

AML3D APPOINTS RYAN MILLAR AS NEW CEO

The Board of AML3D Limited (ASX:AL3) ('AML3D' or 'the Company'), a global provider of large-scale metal additive manufacturing technology and solutions, is pleased to announce the appointment of Mr Ryan Millar as new CEO, with immediate effect.

The addition of Mr Millar to the Company's leadership as CEO, is in line with AML3D's plans of expanding its executive capabilities as the Company realises its growth strategy and positions AML3D with a leadership team to execute its next phase of development.

AML3D Founder and current Managing Director, Mr Andrew Sales, will now lead AML3D's strategically important commercialisation of Research and Development Projects and provide Technical and Engineering support to the Sales & Marketing Teams and strategic partners. Mr Sales remains fully committed to the long-term success of the Company, and in the role of Chief Technical Officer ('CTO'), Mr Sales will focus his attention and unique skillset on AML3D's multiple R&D projects, which are expected to create medium and longer-term growth drivers for the business. Mr Sales remains actively involved as an AML3D Executive Director and significant shareholder.

Mr Millar has eighteen years of experience in executive leadership, including building and developing high-performance businesses with well-aligned teams while setting strong cultural standards throughout the organisations he has been a part of. He has a track record of proven and effective leadership, both with start-ups and scale-up companies, giving the AML3D Board confidence that his appointment is a good fit for the current growth trajectory that the Company is experiencing.

Most recently, Mr Millar was CEO of EESI group, joining in 2017, where his mandate was to transform that company, re-set the direction and strategy, build capability throughout the business and develop and commercialise intellectual property. During his tenure, the EESI group expanded operations, specifically in its New Soil business, commercialised and spun-out Carbon Count, a world-leading carbon measurement business and expanded its footprint into the UK. Over the past two years EESI benefitted from Mr Millar's business transformation initiatives and continued to expand and grow despite the extended Covid lockdown periods. In 2021, the company's revenue grew by 70% and EBIT by 300%.

Mr Millar holds an MBA from the Australian Graduate School of Management.

Sean Ebert, Chairman, said, *"I am pleased the Board has appointed Ryan as the new CEO. His deep experience and proven track record of success in working with start-up and scale-up companies, both locally and internationally, is a perfect fit for the Company as our growth momentum accelerates. His expertise will add significant value and provide a structured approach to the next stage of growth. This appointment, coupled with the recent capital raising and landmark contract wins from global Tier 1 companies, places the Company in a strong corporate position and, more importantly, is well resourced to deliver on our growth aspirations."*

Ryan Millar, the new CEO, said, *“This is an exciting time for AML3D. I am motivated by the success of the company’s engagement with global customers in adopting our technology, our goal-driven and passionate people, customers, and the power of technology to transform and disrupt. AML3D has a proven, proprietary technology that fundamentally disrupts industrial-scale metal manufacturing. AML3D’s Arcemy® and WAM® technologies produce better components, in less time and, importantly with better ESG outcomes for Tier 1 global clients. Recent contract wins with the likes of ExxonMobil and Boeing, coupled with ongoing contract discussions with other global Tier 1 companies, will ensure this growth momentum continues. Andrew and his team have done an exceptional job to date and created a solid technology platform and significant interest from global customers for the future growth of the Company.*

I look forward to working closely with Andrew and the other Board members to take AML3D to the next level.”

Andrew Sales, Executive Director and newly appointed CTO, said, *“I look forward to working with Ryan to help optimise the immediate and mid-term growth opportunities at AML3D. Bringing Ryan in as the new CEO also allows me to focus my strengths and efforts on developing new technology solutions and driving AML3D’s research and development projects to commercial outcomes. These R&D projects have the potential to deliver new materials and AML3D branded products that will maintain the Company’s leadership position in large-scale metal additive manufacturing and underpin the long-term growth of the Company. I am excited by AML3D’s outstanding prospects and remain absolutely committed to working with Ryan and my fellow Board members to achieve the Company’s potential.”*

In accordance with ASX Listing Rules, a summary of the material terms of Mr Millar’s employment, including remuneration, is included as an annexure to this announcement.

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This announcement has been authorised for release by the Board of AML3D.

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About AML3D Limited

AML3D Limited, a publicly listed technology company founded in 2014, utilises new technologies to pioneer and lead metal additive manufacturing globally. Disrupting the traditional manufacturing space, AML3D has developed and patented a Wire Additive Manufacturing (WAM®) process that metal 3D prints commercial, large-scale parts for Aerospace, Defence, Maritime, Manufacturing, Mining and Oil & Gas. AML3D provides parts contract manufacturing from its Technology Centre in Adelaide, Australia, and is the OEM of ARCEMY®, an industrial metal 3D printing system that combines IIoT and Industry 4.0 to enable manufacturers to become globally competitive.

Annexure: Key Terms of CEO Employment

The key terms of Mr Millar's employment arrangements are summarised below. The terms are in line with industry practice and ASX corporate governance guidelines.

Position	Chief Executive Officer
Term	Mr Millar is employed under an agreement with a term of 3 years. The term may be extended by written agreement.
Fixed Remuneration	\$340,000 per annum, including superannuation
Fixed Remuneration Incentives (LTI/STI)	<p>STI eligibility to a maximum amount of 30% of fixed salary package payable in cash, subject to achievement of Key Performance Indicators (KPIs).</p> <p>LTI eligibility for grant of a maximum of 1,170,000 Performance Rights with a vesting period of 3 years from date of grant and subject to vesting performance hurdles linked to growth of Total Shareholder Return. The award of LTI Performance Rights is subject to shareholder approval to be sought at the 2022 Annual General Meeting.</p>
Probation Period	4 months
Termination	<p>During the probation period, either party may terminate the employment by giving four week's written notice.</p> <p>After the probation period, either party may terminate the employment by giving 3 months' notice, or any greater period required by legislation. As an alternative to requiring the Executive to work during the notice period, AML3D may decide to pay the Executive instead of notice for part or all of the notice period.</p> <p>AML3D may terminate the employment at any time without notice in the event of serious misconduct or a breach of a material provision of the employment agreement.</p>
Other	Restraint provisions apply in the event of termination of employment.

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