

17 October 2024

Adriatic Metals PLC

("Adriatic Metals" or the "Company")

APPOINTMENT OF CHIEF EXECUTIVE OFFICER

Adriatic Metals PLC ("Adriatic" or the "Company") is pleased to announce the appointment of Laura Tyler as Managing Director and Chief Executive Officer.

Laura Tyler joined the Adriatic Board as a Non-Executive Director on 1 July 2024 and was appointed Interim CEO on 9 August 2024. The appointment follows an extensive CEO search by the Board as the Company transitions to a leading European mining company.

Michael Rawlinson, Chairman of Adriatic, commented:

"On behalf of the Board I am delighted to announce the appointment of Laura Tyler as CEO. The Board has undertaken an extensive search for Adriatic's next leader and is pleased to announce her appointment as the Board's unanimous choice. Laura has an abundance of experience in underground, polymetallic mining operations and executive leadership roles over a 35 year career."

"Through stepping into the role of Interim CEO, Laura has demonstrated that she has the skills, vision and values to bring the Vares Silver Operation to nameplate capacity and develop Adriatic as one of the leading mining companies in Europe."

Laura Tyler, Managing Director and Chief Executive Officer of Adriatic, commented:

"Having spent the last two months working on site and living in Sarajevo, I understand the extraordinary potential of the Vares Silver Operation, which is set to become a multi-generational source of critical metals in the heart of Europe. I am excited to take on the role of CEO in a permanent capacity and take Adriatic onto its next phase of growth, supported by a strong executive and operational team. I am also impressed by the level of support received by the local communities and government ministries, who fully recognise the strategic importance of Vares for the country of Bosnia & Herzegovina."

Laura Tyler's biography can be seen as per the announcement dated 1 July 2024 (ASX link: [5cca409a-849.pdf \(investi.com.au\)](#))

Laura Tyler's remuneration and applicable KPIs were announced on 27 September 2024 (ASX link: [36e83ee0-bdf.pdf \(investi.com.au\)](#)) and will remain as outlined until 8 February 2025. Following this interim period, Ms Tyler's remuneration will revert to a standard CEO package consisting of basic fees as well as STIP and LTIP in line with the Company's remuneration policy. The full details of Ms Tyler's remuneration with effect from 9 February 2025 will be announced in early 2025 once finalised and approved by the Board.

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Authorised by Michael Rawlinson, Chairman of Adriatic Metals.

For further information please visit: www.adriaticmetals.com; email: info@adriaticmetals.com, [@AdriaticMetals](https://twitter.com/AdriaticMetals) on Twitter; or contact:

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ABOUT ADRIATIC METALS

Adriatic Metals Plc (ASX:ADT, LSE:ADT1, OTCQX:ADMLF) is a precious and base metals developer that is advancing the world-class Vares Silver Project in Bosnia & Herzegovina, as well as the Raska Zinc-Silver Project in Serbia. First concentrate production took place in February 2024 and the Vares Silver Operation is fully funded to nameplate production, which is expected in Q4 2024. Concurrent with ongoing operational activities, the Company continues to explore across its highly prospective 44km² concession package.

MARKET ABUSE REGULATION DISCLOSURE

The information contained within this announcement is deemed by the Company (LEI: 5493000HAH2GL1DP0L61) to constitute inside information for the purpose of Article 7 of EU Market Abuse Regulation (EU) No. 596/2014 as it forms part of UK domestic law by virtue of the European Union (Withdrawal) ACT 2018, as amended. The person responsible for arranging and authorising the release of this announcement on behalf of the Company is Michael Rawlinson, Chairman.

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