

## APPOINTMENT OF U.S. BASED MANAGING DIRECTOR

**Tao Commodities Limited ("TAO" or "Company") (ASX: TAO)** is pleased to announce that experienced U.S. based resource company executive, Mr. Anastasios (Taso) Arima, has been appointed Managing Director of the Company, effective from March 1, 2021.

Mr. Arima has extensive experience in the development of energy and resource projects in North America, establishing outstanding management teams and high-quality projects, and has raised over A\$500 million in equity funding over his career. Mr. Arima has been in the United States since 2014 and is based in Charlotte, North Carolina.

He is the founder and a Director of Piedmont Lithium Limited (ASX:PLL, Nasdaq: PLL), which has rapidly grown into a A\$1 billion company and was instrumental in identifying and securing Piedmont's lithium project.

Mr. Arima is also the founder of Hyperion Metals Pty Ltd, which the Company acquired in 2020 and held the Company's Titan Project, a potentially large-scale titanium and zircon minerals sands project in west Tennessee.

Mr. Arima will lead the Company in continuing to rapidly develop the potential for the Titan Project to become a major source of critical metals in the United States, as well as progressing its Milford base metals project in Utah. In addition, Mr. Arima will bring increased market awareness of the Company with U.S. based retail and institutional investors.

TAO's Chairman, Mr. Todd Hannigan, said: *"This is exciting time for TAO where our team has a unique opportunity to solve a critical mineral and metal supply issue facing the U.S. I am delighted Taso will lead our team, his experience in developing U.S. natural resource projects makes him ideally suited to accelerate our plans to create a leading independent titanium and rare earths company. He is a demonstrated leader in the industry, and he will innovate and execute upon our strategy to build an important and exceptional company."*

Mr. Patrick Glovac will step down from his role of Managing Director and will continue to serve on the Board as Executive Director. Mr. Mark Connelly has also advised that he will step down as Non-Executive Director of the Company to pursue his other business interests, effective from today. The Board would like to wish Mark every success in his future endeavours.

This announcement has been authorised for release by the Board.

For further information, please contact:

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## Terms of Appointment

Mr. Arima will be engaged as Managing Director under a consulting agreement that the Company may terminate without cause by providing 6 months' written notice. Mr. Arima will be paid fees of US\$180,000 per annum and a discretionary performance bonus of up to US\$100,000 per annum upon the achievement of relevant key performance indicators to be determined by the Company. Subject to shareholder approval, Mr. Arima (or his nominee) will also be granted the following long term incentive securities:

- (a) 2,000,000 performance rights that vest upon satisfaction of a performance condition of the Company having a 30-day VWAP of at least A\$2.00 per share, expiring 5 years from date of issue;
- (b) 2,000,000 performance rights that vest upon satisfaction of a performance condition of the Company having a 30-day VWAP of at least A\$3.00 per share, expiring 5 years from date of issue; and
- (c) 2,000,000 performance rights that vest upon satisfaction of a performance condition of the Company having a 30-day VWAP of at least A\$4.00 per share, expiring 5 years from date of issue.