ASX:WIA

15 January 2026

Appointment of Managing Director & Chief Executive Officer

Wia Gold Limited (ASX: WIA) (**Wia** or the **Company**) is pleased to advise that it has appointed highly experienced mining executive Henk Diederichs as Managing Director and Chief Executive Officer, effective 1 February 2026.

Following the appointment of Mr Diederichs, Executive Chairman, Josef El-Raghy will transition to the role of Non-Executive Chairman.

Mr Diederichs is a qualified engineer with over 20 years of experience in the mining industry, specialising in project development and operations. He has successfully led multiple mining projects across various African jurisdictions and brings a wealth of leadership and technical expertise to Wia.

Mr Diederichs currently serves as Chief Operating Officer of ASX-listed Predictive Discovery Limited (**PDI**), which is advancing the Tier 1 Bankan Gold Project (**Bankan**) in Guinea. Mr Diederichs played a pivotal role in progressing Bankan through its Definitive Feasibility Study. PDI is presently engaged in a merger of equals transaction with ASX and TSX-listed Robex Resources Inc.

Prior to his tenure at PDI, Mr Diederichs was Managing Director and Chief Executive Officer of OreCorp Limited, where he oversaw the advancement of the Nyanzaga Gold Project in Tanzania until its acquisition by Perseus Mining Limited in April 2024. He also held a key leadership role in the development and operation of Equinox Minerals' Lumwana Copper Mine in Zambia, one of Africa's largest open-pit copper mines, constructed at a capital cost exceeding US$800 million and later acquired by Barrick Gold Corporation for US$7 billion in 2011.

This leadership transition marks a significant milestone for Wia as the Company advances its flagship Kokoseb Gold Project (**Kokoseb**) in Namibia. The project is currently progressing toward a Definitive Feasibility Study, targeted for completion in H2 2026.

Chairman Josef El-Raghy commented: "*The Board is delighted to welcome Henk as Managing Director and Chief Executive Officer of Wia. His appointment marks a milestone for the Company as we accelerate Wia's transition from exploration to development, by progressing Kokoseb through the Definitive Feasibility Study phase, following the completion of the Scoping Study in September 2025. Henk brings extensive leadership experience and a proven track record in successfully advancing resource projects through feasibility, development and into production, particularly across Africa. His appointment strengthens Wia's capability to deliver on its strategy of transforming Kokoseb into a significant, development ready gold asset*."

Commenting on his appointment as Managing Director and Chief Executive Officer, Henk Diederichs stated:

"I am excited to lead the development and construction of Kokoseb, one of Africa's most promising and robust gold mining projects. With the significant progress achieved to date and key milestones ahead, including the completion of the DFS and securing the necessary permits to bring Kokoseb into production, I look forward to building a strong development and operations team in Namibia to deliver a highly value accretive project that benefits all our stakeholders."

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Details of Mr Diederichs Executive Services Agreement is outlined in Appendix A.

This announcement has been authorised for release by the board of directors of Wia Gold Limited.

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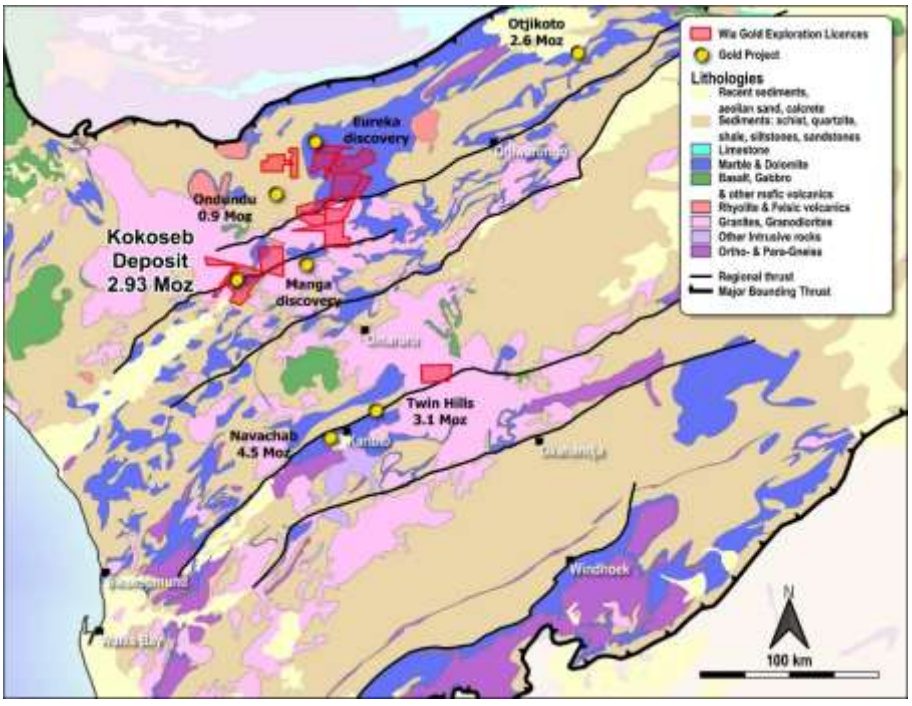
About The Kokoseb Gold Deposit

The Kokoseb Gold Deposit is located in the north-west of Namibia, a country that is a well-recognised mining jurisdiction, with an established history as a significant producer of uranium, diamonds, gold and base metals. The Kokoseb gold deposit is situated 320km by road from the capital Windhoek.

Kokoseb lies in the Okombahe exploration licence, which is held under joint venture (Wia 80%) with the state-owed mining company Epangelo. The Okombahe licence is part of Wia's larger Damaran Project, which consist of 12 tenements with a total area of over 2,700km^2.

An updated Inferred and Indicated Mineral Resource Estimate of 2.93Moz at 1.0 g/t Au, at a cut-off grade of 0.5 g/t Au, including a higher-grade gold portion of 2.07Moz at 1.4 g/t Au using a cut-off grade of 0.8 g/t Au, was announced on 16 July 2025.

The location of Kokoseb and the Company's Namibian Projects is shown below.



The Mineral Resource estimate referred to in this announcement was first disclosed in accordance with the requirements of ASX Listing Rule 5.8 in the Company's ASX announcement dated 16 July 2025, titled "Kokoseb Mineral Resource Estimate increases to 2.93Moz gold". The Company confirms that it is not aware of any new information or data that materially affects the information included in that announcement and that all material assumptions and technical parameters underpinning the estimate in the previous announcement continue to apply and have not materially changed. The announcement is available to view on www.wiagold.com.au

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Appendix A

Key Terms and Conditions of Mr Diederichs Executive Services Agreement

Item	Details
Role	Managing Director and Chief Executive Officer
Commencement Date	1 February 2026.
Base Salary	$400,000 per annum, exclusive of statutory superannuation.
Performance Rights	Prior to joining the Board, the Company entered into an agreement to issue to Mr Diederichs (or his nominee) 10,000,000 long term incentive performance rights (in accordance with ASX listing Rule 10.12, Exception 12) subject to the vesting conditions detailed below: • 2,500,000 performance rights vesting upon execution of the Executive Services Agreement, expiring 5 years after the date of issue. • 2,500,000 performance rights vesting upon the daily volume weighted average price per Share traded on the ASX being at least $0.55 over 30 consecutive days on which the Company's Shares have traded on the ASX, expiring 5 years after the date of issue. • 2,500,000 performance rights vesting upon the Company announcing the receipt of a mining license and environmental license for the Kokoseb Project, expiring 5 years after the date of issue. • 2,500,000 performance rights vesting upon the execution of binding documentation for commercial financing of the development of the Kokoseb Project of a scale of at least that disclosed in the scoping study announced on 30 September 2025, expiring 5 years from the date of issue. In addition, Mr Diederichs is eligible to receive150% percent of his Base Salary to be issued annually in July as STI Performance Rights on terms and conditions to be determined by the Board and subject to and conditional on the receipt of all necessary shareholder approvals.
Termination notice period	Termination by Company: 6 months Termination by Executive: 6 months Termination for illness: 1 month
Termination Payment	An amount equal to: • the gross value of 12 months' Base Salary less any sums paid to the Executive by way of notice or payment in lieu of notice; • any bonus payments that otherwise would have fallen due to the Executive during the 6 month period following the cessation of the Employment; and • any payment in respect of benefits which the Executive would have been entitled to receive during the 6 month period following the cessation of the Employment.