategy, technical marketing and business turnarounds with focus on growth and restructuring situations.**
- **Dr Reinout Koopmans has stepped down as a Non-Executive Director after seven years with the Company**

South Harz Executive Chairman Mr Len Jubber, commented:

"Christian is a highly experienced company executive who will help drive South Harz's multi-asset critical minerals strategy following the execution of the Option Agreement[1] to acquire the Glava Cu-Au-Ag Project and the application for multiple exploration licences[1], including the Torsby West Project in Sweden. Christian has a proven background in the critical minerals sector, including executive roles with Allkem and Iluka, making him an ideal fit for the Company as we progress our strategy amid strong copper and broader commodity markets."

"On behalf of the South Harz Board, I would also like to thank Reinout for his substantial contribution and efforts over the past seven years as a Non-Executive Director of the Company and wish him all the best in the future. Reinout has been an integral part of transitioning South Harz from a single asset company to a diversified company, with a multi-asset critical minerals portfolio and a globally significant potash project, all in first world jurisdictions. His commitment and strategic thinking have helped establish a platform that enabled attracting experienced minerals industry executives, firstly Richard Pearce and now another new board member of Christian's calibre and experience in the critical minerals sector."

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[1] *Refer ASX Announcement dated 28 November 2025, 11 December 2025 and 19 December 2025*

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South Harz Potash Limited (**ASX:SHP**) (**South Harz** or the **Company**) is pleased to advise that it has appointed Christian Barbier as a Non-Executive Director of the Company.

Mr Barbier brings more than 30 years' experience with leading resources and industrial multinational corporations, including board directorships with unlisted companies and senior management positions across Europe, Australia and Asia. His core expertise is in critical and industrial mineral supply chains covering strategy, technical marketing and business turnarounds, with focus on both growth and restructuring situations.

Mr Barbier currently manages CRB Resources, an advisory and consultancy firm he founded in 2015 that focuses on strategy, risk management, market approach and partnerships in the critical minerals sector, especially in the lithium and battery supply chain industry.

Until 2024, Mr Barbier was Chief Sales & Marketing Officer on the Executive team of Allkem Limited (now part of Rio Tinto (ASX: RIO)), a lithium miner and chemical producer. During his tenure, he led the company's sales and marketing strategy and played a key role in its expansion into one of the world's top five lithium producers. Under his leadership, Allkem was on track to triple capacity by 2026, prior to its merger with Livent into Arcadium Lithium in early 2026.

Prior to that, Mr Barbier spent almost five years with Iluka Resources (ASX: ILU), the world's leading zircon and rutile producer and an emerging player in rare earth minerals supply, including as Head of Sales & Marketing and an Executive Committee member reporting to the Chief Executive Officer and Board.

Mr Barbier will be entitled to receive 458,000 Incentive Options, which will be issued pursuant to Exception 12 of Listing Rule 10.12.

These options are exercisable at a strike price 100% above the 20-day VWAP share price prior to the grant of the options, expiring four years from grant date and will vest upon the expiry of 18 months service.

South Harz Potash also advises that Non-Executive Director Dr Reinout Koopmans has stepped down from the Board of the Company with immediate effect.

This ASX release has been approved by the Board of Directors.

Investor and media enquiries

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