

## Raleigh Finlayson appointed Managing Director

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Genesis Minerals Limited (ASX: GMD) is pleased to announce that Raleigh Finlayson has been appointed Managing Director, effective today.

Mr Finlayson is a highly-regarded gold mining executive who has served as Managing Director of Northern Star Resources (ASX: NST) and Saracen Mineral Holdings (ASX: SAR).

He led Genesis' A\$20.8 million strategic funding package last September and has since been providing part-time consulting services to the Company.

As foreshadowed at the time of the funding package, Mr Finlayson replaces Michael Fowler as Managing Director.

Genesis Chairman Tommy McKeith said Mr Fowler deserved huge credit for the enviable position the Company now enjoyed.

"Michael has been a highly successful Managing Director who has positioned Genesis as a significant WA gold company, creating substantial value for our shareholders in the process," Mr McKeith said.

"His leadership and exceptional geology skills have led to the Company establishing a Resource of more than 1.6Moz at our Ulysses project, giving us an outstanding foundation on which to continue growing.

"On behalf of the Board, I thank Michael for his huge contribution to Genesis' success and wish him all the best with his next endeavour."

A summary of the material terms of Mr Finlayson's employment agreement is set out in Appendix A to this announcement.

This announcement is approved for release by Tommy McKeith, Chairman of Genesis.

For further information, visit: [www.genesisminerals.com.au](http://www.genesisminerals.com.au) or please contact

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### Appendix A: Summary of Material Terms of Mr Finlayson's Employment Agreement

Term	<p>Appointment as Managing Director effective from 21 February 2022.</p> <p>Employment continues until terminated in accordance with the Employment Agreement.</p>
Remuneration	Fixed annual remuneration of A\$300,000 (inclusive of superannuation)
Incentive Schemes	<p><i>STI</i></p> <p>Mr Finlayson is eligible to participate in incentive arrangements offered by the Company from time to time.</p> <p><i>LTI</i></p> <p>As approved by shareholders at the Company's Annual General Meeting held on 19 November 2021, Mr Finlayson is entitled to be issued with 3,000,000 Performance Rights on his appointment as Managing Director, to vest in three tranches:</p> <ul style="list-style-type: none"> <li>• 1,000,000 on Genesis announcing that it or its subsidiaries (GMD Group) have delineated a JORC Code 2012 Mineral Resource of a minimum of 2,500,000oz of gold;</li> <li>• 1,000,000 on Genesis announcing that the GMD Group has delineated a JORC Code 2012 Ore Reserve of a minimum of 1,000,000oz of gold; and</li> <li>• 1,000,000 on the first production of gold by the GMD Group.</li> </ul>
Termination	<p><i>Termination by Notice:</i></p> <ul style="list-style-type: none"> <li>• Employee notice period – 3 months</li> <li>• Company notice period – 6 months</li> </ul> <p><i>Termination Without Notice:</i> Company may terminate without notice in circumstances including serious misconduct or breach of material terms.</p> <p><i>Right to Terminate for Material Downgrade:</i> Mr Finlayson may terminate if the Company seeks to materially downgrade employment conditions.</p> <p><i>Severance Payment:</i> On the occurrence of certain events, Mr Finlayson is entitled to a severance payment for past services rendered equal to the maximum sum payable in accordance with the formula specified in section 200G of the Corporations Act and subject to ASX Listing Rules.</p>
Other Provisions	Employment Agreement contains customary provisions regarding duties, leave entitlements, confidentiality, intellectual property, restrictions and ancillary clauses.