

15 April 2025

Appointment of Chair – James Mactier

Iluka is pleased to announce the appointment of Mr James Mactier as an independent non-executive director and Chair, effective on 5 May 2025. He will also chair the company's Nominations and Governance Committee.

Mr Mactier's experience includes 24 years with Macquarie, 15 as co-head of its Metals and Energy Capital division. He is Chair of Regis Resources and was previously a non-executive member of the Resource Capital Funds' Managing Partner Advisory Board.

Announcing the appointment, Iluka's Acting Chair Andrea Sutton said, "James has a wealth of resources industry and capital markets experience and a track record of delivery. It's my pleasure to welcome him to Iluka as the seventh Chair of our company."

Mr Mactier said, "Iluka has an established mineral sands business that is highly cash generative and is building a unique rare earths business. That combination is an enticing prospect for a new director, especially in the context of developments in the global economy and delivering for shareholders. I'm delighted to be appointed Chair."

Iluka's Managing Director Tom O'Leary said, "James joins Iluka at an important time. We're in the midst of navigating a rapidly evolving macroeconomic environment as well as executing capital developments at Balranald and Eneabba, both of which mark key evolutions for the company. I look forward to working with James on the opportunities ahead. On behalf of the Board, I also thank and acknowledge the leadership of Andrea Sutton as Acting Chair since the retirement of Rob Cole in December 2024."

This document was approved and authorised for release to the market by Iluka's Board.

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