



**PATRIOT BATTERY METALS INC.**

**NOTICE OF ANNUAL GENERAL MEETING OF SHAREHOLDERS  
TO BE HELD ON SEPTEMBER 16, 2025  
AND INFORMATION CIRCULAR**

**DATED AS OF JULY 21, 2025**



**Questions? Need Help Voting Your Shares or CDIs?**  
Contact Kingsdale Advisors by telephone at  
1-866-851-2468 (toll-free in North America) or  
1-437-561-5027 (text and call enabled outside North America) or  
611-800-297-083 (toll-free in Australia)  
Or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com)

## NOTICE OF ANNUAL GENERAL MEETING

**NOTICE IS HEREBY GIVEN** that the annual general meeting (the “**Meeting**”) of **Patriot Battery Metals Inc.** (the “**Company**”) will be held virtually and in person on September 16, 2025, at 8:30 a.m. (Eastern Time) for the following purposes:

1. to receive the audited financial statements of the Company for the financial year ended March 31, 2025 and the accompanying auditor’s report thereon;
2. to elect six (6) directors to hold office until the next annual meeting of the Company, or until such time as their successors are duly elected or appointed in accordance with the Company’s constating documents;
3. to appoint PricewaterhouseCoopers LLP, Chartered Accountants, as the auditor of the Company and to authorize the directors of the Company to fix their remuneration;
4. to consider and, for the purpose of ASX Listing Rule 7.4 and for all other purposes, to ratify the issuance and allotment by the Company of 15,557,500 Shares (as defined below) on January 21, 2025 under a private placement to Volkswagen Group, on the terms and conditions set out in the Information Circular;
5. to consider and, for the purpose of ASX Listing Rule 10.14 and for all other purposes, to issue 21,572 DSUs (as defined in the Information Circular) for FY25 to D. Blair Way, on the terms and conditions set out in the Information Circular;
6. to consider and, for the purpose of ASX Listing Rule 10.14 and for all other purposes, to issue up to \$565,000 (subject to income taxes) worth of Shares to Ken Brinsden in payment of his STIP (as defined in the Information Circular) for FY25, on the terms and conditions set out in the Information Circular;
7. to consider and, for the purposes of ASX Listing Rule 10.14 and for all other purposes, to issue up to \$200,000 (subject to income taxes) worth of Shares to Ken Brinsden in partial payment of his base salary for FY26, on the terms and conditions set out in the Information Circular;
8. to consider and, for the purposes of ASX Listing Rule 10.14 and for all other purposes, to issue up to \$400,000 worth of RSUs (as defined in the Information Circular) and up to \$400,000 worth of PSUs (as defined in the Information Circular) for FY26 to Ken Brinsden, on the terms and conditions set out in the Information Circular;
9. to consider and, for the purposes of ASX Listing Rule 10.14 and for all other purposes, to issue \$247,500 worth of DSUs to Aline Côté, on the terms and conditions set out in the Information Circular;
10. to consider and, for the purposes of ASX Listing Rule 10.14 and for all other purposes, to issue (i) up to \$100,000 worth of DSUs for FY26 to each non-executive director, being Pierre Boivin, Aline Côté, Mélissa Desrochers, Brian Jennings and Blair Way, and (ii) in lieu of the whole or part of their annual cash compensation, DSUs to the above-mentioned non-executive directors, on the terms and conditions set out in the Information Circular; and
11. to transact such further or other business as may properly come before the Meeting and any adjournment or postponement thereof.

**The Company is conducting a hybrid Meeting. Registered holders of common shares (the “Shares”) of the Company (the “Shareholders”) and validly appointed proxyholders may attend the Meeting in person at 1, Place Ville Marie, Suite 2500, Montréal, QC, H3B 1R1, or by way of a live audio webcast at:**

**Link:** <https://virtual-meetings.tsxtrust.com/1832>

**Password (case sensitive):** patriot2025

The Company would appreciate early registration to the live audio webcast. The Meeting will start promptly at 8:30 a.m. (Eastern Time). You will find more information on how to participate virtually in the Meeting in Schedule C of the Information Circular.

The Information Circular provides additional information relating to the matters to be dealt with at the Meeting and is supplemental to, and expressly made a part of, this Notice of Meeting (the “**Notice**”).

The Company's board of directors has fixed Friday, August 1, 2025 as the record date for the determination of Shareholders entitled to notice of and to vote at the Meeting and at any adjournment or postponement thereof. Each registered Shareholder at the close of business on that date is entitled to such notice and to vote at the Meeting in the circumstances set out in the Information Circular.

Registered Shareholders of the Company that are unable to attend the Meeting should complete, date and sign the accompanying form of proxy and deposit it with the Company's transfer agent, TSX Trust Company, by mail at 301-100 Adelaide Street W, Toronto, ON, M5H 4H1, by fax (416-595-9593) or over the Internet at [www.voteproxyonline.com](http://www.voteproxyonline.com) no later than 8:30 a.m. (Eastern Time) on Friday, September 12, 2025 (the "**Proxy Deadline**"), or at least 48 hours (excluding weekend and holidays recognized in the Province of Québec) before the time and date of the Meeting or any adjournment or postponement thereof. The Proxy Deadline may be waived or extended by the Chair of the Meeting, in the Chair's sole discretion, without notice.

Non-registered Shareholders of the Company that received this Notice through a broker, a financial institution, a participant, a trustee or administrator of a self-administered retirement savings plan, retirement income fund, education savings plan or other similar self-administered savings or investment plan registered under the *Income Tax Act* (Canada), or a nominee of any of the foregoing that holds your securities on your behalf (an "**Intermediary**") should complete and return the accompanying form of proxy or voting instruction form, as applicable, in accordance with the instructions provided by their Intermediary.

CDI holders should refer to Part I, Section 1.3 (Special Voting Instructions for CDI Holders) for further instructions on how to vote their underlying Shares.

**A Shareholder who wishes to appoint a person as proxy other than the management nominees identified in the form of proxy or voting instruction form (including a non-registered Shareholder who wishes to appoint themselves to attend the Meeting) must carefully follow the instructions set out in the form of proxy or voting instruction form, as applicable, and in the Information Circular. These instructions include the additional step of registering such proxyholder with TSX Trust Company after submitting the form of proxy or voting instruction form. Failure to register the proxyholder with TSX Trust Company will result in the proxyholder not receiving a control number to participate in the Meeting and only being able to attend as a guest on the live audio webcast. Guests will be able to listen to the Meeting but will not be able to vote.**

The Company is using for the first time the notice-and-access procedures permitted by Canadian securities laws for the delivery to shareholders of the Information Circular, the management's discussion and analysis, the consolidated financial statements of the Company and the auditor's report for the fiscal year ended March 31, 2025, and other related materials for the Meeting (the "**Proxy Materials**"). Under the notice-and-access procedures, instead of receiving paper copies of the Proxy Materials, shareholders receive this Notice (which includes information on how to access copies of the Proxy Materials electronically, how to request a paper copy of the Proxy Materials and details about the Meeting) and a form of proxy or voting instruction form, as applicable.

Using the notice-and-access procedures allows for quick access to the Proxy Materials, contributes to the protection of the environment by reducing the amount of paper sent to shareholders and helps reduce printing and postage costs.

The Proxy Materials will be available online at <https://docs.tsxtrust.com/2515>, and on SEDAR+ under the Company's profile at [www.sedarplus.com](http://www.sedarplus.com). The Proxy Materials will also be available online at <https://portal.automic.com.au/investor/home> and on the Company's website at <https://patriotbattery.com/management-information-circular/>. Shareholders are advised to review the Proxy Materials prior to voting.

Shareholders may request a paper copy of the Proxy Materials by mail, free of charge, by contacting TSX Trust Company toll-free at **1 (866) 600-586** (Canada and U.S.) or **416-342-1091** (other countries) or by email at [tsxtis@tmx.com](mailto:tsxtis@tmx.com) before or after the Meeting date.

To receive the Proxy Materials in advance of the voting deadline and Meeting date, requests for paper copies should be received at least 10 business days prior to the Meeting date (before September 2, 2025). If you request a paper copy of the Proxy Materials, please note that you will not receive another proxy form or voting instruction form, as applicable. Please retain the one you received with this Notice for voting purposes.

If you have any questions regarding this Notice, the notice-and-access procedures or the Meeting procedures, please contact TSX Trust Company toll free at **1 (866) 600-5869** (Canada and U.S.) or **416-342-1091** (other countries) or by email at [tsxtis@tmx.com](mailto:tsxtis@tmx.com).

**Your vote is important.** Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

DATED at Montréal, Québec this 21<sup>st</sup> day of July, 2025.

PATRIOT BATTERY METALS INC.

Per: "Kenneth Brinsden"  
Kenneth Brinsden, President, Chief Executive Officer & Managing Director

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## MANAGEMENT INFORMATION CIRCULAR

This management information circular (the “**Information Circular**”) accompanies the Notice of Annual General Meeting (the “**Notice**”) and is furnished to shareholders (each, a “**Shareholder**”) holding common shares (each, a “**Share**”) in the capital of Patriot Battery Metals Inc. (the “**Company**”) in connection with the solicitation by the management of the Company of proxies to be voted at the annual general meeting (the “**Meeting**”) of the Shareholders to be held virtually and in person at 8:30 a.m. (Eastern Time) on September 16, 2025, or at any adjournment or postponement thereof.

**The Company is conducting a hybrid Meeting. Registered Shareholders and validly appointed proxyholders may attend the Meeting in person at 1, Place Ville Marie, Suite 2500, Montréal, QC, H3B 1R1, or by way of a live audio webcast at:**

**Link:** <https://virtual-meetings.tsxtrust.com/1832>

**Password (case sensitive):** patriot2025

The Company would appreciate early registration to the live audio webcast. The Meeting will start promptly at 8:30 a.m. (Eastern Time). You will find information on how to attend, participate and vote virtually in the hybrid meeting in Schedule C of this Information Circular.

Shareholders who wish to appoint a proxyholder to attend the Meeting virtually must complete the additional step of registering the proxyholder with the Company’s transfer agent, TSX Trust Company, by visiting [www.tsxtrust.com/control-number-request](http://www.tsxtrust.com/control-number-request) by no later than 8:30 a.m. (Eastern Time) on Friday, September 12, 2025, and provide TSX Trust Company with the required information for the proxyholder so that TSX Trust Company may provide the proxyholder with a control number. This control number will allow your proxyholder to log in to and vote at the Meeting online. Without a control number, your proxyholder will not be able to vote or ask questions at the Meeting. They will only be able to attend the Meeting online as a guest.

The date of this Information Circular is July 21, 2025 and, unless otherwise indicated, all information provided in this Information Circular is given as at July 18, 2025. Unless otherwise indicated, all references to “\$” or “C\$” in this Information Circular are to Canadian dollars. References to “A\$” are to Australian dollars.

Market Price has the meaning set in the Company’s Omnibus Equity Incentive Plan approved by the Shareholders of the Company on September 19, 2023 (the “**Omnibus Plan**”) and shall be the volume weighted average trading price of the Shares on the TSX (or the ASX, if applicable), for the five trading days immediately preceding the date of the grant, unless otherwise indicated.

Financial information about the Company can be found in the Company’s audited financial statements for the financial year ended March 31, 2025 (the “**Financial Statements**”) and the related management discussion and analysis (the “**MD&A**”). These documents and other information about the Company can be found on the Company’s website at [www.patriotbatterymetals.com](http://www.patriotbatterymetals.com), on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and on the ASX’s website at [www.asx.com.au](http://www.asx.com.au).

### PART 1: DELIVERY OF MEETING MATERIALS AND VOTING INFORMATION

CDI holders should read Section 1.3 (Special Voting Instructions for CDI Holders) for instructions on how to vote their underlying Shares.

#### 1.1 Proxies and Voting Rights

##### Management Solicitation

The solicitation of proxies by management of the Company will be conducted by mail, though proxies may also be solicited by personal interview, telephone or other means of communication by directors, officers and employees of the Company, none of whom will be specifically remunerated therefore. The cost of solicitation of proxies will be borne by the Company. The Company does not reimburse Shareholders, nominees or agents for costs incurred in obtaining from their principals authorization to execute forms of proxy, except when the Company has requested brokers and nominees who hold stock in their respective names to furnish this proxy material to their customers, then the Company will reimburse such brokers and nominees for their related out-of-pocket expenses.

No person has been authorized to give any information or to make any representation other than as contained in this Information Circular in connection with the solicitation of proxies. If given or made, such information or representations must not be relied upon as having been authorized by the Company. The delivery of this Information Circular shall not create, under any

circumstances, any implication that there has been no change in the information set forth herein since the date of this Information Circular. This Information Circular does not constitute the solicitation of a proxy by anyone in any jurisdiction in which such solicitation is not authorized, or in which the person making such solicitation is not qualified to do so, or to anyone to whom it is unlawful to make such an offer of solicitation.

The Company has retained Kingsdale Advisors to provide a broad array of strategic advisory, governance, strategic communications, digital and investor campaign services on a global retainer basis in addition to certain fees accrued during the life of the engagement upon the discretion and direction of the Company.

**Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).**

## **Notice and Access**

The Company is using for the first time the notice-and-access procedures permitted by Canadian securities laws for the delivery to shareholders of the Information Circular, the management's discussion and analysis, the consolidated financial statements of the Company and the auditor's report for the fiscal year ended March 31, 2025, and other related materials for the Meeting (the "**Proxy Materials**"). Under the notice-and-access procedures, instead of receiving paper copies of the Proxy Materials, shareholders receive the Notice (which includes information on how to access copies of the Proxy Materials electronically, how to request a paper copy of the Proxy Materials and details about the Meeting) and a form of proxy or voting instruction form, as applicable.

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Shareholders may request a paper copy of the Proxy Materials by mail, free of charge, by contacting TSX Trust Company toll free at 1 (866) 600-5869 (Canada and U.S.) or 416-342-1091 (other countries) or by email at [tsxtis@tmx.com](mailto:tsxtis@tmx.com), before or after the Meeting date.

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**Your vote is important.** Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

Non-registered Shareholders who receive voting instructions through a broker, a financial institution, a participant, a trustee or administrator of a self-administered retirement savings plan, retirement income fund, education savings plan or other similar self-administered savings or investment plan registered under the *Income Tax Act* (Canada), or a nominee of any of the foregoing that holds their securities on their behalf (an "**Intermediary**") are asked to consider signing up for electronic delivery ("E-delivery") of the Meeting materials. E-delivery has become a convenient way to make distribution of materials more efficient and is an environmentally responsible alternative by eliminating the use of printed paper and the carbon footprint of the associated mail delivery process. Signing up is quick and easy, go to [www.proxyvote.com](http://www.proxyvote.com) and sign in with your control number, vote for the resolutions at the Meeting and following your vote confirmation, you will be able to select the electronic delivery box and provide an email address. Having registered for electronic delivery, going forward you will receive your Meeting materials by email and will be able to vote on your device by simply following a link in the email sent by your financial Intermediary, provided your Intermediary supports this service.

## How to Vote

### *Registered Shareholders*

Each registered Shareholder is entitled to one (1) vote for each Share that such Shareholder held on the record date of August 1, 2025 on the resolutions to be voted upon at the Meeting, and any other matter to come before the Meeting.

Registered Shareholders have three (3) ways to vote their Shares:

- during the Meeting when called for;
- by submitting a form of proxy in accordance with the instructions printed thereon; or
- you may also vote in advance of the Meeting online at [www.voteproxyonline.com](http://www.voteproxyonline.com) by entering your 12-digit control number.

You are a registered Shareholder if the Shares are registered in your name. This means that your name appears in the Shareholders' register maintained by TSX Trust Company.

### *Non-Registered Shareholders*

Each non-registered Shareholder (or beneficial shareholder ("**Beneficial Shareholder**")) is entitled to one (1) vote for each Share that such Shareholder held on the record date of August 1, 2025 and can vote at the Meeting by completing the voting instruction form sent by the Company or Intermediary with respect to Shares held on their behalf. The form will contain instructions pertaining to the execution and transmission of the document. If a non-registered Shareholder wishes to vote at the Meeting in person, it may appoint itself as a proxyholder on its voting instruction form ("**VIF**") and return it to its Intermediary. See *Section 1.2 - Information for Beneficial Shareholders* below for more information about Beneficial Shareholders.

You are a non-registered Shareholder (or Beneficial Shareholder) if your bank, trust company, securities broker or other financial institution or Intermediary (your nominee) holds your Shares for you in a nominee account.

Voting at the Meeting means attending the Meeting to exercise the voting rights in person. Registered Shareholders and duly appointed proxyholders (including non-registered Shareholders who have duly appointed themselves as proxyholder) that attend the Meeting will be able to vote, when called for, during the Meeting. Even if a Shareholder plans to attend the Meeting to cast its votes, the Company recommends that such Shareholder vote in advance by proxy, so that its votes will be counted if such Shareholder later decides not to attend the Meeting.

Voting by proxy means a Shareholder is giving someone else the authority to attend the Meeting and vote its Shares on its behalf.

### **Voting by proxy in advance of the Meeting is the easiest way to vote Shares.**

Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

### **Appointment of Proxyholders**

The persons named as proxyholders (the "**Designated Persons**") in the form of proxy are directors and/or officers of the Company.

**A SHAREHOLDER HAS THE RIGHT TO APPOINT A PERSON (WHO NEED NOT BE A SHAREHOLDER) OTHER THAN THE DESIGNATED PERSONS NAMED IN THE FORM OF PROXY TO ATTEND AND ACT FOR OR ON BEHALF OF THAT SHAREHOLDER AT THE MEETING.**

**A SHAREHOLDER MAY EXERCISE THIS RIGHT BY STRIKING OUT THE PRINTED NAMES OF THE DESIGNATED PERSONS AND INSERTING THE NAME OF SUCH OTHER PERSON AND, IF DESIRED, AN ALTERNATE TO SUCH PERSON, IN THE BLANK SPACE PROVIDED ON THE FORM OF PROXY. THE NOMINEE DOES NOT NEED TO BE A SHAREHOLDER. SUCH SHAREHOLDER SHOULD NOTIFY THE**

**NOMINEE OF THE APPOINTMENT, OBTAIN THE NOMINEE'S CONSENT TO ACT AS PROXY AND SHOULD PROVIDE INSTRUCTION TO THE NOMINEE ON HOW THE SHAREHOLDER'S SHARES SHOULD BE VOTED. THE NOMINEE SHOULD BRING PERSONAL IDENTIFICATION TO THE MEETING.**

In order to be voted, the completed form of proxy must be received by the Company's registrar and transfer agent, TSX Trust Company, by mail at 301-100 Adelaide Street W, Toronto, ON, M5H 4H1, by fax (416-595-9593) or over the Internet at [www.voteproxyonline.com](http://www.voteproxyonline.com), at least 48 hours (excluding weekends and holidays recognized in the Province of Québec) prior to the scheduled time of the Meeting, which is no later than 8:30 a.m. (Eastern Time) on Friday, September 12, 2025, or any adjournment or postponement thereof. The proxy deadline may be waived or extended by the Chair of the Meeting, in the Chair's sole discretion, without notice.

A proxy may not be valid unless it is dated and signed by the Shareholder who is giving it or by that Shareholder's attorney-in-fact duly authorized by that Shareholder in writing or, in the case of a corporation, dated and executed by a duly authorized officer or attorney-in-fact for the corporation. If a form of proxy is executed by an attorney-in-fact for an individual Shareholder or joint Shareholders, or by an officer or attorney-in-fact for a corporate Shareholder, the instrument so empowering the officer or attorney-in-fact, as the case may be, or a notarized certified copy thereof, must accompany the form of proxy.

**Revocation of Proxies**

A registered Shareholder who has given a proxy may revoke it at any time before it is exercised by an instrument in writing: (a) executed by that Shareholder or by that Shareholder's attorney-in-fact, authorized in writing, or, where the Shareholder is a corporation, by a duly authorized officer of, or attorney-in-fact for, the corporation; and (b) delivered either: (i) to the Company at the address set forth above, at any time up to and including the last business day preceding the day of the Meeting or, if adjourned or postponed, any reconvening thereof, or (ii) to the Chair of the Meeting prior to the vote on matters covered by the proxy on the day of the Meeting or, if adjourned or postponed, any reconvening thereof, or (iii) in any other manner provided by law.

Beneficial Shareholders must follow the instructions provided by their Intermediary.

Also, a proxy will automatically be revoked by either: (i) attendance at the Meeting and participation in a poll (ballot) by a Shareholder, or (ii) submission of a subsequent proxy in accordance with the foregoing procedures. A revocation of a proxy does not affect any matter on which a vote has been taken prior to any such revocation.

**Voting of Shares and Proxies and Exercise of Discretion by Designated Persons**

A Shareholder may indicate the manner in which the Designated Persons are to vote with respect to a matter to be voted upon at the Meeting by marking the appropriate space. If the instructions as to voting indicated in the proxy are certain, the Shares represented by the proxy will be voted or withheld from voting in accordance with the instructions given in the proxy. If the Shareholder specifies a choice in the proxy with respect to a matter to be acted upon, then the Shares represented will be voted or withheld from the vote on that matter accordingly. **The Shares represented by a proxy will be voted or withheld from voting in accordance with the instructions of the Shareholder on any ballot that may be called for and if the Shareholder specifies a choice with respect to any matter to be acted upon, the Shares will be voted accordingly.**

**If no choice is specified in the proxy with respect to a matter to be acted upon, the proxy confers discretionary authority with respect to that matter upon the Designated Persons named in the form of proxy. It is intended that the Designated Persons will vote the Shares represented by the proxy in favor of each matter identified in the proxy AND for the nominees of the Company's board of directors (the "Board") for directors and auditors.**

The form of proxy confers discretionary authority upon the persons named therein with respect to other matters which may properly come before the Meeting, including any amendments or variations to any matters identified in the Notice, and with respect to other matters which may properly come before the Meeting. At the date of this Information Circular, management of the Company is not aware of any such amendments, variations, or other matters to come before the Meeting.

In the case of abstentions from, or withholding of, the voting of the Shares on any matter, the Shares that are the subject of the abstention or withholding will be counted for determination of a quorum, but will not be counted as affirmative or negative on the matter to be voted upon.

Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

## 1.2 Information for Beneficial Shareholders

**The information set out in this section is of significant importance to those non-registered Shareholders who do not hold Shares in their own name. Shareholders who do not hold their Shares in their own name (referred to in this Information Circular as non-registered Shareholders or Beneficial Shareholders, which reference excludes CDI holders) should note that only proxies deposited by Shareholders whose names appear on the records of the Company as the registered holders of Shares can be recognized and acted upon at the Meeting.** If Shares are listed in an account statement provided by a broker, then, in almost all cases, those Shares will not be registered in the Beneficial Shareholder's name on the records of the Company. Such Shares will more likely be registered under the names of the Beneficial Shareholder's broker or an agent of that broker. In the United States, the vast majority of such Shares are registered under the name of Cede & Co. as nominee for The Depository Trust Company (which acts as the depository for many U.S. brokerage firms and custodian banks), and in Canada, under the name of CDS & Co. (the registration name for The Canadian Depository for Securities Limited, which acts as nominee for many Canadian brokerage firms). Shares held by brokers (or their agents or nominees) on behalf of a broker's client can only be voted on or withheld at the direction of the Beneficial Shareholder. Without specific instructions, brokers and their agents and nominees are prohibited from voting Shares for the broker's clients. **Therefore, Beneficial Shareholders should ensure that instructions respecting the voting of their Shares are communicated to the appropriate person well in advance of the Meeting.**

The Company does not have access to all names of Beneficial Shareholders. Applicable regulatory policy requires intermediaries to seek voting instructions from Beneficial Shareholders in advance of Shareholders' meetings. Every Intermediary has its own mailing procedures and provides its own return instructions to clients, which should be carefully followed by Beneficial Shareholders in order to ensure that their Shares are voted at the Meeting. The form of proxy supplied to a Beneficial Shareholder by its broker (or the agent of the broker) is similar to the form of proxy provided to registered Shareholders by the Company. However, its purpose is limited to instructing the registered Shareholder (the broker or agent of the broker) how to vote on behalf of the Beneficial Shareholder.

Although a Beneficial Shareholder may not be recognized directly at the Meeting for the purposes of voting Shares registered in the name of their broker (or agent of the broker), a Beneficial Shareholder may attend the Meeting as proxyholder for the registered Shareholder and vote the Shares in that capacity. Beneficial Shareholders who wish to attend the Meeting and indirectly vote their Shares as proxyholder for the registered Shareholder should enter their own names in the blank space on the instrument of proxy provided to them and return the same to their broker (or the broker's agent) in accordance with the instructions provided by such broker (or agent), well in advance of the Meeting.

Alternatively, a Beneficial Shareholder may request in writing that their broker send to the Beneficial Shareholder a legal proxy which would enable the Beneficial Shareholder to attend the Meeting and vote their Shares.

**The purpose of the procedures described below is to permit Beneficial Shareholders as of August 1, 2025 to direct the voting of the Shares they beneficially own in accordance with National Instrument 54-101 – *Communication with Beneficial Owners of Securities of a Reporting Issuer*. Beneficial Shareholders fall into two (2) categories: (i) those who object to their identity being known to the issuers of securities which they own ("OBOs"); and (ii) those who do not object to their identity being made known to the issuers of the securities which they own ("NOBOs").**

### *Voting Procedures for NOBOs in Canada*

If you are a Beneficial Shareholder, and the Company or its agent has sent these materials directly to you, your name and address and information about your holdings of Shares have been obtained in accordance with applicable securities regulatory requirements from the Intermediary holding on your behalf. The Company will send the Notice and VIF directly to NOBOs and such Notice and VIF will be delivered to NOBOs by the Company's agent. NOBOs should complete and return the VIF in accordance with the instructions provided on such VIF.

By choosing to send these materials to you directly, the Company (and not the Intermediary holding on your behalf) has assumed responsibility for (i) delivering these materials to you, and (ii) executing your proper voting instructions.

If you have received the Company's VIF (the "**Company VIF**"), you may return it to TSX Trust Company:

- by submitting a voting instruction form in accordance with the instructions printed thereon; or
- you may also vote in advance of the Meeting online at [www.voteproxyonline.com](http://www.voteproxyonline.com) by entering your 12-digit control number.

Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

#### *Voting Procedures for OBOs and certain non-Canadian NOBOs receiving an Intermediary VIF*

The Company will pay for Intermediaries to send the Notice and VIF directly to OBOs. OBOs should complete and return the VIF in accordance with the instructions provided on such VIF. OBOs and other Beneficial Shareholders receive a voting instruction form, or VIF, from an Intermediary (an "**Intermediary VIF**") by way of instruction of their financial institution. Detailed instructions of how to submit your vote will be on the Intermediary VIF. The majority of brokers now delegate responsibility for obtaining instructions from clients to Broadridge Financial Solutions, Inc. ("**Broadridge**") in the United States and in Canada.

Broadridge typically prepares an intermediary VIF, mails this to the Beneficial Shareholders and asks for appropriate instructions regarding the voting of Shares to be voted at the Meeting. Beneficial Shareholders are requested to complete and return the voting instructions to Broadridge by mail or facsimile. Beneficial Shareholders will likely also be able to submit their voting instructions by Internet by accessing <http://www.proxyvote.com>, the URL or web address as provided in the Intermediary VIF, entering the 16-digit control number that appears on the Intermediary VIF, indicating your vote on each resolution and selecting "final submission". Any such vote is an instruction to your Intermediary as to how you wish to vote. It is not a vote cast by you at the Meeting. Alternatively, Beneficial Shareholders can call a toll-free number to deliver their voting instructions and to vote the Shares held by them. Broadridge then tabulates the results of all instructions received and provides appropriate instructions respecting the voting of Shares to be represented at the Meeting. **A Beneficial Shareholder receiving an Intermediary VIF cannot use that form as a proxy to vote Shares directly at the Meeting - the Intermediary VIF must be returned to Broadridge well in advance of the Meeting in order to have its Shares voted at the Meeting.**

Non-registered Shareholders who do not object to their name being made known to the Company may be contacted by Kingsdale Advisors to assist in conveniently voting their Shares directly by telephone. The Company may also utilize the Broadridge QuickVote™ service to assist such Shareholders with voting their Shares.

Beneficial Shareholders should follow the instructions on the forms they receive and contact their Intermediaries or the Company's strategic advisor, Kingsdale Advisors, promptly if they need assistance.

Shareholders and CDI holders may contact Kingsdale Advisors, the Company's strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

All references to Shareholders in this Information Circular are to registered Shareholders, unless specifically stated otherwise.

### **1.3 Special Voting Instructions for CDI Holders**

The Company would like to remind CDI holders of the particular requirements and restrictions that their votes will be subject to.

A CDI is a CHESS<sup>1</sup> Depositary Interest ("**CDI**") traded on Australian Securities Exchange ("**ASX**") and represents an uncertificated unit of beneficial ownership in the Shares of the Company. CDI holders do not actually own direct legal title to Shares, which is held for and on behalf of CDI holders by CHESS Depositary Nominees Pty Ltd. ("**CDN**"), a wholly owned subsidiary of ASX Limited. CDN is authorized by its Australian Financial Services Licence to operate custodial and depositary services, other than investor directed portfolio services, to wholesale and retail clients. This structure exists because the Company is listed on a Canadian exchange with a right to have its securities traded on the ASX by way of CDIs.

CDI holders may attend the Meeting; however, they are unable to vote in person at the Meeting. As CDIs are technically rights to Shares held on behalf of CDI holders by CDN, CDI holders need to provide confirmation of their voting intentions to CDN before the Meeting. CDN will then exercise the votes on behalf of CDI holders.

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<sup>1</sup> "CHESS" refers to the Clearing House Electronic Subregister System, which is the electronic system pursuant to which CDIs of the Company trade on the ASX.

In order to have votes cast at the Meeting on their behalf, CDI holders must complete, sign and return the enclosed CDI voting instruction form (the “**CDI Voting Instruction Form**”) to Automic Pty Ltd. (“**Automic**”), the CDI Registry in Australia, in accordance with the instructions below. Every ten (10) CDIs are entitled to one (1) vote.

CDN is required to follow the voting instructions properly received from registered holders of CDIs. If a CDI holder holds its interest in CDIs through a broker, dealer or other Intermediary, it will need to follow the instructions of its Intermediary.

CDI Voting Instruction Forms may be lodged in one of the following ways:

Online	Lodge the CDI Voting Instruction Form online at <a href="https://investor.automic.com.au/#/loginsah">https://investor.automic.com.au/#/loginsah</a> by following the instructions: Login to the Automic website using the holding details as shown on the CDI Voting Instruction Form. Click on ‘Meetings’ – ‘Vote’. To use the online lodgment facility, CDI holders will need their holder number (Securityholder Reference Number (SRN) or Holder Identification Number (HIN)) as shown on the front of the CDI Voting Instruction Form.
By post	Automic, GPO Box 5193, Sydney NSW 2001
By hand	Automic, Level 5, 126 Phillip Street, Sydney NSW 2000

Completed CDI Voting Instruction Forms must be provided to Automic no later than 10:30 p.m. AEST on Wednesday, September 10, 2025 (8:30 a.m. Eastern Time on Wednesday, September 10, 2025) or four (4) full business days before any adjourned or postponed Meeting, in accordance with the instructions on that form. The CDI voting deadline is two (2) business days prior to the date that proxies are due, so that CDN has sufficient time to vote the Shares underlying the applicable CDIs.

CDI holders that wish to change their vote must, no later than the due date for lodgment of CDI Voting Instruction Forms above, contact Automic to arrange to change their vote.

Shareholders and CDI holders may contact Kingsdale Advisors, the Company’s strategic advisor, by telephone at 1-866-851-2468 (toll-free in North America), 1-437-561-5027 (text and call enabled outside North America) or 611-800-297-083 (toll-free in Australia), or by email at [contactus@kingsdaleadvisors.com](mailto:contactus@kingsdaleadvisors.com). To obtain current information about voting your Shares or CDIs, please visit [www.PatriotBatteryMetalsAGM.com](http://www.PatriotBatteryMetalsAGM.com).

#### 1.4 Application of Canadian Corporate and Securities Law and the Australian Corporations Act

The Company was incorporated under and is regulated by the corporate laws of the Province of British Columbia, Canada and securities laws of the provinces of Canada. It is an exploration company trading on the Toronto Stock Exchange (“**TSX**”) (under the symbol PMET), on the ASX (under the symbol PMT), on OTCQX operated by the OTC Markets Group in the United States (“**OTC**”) (under the symbol PMETF) and on the Frankfurt Stock Exchange (under the symbol R9GA). The Company is subject to the relevant provisions of the *Business Corporations Act* (British Columbia) (“**BCCA**”). The Company is registered as a foreign company in Australia pursuant to the *Corporations Act 2001* (Cth) (the “**Corporations Act**”).

The Company is not subject to Chapters 6, 6A, 6B and 6C of the Corporations Act dealing with the acquisition of its Shares or CDIs (i.e., substantial holdings and takeovers).

There are no limitations under the laws of Canada on the right to acquire outstanding securities of the Company, except that:

- The Investment Canada Act may require pre-closing review and approval by the Minister of Industry (Canada) of certain acquisitions of “control” of the Company by a “non-Canadian.” A “non-Canadian” generally means an individual who is not a Canadian citizen, or a corporation, partnership, trust or joint venture that is ultimately controlled by non-Canadians. The Investment Canada Act also creates a national security regime pursuant to which any level of investment in the Company by foreign state-owned enterprises and foreign state-influenced private investors may be subject to review and could be prohibited if the Government of Canada determines that the investment could be injurious to Canadian national security;
- The Competition Act (Canada) may require pre-closing notification to and approval by the Competition Bureau (Canada) for certain acquisitions of more than 20% of the shares of the Company, where certain party and transaction size thresholds are met. In some cases, the Commissioner of Competition may seek to block or dissolve such a merger in proceedings before the Competition Tribunal (Canada);
- Applicable Canadian securities laws contain comprehensive requirements relating to “takeover bids”, which apply to any offer to purchase, solicitation of an offer to sell, acceptance of an offer to sell or any combination of the foregoing, which is made to one or more persons whose last address as shown on the books of the Company is in Canada, where the

securities subject to the offer, together with the offeror's own securities, constitute in the aggregate 20% or more of the outstanding shares of the Company; and

- Applicable Canadian securities laws contain requirements relating to "issuer bids", which apply to the acquisition of securities of the Company by the Company, which absent certain exemptions, requires the Company to make the same offer to all security holders of the class through an issuer bid circular that contains prescribed information and an issuer bid is otherwise subject to a number of requirements, such as pro rata take up and identical treatment of all security holders.

There are no limitations in the organizing documents of the Company on the right to acquire outstanding securities of the Company.

## **1.5 Voting Securities and Principal Holders of Voting Securities**

The Company is authorized to issue an unlimited number of Shares without par value. As of the record date, determined by the Board to be the close of business on August 1, 2025, a total of 162,270,235 Shares were issued and outstanding. Each Share carries the right to one (1) vote at the Meeting.

To the knowledge of the directors and senior officers of the Company, no person or company beneficially owns, directly or indirectly, or exercises control or direction over, Shares carrying more than ten percent (10%) of the voting rights attached to the outstanding Shares of the Company.

## **PART 2: BUSINESS OF THE MEETING**

### **2.1 Receipt of the Financial Statements**

The Financial Statements and the report of the auditor thereon will be submitted at the Meeting. The Financial Statements and related MD&A are available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca), as well as on the Company's website at [www.patriotbatterymetals.com](http://www.patriotbatterymetals.com).

### **2.2 Election of Directors**

At present, the directors of the Company are elected at each annual general meeting and hold office until the next annual general meeting, or until their successors are duly elected or appointed in accordance with the Company's articles or until such director's earlier death, resignation or removal. In the absence of instructions to the contrary, the completed form of proxy will be voted for the nominees listed in the form of proxy.

Pursuant to the advance notice policy of the Company (the "**Advance Notice Policy**"), any additional director nominations for the Meeting must have been received by the Company in compliance with the Advance Notice Policy. As of the date of this Information Circular, the Company has not received notice of a nomination in compliance with the Advance Notice Policy.

Management of the Company proposes to nominate the persons named in the tables below for election by the Shareholders as directors of the Company.

## Nominee Director



**KENNETH BRINSDEN**  
Montréal, Québec, Canada  
*President, CEO & Managing Director*

Age: **54**

Status: **Non-Independent**  
Director since: **August 22, 2022**

Previous annual meeting votes in favor: **97.62%**

### Areas of Expertise:

Board and Executive Management	Lithium Industry	Health & Safety, Environment and Social Performance
Mining, Resources and Commodities	Mining Industry/Operations	Culture, Human Resources/Organizational Development
Risk Management Compliance	Capital and Engineering Projects Management	Strategic Planning/M&A

### Experience in the past five (5) years:

President and CEO and Managing Director of Patriot Battery Metals since January 2024.  
Non-Executive Chair of the Patriot Battery Metals from August 2022 to January 2024.  
Pilbara Minerals Managing Director from January 2016 to July 2022.

### Public Board Membership in the past five (5) years:

Pilbara Minerals Limited (ASX: PLS)

### Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: 290,000 (including 2,700,000 CDIs or 270,000 Shares) RSUs: 143,815 PSUs: 143,815 DSUs: 7,764	1,979,000

## Nominee Director



**PIERRE BOIVIN, ICD.D, GCB.D**  
 Québec, Canada  
*Non-Executive Chair, Director, member of the Remuneration and Nomination Committee, and member of the Audit and Risk Committee*

Age: **69**

Status: **Independent**  
 Director since: **June 12, 2023**

Previous annual meeting votes in favor: **95.6%**

### Areas of Expertise:

Board and Executive Management	International Risk Management	Compliance Management
Mining, Resources	Mining Industry	Culture, Human Resources
Risk Management Compliance	Capital and Engineering Projects Management	Strategic Planning/M&A

### Experience in the past 5 years:

Policy Advisor – Africa, Kobo Resources from April 2023.  
 Counsel, McCarthy Tétrault LLP from January 2022.  
 Director, Vues d'Afrique from February 2018 to January 2022.  
 Director, Kobo Resources from June 2021 to January 2023.  
 Partner, McCarthy Tétrault LLP from August 2001 to December 2021.  
 Director, The Canada-Africa Chamber of Business from January 1, 2022.  
 Governance Committee Member, Canadian Institute of Mining (CIM) from January 2020.  
 Director, Development Finance Institute Canada Inc. (FinDev Canada) from December 2018.  
 Director, Export Development Canada (EDC) from June 2018 (Member of the Risk Management Committee, Member of the Business Development and Performance Committee and Member of the Human Resources Committee).  
 Director, NSIA Participations (Ivory Coast) from February 2017 to April 2025 (Member of the Human Resources Committee and member of the Governance and Ethics Committee).  
 Director, CPCS Transcom Limited from December 2014 to January 2024.

### Public Board Membership in the past 5 years:

Kobo Resources from June 2021 to January 2023.

### Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: Nil DSUs: 33,008	112,000

## Nominee Director



### ALINE CÔTÉ

Québec, Canada

New nominee

Age: 51

Status: **Independent**

Director since: **July 29, 2025**

Previous annual meeting votes in favor: N/A

### Areas of Expertise:

Board and Executive Management

International & Québec Mining Industry Operations

Health & Safety, Environment & Social Performance

Mining, Resources & Commodities

Capital & Engineering Projects Management

Culture, Human Resources/Organizational Development

Risk Management Compliance

### Experience in the past five (5) years:

Mrs. Aline Côté holds a bachelor's degree in science (Geology) from the Université du Québec (1998). She attended post graduate Geology training at Laurentian University (2000) and began her career as an exploration geologist for Noranda Inc. before transitioning into project management and technical services roles at Xstrata plc and Glencore International AG. Mrs. Côté completed her MBA (Université du Québec, 2008) and was appointed Chief Geologist at Falconbridge Limited. In 2014, she became Head of Zinc Mining Technical Services of Glencore where she served until 2019, when she was appointed as Glencore's first female Industrial Lead, heading Zn-Pb world-wide. In 2024, after a 27-year career, Mrs. Côté left the global commodities giant to pursue new opportunities and has been a corporate director since.

### Public Board Membership in the past five (5) years:

Trevali Mining Corporation from September 2020 to September 2022. She also chaired the Technical Committee from August 2021.

### Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: Nil	Nil



**MÉLISSA DESROCHERS, ASC, C. Dir.**  
 Québec, Canada  
*Director, Chair of the Remuneration and Nomination Committee and member of the Audit and Risk Committee*

Age: **47**

Status: **Independent**  
 Director since: **January 26, 2023**

Previous annual meeting votes in favor: **94.98%**

**Areas of Expertise:**

Board and Executive Management	Health & Safety, Environment and Social Performance	Canadian & Québec Jurisdictions
Mining Resources & Commodities	Culture, Human Resources / Organizational Development	Public Affairs & Communication with Stakeholders
Risk Management Compliance		

**Experience in the past five (5) years:**

ESG Strategy Consultant – Mining Sector Specialist since August 2020.

Member of the *Autorité des Marchés Financiers* Mining Advisory Committee since 2022.

University Lecturer for a graduate course entitled “Culture, Communication and Mining Development” since 2022.

Director of Government Relations and External Communications for Agnico Eagle Mines Limited from October 2017 to August 2020.

**Public Board Membership in the past five (5) years:**

O3 Mining Inc. from April 2021 to February 2024.

**Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly**

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: Nil DSUs: 32,801	111,000

### Nominee Director



#### BRIAN JENNINGS

Ontario, Canada  
Director, Chair of the Audit and Risk Committee, and member of the Remuneration and Nomination Committee

Age: 62

Status: **Independent**  
Director since: **July 18, 2022**

Previous annual meeting votes in favor: **97.29%**

#### Areas of Expertise:

Board and Executive Management	Finance	Risk Management Compliance
Mining, Resources and Commodities	Technical	International

#### Experience in the past five (5) years:

Chief Financial Officer of Generation Mining Limited since February 2020.

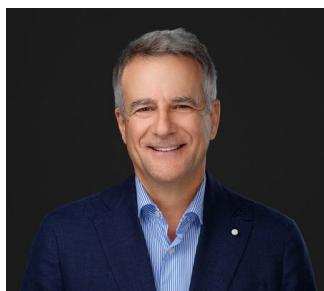
#### Public Board Membership in the past five (5) years:

Generation Mining Limited from May 2018 to February 2020.

#### Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: 5,000 DSUs: 32,801	128,000

### Nominee Director



#### D. BLAIR WAY

Queensland, Australia  
Director

Age: 62

Status: **Non-Independent** (due to Mr. Way holding an executive role during the financial year ended March 31, 2025)  
Director since: **November 3, 2020**

Previous annual meeting votes in favor: **95.77%**

#### Areas of Expertise:

Board and Executive Management	International	Health & Safety, Environment and Social Performance
Mining, Resources and Commodities	Technical	Culture, Human Resources/Organizational Development
Risk Management Compliance	Capital and Engineering Projects	

#### Experience in the past five (5) years:

COO of the Company from January 2024 to June 2024.

President and CEO of the Company from November 2020 to January 2024.

President, CEO and Director of Queensland Gold Hills (now Q2 Metals) from September 2021 to November 2022.

President and CEO of Leading Edge Materials from September 2013 to January 2019.

#### Public Board Membership in the past five (5) years:

Loyal Metals (previously Loyal Lithium) January 2025 to present.

Vten (CPC) from August 2022 to March 2023.

Traction Uranium (CSE) from November 2021 to November 2022.

T2 Metals (TSXV) from November 2012 to November 2022.

#### Shares or Units Beneficially Owned, Controlled or Directed, Directly or Indirectly

Year	Equity (#) <sup>(1)</sup>	Value (\$) <sup>(2)(3)</sup>
March 31, 2025	Shares: 2,918,470	9,864,000

Note:

- (1) Excluding the value of the issue of RSUs, PSUs or DSUs Shareholders are asked to approve at the Meeting.
- (2) The value of the Shares beneficially owned, controlled or directed, directly or indirectly, is calculated on the basis of the closing price of the Shares on the TSX on July 18, 2025, which was \$3.38
- (3) The value of the RSUs, PSUs and DSUS beneficially owned, controlled or directed, directly or indirectly, is calculated on the basis of the closing price on the TSX on July 18, 2025, which was \$3.38.

#### *Orders*

No proposed director of the Company is, or within the ten (10) years before the date of this Information Circular has been, a director, chief executive officer or chief financial officer of any company (including the Company) that:

- (a) was subject to (i) a cease trade order; (ii) an order similar to a cease trade order; or (iii) an order that denied the relevant company access to any exemption under securities legislation, that was in effect for a period of more than 30 consecutive days that was issued while the proposed director was acting in the capacity as director, chief executive officer or chief financial officer; or
- (b) was subject to (i) a cease trade order; (ii) an order similar to a cease trade order; or (iii) an order that denied the relevant company access to any exemption under securities legislation, that was in effect for a period of more than 30 consecutive days that was issued after the proposed director ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as director, chief executive officer or chief financial officer.

#### *Bankruptcies*

Except as set out below, to the best of management's knowledge, no proposed director of the Company is, or within ten (10) years before the date of this Information Circular has been, a director or an executive officer of any company (including the Company) that, while the person was acting in that capacity, or within one (1) year of that person ceasing to act in the capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold its assets.

Aline Côté was a director of Trevali Mining Corporation ("**Trevali**") between September 2020 and September 2022. On August 19, 2022, Trevali received an Initial Order for creditor protection from the British Columbia Supreme Court under the *Companies' Creditors Arrangement Act* ("CCAA") for an initial period of ten days. The Initial Order was subsequently extended to October 6, October 18, and finally December 16, 2022 to allow Trevali to restructure its business and financial affairs. On December 16, 2022, Trevali announced a winning bid under the Sales and Solicitation Process and disclosed that the company would be seeking Court approval of the proposed transaction. The transaction was approved by the Supreme Court of British Columbia on December 21, 2022 and was completed on June 27, 2023. On June 28, 2023 the Court-appointed monitor was granted enhanced powers in the CCAA proceedings with respect to the Company's business and affairs

To the best of management's knowledge, no proposed director of the Company is, or within ten (10) years before the date of this Information Circular has been, bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of the proposed director.

#### *Penalties and Sanctions*

To the best of management's knowledge, no proposed director of the Company has been subject to:

- (a) any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with securities regulatory authority; or
- (b) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable securityholder in deciding whether to vote for a proposed director.

#### *Notice to CDI holders with respect to voting in relation to resolutions electing a director or appointing an auditor*

The Company has been granted a waiver by the ASX from ASX Listing Rule 14.2.1 to the extent necessary to permit the Company not to provide in the CDI Voting Instruction Form an option for CDI holders to vote against a resolution to elect a director or appoint an auditor, on the following conditions:

- the Company complies with relevant Canadian laws as to the content of proxy forms applicable to resolutions for the election of directors and the appointment of an auditor;
- the notice given by the Company to CDI holders under ASX Settlement Operating Rule 13.8.9 makes it clear that CDI holders are only able to vote for the resolutions or abstain from voting and the reasons why this is the case;
- the Company releases details of the waiver to the market as pre-quotation disclosure;
- the terms of the waiver are set out in the management proxy circular provided to all CDI holders; and
- the waiver from ASX Listing Rule 14.2.1 only applies for so long as the relevant Canadian laws prevent the Company from permitting Shareholders to vote against a resolution to elect a director or appoint an auditor.

CDI holders will only be able to direct CDN to vote for or withhold their vote on a resolution to elect a director or appoint an auditor to be considered at the Meeting. Under applicable Canadian securities laws, the form of proxy to be provided to Shareholders must only allow Shareholders to vote in favor of or withhold their vote in respect of a resolution to elect a director or appoint an auditor, but not to vote against it. Canadian securities laws have an alternative legislative scheme for securityholders to contest the reappointment of directors and auditors.

*Notice to CDI holders with respect to nominations for the election of directors*

The Company has been granted a waiver by the ASX from ASX Listing Rule 14.3 to the extent necessary to permit the Company to accept nominations for the election of directors in accordance with the Shareholder proposal provisions of sections 188 and 189 of the BCCA on condition that the terms of the waiver are released to the market as pre-quotation disclosure and are set out in the management proxy circular provided to all CDI holders.

*Majority Voting Policy*

Pursuant to the majority voting policy of the Company adopted by the Board on January 25, 2024, any nominee for election as a director of the Company who receives a greater number of validly cast votes “withheld” from his or her election than validly casted votes “for” such election will immediately tender his or her offer to resign to the Board.

The Board will consider the offer to resign. In considering whether to accept the offer to resign, the Board will consider all factors deemed relevant. Within 90 days of the date of the Meeting at which the election occurred, the Board will make a decision concerning the offer to resign. The Board will consider the information and factors as stated above and such additional information and factors that the Board may deem to be relevant. Absent exceptional circumstances, the Board will accept the resignation. The offer to resign will be effective when accepted by the Board.

No director who has tendered his or her offer to resign will participate in the Board’s deliberations or recommendation with respect to accepting or rejecting his or her offer to resign as a director. However, he or she will be counted for determining whether the Board has quorum. Such director will remain active and engaged in all other Board and Board committee activities, deliberations and decisions during such time, including, for greater certainty, the deliberations and decisions regarding any offer to resign tendered by any other director in accordance with the majority voting policy.

A copy of the majority voting policy is available on the Company’s website at <http://www.patriotbatterymetals.com>.

This resolution is an ordinary resolution.

**Management recommends Shareholders vote FOR the election as directors of each of the nominees listed above for the ensuing year.**

## **2.3 Appointment of Auditor**

PricewaterhouseCoopers LLP (“**PwC**”) was first appointed as the Company’s auditor on February 26, 2024. The initial appointment of PwC has been considered and approved by the Company’s Audit and Risk Committee and the Board. They have considered a number of factors relevant to the decision to recommend PwC, including their qualifications and reputation in the industry, their proposed audit team and audit philosophy, anticipated pricing and the potential to realize efficiencies in the completion of the audit process. As the Company recognizes the importance of independent auditors, on an annual basis the Company’s Audit and Risk Committee also conducts a formal assessment and reviews the performance of the independent auditor. Unless otherwise instructed, the proxies given pursuant to this solicitation will be voted for the appointment of PwC as

the auditor of the Company to hold office for the ensuing year, at such remuneration as may be fixed by the Board. This resolution is an ordinary resolution.

The aggregate fees of the external auditor for services rendered in each of the last two (2) financial years are as follows:

	Financial Year Ending	
	March 31, 2025	March 31, 2024 <sup>(5)</sup>
Audit fees (\$) <sup>(1)</sup>	86,000	78,000
Audit-related fees (\$) <sup>(2)</sup>	11,000	40,000
Tax fees (\$) <sup>(3)</sup>	Nil	Nil
All other fees (\$) <sup>(4)</sup>	97,000	36,000
<b>Total<sup>(6)</sup></b>	<b>194,000</b>	<b>154,000</b>

Notes:

- (1) Audit fees include services rendered in connection with the audit of the Company's annual consolidated financial statements.
- (2) Fees related to assurance services related to the performance of the audit or review of the Company's consolidated financial statements, but not reported as audit fees.
- (3) Tax fees related to professional services for tax compliance.
- (4) All other fees related to services not meeting the fee classifications under notes (1), (2) and (3) above.
- (5) The aggregate fees billed by the Company's external auditor for the financial year ended March 31, 2024 are consolidated to include both amounts paid to PwC and to Manning Elliott. Such fees are split as follows : \$114,373 was paid to PwC and no fees were paid to Manning Elliott as audit fees; and no fees were paid to PwC and \$40,000 was paid to Manning Elliott as audit-related fees.

**Management recommends Shareholders vote FOR the appointment of PricewaterhouseCoopers LLP as the auditor of the Company for the ensuing year, at such remuneration as may be fixed by the Board.**

## 2.4 Ratification of previous issuance of Shares under the Volkswagen Group Strategic Financing

The Company raised capital through a strategic investment (the “**Strategic Investment**”) by way of a private placement with Volkswagen Group (“**Volkswagen**”). The proceeds from this investment will be used to fund exploration, development and completion of a feasibility study on the Company's Shaakichiwaanaan project as well as for general and working capital purposes.

On December 18, 2024, the Company announced that Volkswagen would invest approximately \$69 million to acquire 9.9% of the Company's issued and outstanding Shares. The subscription price of \$4.42 per Share represented a 65% and 35% premium to the 30-day and 90-day volume weighted average price of the Shares on the TSX for the period ending December 17, 2024. The Company and Volkswagen entered into a subscription agreement providing for the issue and sale to Volkswagen of 15,557,500 Shares (the “**Volkswagen Shares**”) for aggregate gross proceeds to be paid on closing in U.S. dollars in the amount of \$48 million. As part of the Strategic Investment, Volkswagen was granted certain rights pursuant to an investor rights agreement. The Company also entered into a binding offtake term sheet with Volkswagen's wholly owned and vertically integrated battery manufacturer, PowerCo, for the Company to supply 100,000 tons of spodumene concentrate (SC 5.5 target) per year over a 10-year term.

The Strategic Investment closed on January 18, 2025 without Shareholder approval and fell within the Company's available 15% issuance capacity under ASX Listing Rule 7.1.

Shareholders are being asked to consider and to pass an ordinary resolution (the “**Volkswagen Financing Resolution**”) to ratify the issuance of the Shares issued under the Company's available 15% issuance capacity under ASX Listing Rule 7.1 (i.e., effectively ‘refreshing’ the Company's 15% issuance capacity under ASX Listing Rule 7.1).

*ASX Listing Rules 7.1 and 7.4*

ASX Listing Rule 7.1 prohibits a listed company from issuing equity securities representing more than 15% of its issued capital in any 12-month period without first obtaining Shareholder approval (subject to certain exceptions).

Under ASX Listing Rule 7.4, a company can seek ratification of securities issued that have been made within the previous 12-month period if:

- (a) the issuance does not breach ASX Listing Rule 7.1; and
- (b) Shareholders subsequently approve such issue.

The effect of such ratification is that the issuance of the Volkswagen Shares is then deemed to have been made with Shareholder approval, thus not counting towards the 15% limit. The approved securities are also included in the base number for calculating the Company's 15% limit, thereby increasing the number of equity securities the Company can issue without first having to obtain Shareholder approval under ASX Listing Rule 7.1.

The issuance of the Volkswagen Shares did not breach ASX Listing Rule 7.1 and did not require Shareholder approval. The Company now seeks Shareholder approval to ratify the issuance of the Volkswagen Shares pursuant to ASX Listing Rule 7.4. This will have the same effect as if Shareholder approval had been obtained before the Company issued the Volkswagen Shares.

If the Volkswagen Financing Resolution is passed, the issuance of the Volkswagen Shares will be excluded in calculating the Company's 15% limit in ASX Listing Rule 7.1, effectively increasing the number of equity securities it can issue without Shareholder approval over the 12-month period following the date of their issue.

This will provide the Company with the ability to issue more securities in the future, e.g., a placement to disclosure exempt investors, without seeking Shareholder approval, if the Board considers that it is in the interests of the Company to do so.

If the Volkswagen Financing Resolution is not passed, the Volkswagen Shares will be included in calculating the Company's 15% limit in ASX Listing Rule 7.1, effectively decreasing the number of equity securities it can issue without Shareholder approval over the 12-month period following the date of their issue.

*Specific Information required by ASX Listing Rule 7.5*

ASX Listing Rule 7.5 requires the following information to be provided to Shareholders for the purpose of obtaining Shareholder approval pursuant to ASX Listing Rule 7.4:

- (a) the Volkswagen Shares were issued to Volkswagen Group;
- (b) 15,557,500 Volkswagen Shares were issued on January 18, 2025 under the Company's available 15% issuance capacity pursuant to ASX Listing Rule 7.1;
- (c) the Volkswagen Shares issued were fully paid Shares in the capital of the Company issued on the same terms and conditions as the Company's existing Shares;
- (d) the issuance price was \$4.42 per Volkswagen Share for a total consideration of approximately \$69 million before costs, paid on closing in U.S. dollars in the amount of \$48 million;
- (e) the funds raised by the issuance of the Volkswagen Shares will be used to fund exploration, development and completion of a feasibility study on the Company's Shaakichiuwaanaan project as well as for general and working capital purposes; and
- (f) the subscription agreement under which the Volkswagen Shares were agreed to be issued included standard closing conditions for a private placement and standard representations and warranties for an agreement of this nature.

*Voting Exclusion Statement*

The Company will disregard any votes cast in favour of the Volkswagen Financing Resolution by or on behalf of a person who participated in the issuance of the Volkswagen Shares, or any of their respective associates.

However, this does not apply to a vote cast in favour of the Volkswagen Financing Resolution by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:

- (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
- (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the approval of the Volkswagen Financing Resolution. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the Volkswagen Financing Resolution to approve the Volkswagen Strategic Investment.**

## **2.5 Approval to issue FY25 DSUs to Blair Way**

Following the changes in his responsibilities within the Company in 2024, Mr. Blair Way became a non-executive director. As a result, his compensation had to be adjusted to the level of the Company's other non-executive directors, taking into account the time Mr. Way was a non-executive director in FY 2025. In order to properly reflect these circumstances, the Company agreed to award, subject to approval by a simple majority of Shareholders at the Meeting, an aggregate of 21,572 deferred share units ("**DSUs**") to Mr. Way in his capacity as non-executive director for part of FY25.

The DSUs are governed by the terms of the Company's Omnibus Plan. The terms of the Omnibus Plan are summarised in Section 5.1 of this Information Circular.

This resolution is an ordinary resolution.

### *Requirements under ASX Listing Rules*

ASX Listing Rule 10.14 provides that a listed company must not permit any of the following persons to acquire equity securities under an employee incentive scheme:

1. a director of the company (ASX Listing Rule 10.14.1);
2. an associate of a director of the company (ASX Listing Rule 10.14.2); or
3. a person whose relation with the company or a person referred to in ASX Listing Rule 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by its shareholders (ASX Listing Rule 10.14.3),

unless it obtains the approval of its shareholders.

The proposed issue of the DSUs falls within ASX Listing Rule 10.14. and therefore requires the approval of Shareholders under ASX Listing Rule 10.14.

As Shareholder approval is sought under ASX Listing Rule 10.14, approval under ASX Listing Rule 7.1 or 10.11 is not required.

If the resolutions pass, the Company will be able to proceed with the issue of the DSUs to Mr. Way and remunerate him accordingly. If the resolution does not pass, the Company will not be able to proceed with the issue of the DSUs to Mr. Way and the Company will need to consider other forms of remuneration, including by the payment of cash or cash-settled awards with equivalent value to the DSUs.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the DSUs:

1. the DSUs will be issued under the Omnibus Plan to Mr. Way or his nominees;
2. Mr. Way is a director and fall into the category stipulated by ASX Listing Rule 10.14.1. In the event the DSUs are issued to a nominee/s of Mr. Way, that/those person/s will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. the current total remuneration package for Mr. Way is set out in Section 4.1 of this Information Circular;
4. Mr. Way has previously been issued 2,173,333 Options under the Company's previous Stock Option Plan for an issue price of nil;

5. the DSUs will be issued on the above terms and otherwise in accordance with the terms of the Omnibus Plan summarised in Section 5.1 of this Information Circular;
6. a full explanation of the rationale for issuing the DSUs is set out in Part 4 of this Information Circular;
7. the value the Company attributes to the Options and DSUs is set out in Section 4.1 of this Information Circular;
8. the DSUs will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules);
9. the DSUs will have an issue price of nil (i.e. no funds will be raised from their issue);
10. a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
11. no loan will be provided to Mr. Way in relation to the issue of the DSUs; and
12. details of any securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in this Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

In respect of each of the resolution for Mr. Way, the Company will disregard any votes cast in favour of approving the issue of DSUs to Mr. Way by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing DSUs to Mr. Way by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of DSUs to Mr. Blair Way. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of DSUs to Mr. Blair Way.**

#### **2.6 Approval to issue up to \$565,000 (subject to income taxes) worth of shares to Mr. Ken Brinsden in payment of his FY25 STIP**

Under his employment arrangements, the target for Mr. Brinsden's STIP is set at 100% of his base salary. As discussed in more detail in Section 4.1 of this Information Circular, as a result of the Company's scorecard performance results, the Board assessed the overall performance and the achievement of the Mr. Brinsden's objectives at 113%. Mr. Brinsden is hence entitled to a Short-Term Incentive Plan (**STIP**) payment of \$565,000. However, recognizing the Company's continued focus on exploration and, in order to further align with Shareholders and reinforce his commitment to long-term value creation, Mr. Brinsden proactively proposed to receive his FY25 STIP payment in equity rather than cash. Specifically, he has requested that, in lieu of the \$565,000 cash payment, he or his designated nominee(s) receive an equivalent value in Shares (net of applicable taxes) — ("**FY25 STIP Shares**").

This decision underscores Mr. Brinsden's strong alignment with shareholders and his commitment to long-term value creation. By electing to receive equity compensation, Mr. Brinsden is reinforcing his confidence in the Company's strategy and future potential while helping to conserve capital for the continued advancement of its projects.

This resolution is an ordinary resolution.

The FY25 STIP Shares are governed by the terms of the Omnibus Plan. The terms of the Omnibus Plan are summarised in Section 5.1 of this Information Circular.

#### *Requirements under ASX Listing Rules*

A summary of ASX Listing Rule 10.14 is provided in Section 2.9 of this Information Circular.

If this resolution passes, the Company will be able to proceed with the issue of the FY25 STIP Shares to Ken Brinsden and remunerate him accordingly. If this resolution does not pass, the Company will not be able to proceed with the issue of the FY25 STIP Shares to Ken Brinsden and the Company may need to consider other forms of performance-based remuneration, including by the payment of cash.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the FY25 STIP Shares:

1. the FY25 STIP Shares will be issued under the Omnibus Plan to Ken Brinsden;
2. Ken Brinsden is a director and falls into the category stipulated by ASX Listing Rule 10.14.1. In the event the FY25 STIP Shares are issued to a nominee of Ken Brinsden, that person will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. the total number of FY25 STIP Shares to be issued to Ken Brinsden (or his respective nominees) will be calculated by dividing \$565,000 by the Market Price of a Share on the grant date;
4. the current total remuneration package for Ken Brinsden is set out in Section 4.1 of this Information Circular;
5. Ken Brinsden has previously been issued 2,000,000 Options under the Company's previous Stock Option Plan for an issue price of nil. 1,000,000 Options were issued with an exercise price of \$7.00, and 1,000,000 options were issued with an exercise price of \$9.20, representing a premium of 61% and 111%, respectively, compared to the Company's market price of \$4.35 at the time of the grant;
6. the FY25 STIP Shares will be issued as fully paid common shares in the capital of the Company on the same terms and conditions as the Company's existing Shares;
7. the FY25 STIP Shares will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules);
8. the FY25 STIP Shares will have an issue price of nil (i.e. no funds will be raised from their issue);
9. a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
10. no loan will be provided to Ken Brinsden in relation to the issue of the FY25 STIP Shares; and
11. details of any securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in this Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

The Company will disregard any votes cast in favour of approving the issue of FY25 STIP Shares to Ken Brinsden by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing FY25 STIP Shares to Ken Brinsden by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of FY25 STIP Shares to Mr. Ken Brinsden. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of FY25 STIP Shares to Mr. Ken Brinsden.**

**2.7 Approval to issue up to \$200,000 (subject to income taxes) worth of shares to Mr. Ken Brinsden in partial payment of his FY26 base salary**

Under his employment arrangements, Mr. Brinsden is entitled to a base salary of \$500,000. You will find more information of Mr. Brinsden's compensation in Section 4.1 of this Information Circular. Recognizing the Company's continued focus on exploration, Mr. Brinsden proposed - and the Board agreed - that his base salary for FY26 be voluntarily reduced by \$100,000 to \$400,000. In addition, to further align with Shareholders and reinforce his commitment to long-term value creation, Mr. Brinsden has elected to receive 50% of his reduced FY26 base salary (subject to income taxes) in the form of Shares. Accordingly, the Company will issue to Mr. Brinsden, or his designated nominee(s), up to \$200,000 worth of shares (subject to income taxes) in lieu of a cash salary payment, representing the share-based component of his FY26 base salary ("**FY26 Salary Shares**").

This resolution is an ordinary resolution.

The FY26 Salary Shares are governed by the terms of the Omnibus Plan. The terms of the Omnibus Plan are summarised in Section 5.1 of this Information Circular.

*Requirements under ASX Listing Rules*

A summary of ASX Listing Rule 10.14 is provided in Section 2.9 of this Information Circular.

If this resolution passes, the Company will be able to proceed with the issue of the FY26 Salary Shares to Ken Brinsden and remunerate him accordingly. If this resolution does not pass, the Company will not be able to proceed with the issue of the FY26 Salary Shares to Ken Brinsden and the Company may need to consider other forms of performance-based remuneration, including by the payment of cash.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the FY26 Salary Shares:

1. the FY26 Salary Shares will be issued under the Omnibus Plan to Ken Brinsden;
2. Ken Brinsden is a director and falls into the category stipulated by ASX Listing Rule 10.14.1. In the event the FY26 Salary Shares are issued to a nominee of Ken Brinsden, that person will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. the total number of FY26 Salary Shares to be issued to Ken Brinsden (or his respective nominees) will be calculated by dividing \$200,000 by the Market Price of a Share on the grant date;
4. the current total remuneration package for Ken Brinsden is set out in Section 4.1 of this Information Circular;

5. Ken Brinsden has previously been issued 2,000,000 Options under the Company's previous Stock Option Plan for an issue price of nil. 1,000,000 Options were issued with an exercise price of \$7.00, and 1,000,000 options were issued with an exercise price of \$9.20, representing a premium of 61% and 111%, respectively, compared to the Company's market price of \$4.35 at the time of the grant;
6. the FY26 Salary Shares will be issued as fully paid common shares in the capital of the Company on the same terms and conditions as the Company's existing Shares;
7. the FY26 Salary Shares will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules);
8. the FY26 Salary Shares will have an issue price of nil (i.e. no funds will be raised from their issue);
9. a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
10. no loan will be provided to Ken Brinsden in relation to the issue of the FY26 Salary Shares; and
11. details of any securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in this Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

The Company will disregard any votes cast in favour of approving the issue of FY26 Salary Shares to Ken Brinsden by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing FY26 Salary Shares to Ken Brinsden by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of FY26 Salary Shares to Mr. Ken Brinsden. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of FY26 Salary Shares to Mr. Ken Brinsden.**

#### **2.8 Approval to issue RSUs and PSUs to Mr. Ken Brinsden for FY26**

Under his employment arrangements, Mr. Brinsden is entitled yearly to 200% of his base salary in long-term incentive ("LTI"). Accordingly, the Company has agreed to issue Mr. Brinsden, or his respective nominees, a total of \$400,000 worth of restricted share units ("RSUs") and \$400,000 worth of performance share units ("PSUs") for FY26. The RSUs will cliff vest at the end of a three-year period while the PSUs will have performance conditions on them which will be measured as of March 31, 2028, which are specific to Mr. Brinsden's role as President, CEO and Managing Director. The PSUs remain at-risk throughout the performance period, with performance conditions chosen to reinforce the focus on Company outcomes which are aligned with long-term shareholder interests.

This resolution is an ordinary resolution.

The RSUs and PSUs are governed by the terms of the Omnibus Plan. The terms of the Omnibus Plan are summarised in Section 5.1 of this Information Circular.

*Requirements under ASX Listing Rules*

A summary of ASX Listing Rule 10.14 is provided in Section 2.9 of this Information Circular.

If this resolution passes, the Company will be able to proceed with the issue of the RSUs and PSUs to Ken Brinsden and remunerate him accordingly. If this resolution does not pass, the Company will not be able to proceed with the issue of the RSUs and PSUs to Ken Brinsden and the Company may need to consider other forms of performance-based remuneration, including by the payment of cash.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the RSUs and PSUs:

1. the RSUs and PSUs will be issued under the Omnibus Plan to Ken Brinsden;
2. Ken Brinsden is a director and falls into the category stipulated by ASX Listing Rule 10.14.1. In the event the RSUs and PSUs are issued to a nominee of Ken Brinsden, that person will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. the total number of RSUs to be issued to Ken Brinsden (or his respective nominees) will be calculated by dividing \$400,000 by the Market Price of a Share on the date of granting the RSU and will cliff vest at the end of a three-year period;
4. the total number of PSUs to be issued to Ken Brinsden (or his respective nominees) will be calculated by dividing \$400,000 by the Market Price of a Share on the date of granting the PSU and will vest according to the achievement of specific targets over a three-year period;
5. the current total remuneration package for Ken Brinsden is set out in Section 4.1 of this Information Circular;
6. Ken Brinsden has previously been issued 2,000,000 Options under the Company's previous Stock Option Plan for an issue price of nil (i.e. no funds will be raised from their issue). 1,000,000 Options were issued with an exercise price of \$7.00, and 1,000,000 options were issued with an exercise price of \$9.20, representing a premium of 61% and 111%, respectively, compared to the Company's market price of \$4.35 at the time of the grant;
7. the RSUs and PSUs will be issued on the above terms and otherwise in accordance with the terms of the Omnibus Plan summarised in Section 5.1 of this Information Circular;
8. a full explanation of the rationale for issuing the RSUs and PSUs is set out in Part 4 (Compensation Discussion and Analysis) of this Information Circular;
9. the value the Company attributes to the RSUs and PSUs is \$400,000 each;
10. the RSUs and PSUs will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules);
11. the RSUs and PSUs will have an issue price of nil (i.e. no funds will be raised from their issue);
12. a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
13. no loan will be provided to Ken Brinsden in relation to the issue of the RSUs and PSUs; and
14. details of any securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in this Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

The Company will disregard any votes cast in favour of approving the issue of RSUs and PSUs to Ken Brinsden by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing RSUs and PSUs to Ken Brinsden by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of RSUs and PSUs to Mr. Ken Brinsden. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of RSUs and PSUs to Mr. Ken Brinsden.**

#### **2.9 Approval to issue \$247,500 worth of DSUs to Aline Côté**

Mrs. Aline Côté is a first-time nominee to the Board. As a result of her contemplated nomination, the Board decided that, should she be elected, Mrs. Côté would receive \$247,500 worth of DSUs. You will find more information on Mrs. Côté in Section 2.2 of this Information Circular.

The DSUs are governed by the terms of the Company's Omnibus Plan. The terms of the Omnibus Plan are summarised in Section 5.1 of this Information Circular.

This resolution is an ordinary resolution.

#### *Requirements under ASX Listing Rules*

ASX Listing Rule 10.14 provides that a listed company must not permit any of the following persons to acquire equity securities under an employee incentive scheme:

1. a director of the company (ASX Listing Rule 10.14.1);
2. an associate of a director of the company (ASX Listing Rule 10.14.2); or
3. a person whose relation with the company or a person referred to in ASX Listing Rule 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by its shareholders (ASX Listing Rule 10.14.3),

unless it obtains the approval of its shareholders.

The proposed issue of the DSUs falls within ASX Listing Rule 10.14. and therefore requires the approval of Shareholders under ASX Listing Rule 10.14.

As Shareholder approval is sought under ASX Listing Rule 10.14, approval under ASX Listing Rule 7.1 or 10.11 is not required.

If the resolutions pass, the Company will be able to proceed with the issue of the DSUs to Mrs. Côté and remunerate her accordingly. If the resolution does not pass, the Company will not be able to proceed with the issue of the DSUs to Mrs. Côté and the Company will need to consider other forms of remuneration, including by the payment of cash or cash-settled awards with equivalent value to the DSUs.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the DSUs:

1. the DSUs will be issued under the Omnibus Plan to Mrs. Côté or her nominees;
2. Mrs. Côté was appointed a director on July 29, 2025 and therefore falls into the category stipulated by ASX Listing Rule 10.14.1. In the event the DSUs are issued to a nominee/s of Mrs. Côté, that/those person/s will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. the total number of DSUs to be issued to Mrs. Côté (or her respective nominees) will be calculated by dividing \$247,500 by the Market Price of a Share on the date of grant;
4. the current total remuneration package for Mrs. Côté is set out in Section 4.2 of this Information Circular, prorated to the date of her appointment. For the current financial year, this comprises a yearly cash fee of \$65,000 (prorated to account for Mrs. Côté's July 29, 2025 appointment) and a \$100,000 yearly grant of DSUs (prorated to July 29, 2025). It is currently intended that Mrs. Côté will be appointed to the Audit & Risk Committee. If appointed, she will be entitled to a \$6,000 fee, prorated to the date of her appointment;
5. Mrs. Côté has not previously been issued any securities under the Company's employee incentive schemes;
6. the DSUs will be issued on the above terms and otherwise in accordance with the terms of the Omnibus Plan summarised in Section 5.1 of this Information Circular;
7. a full explanation of the rationale for issuing the DSUs is set out in Part 4 of this Information Circular;
8. the value the Company attributes to the Options and DSUs is set out in Section 4.1 of this Information Circular;
9. the DSUs will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules);
10. the DSUs will have an issue price of nil (i.e. no funds will be raised from their issue);
11. a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
12. no loan will be provided to Mrs. Côté in relation to the issue of the DSUs; and
13. details of any securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in this Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

The Company will disregard any votes cast in favour of approving the issue of DSUs to Mrs. Côté by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing DSUs to Mrs. Côté by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or

3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of DSUs to Mrs. Côté. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of DSUs to Mrs. Aline Côté.**

## **2.10 Approval to issue DSUs to non-executive Directors for FY26**

In FY 2025, the Company increased the amount of equity compensation for the non-executive directors from \$65,000 to \$100,000 per annum. Consistent with this change, the Company issued up to a total of \$100,000 of DSUs to each non-executive director for the 2025 financial year and is proposing to issue up to a total of \$100,000 of DSUs to each non-executive director for the 2026 financial year ("**Award DSUs**").

Last year's increase followed an independent expert benchmark review conducted by Corporate Governance Partner, which indicated that the non-executive directors' compensation totalling \$130,000 and composed of a cash retainer of \$65,000 and an equivalent equity component of \$65,000 was below the median compared to the Company's peer group. The adjustment aligned the directors' compensation with the median of the Company's peer group, ensuring competitive and fair remuneration consistent with the Company's established methodology.

In addition, since the introduction of the Omnibus Plan (summarized in Section 5.1 of this Information Circular), non-executive directors may receive equity-based remuneration in the form of DSU grants in lieu of the whole or part of their annual compensation ("**Salary Sacrifice DSUs**"). Other than the Omnibus Plan, the Company does not offer any long-term incentive plans, share compensation plans or any other such benefit programs for its directors.

The non-executive directors may, subject to Shareholder approval, choose to take their cash director fees in the form of Salary Sacrifice DSUs. The Company seeks to provide and encourage Salary Sacrifice DSUs for the non-executive directors as it will foster a stronger alignment between those directors and the interests of the Company. In this regard, the Company adopted a Minimum Ownership Policy for its directors and executives which is discussed in Section 4.1 of this Information Circular.

The Award DSUs and Salary Sacrifice DSUs are governed by the Omnibus Plan, which is summarised in Section 5.1 of this Information Circular.

The resolutions to approve (i) the Award DSUs and (ii) the Salary Sacrifice DSUs are each an ordinary resolution.

### *Requirements under ASX Listing Rules*

A summary of ASX Listing Rule 10.14 is provided in Section 2.9 of this Information Circular.

If the resolutions pass, the Company will be able to proceed with the issue of the Award DSUs and Salary Sacrifice DSUs to the non-executive directors and remunerate them accordingly.

If the resolutions do not pass, the Company will not be able to proceed with the issue of the DSUs to the non-executive directors and the Company will, in the context of the Award DSUs, need to consider other forms of remuneration, including by the payment of cash or cash settled awards.

Under and for the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the proposed issue of the DSUs:

- I. the DSUs will be issued under the Omnibus Plan to the non-executive directors, being Pierre Boivin, Aline Côté, Mélissa Desrochers, Brian Jennings and Blair Way;

2. the non-executive directors are directors and fall into the category stipulated by ASX Listing Rule 10.14.1. In the event the DSUs are issued to a nominee of the non-executive directors, that person will fall into the category stipulated by ASX Listing Rule 10.14.2;
3. in respect of the Award DSUs, the total number of DSUs to be issued to each of the non-executive directors (or their nominees) will be calculated by dividing \$100,000 by the Market Price of a Share on the date of grant;
4. in respect of the Salary Sacrifice DSUs, the number of Salary Sacrifice DSUs to be issued to each non-executive director within 5 days of the end of each financial year quarter will be determined by the following formula:

Quarter Closing Date	Directors' fees
30 June 2025	Salary sacrifice contributions for the quarter ended 30 June / the Market Price of a Share on the date of grant.
30 September 2025	Salary sacrifice contributions for the quarter ended 30 September / the Market Price of a Share on the date of grant.
31 December 2025	Salary sacrifice contributions for the quarter ended 31 December / the Market Price of a Share on the date of grant.
31 March 2026	Salary sacrifice contributions for the quarter ended 31 March / the Market Price of a Share on the date of grant.

In accordance with the Omnibus Plan, in the event that the date of grant occurs at a time when an undisclosed material change or material fact in the affairs of the Corporation exists, the date of grant for such Award, or expiry of such Award DSU, as the case may be, will be no later than 10 business days after which there is no longer such undisclosed material change or material fact, and the Market Price with respect to the grant of such Award DSU shall be calculated based on the five business days immediately preceding the date of grant and after the date on which such undisclosed material change or material fact is disclosed.

Set out below is a worked example of the annual number of DSUs that may be issued under each of these resolutions based on an example Market Price of \$3.50 per Share and Market Prices which are 50% higher and 50% lower than that price:

Directors	Market Price		
	\$1.75	\$3.50	\$5.25
	Number of DSUs issued (assuming all Award DSUs and 100% of Salary Sacrifice DSUs )		
Pierre Boivin	57,143	28,570	19,047
Mélissa Desrochers	57,143	28,570	19,047
Brian Jennings	57,143	28,570	19,047
Aline Côté <sup>1</sup>	38,095	19,047	12,698
Blair Way	57,143	28,570	19,047

Note 1: Ms. Côté FY26 DSUs will be prorated to take into account the date of her appointment being July 29, 2025.

5. the current total remuneration package for the non-executive directors is set out in Section 4.2 of this Information Circular;
6. the non-executive directors have previously been issued with the following securities under the Omnibus Plan:
  - (a) Pierre Boivin: 344,008 Options; 33,008 DSUs.

- (b) Mélissa Desrochers: 104,008 Options; 32,801 DSUs.
  - (c) Brian Jennings: 500,000 Options; 32,801 DSUs.
  - (d) Blair Way: No options or DSUs were granted to Blair Way as a non-executive director. A resolution authorizing the issuing of DSUs to Mr. Blair Way for FY 2025 is included in section 2.5 of this Information Circular. Prior to his tenure as non-executive director, Blair Way was an executive and director of the Company and was granted a total of 815,000 Options in the last three financial years ended March 31, 2023, 2024 and 2025, respectively.
7. the DSUs will be issued in accordance with the terms of the Omnibus Plan summarised in Section 5.1 of this Information Circular;
  8. a full explanation of the rationale for issuing the DSUs is set out in Part 4 (Compensation and Analysis) of this Information Circular;
  9. the value the Company attributes to the DSUs is \$165,000 per director for each of Ms. Desrochers, Ms. Côté, Mr. Jennings and Mr. Way, being the maximum value of the cash retainer of \$65,000 per director for each of them that can be taken in the form of Salary Sacrifice DSUs and \$100,000 per director being the maximum value of Award DSUs based on the cash retainer. The value the Company attributes to the DSUs is \$200,000 for Mr. Boivin in his capacity as Chair, being the maximum value of the cash retainer of \$100,000 that he can take in the form of Salary Sacrifice DSUs and \$100,000 being the maximum value of Award DSUs based on the cash retainer;
  10. the DSUs will be issued no later than three years after the date of the Meeting (or such later date as permitted by any ASX waiver or modification of the ASX Listing Rules). It is anticipated that the Award DSUs will be issued within one month after the Meeting and where a non-executive director makes an election, the Salary Sacrifice DSUs will be issued within 5 days after the end of each relevant quarter;
  11. the DSUs will have an issue price of nil (i.e. no funds will be raised from their issue) though in respect of the Salary Sacrifice DSUs that portion of the cash compensation elected to be received in Salary Sacrifice DSUs will not be paid as cash compensation to the electing non-executive director); a summary of the material terms of the Omnibus Plan is set out in Section 5.1 of this Information Circular;
  12. no loan will be provided to the non-executive directors in relation to the issue of the DSUs; and
  13. details of any Securities issued under the Omnibus Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14. Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Omnibus Plan who were not named in the Information Circular will not participate until approval is obtained under that rule.

#### *Voting Exclusion Statement*

The Company will disregard any votes cast in favour of approving the issue of DSUs to the non-executive directors by or on behalf of a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or any of their respective associates.

However, this does not apply to a vote cast in favour of issuing DSUs to the non-executive directors by:

1. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way;
2. the Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair of the meeting to vote on the resolution as the Chair decides; or
3. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (a) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and

- (b) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**The Board recommends that Shareholders vote FOR the resolutions authorizing the issuing of DSUs to the non-executive directors. The persons named in the form of proxy, unless expressly directed to the contrary in such form of proxy, will vote such proxies FOR the resolutions authorizing the issuing of DSUs to the non-executive directors.**

## **2.11 Other business**

The Company is not aware of any other matter that may come before the meeting.

## **PART 3: CORPORATE GOVERNANCE AND OTHER MATTERS**

The Company's Board and senior executive team consider good corporate governance to be central to the effective and efficient operation of the Company.

National Policy 58-201 – *Corporate Governance Guidelines* establishes corporate governance guidelines, which apply to all public companies. The Company has reviewed its own corporate governance practices in light of these guidelines. In certain cases, the Company's practices comply with the guidelines, however, the Board considers that some of the guidelines are not suitable for the Company at its current stage of development and, therefore, these guidelines have not been adopted. National Instrument 58-101 – *Corporate Governance Practices* mandates disclosure of corporate governance practices which disclosure is set out below pursuant to Form 58-101F1. The Company's corporate governance disclosure required by NI 58-101 is set out in Schedule "A" to this Information Circular and constitutes the Company's statement of corporate governance practices. Shareholders are advised to consult Schedule "A" for more detailed information on the Company's corporate governance practices.

## **PART 4: COMPENSATION DISCUSSION & ANALYSIS**

### **4.1 Statement of Executive Compensation**

The following section describes the Company's philosophy regarding executive compensation, summarizes its compensation governance structure and policies and discusses the performance and compensation decisions for its named executive officers identified below (the "**NEOs**") for the fiscal year ended March 31, 2025.

<b>Kenneth Brinsden</b>	President, CEO and Managing Director (" <b>CEO</b> ")
<b>Natacha Garoute</b>	Chief Financial Officer (" <b>CFO</b> ")
<b>Alexander Eastwood<sup>(1)</sup></b>	Executive Vice President, Commercial
<b>Darren Smith</b>	Executive Vice President of Exploration
<b>Blair Way<sup>(2)</sup></b>	Chief Operating Officer (" <b>COO</b> ")

Notes:

- (1) Mr. Eastwood joined the Company effective August 15, 2024.  
(2) Mr. Way's employment as COO concluded on June 30, 2024. He remains a non-executive director of the Company.

### **A. Executive Compensation Philosophy**

The Company's goal is to offer a compensation program that is competitive within the median range of a select group of industry peers for executive compensation comparison purposes, with the overall focus of our program being to offer competitive base compensation to executives and pay for strong performance through annual and long-term performance programs.

As an exploration and development stage lithium mining company targeting production in a very volatile market, the Company is dependent on individuals with specialized skills and knowledge related to mining exploration and development, capital projects management for planned lithium concentrate production, corporate finance, sustainability, legal, and other areas of business or management expertise. The Company evolves under two complex regulatory regimes (being Canada and Australia), with the project itself in a region where competition for talent is increasingly difficult, the number of opportunities for job seekers is

growing, and it is therefore vitally important to have competitive compensation programs and practices in place to attract and retain the best talent. Accordingly, the following remuneration philosophy and approach was retained and guided the Board's decision with respect to the compensation for the financial year ended March 31, 2025.

- **Alignment with Shareholder Interests** – align the financial interests of executives with those of the Shareholders through a compensation structure where the majority of an executive's compensation is “at risk”, as short-term and long-term incentive remuneration targeting directly or indirectly to Company performance and relative and/or absolute Shareholder returns. Specifically, the awards should broadly increase in value when the Company's Share price performance exceeds that of its peers and reduces in value when it trails the performance of its peers.
- **Alignment with Strategic Objectives** – reflect the Company's strategic goals and performance as a leading lithium explorer, focused on the further development of its flagship asset, the Shaakichiuwaanaan project. Accordingly, executive performance targets are directly aligned with activities that create longer-term Shareholder value by accelerating the development of the Shaakichiuwaanaan asset efficiently and effectively and by adopting and implementing sustainability practices for the benefit of the communities in which the Company operates, its workforce and its various stakeholders.
- **Pay for Performance** – align with the Company's desire to create a performance culture and create direct tangible correlation between pay and performance.
- **Pay Competitively** – attract, motivate and retain high-performing, accomplished executives through market competitive base salaries and employee benefits while the Company is moving through the exploration and development cycle.

#### B. Compensation Oversight

The Remuneration and Nomination Committee, on behalf of the Board, is responsible for overseeing the Company's executive compensation program. Although the Board has final approval on all executive compensation matters and has discretion to adjust executive pay decisions when appropriate and in exceptional circumstances, the Remuneration and Nomination Committee makes recommendations to the Board about compensation matters. Its responsibilities include:

- examining all elements of director and executive remuneration and reporting annually on remuneration practices;
- ensuring that an appropriate portion of executive management remuneration is tied to both the short and longer-term performance of the Company and is aligned to the Company's strategic goals and objectives;
- making recommendations to the Board on any proposed changes to the remuneration of directors and executive management;
- making recommendations to the Board with respect to the design of annual and long-term incentive plans and the grants to be made thereunder;
- overseeing the selection of the benchmark group used in determining compensation or any element of compensation; and
- identifying, overseeing and monitoring risks associated with the Company's remuneration philosophy, policies and practices and assessing whether they provide an appropriate balance of risk and reward in relation to the Company's overall strategic direction and objectives.

The Committee may consult independent experts to assist it in carrying out its duties and responsibilities.

The written mandate of the Remuneration and Nomination Committee can be found on the Company's website at [www.patriotbattery.com](http://www.patriotbattery.com).

For the fiscal year ended March 31, 2025, the Remuneration and Nomination Committee was composed of the following three independent directors, all three of whom are standing for re-election:

- Mélissa Desrochers (Chair)
- Brian Jennings
- Pierre Boivin

Mélissa Desrochers is a professional board director with ASC and C. Dir. designations granted by the College of Corporate Directors and the Institute of Corporate Directors. Her expertise in corporate governance and executive compensation stems from her tenure as a non-executive director at O3 Mining Inc. from April 2021 to March 2024, as well as her participation in the Directors Education Program offered by the College of Corporate Directors, which includes specialized training in executive compensation.

Brian Jennings is a member of the Remuneration and Nomination Committee who gained exposure to executive compensation

matters in his capacity as CFO of Generation Mining Limited which is developing a palladium – copper project in Ontario and during his tenure as Vice-President Corporate Restructuring for Ernst & Young LLP during which he was involved in several high-profile Canadian corporate restructurings.

Pierre Boivin has an ICD.D designation granted by the Institute of Corporate Directors as well as an ESG Global Competent Board Designation (GCB.D). He gained exposure to executive compensation matters through the course of the Director Education Program, his appointment to various boards of directors, including on the Human Resources Committee of NSIA Participations and Export Development Canada (EDC), as well as during his career as business law partner at McCarthy Tétrault LLP.

### C. Compensation Advisor and Peer Group Benchmarking Review

During the fiscal year ended March 31, 2024, the Board engaged Compensation Governance Partners Inc. (“CGP”) to provide an independent, third-party analysis and advice on the remuneration levels and practices for the Company’s executive team as well as for the directors.

The benchmark compensation review then completed by CGP involved developing a compensation peer group comprised of public lithium mining companies and other diversified mining companies in Canada, Brazil, the U.S. and Australia who publicly disclose their compensation practices. Criteria such as similar stages of development, regional geography and similar size in terms of market capitalization were also considered to build the compensation peer group.

The following peer group of mining companies with similar operations has been established in consultation with CGP:

- |                              |   |
|------------------------------|---|
| • Liontown Resources Limited | • Aya Gold and Silver Inc.              |
| • Sigma Lithium Corp.        | • Global Lithium Resources Limited      |
| • Lithium Americas Corp.     | • American Lithium Corp.                |
| • Sayona Mining Limited      | • Loneer Limited                        |
| • Piedmont Lithium Inc.      | • Critical Elements Lithium Corporation |
| • Core Lithium Ltd           | • Frontier Lithium Inc.                 |
| • Osisko Mining Inc.         |   |

After developing the compensation peer group, a comparison of the target total direct compensation of our executives with that of the peer group was assessed, together with other industry compensation reports. The executive compensation benchmarking compared actual and target compensation against a peer group to benchmark for the position, organizational role, experience and scope of responsibility. From there, any changes to executive compensation were determined, taking effect as of April 1, 2023. For all its services during the financial year ended March 31, 2024, be it executive management and directors’ compensation analysis and peer group development and analysis, CGP was paid \$101,535. The Board, upon the recommendation of the Remuneration and Nomination Committee, decided that, given the thorough review and analysis of compensation and peers made with the help of CGP during FY24, there was no need to conduct a new analysis for FY25. However, the Company, upon the recommendation of the Remuneration and Nomination Committee, paid CGP a nominal amount to access its reports on executive and directors’ compensation to ensure that the Company’s compensation practices were still aligned with the market.

### D. Elements of Executive Remuneration

#### **I. Base Salary**

During the fiscal year ended March 31, 2025, the Company’s NEOs received remuneration based on an annual salary. The fixed compensation recognizes individual experience, performance and responsibilities, targeting salary to the median range of the compensation peers to promote the retention of talented individuals as executive officers and to facilitate the recruitment of new talent in a competitive job market landscape. Given the executive compensation had been benchmarked and adjusted in FY24, only adjustments reflecting Canada’s inflation rate were made to NEOs’ base salary in FY25.

Under his employment arrangements, Mr. Brinsden is entitled to a base salary of \$500,000 (you will find more information regarding Mr. Brinsden’s compensation in Section 4.1 of this Information Circular). Recognizing the Company’s continued focus on exploration and in order to further align with Shareholders and reinforce his commitment to long-term value creation, Mr. Brinsden proposed, and the Board agreed, that his base salary for FY26 be reduced from \$500,000 to \$400,000.

## 2. Short-Term Incentive Awards

The short-term incentive (“STI”) program is discretionary and consists of an annual incentive payable in cash. The program rewards performance for achieving corporate strategic goals, i.e. Key Performance Indicators (“KPIs”). It is designed to motivate executives and align their performance with corporate strategic priorities.

A target range for an STI award as a percentage of salary is set for the executive team. Actual bonuses awarded are subject to a multiplier ranging from 0 to 200%, depending on actual performance for the year based on the corporate scorecard. The corporate scorecard is approved by the Remuneration and Nomination Committee and the Board and reflects corporate objectives.

For each KPI, target performance is established and a weighting factor is assigned at the beginning of the year. All KPIs are subject to a graduated scale allowing them to be met either at 0%, or anywhere from 50% to 200%. No amount of STI is payable in relation to a KPI unless the minimum performance level for that KPI is met. The product of each KPI weighting and level of achievement is calculated and the sum of all the products will equal the final bonus multiplier. The final bonus multiplier is applied to the NEOs' STI target, which is a percentage of their base salary, for the purpose of determining their cash incentive for the year.

The financial year ended March 31, 2025, was a year of strategic advancement for the Company, as management focused on unlocking value through further exploration success, de-risking the Shaakichiuwaanaan project development pathway and long-term industry partnership development. On each element, significant progress was made.

The publication of the Preliminary Economic Assessment (PEA) demonstrated the compelling economics of the Shaakichiuwaanaan project and firmly positioned it as a potential fourth-largest hard rock lithium spodumene producer globally. At the same time, the executive team secured critical capital at a premium through a \$75 million flow-through financing and formalized a long-term strategic partnership with the Volkswagen Group - further validating the quality of the asset and reinforcing the Company's credibility as a future supplier to the global EV supply chain. The Volkswagen investment was also undertaken at a significant premium to the prevailing Share price at the time.

While lithium market volatility weighed heavily on sector valuations - including a significant decline in the Share price - management delivered against its operational and strategic priorities with discipline and resilience. Notably, the Company significantly enhanced the confidence of its Mineral Resources with a 35% increase in the Indicated category, while maintaining overall tonnage and grade, and announced the discovery of a large caesium zone at CV13, which introduces further upside potential to the economic profile of the Shaakichiuwaanaan trend.

Beyond technical and financial execution, management also exceeded stretch targets on health and safety and Indigenous and community relations, advancing the Company's broader ESG commitments and thus further derisking the permitting process.

The table below summarizes the financial year ended March 31, 2025 annual objectives subject matters and their relative weighting:

	Annual Objective Subject Matters	Relative Weighting
1.	Health & Safety	25%
2.	Project development & Community engagement	50%
3.	Share performance relative to peers	25%
	<b>Overall Score</b>	100%

Taking these factors into account, the Board assessed the Company's overall FY25 performance at 113% of target under the STI program. The achievements of the Company in FY25 represented foundational steps in the long-term value creation strategy for the Shaakichiuwaanaan project, with the project able to progress despite overall difficult lithium market conditions during the period.

The following STI awards were granted to the NEOs for the financial year ended March 31, 2025:

Named Executive	Annual base Salary	STI Target as % of Base Salary	Corporate Score	STI Award Value
Ken Brinsden <sup>(1)</sup>	\$ 500,000	100%	113%	\$ 565,000
Natacha Garoute	\$ 364,000	100%	113%	\$ 411,000
Alexander Eastwood <sup>(2)</sup>	\$ 306,000	100%	113%	\$ 216,000
Darren Smith	\$ 312,000	100%	113%	\$ 353,000
Blair Way <sup>(3)</sup>	\$ 500,000	100%	113%	Nil

However, recognizing the Company's continued focus on exploration and in order to further align with Shareholders and reinforce his commitment to long-term value creation, Mr. Brinsden proactively proposed to receive his FY25 STIP payment in equity rather than cash. Specifically, he has requested that in lieu of the \$565,000 cash payment, he or his designated nominee(s) receive an equivalent value in Shares (subject to income taxes).

Notes:

- (1) Mr. Brinsden requested to receive his FY25 STI paid entirely in Shares (subject to income taxes). For more information, see Section 2.6 of this Information Circular.
- (2) Mr. Eastwood joined the Company effective August 15, 2024. His STI Award Value was prorated to reflect the period of service from August 15, 2024 to March 31, 2025.
- (3) Mr. Way was not eligible to participate in the STI Awards for the 2025 fiscal year, as his employment as COO concluded on June 30, 2024.

### 3. Long-Term Incentive Awards

The Company's LTI program is a key component of the Company's executives' compensation. It promotes longer-term retention and aligns the long-term interests of the executives with those of the Shareholders. Executives are also provided with an opportunity to share in the rewards of the Company's performance, together with the associated risks of ownership of the Company's securities. It is composed of award payable 50% in RSUs, which cliff vest after three years, and 50% in PSUs which cliff vest after three years and are subject to performance conditions and/or multipliers. The LTI program is reviewed annually. However, previous grants are not taken into account when considering new grants. RSUs and PSUs granted under the LTI program are governed by the Company's Omnibus Plan, last approved by Shareholders at the annual general meeting held on September 19, 2023. See *Summary of the Omnibus Plan* for more information about the Omnibus Plan.

The minimum LTI target and maximum payout opportunity for each named executive for the financial year ended March 31, 2025 is set out below, as a percentage of base salary. Similar to STI Awards, an LTI award may be revised above or below the target set for any of our senior management, including NEOs, in the discretion of the Board on recommendation from the Remuneration and Nomination Committee within the minimum and maximum ranges provided in the table. The target for the long-term incentive program for each NEO was based on CGP's recommendation.

Named Executive	Minimum Payout	LTI Target as % of Base Salary	Maximum Payout % of LTI Target	Maximum Payout % of Base Salary
Ken Brinsden	0%	200%	150%	300%
Natacha Garoute	0%	160%	150%	240%
Alexander Eastwood	0%	100%	150%	150%
Darren Smith	0%	90%	150%	135%
Blair Way <sup>(1)</sup>	Nil	Nil	Nil	Nil

- (1) Mr. Way was not eligible to participate in the LTI Awards for the 2025 fiscal year, as his employment as COO concluded on June 30, 2024.

The calculated 2025 LTI Awards granted to named executives are set out in the table below. These grants were issued on December 27, 2024 and will vest on March 31, 2027.

Named Executive	Annual base Salary	LTI Target as % of Base Salary	LTI award Value <sup>(1)</sup>	Number of RSUs Awarded <sup>(2)</sup>	Number of PSUs Awarded <sup>(2)</sup>
Ken Brinsden	\$ 500,000	200%	\$1,000,000	143,815	143,815
Natacha Garoute	\$ 364,000	160%	\$ 582,000	83,758	83,758
Alexander Eastwood	\$ 306,000	100%	\$306,000	44,007	44,007
Darren Smith	\$ 312,000	90%	\$ 281,000	40,383	40,383
Blair Way <sup>(3)</sup>	\$ 500,000	200%	Nil	-	-

Notes:

- (1) This is the value of the LTI award if such LTI award is granted in full.
- (2) The fair value of RSUs and PSUs was based on the five-day VWAP of \$3.48 calculated as of the day prior to the issuance date.
- (3) Mr. Way was not eligible to participate in the LTI Awards for the 2025 fiscal year, as his employment as COO concluded on June 30, 2024. From April 1, 2024 to June 30, 2024, Mr. Way received a salary amounting to \$125,000 related to his tenure as COO. Following the conclusion of his employment, Mr. Way received a director's cash compensation of \$49,000 during the year ended March 31, 2025.

#### PSU performance

PSUs will generally vest in full at the end of the three-year performance cycle they cover, which begins on the first day of the relevant fiscal year. For example, PSUs granted in connection with the fiscal year ending March 31, 2025 (FY25), will vest on March 31, 2028, following the completion of the FY25–FY27 performance period. They are payable in Shares or in cash, at the Board's discretion, upon settlement.

The targets for the FY2025 PSUs are determined by the Remuneration and Nomination Committee and are associated with milestones required to develop the Shaakichiuwaanaan project and achieve the strategic plan over a three-year period. The targets also include a comparison for the Total Shareholders Return ("TSR") for the Company versus a peer group. The level of achievement of each PSU target can range from 0% to 150% of the target. To maintain a strategic advantage and remain competitive, the Company believes it is most beneficial not to reveal the specific targets at this time. As of the date of this Information Circular, none of the performance conditions under the LTI program, which are scheduled for completion by March 31, 2027, have been met. Accordingly, none of the PSUs granted for the April 1, 2024 to March 31, 2027 performance cycle have vested.

#### 4. Stock Option-Based Awards

The Company evolves in a complex environment. It has to comply with the TSX and ASX rules which are different and respect the Canadian Common Law and Québec Civil Law regimes while observing the regulatory systems applicable for projects located in the Eeyou Istchee region of Québec. Furthermore, the Company has evolved into an EV supply chain that has yet to be fully deployed. To attract specific individuals with the necessary skills, experience, network, and knowledge of the complex regulatory systems and industry leadership, the Board granted equity allocation in the form of stock options to certain executives upon them joining the Company. The size of the allocation was based on the seniority and expertise and commensurate to the added value the individual brought to the Company.

#### 5. Benefits

Other than the Omnibus Plan, the Company currently does not offer any LTI plans, share compensation plans, retirement plans, pension plans, or any other such benefit programs for NEOs. However, the Company provides basic perquisites and personal benefits to certain of its NEOs. These perquisites and personal benefits are determined and negotiated in the context of the executive's employment agreement. The value of perquisites, if any, was less than \$50,000 or ten percent (10%) of the NEOs' total salary for the financial year.

#### E. Executive Equity Ownership Guidelines

Given its compensation philosophy to tie compensation with performance and align compensation with strategic objectives and shareholder interests, the Board, upon the recommendation of the Remuneration and Nomination Committee, adopted minimum ownership requirements for executives. These guidelines are prescriptive in nature and serve to reinforce long-term alignment between management and shareholders through meaningful equity ownership. Under the newly adopted Company's minimum

ownership requirements, within four (4) years of the date of appointment as a senior executive or from any increase in base salary that would raise the required threshold:

- The CEO is expected to hold Company equity with an aggregate value equal to three (3) times his or her base salary in Shares and RSUs ; and
- Other senior executives are expected to hold equity valued with an aggregate value equal to two (2) times his or her respective base salary in Shares or PSUs.

Board members are also subject to minimum ownership guidelines which are described in Section 4.2 of this Information Circular.

#### F. Valuation Methodology and Eligible Equity Instruments

For the purposes of measuring compliance with the equity ownership requirements, the value of equity held by executives is determined using the higher of (i) the acquisition or grant date value and (ii) the current market value, calculated as the trading price as of the measurement date. This approach provides consistency in valuation while reinforcing a long-term view of equity accumulation and sustained ownership.

Equity instruments that count toward meeting the ownership requirements include Shares held directly or indirectly, as well as both vested and unvested RSUs. Unvested RSUs are included as they are subject solely to time-based vesting and are expected to vest within the applicable compliance period. This reflects the Company's view that such RSUs represent a predictable and integral component of long-term equity participation. In contrast, despite the fact that PSUs represent 50% of the Company's LTI program, PSUs are excluded from the ownership calculation. This reflects the Company's conservative stance that PSUs, being contingent on future performance outcomes, do not constitute guaranteed equity. Their exclusion is also consistent with best governance practices, which emphasize counting only equity that is owned or unconditionally earned. Similarly, stock options are excluded from the calculation, as they require payment of an exercise price and do not reflect actual ownership until exercised. This treatment reinforces the principle that only equity with clear, realizable value should be considered when assessing executive compliance with the Company's equity ownership requirement.

Named Executive	Relevant Threshold	Achieved	Shares Held	RSUs Held	Total Value of Shares and RSUs <sup>(1)</sup>	Ownership as Multiple of Base Salary
Ken Brinsden	3x Base Salary	Yes	290,000	151,579 <sup>(2)</sup>	1,998,000	4x
Natacha Garoute	2x Base Salary	Yes	48,000	101,150	918,000	2.x
Alexander Eastwood	2x Base Salary	Has until August 15, 2028 to comply	5,000	44,007	198,000	0.7x
Darren Smith	2x Base Salary	Yes	741,314	48,766	2,525,000	8x
Blair Way <sup>(3)</sup>	n/a	n/a	n/a	n/a	n/a	n/a

Note 1: The Total Value of Shares and RSUs represents the higher of (i) the acquisition or issue date value and (ii) the current market value, calculated as the trading price as of the measurement date.

Note 2: Mr. Brinsden holds 7,764 DSUs which fully vested during the year ended March 31, 2025. The value of such DSUs was included in the above calculations.

Note 3: Mr. Way ceased to be a NEO on July 1, 2024, and as such, only has to comply with the Ownership guidelines for non-executive directors. See 4.2 *Directors' compensations* for more details.

#### G. Risk Oversight of Compensation

The Board has considered the implications of the risks associated with the Company's compensation policies and practices and determined them to be adequate given the Company's stage of development. Based on the current level of oversight of the Board, the Company does not consider the risks (if any) arising from the Company's compensation policies and practices to be reasonably likely to have a material adverse effect on the Company.

Below are key mitigating features within the Company's compensation program:

- Tying pay to performance with an "at-risk" portion of executives' compensation

- Balancing short-term and long-term incentives in executive compensation
- Benchmarking compensation against a peer group
- Retaining the services of an independent compensation advisor, as needed, to review the peer group and other aspects of compensation
- Maintaining an insider trading policy
- Implementing minimum equity ownership guidelines

The Company also has an executive compensation clawback policy (the “**Clawback Policy**”) which allows for the recoupment of certain incentive-based compensation awarded to executive officers or vice presidents in the event: (a) the Company is required to prepare an accounting restatement because of material non-compliance with financial reporting requirements under applicable securities law; or (b) the executive officer or vice president engages in misconduct (including a material violation of the Company’s Code of Conduct, willful misconduct, fraud or gross negligence) that causes material financial or reputational harm to the Company.

#### H. Hedging

The Company does not permit its NEOs and directors to purchase financial instruments, including prepaid variable forward contracts, equity swaps, collars, or units of exchange funds, that are designed to hedge or offset a decrease in market value of equity securities granted as compensation or held, directly or indirectly, by the NEO or director.

#### I. Summary Compensation Table

The following table sets forth particulars concerning the compensation of each NEO for the Company’s last three (3) financial years ended March 31, 2023, 2024 and 2025.

Name and Principal Position	Year	Salary (\$)	Share-Based Awards (\$)	Option-Based Awards (\$) <sup>(1)</sup>	Non-Equity Incentive Plan Compensation (\$)		All Other Compensation (\$)	Total Compensation (\$)
					Annual Incentive Plans <sup>(2)</sup>	LTI Plans		
<b>Kenneth Brinsden</b> <sup>(3,4,5,6,7,8)</sup> President, CEO & Director	2025	500,000	1,000,000	Nil	565,000 <sup>(4)</sup>	Nil	Nil	2,065,000
	2024	215,000	125,000	5,571,000	116,000	Nil	Nil	6,027,000
	2023	47,000	Nil	4,920,000	Nil	Nil	Nil	4,967,000
<b>Natacha Garoute</b> <sup>(9)</sup> CFO	2025	364,000	582,000	Nil	411,000	Nil	Nil	1,357,000
	2024	350,000	560,000	Nil	520,000 <sup>(10)</sup>	Nil	Nil	1,430,000
	2023	68,000	Nil	1,403,000	Nil	Nil	Nil	1,471,000
<b>Alexander Eastwood</b> <sup>(11)</sup> Executive Vice President, Commercial	2025	192,000	306,000	1,264,000	216,000	Nil	Nil	1,977,000
	2024	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	2023	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Darren Smith</b> <sup>(12)</sup> Executive Vice-President Exploration	2025	312,000	281,000	Nil	353,000	Nil	Nil	946,000
	2024	300,000	270,000	Nil	376,000	Nil	Nil	946,000
	2023	150,000	Nil	359,000	200,000	Nil	Nil	709,000
<b>Blair Way</b> <sup>(13)</sup> Director and Former President, CEO and COO	2025	125,000 <sup>(14)</sup>	Nil	Nil	Nil	Nil	49,000 <sup>(15)</sup>	174,000
	2024	500,000	Nil	Nil	219,000 <sup>(16)</sup>	Nil	2,591,000 <sup>(17)</sup>	3,310,000
	2023	285,000	Nil	929,000	450,000	Nil	Nil	1,664,000

Notes:

- (1) Option-based awards represent the fair value of Options granted under the Company's Stock Option Plan (which was replaced by the Omnibus Plan) and the Omnibus Plan, as applicable. Fair value calculations for Option grants are based on the Black-Scholes Option Price Model, which used the following assumptions determined on the date of grant:

Year	Grant Date	Risk Free Interest Rate	Expected Average Life	Expected Volatility	Exercise Price (\$)	Fair Value (\$)
2025	08/29/2024	3.12%	4 years	113%	4.60	3.16
2024	1/24/2024	3.55%	5 years	150%	9.78	6.17
2024	1/24/2024	3.55%	5 years	150%	8.48	6.21
2023	1/25/2023	3.56%	2 years	133%	12.50	8.42
2023	8/22/2022	3.48%	3 years	136%	7.00	2.57
2023	8/22/2022	3.48%	3 years	136%	9.20	2.35
2023	4/5/2022	2.37%	2 years	130%	1.74	1.14

- (2) Represents the value of awards earned under the Company's STI by each named executive for each applicable fiscal year.
- (3) Mr. Brinsden elected to have his FY25 STI paid in shares. For more information, see Section 2.6 of this Information Circular.
- (4) Mr. Brinsden's share-based awards for the year ended March 31, 2025 represent the fair value of the PSU and RSU grants issued on December 27, 2024. These grants are subject shareholder approval in accordance with ASX Listing Rule 10.14.
- (5) Mr. Brinsden was appointed to the Board on August 22, 2022, and as President and CEO on January 24, 2024. The table includes compensation earned by Mr. Brinsden as a former independent Chair. Cash fees of \$122,083 were paid for the period April 1, 2023 to January 24, 2024 when Mr. Brinsden started to earn an annual salary as President, CEO and Managing Director. These fees are included in the total salary of \$215,000 presented in the above table.
- (6) Mr. Brinsden's share-based awards for the year ended March 31, 2024 represent the fair value of the DSU grant received on January 24, 2024 in his capacity as independent Chair from April 1, 2023 to January 23, 2024. Mr. Brinsden was not eligible for the 2024 Annual LTI Awards as he was not part of the executive team at the time of the grant.
- (7) The option-based awards represent the fair value of the 900,000 Options granted on January 24, 2024. Mr. Brinsden was granted 450,000 stock options at an exercise price of \$9.78 compared to a stock price of \$6.86 at the time of the grant in full and final satisfaction of a prior agreement to join Patriot as Non-Executive Chair in 2022. He was also granted 450,000 stock options at \$8.48, compared to a stock price of \$6.86 at the time of the grant, as a signing bonus for his transition to CEO, President and Managing Director. As of March 31, 2025, none of the vested options were in the money.
- (8) Mr. Brinsden's salary for 2023 represents the compensation earned as an independent Chair for the period August 22, 2022 to March 31, 2023, while the stock option awards include the grant Mr. Brinsden received upon accepting to join the Board as Chair.
- (9) Ms. Garoute was appointed CFO on January 23, 2023. Upon joining the Company, Ms. Garoute received 500,000 Options. The Option-based awards represent the fair value of the granted options for each financial year. As of March 31, 2025, none of the vested options were in the money.
- (10) This amount is comprised of the STI award value of Ms. Garoute for the financial year ended March 31, 2024 and of an amount of \$80,621 related to annual incentive plan awards for the days worked by Ms. Garoute in the financial year ended March 31, 2023.
- (11) Mr. Eastwood was appointed Executive Vice President, Commercial on August 15, 2024. Upon joining the Company, Mr. Eastwood received 400,000 Options. The Option-based awards represent the fair value of the granted options for each financial year. As of March 31, 2025, none of the vested options were in the money.
- (12) Mr. Smith was appointed VP of Exploration of the Company on January 1, 2022, and became a NEO on April 1, 2022. For the financial year ended March 31, 2023, Mr. Smith and Kaiben Geological Inc., a company controlled by Mr. Smith, were parties to a management agreement with the Company and all of his compensation was paid to Kaiben Geological Inc. Mr. Smith became a full employee of the Company in the year ended March 31, 2024.
- (13) Mr. Way was appointed as director on November 3, 2020. Mr. Way was appointed as President on December 2, 2020, and CEO on May 1, 2022 and held both positions until January 24, 2024, date on which he was appointed as COO. Mr. Way retired from his COO role effective June 30, 2024. Although the Company has been a party to a management agreement with Ironbark Enterprises prior to August 10, 2023, a corporation controlled by Mr. Way, Mr. Way's compensation was paid directly to him.
- (14) Mr. Way received a salary amounting to \$125,000 related to his tenure as COO tenure from April 1, 2024 until the conclusion of his employment on June 30, 2024.
- (15) Following the conclusion of his employment on June 30, 2024, Mr. Way received a director's cash retainer of \$49,000 during the year ended March 31, 2025, given he served as non-executive director for the period July 1, 2024 to March 31, 2025.
- (16) The annual incentive represents the STI associated with Mr. Way's tenure as COO unaccrued in the lump-sum payment described below.
- (17) Represents the lump-sum payment made to Mr. Way in connection with the revision of the Board and the executive team effective January 24, 2024. See "Executive Employment Agreement – Change to Executive Team Arrangement" for a description of the amounts paid to Mr. Way pursuant to the termination provisions of his employment agreement.

(a) **Outstanding Share-Based Awards and Option-Based Awards**

The following table outlines all Share-based and Option-based awards for each NEO outstanding as of March 31, 2025, including awards granted before the most recently completed financial year.

Option-Based Awards					Share-Based Awards		
Name	Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Value of Unexercised In-The-Money Options (\$)	Number of Shares or Units of Shares That Have Not Vested (#)	Market or Payout Value of Share-Based Awards That Have Not Vested (\$)	Market or Payout Value of Vested Share-Based Awards Not Paid Out or Distributed (\$)
<b>Kenneth Brinsden</b> <i>President, CEO &amp; Director</i>	450,000	9.78	January 24, 2029	Nil	287,630	720,000	19,400
	450,000	8.48	January 24, 2029	Nil			
	1,000,000	7.00	August 22, 2026	Nil			
	1,000,000	9.20	August 22, 2026	Nil			
<b>Natacha Garoute</b> <i>CFO</i>	500,000	12.50	January 25, 2026	Nil	202,299	506,000	Nil
<b>Alexander Eastwood</b> <i>Executive Vice President, Commercial</i>	400,000	4.6	August 29, 2028	Nil	88,014	220,000	Nil
<b>Darren Smith</b> <i>Executive Vice-President Exploration</i>	Nil <sup>(1)</sup>	Nil	Nil	Nil	97,538	244,000	Nil
<b>D. Blair Way</b> <i>Director and Former President, CEO and COO</i>	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note:

(1) During the year ended March 31, 2025, Mr. Darren Smith exercised a total of 715,000 Options. 400,000 Options were exercised on August 26, 2024 while the remaining Options were exercised on March 13, 2025.

(b) **Incentive Plan Awards – Value Vested or Earned During the Year**

<b>Name</b>	<b>Option-Based Awards – Value Vested During the Year (\$)<sup>(1)</sup></b>	<b>Share-Based Awards – Value Vested During the Year (\$)<sup>(2)</sup></b>	<b>Non-Equity Incentive Plan Compensation – Value Earned During the Year (\$)<sup>(3)</sup></b>
<b>Ken Brinsden<sup>(4)</sup></b> <i>President, CEO &amp; Director</i>	Nil	Nil	565,000
<b>Natacha Garoute<sup>(5)</sup></b> <i>CFO</i>	Nil	Nil	411,000
<b>Alexander Eastwood<sup>(6)</sup></b> <i>Executive Vice President, Commercial</i>	Nil	Nil	216,000
<b>Darren Smith</b> <i>Executive Vice-President Exploration</i>	Nil	Nil	353,000
<b>D. Blair Way<sup>(7)</sup></b> <i>Director and Former President, CEO and COO</i>	Nil	Nil	Nil

Notes:

- (1) Historically, all Options granted were vested immediately, but since the financial year ended March 31, 2023, some options vest over a period varying from 3 to 4 years. The value of all Options vested during the year is nil as the closing market price of the Company's Shares on the TSX of \$2.50 on March 31, 2025 is lower than the exercise price of the Options.
- (2) None of the granted Share-based awards to the NEOs vested during the year.
- (3) Represents the value of awards earned under the Company's STI by each named executive.
- (4) 300,000 Options granted to Mr. Brinsden vested during the year. 150,000 of such Options have an exercise price of \$9.78 and 150,000 of such Options have an exercise price of \$8.48.
- (5) 166,667 Options granted to Ms. Garoute vested during the year. The exercise price of the Options is \$12.50.
- (6) None of the Options granted to Mr. Eastwood vested during the year.
- (7) Mr. Way was not eligible to participate in the LTI awards for the 2025 fiscal year, as his employment as COO concluded on June 30, 2024.

(c) **Pension Plan Benefits**

No pension, retirement, or deferred compensation plans, including defined contribution plans, have been instituted by the Company and none are proposed at this time.

(d) **Termination and Change of Control Benefits**

The Company has written employment agreements with each of its NEOs. These contracts, which are governed by the laws in effect in Canada, provide for the payment and provision of other benefits triggered by a termination without cause as described below. Employment laws applicable in Canada require the Company to provide employees, in the case of termination other than for cause, reasonable notice or pay in lieu thereof, and such reasonable notice period which, in the case of the NEOs, would reasonably be expected to exceed 12 months in each case. The Board believes that providing such severance entitlements upon termination without cause is advisable in order to provide NEOs with severance entitlements that are reflective of generally accepted market practices of the Company's peers and that would not reasonably be expected to be below the minimum applicable notice period required under employment laws applicable in Canada in light of the applicable case law. In addition, the employment agreement of each NEO provides for the acceleration of vesting (as if vesting occurred at 100%) of incentive awards in the event a change of control occurs during the term of their employment, as further described below.

**Kenneth Brinsden – President, CEO & Director**

On January 24, 2024, Mr. Brinsden and the Company entered into an employment agreement under which Mr. Brinsden is entitled to participate in all elements of the Company's executive remuneration program as well as any group insurance or health benefit plans the Company establishes. Mr. Brinsden's employment agreement includes termination remuneration and benefit scenarios. Under the terms of Mr. Brinsden's employment agreement, no remuneration other than remuneration earned prior to the date of termination is payable by the Company in the event the employment agreement is terminated for just cause, resignation, or terminated due to death or disability. For actual amounts paid to Mr. Brinsden for the financial year ended March 31, 2025, see "Summary Compensation Table".

The Company may terminate the employment agreement at any time without cause by providing written notice. No later than the 30<sup>th</sup> business day following the date of termination, the Company would pay to Mr. Brinsden as a lump sum, a reasonable notice payment equal to (i) an indemnity in lieu of reasonable notice equal to 12 months of Mr. Brinsden's then current annual

base salary, and (ii) an indemnity for loss of STI bonus for 12 months representing 100% of his base salary. In addition, the Company will be required to maintain Mr. Brinsden's participation in the same group insurance and/or health benefit plans as those he was entitled or participating immediately prior to termination (except for disability insurance) will continue for a period of 12 months following the termination. Finally, the Company will pay an amount equal to such number of Shares as may be equal to the total number of Shares issuable under then-outstanding but unvested LTI grants, multiplied by the percentage of the vesting period of such LTI awards represented by the period between the date of grant of such LTI awards and the date of termination. If Mr. Brinsden resigns due to an event that constitutes constructive dismissal under civil law and constructive dismissal did in fact exist at the time of Mr. Brinsden's resignation, the Company will be required to pay severance equal to that which would have been payable had Mr. Brinsden been terminated without cause.

On a change of control of the Company (as defined in Mr. Brinsden's employment agreement), the Company shall, no later than 30 days following such change of control, pay Mr. Brinsden 24 months of the then applicable base salary and 24 months of target STI bonus of 100% of the base salary. In addition, all the unvested Options, RSUs and PSUs will immediately vest (as if vested occurred at 100%) and become exercisable.

#### ***Natacha Garoute – CFO***

Ms. Garoute was appointed CFO of the Company on January 23, 2023 and Corporate Secretary on June 13, 2023. Her employment agreement includes termination remuneration and benefit scenarios. Under the terms of Ms. Garoute's employment agreement, no remuneration other than remuneration earned prior to the date of termination is payable by the Company in the event the employment agreement is terminated for just cause, voluntarily terminated, or terminated due to death.

The Company may terminate the employment agreement at any time without cause by providing 30 days' notice, pay in lieu of notice or a combination of notice or pay in lieu thereof which covers the 30 days' notice period. In such scenario, the Company would pay to Ms. Garoute a lump sum severance payment equal to (i) an indemnity in lieu of reasonable notice equal to 24 months of Ms. Garoute's then current annual base salary, and (ii) an indemnity for loss of the STI bonus representing 100% of her base salary. In addition, the Company will be required to maintain Ms. Garoute's participation in the same group insurance and/or health benefit plans as those she was entitled or participating immediately prior to termination (except for disability insurance) for a period of 24 months. Finally, the Company will pay an amount equal to such number of Shares as may be equal to the total number of Shares issuable under then-outstanding but unvested LTI grants including unvested options if any, multiplied by the percentage of the vesting period of such LTI awards represented by the period between the date of grant of such LTI awards and the date of termination. If Ms. Garoute resigns due to an event that constitutes constructive dismissal under common law and constructive dismissal did in fact exist at the time of Ms. Garoute's resignation, the Company will be required to pay severance equal to that which would have been payable had Ms. Garoute been terminated without cause.

On a change of control of the Company (as defined in Ms. Garoute's employment agreement), the Company shall, on the termination date, pay Ms. Garoute 24 months of the then applicable base salary and a STI bonus of 100% of the base salary. In addition, all the unvested Options, RSUs and PSUs will immediately vest (as if vested occurred at 100%) and become exercisable.

#### ***Alexander Eastwood – Executive Vice President, Commercial***

On August 14, 2024, Mr. Eastwood and the Company entered into an employment agreement effective on the following day. Mr. Eastwood's employment agreement includes termination remuneration and benefit scenarios. Under the terms of his employment agreement, no remuneration other than remuneration earned prior to the date of termination is payable to Mr. Eastwood by the Company in the event the employment agreement is terminated for just cause, voluntarily terminated, or terminated due to death.

The Company may terminate the employment agreement at any time without cause by providing 30 days' notice, pay in lieu of notice or a combination of notice or pay in lieu thereof which covers the 30 days' notice period. In such scenario, the Company would pay to Mr. Eastwood a lump sum severance payment equal to (i) an indemnity in lieu of reasonable notice equal to 18 months of Mr. Eastwood's then current annual base salary, and (ii) an indemnity for loss of the STI bonus representing 100% of his base salary. In addition, the Company will be required to maintain Mr. Eastwood's participation in the same group insurance and/or health benefit plans as those she was entitled or participating immediately prior to termination (except for disability insurance) for a period of 18 months. Finally, the Company will pay an amount equal to such number of Shares as may be equal to the total number of Shares issuable under then-outstanding but unvested LTI grants including unvested options if any, multiplied by the percentage of the vesting period of such LTI awards represented by the period between the date of grant of such LTI awards and the date of termination. If Mr. Eastwood resigns due to an event that constitutes constructive dismissal under common law and constructive dismissal did in fact exist at the time of Mr. Eastwood's resignation, the Company will be required to pay severance equal to that which would have been payable had Mr. Eastwood been terminated without cause.

On a change of control of the Company (as defined in Mr. Eastwood's employment agreement), the Company shall, on the termination date, pay Mr. Eastwood 18 months of the then applicable base salary and a STI bonus of 100% of the base salary. In addition, all the unvested Options, RSUs and PSUs will immediately vest (as if vested occurred at 100%) and become exercisable.

**Darren Smith – Executive Vice President, Exploration**

Mr. Smith and the Company entered into an employment agreement under which Mr. Smith is entitled to participate in all elements of the Company's executive remuneration program as well as any group insurance or health benefit plans the Company establishes. Mr. Smith's employment agreement includes termination remuneration and benefit scenarios. Under the terms of Mr. Smith's employment agreement, no remuneration other than remuneration earned prior to the date of termination is payable by the Company in the event the employment agreement is terminated for just cause, voluntarily terminated, or terminated due to death.

The Company may terminate the employment agreement at any time without cause by providing 30 days' notice, pay in lieu of notice or a combination of notice or pay in lieu thereof which covers the 30-day notice period. In such scenario, the Company would pay to Mr. Smith a lump sum severance payment equal to (i) an indemnity in lieu of reasonable notice equal to 24 months of Mr. Smith's then current annual base salary, and (ii) an indemnity for loss of STI bonus representing 100% of his base salary. In addition, the Company will be required to maintain Mr. Smith's participation in the same group insurance and/or health benefit plans as those he was entitled to or participating immediately prior to termination (except for disability insurance) for a period of 24 months. Finally, the Company will pay an amount equal to such number of Shares as may be equal to the total number of Shares issuable under then-outstanding but unvested long-term incentive grants including unvested options if any, multiplied by the percentage of the vesting period of such LTI awards represented by the period between the date of grant of such LTI awards and the date of termination. If Mr. Smith resigns due to an event that constitutes constructive dismissal under common law and constructive dismissal did in fact exist at the time of Mr. Smith's resignation, the Company will be required to pay severance equal to that which would have been payable had Mr. Smith been terminated without cause.

On a change of control of the Company (as defined in Mr. Smith's employment agreement), the Company shall on the termination date pay Mr. Smith 24 months of the then applicable base salary and STI bonus of 100% of the base salary. In addition, all the unvested Options, RSUs and PSUs will immediately vest (as if vested occurred at 100%) and become exercisable.

NEOs gain strategic business knowledge during their employment. The Company ensures that this information is not used to the detriment of the Company by any executive following termination. To protect the Company's interests, the employment agreements entered into between the Company and its NEOs include customary non-competition and non-solicitation covenants applicable during the term of the agreements and for a period of 12 months following the end of employment, together with customary confidentiality clauses.

The following table sets forth the estimated incremental value that would become payable to each NEO in the event of employment termination by the Company without cause or in the event of a change of control of the Company, as well as in the event of resignation, retirement or death, in each case as if the triggering event (termination without cause or change of control) had occurred on March 31, 2025.

Name	Termination Without Cause (\$) <sup>(1)</sup>	Termination Without Cause Following Change of Control (\$) <sup>(2)</sup>
<b>Kenneth Brinsden</b> <i>President, CEO &amp; Director</i>	1,239,000	2,719,000
<b>Natacha Garoute</b> <i>CFO</i>	1,653,000	1,962,000
<b>Alexander Eastwood</b> <i>Executive Vice President, Commercial</i>	991,000	1,138,000
<b>Darren Smith</b> <i>Executive Vice President, Exploration</i>	1,343,000	1,492,000

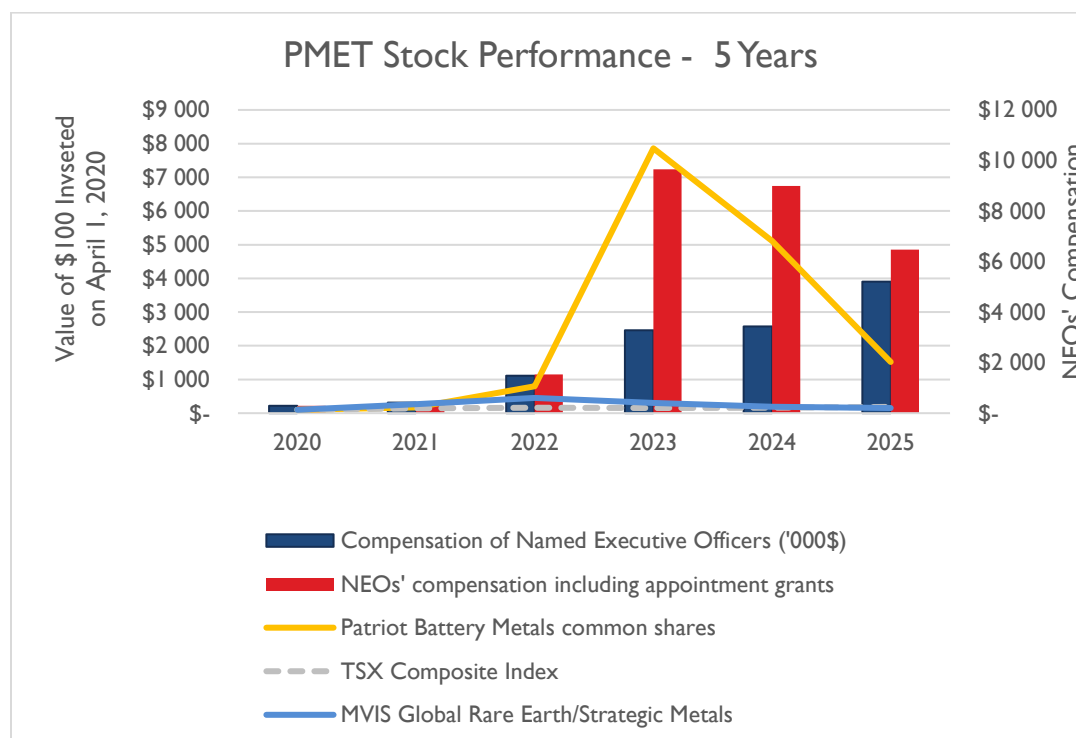
Notes:

- (1) Amounts represent the value of the severance entitlements described under "Termination and Change of Control Benefits" above, and include the incremental value of the unvested Options, RSUs or PSUs held by the NEO that would have otherwise vested during the severance period had the NEO remained employed that will immediately vest (as if vesting occurred at 100%) and become exercisable upon termination without cause (based on the TSX market closing price of the Shares on March 31, 2025 of \$2.50). Amounts do not include the value of vested in-the-money Options. The value of all unvested Options that would have otherwise vested during the severance period is nil as the closing market price of the Company's Shares on the TSX of \$2.50 on March 31, 2025 is lower than the exercise price of the Options.
- (2) Amounts represent the aggregate of (i) the incremental value of unvested Options, RSUs and PSUs which will immediately vest (as if vesting occurred at 100%) and become exercisable upon a change of control of the Company (based on the TSX market closing price of the Shares

on March 31, 2024 of \$8.43), and (ii) the value of the severance entitlements described under “Termination and Change of Control Benefits” above. The value of all unvested Options which will immediately vest (as if vesting occurred at 100%) and become exercisable upon a change of control is nil as the closing market price of the Company’s Shares on the TSX of \$2.50 on March 31, 2025 is lower than the exercise price of the Options.

#### J. Performance Graph

The following line graph and table demonstrate the Company’s cumulative total Shareholders’ return over the five (5) most recently completed financial years, assuming an initial investment of \$100 on the first (1<sup>st</sup>) day of the five (5)-year period at the closing price of the Shares on that date (April 1, 2020), with the cumulative total return of the S&P TSX Composite Index Total Return over the five (5) most recently completed financial years ended on March 31, 2025. The Company is also presenting the cumulative return of the MVIS Global Rare Earth/Strategic Metals Index as the majority of its constituents are involved in the EV Supply Chain Industry.



FYE	2021 (\$)	2022 (\$)	2023 (\$)	2024 (\$)	2025 (\$)
Patriot Battery Metals Inc. Shares (PMET)	173	800	7,861	5,109	1,515
TSX Composite Index	140	164	150	166	186
MVIS Global Rare Earth/Strategic Metals	264	453	305	188	150
Compensation of NEOs (000\$)	412	1,482	3,285	3,426	5,206
NEOs' compensation including appointment grants	443	1,527	9,649	8,997	6,470

The Shares of the Company started trading under Patriot Battery Metals Inc. (“**PMET**”) on June 10, 2021. The Shares previously traded under Gaia Metals Corp. (“**GMC**”) starting October 17, 2019. Prior to this date, the Shares were traded under 92 Resources Corp. (“**NTY**”).

A \$100 investment made in the Company as of April 1, 2020 would have been worth \$1,515 as at March 31, 2025, representing an increase of 1415% as compared to an increase of 86% for the S&P/TSX Composite Index during the corresponding five (5)-year period and an increase of 50% on the MVIS Global Rare Earth/Strategic Metals Index.

During the same period, the regular remuneration, excluding stock options granted upon appointment, of all individuals acting as NEOs increased to \$5,206,000 from a base of \$412,000 in 2021. The increase in regular remuneration totalling \$5,206,000 for

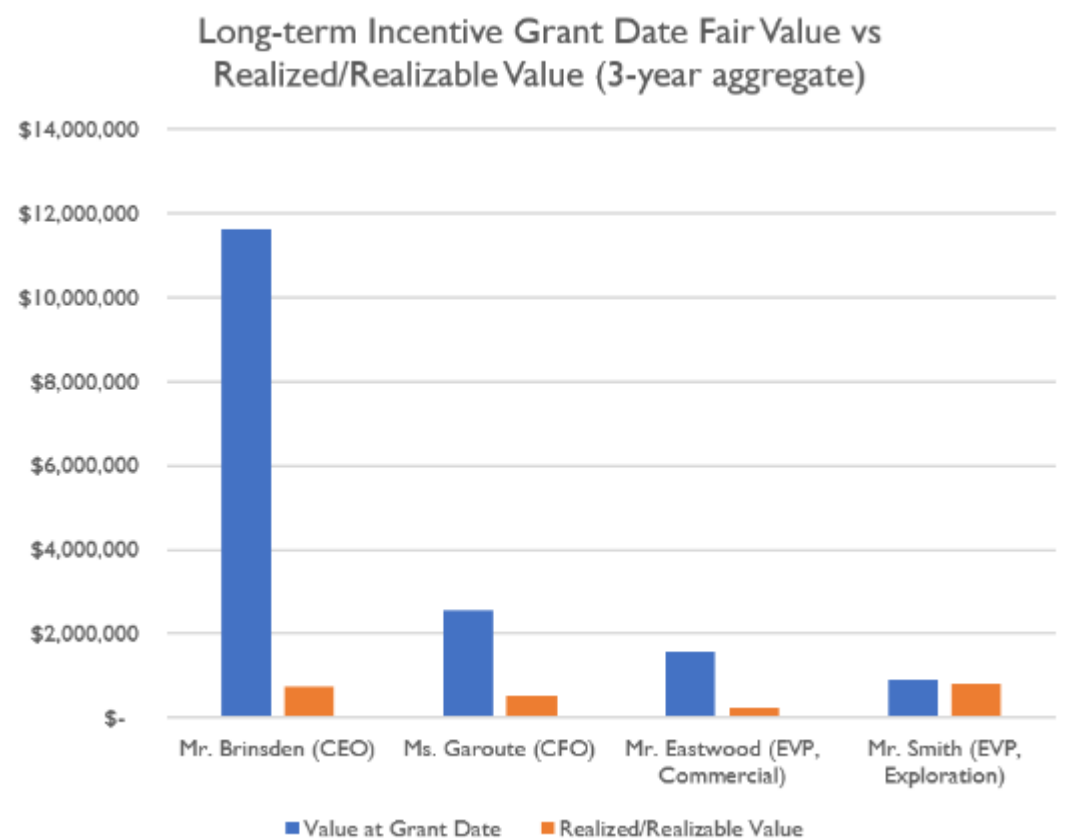
the financial year ended March 31, 2025, compared to \$3,426,000 for the financial year ended March 31, 2024, is primarily related to the appointment of Alexander Eastwood as Executive Vice President, Commercial as well as share-based awards granted to the Company's President, CEO & Director as part of its LTI awards. In addition, there were four (4) NEOs in FY24 while there are five (5) in FY25 including Mr. Way.

The increase in aggregate remuneration for all NEOs over the five-year period is directly attributable to the Company's transformation following the discovery of lithium mineralization at the Shaakichiwaanaan project in 2021. This discovery marked a turning point, shifting the Company from a junior explorer to an emerging developer with a significantly larger and more complex operating profile. As a result, the executive team was expanded to include leaders with the skills necessary to guide the Company through this pivotal stage - spanning mining exploration and development, capital project execution, corporate finance, legal, and sustainability functions.

All current NEOs played critical and interdependent roles in delivering the Company's major milestones in FY25. This includes the release of the Mineral Resource Estimate and Preliminary Economic Assessment (MRE PEA) for the CV5 trend of the Shaakichiwaanaan project in August 2024, which positioned CV5 among the 10 largest hard-rock spodumene resources globally, with the potential to become the fourth-largest producer of spodumene concentrate worldwide.

In parallel, the team successfully executed a landmark strategic partnership with Volkswagen, completed at a 65% premium to the 30-day VWAP at closing and a 177% premium to the stock price as of March 31, 2025. This transaction represents a transformative validation of the Company's long-term strategy and asset quality.

NEO compensation also reflects the Company's internal evolution, including the change in leadership in January 2024 and the appointment of Mr. Brinsden as President, CEO, and Managing Director.



While the grant-date value of NEO compensation has increased in recent years, the structure of executive pay is such that a substantial portion remains at risk and contingent on long-term performance. As illustrated in the above chart, the realizable value of compensation-what NEOs may ultimately earn-has declined materially in line with the Company's Share price and Shareholder returns over the same period.

This outcome underscores the design of the Company's executive compensation program: NEOs do not realize value if Shareholders do not. The majority of NEO pay is delivered through equity-based instruments that are directly tied to Share price performance and value creation. For example, the CEO's compensation is composed of 75% performance-contingent components - including STIs, PSUs, and RSUs - each of which depends on future outcomes.

Equity awards granted during the year would, if settled at fiscal year-end, would have resulted in significantly lower value than originally granted. In some cases, LTIs have no realizable value under current market conditions. This reinforces the principle that executive pay outcomes are aligned with those of Shareholders: when Shareholder returns decline, the value of executive compensation declines accordingly.

The Board believes this alignment is essential to ensuring that NEOs are focused on sustained value creation and long-term performance, and that compensation outcomes reflect the interests of the Shareholders.

## 4.2 Directors' Compensation

### (a) Director Compensation Philosophy

In line with the Company's compensation philosophy for its executives, the directors' compensation program is designed to attract and retain highly qualified individuals with the capability to meet the challenging oversight responsibilities of a mining company evolving under two complex regulatory regimes (being Canada and Australia) and considers the risks and responsibilities of being an effective director. It further serves to align the interests of directors with those of Shareholders over the long-term. Consideration is given to the directors' time commitment, duties and responsibilities, and director remuneration practices within the same group of industry peers selected for the purposes of executive compensation. More information can be found on this group of industry peers in Section 4.1 of this Information Circular.

### (b) Compensation Oversight and Components

Historically, the compensation of directors of the Company was reviewed annually and determined by the Board. In conjunction with the review of executive compensation conducted during the financial year ended March 31, 2024, the Board hired CGP to provide an independent, third-party analysis of the Company's director compensation levels and practices.

Based on the findings and recommendations of the 2023 CGP report, the Board instituted the following non-executive director remuneration framework in place since April 1, 2023:

Component		Annual Retainer
<b>Cash Retainer</b>	Board Chair	\$100,000
	Non-Executive Board Member	\$65,000
	Board Committee Chair	\$16,000
	Board Committee Member (if not Chair of another Committee)	\$6,000
<b>DSUs</b>		\$100,000

Since the introduction of the Omnibus Plan, non-employee directors may receive equity-based remuneration in the form of DSU grants in lieu of the whole or part of their annual compensation. Other than the Omnibus Plan, the Company does not offer any LTI plans, share compensation plans or any other such benefit programs for directors.

In addition to the items described above, directors have all reasonable expenses covered when travelling on Company business. However, no additional fees are paid for attendance at Board or committee meetings.

Given that the Company had made a material lithium raw materials discovery at the Shaakichiuwaanaan project, building the Board's capacity to realize the Shaakichiuwaanaan project's potential as soon as possible in the North American battery metals industry is an important objective. Accordingly, the Board utilized allocations of equity upon joining the Board as an important tool to attract highly qualified individuals with the right skills, experience, and industry leadership.

Recently, the Board, upon the recommendation of the Remuneration and Nomination Committee, adopted minimum ownership requirements for directors similar to executives. The Board believes that such requirements are one of the best tools available to enhance alignment with long-term shareholder value. Under the Company's minimum ownership requirements, within four years

of joining the Company, directors must own two (2) times their annual retainer in Shares, RSUs or DSUs. Options are excluded from the count under all circumstances.

(c) **Director Compensation Table**

The following table sets forth the value of all compensation provided to directors, excluding Messrs. Brinsden and Way whose respective compensation is discussed in Section 4.1 of this Information Circular, for the Company's most recently completed financial year ended March 31, 2025:

Name	Fees Earned (\$)	Share-Based Awards (\$) <sup>(1)</sup>	Option-Based Awards (\$)	Non-Equity Incentive Plan Compensation (\$)	All Other Compensation (\$)	Total (\$)
<b>Pierre Boivin<sup>(2)</sup></b>	100,000	100,000	Nil	Nil	Nil	200,000
<b>Brian Jennings</b>	81,000	100,000	Nil	Nil	Nil	181,000
<b>Mélissa Desrochers</b>	81,000	100,000	Nil	Nil	Nil	181,000

Notes:

- (1) On September 17, 2024, 20,085 DSUs were granted to directors for the financial year ending March 31, 2025 utilizing a fair value of \$3.48. The value of these DSUs is included in the *Summary Compensation Table* under Section 4.1 I of this Information Circular.
- (2) Mr. Boivin was appointed to the Board on June 12, 2023 and non-executive Chair on January 24, 2024. Mr. Boivin earned fees as a director for the period between June 12, 2023 to January 24, 2024. Since his appointment as non-executive chair, he earns fees of \$100,000 per annum as compared to \$150,000 for Mr. Brinsden.

(d) **Directors' Outstanding Share-Based Awards and Option-Based Awards**

As at March 31, 2025, the end of the Company's most recently completed financial year, outstanding Option and Share-based awards for all directors, other than for Messrs. Brinsden and Way whose respective compensation is discussed in Section 4.1 of this Information Circular, are set out in the following table:

Name	Option-Based Awards				Share-Based Awards		
	Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Value of Unexercised In-The-Money Options (\$)	Number of Shares or Units of Shares That Have Not Vested (#)	Market or Payout Value of Share-Based Awards That Have Not Vested (\$)	Market or Payout Value of Vested Share-Based Awards Not Paid Out or Distributed (\$)
<b>Pierre Boivin</b>	104,008	9.78	January 24, 2029	Nil	28,763	72,000	11,000
	240,000	8.48	January 24, 2029	Nil			
<b>Brian Jennings</b>	500,000	2.58	July 18, <sup>1</sup> 2025	Nil	28,763	72,000	10,000
<b>Mélissa Desrochers</b>	104,008	9.78	January 24, 2029	Nil	28,763	72,000	10,000

1: Under the Company's Trading Policy, July 18, 2025 fell during a blackout period as the Company's quarterly financial results were pending. In accordance with the terms and conditions of the Omnibus Plan, Mr. Jennings will have 10 days once the blackout period comes to an end to exercise these options. You will find more information on the Omnibus Plan in Section 5.1 of this Information Circular.

(e) **Non-Executive Director Equity Ownership Guidelines**

In line with its commitment to strong governance and long-term alignment between the Board and Shareholders, the Company has adopted minimum equity ownership requirements for non-executive directors. These requirements were recommended by the Remuneration and Nomination Committee and approved by the Board, reflecting the Company's belief that meaningful equity participation by directors enhances oversight and reinforces accountability to Shareholders over the long term. Under these

guidelines, each non-executive director is expected to hold Company equity with an aggregate value equal to at least two (2) times their annual Board retainer fee, to be achieved within four (4) years of the date of appointment to the Board.

For the purposes of measuring compliance with the ownership requirements, the value of equity held by non-executive directors is determined using the higher of the acquisition or grant date value and the current market value, calculated as the trading price as of measurement date. This valuation methodology ensures consistency with the executive ownership framework and reinforces a long-term perspective on equity accumulation and sustained ownership.

Equity instruments that count toward meeting the ownership requirement include Shares held directly or indirectly, as well as DSUs granted to directors as part of their annual compensation. In line with best governance practices, stock options are excluded from the ownership calculation, as they require the payment of an exercise price and do not represent actual ownership until exercised. This treatment reflects the Company's conservative stance that only equity with clear and realizable value should be considered when assessing compliance with the equity ownership guidelines.

These ownership requirements serve to formalize and reinforce the Board's role as long-term stewards of the Company, ensuring that directors remain aligned with Shareholder interests throughout their tenure.

Non-Executive Directors	Relevant Threshold	Achieved	Shares Held	DSUs Held	Total Value of Shares and DSUs	Ownership as Multiple of Annual Retainer
Pierre Boivin <sup>(1)</sup>	2x annual Retainer	Mr. Boivin has until 2027 to comply	-	33,008	168,000	0.8x
Mélissa <sup>(2)</sup> Desrochers	2x annual Retainer	Ms. Desrochers has until 2027 to comply	-	32,801	165,000	1.0x
Brian Jennings <sup>(2)</sup>	2x annual Retainer	Mr. Jennings has until 2026 to comply	5,000	32,801	178,000	1.0x
Blair Way	2x annual Retainer	Yes	2,918,470	-	7,853,000	47.6x

Note 1: Mr. Boivin was appointed Chair of the Board on January 24, 2024. Consequently, his annual retainer has been adjusted from \$165,000 to \$200,000. This modification explains why Mr. Boivin does not yet meet the minimum ownership requirements. He has until June 2027 to comply with the equity ownership guidelines.

Note 2: Previously, non-executive directors' compensation, excluding any fee for Committee membership, was set at \$65,000 in cash and \$65,000 in DSUs. The cash component is still the same but the DSU component was increased to \$100,000. This increase explains why Ms. Desrochers and Mr. Jennings, respectively, do not yet meet their minimum ownership requirements.

## PART 5: OTHER INFORMATION

### 5.1 Securities Authorized for Issuance under Equity Compensation Plans

The following table sets forth the Company's compensation plans under which equity securities were authorized for issuance as at the end of the financial year ended March 31, 2025:

Plan Category	Number Of Securities To Be Issued Upon Exercise Of Outstanding Options, Warrants And Rights	Weighted-Average Exercise Price Of Outstanding Options, Warrants And Rights(1)	Number Of Securities Remaining Available For Future Issuance Under Equity Compensation Plans
Equity Compensation Plans Approved By Shareholders	6,444,956	\$7.58	9,780,068
Equity Compensation Plans Not Approved By Shareholders	-	-	-
<b>Total</b>	<b>6,444,956</b>	<b>\$7.58</b>	<b>9,780,068</b>

Note:

(1) Based on 162,25,235 Shares issued and outstanding as at March 31, 2025.

### Summary of the Omnibus Plan

The Company adopted the Omnibus Plan on January 20, 2023, which was later approved by the Shareholders on March 3, 2023 and which was amended on September 13, 2023, such amendment later approved by the Shareholders on September 19, 2023. The Omnibus Plan replaced the Company's stock option plan (the "**Stock Option Plan**") and any grant made thereunder was rolled into and is now governed by the Omnibus Plan.

The following summary of the material terms of the Omnibus Plan is qualified in its entirety by the full text of the Omnibus Plan which is available under the Company's profile on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca). Readers should read this summary in conjunction with the full text of the Omnibus Plan. The Omnibus Plan is of a typical nature for an issuer at the size and stage of development of the Company, and allows for a high degree of flexibility in the types of securities granted, so as to allow the Board to ensure incentive equity compensation appropriately reflects the objectives of the Company.

#### Purpose

The purposes of the Omnibus Plan are (a) to advance the interests of the Company by enhancing the ability of the Company and its subsidiaries to attract, motivate and retain employees, officers, directors, and consultants, which either of directors or officers may be consultants or employees, (b) to reward such persons for their sustained contributions, and (c) to encourage such persons to take into account the long-term corporate performance of the Company.

#### Eligible Participants

Pursuant to the terms of the Omnibus Plan, individuals who are: (a) employees, including officers, of the Company or any of its subsidiaries, (b) persons who work on a full time, part-time or weekly basis for the Company or any of its subsidiaries providing services normally provided by an employee and who are under the control and direction of the Company or a subsidiary, (c) non-employee directors of the Company, and (d) a consultant, employee or director of a consultant, who is engaged to provide *bona fide* services to the Company or any of its subsidiaries, other than in relation to a distribution of securities, and who provides such services under a written contract and who spends or will spend a significant amount of time and attention on the affairs and business of the Company or a subsidiary, are eligible to participate in the Omnibus Plan.

#### Types of Awards

The Omnibus Plan provides for the grant of:

- (a) options ("**Options**"), which are granted by an agreement evidencing the Options granted under the Omnibus Plan (an "**Option Agreement**");

- (b) RSUs, which are granted by an agreement evidencing the RSUs granted under the Omnibus Plan (an “**RSU Agreement**”);
- (c) DSUs, which are granted by an agreement evidencing the DSUs granted under the Omnibus Plan (a “**DSU Agreement**”);
- (d) PSUs, which are granted by an agreement evidencing the PSUs granted under the Omnibus Plan (a “**PSU Agreement**”); and
- (e) other Share-based awards to participants (“**Other Share-Based Awards**”), which awards include the grant of Shares, and which are granted by an agreement evidencing the Other Share-Based Awards granted under the Omnibus Plan (an “**Other Share-Based Agreement**”, together with the Option Agreement, RSU Agreement, DSU Agreement and PSU Agreement, the “**Grant Agreements**”).

The Options, RSUs, DSUs, PSUs and Other Share-Based Awards granted pursuant to the Omnibus Plan are collectively referred to as “**Omnibus Plan Awards**” in this Information Circular.

#### *Plan Administration*

The Omnibus Plan is administered by the Board (the “**Plan Administrator**”). The Plan Administrator has sole and complete authority, in its discretion, to:

- (a) determine the individuals to whom grants of Omnibus Plan Awards may be made;
- (b) make grants of Omnibus Plan Awards, in such amounts, to such persons and, subject to the provisions of the Omnibus Plan, on such terms and conditions as it determines including without limitation:
  - (i) the time or times at which Omnibus Plan Awards may be granted;
  - (ii) the conditions under which: (A) Omnibus Plan Awards may be granted to participants; or (B) Omnibus Plan Awards may be forfeited to the Company, including any conditions relating to the attainment of specified performance goals;
  - (iii) the number of Shares subject to the Omnibus Plan Awards;
  - (iv) the exercise price to be paid by a participant in connection with the purchase of Shares subject to any Options;
  - (v) whether restrictions or limitations are to be imposed on the Shares issuable pursuant to grants of any Omnibus Plan Awards, and the nature of such restrictions or limitations, if any; and
  - (vi) any acceleration of exercisability, vesting, or waiver of termination regarding any Omnibus Plan Awards, based on such factors as the Plan Administrator may determine;
- (c) establish the form of Grant Agreements;
- (d) cancel, amend, adjust or otherwise change the type of or the terms and conditions of any Omnibus Plan Awards under such circumstances as the Plan Administrator may consider appropriate in accordance with the provisions of the Omnibus Plan;
- (e) construe and interpret the Omnibus Plan and all Grant Agreements;
- (f) adopt, amend, prescribe and rescind administrative guidelines and other rules and regulations relating to the Omnibus Plan, including rules and regulations relating to sub-plans established for the purpose of satisfying applicable foreign laws or for qualifying for favourable tax treatment under applicable laws; and
- (g) make all other determinations and take all other actions necessary or advisable for the implementation and administration of the Omnibus Plan.

### *Shares Available for Awards*

Subject to adjustments as provided for under the Omnibus Plan, the aggregate maximum number of Shares reserved for issuance pursuant to Omnibus Plan Awards under the Omnibus Plan, including any Options granted under previous stock option plans, shall not exceed ten percent (10%) of the aggregate number of Shares issued and outstanding from time to time on a non-diluted basis. The aggregate number of Shares issuable to any one consultant within a one-year period shall not exceed 2% of the Company's total issued and outstanding Shares on the date of grant. The aggregate number of Shares issuable to all persons retained to provide Investor Relations Activities (as defined in the Omnibus Plan) within a one-year period shall not exceed 2% of the Company's total issued and outstanding Shares on the date of grant.

After deducting the 6,924,956 Shares (4.3% of the issued and outstanding Shares of the Company as of the date hereof based on 162,270,235 Shares outstanding) reserved for issuance under existing awards governed by the Omnibus Plan, 9,302,068 Shares (5.7% of the issued and outstanding Shares of the Company as of the date hereof) are available for issuance in aggregate under the Omnibus Plan. The Omnibus Plan is considered to be an "evergreen" plan, since the Shares covered by Omnibus Plan Awards which have been exercised or terminated will be available for subsequent grants under the Omnibus Plan and the total number of Omnibus Plan Awards available to grant increases as the number of issued and outstanding Shares increases.

The aggregate number of Shares, (a) issuable to insiders (as defined in the Omnibus Plan) at any time under all of the Company's security-based compensation arrangements may not exceed ten percent (10%) of the Company's total issued and outstanding Shares; (b) issued to insiders within any one (1)-year period, under all of the Company's security-based compensation arrangements may not exceed ten percent (10%) of the Company's total issued and outstanding Shares as at the date any Omnibus Plan Award is granted to any insider; and (c) issuable to any one (1) person (as defined in the Omnibus Plan) under the Omnibus Plan or any other security-based compensation arrangement, within a one (1)-year period, shall not at any time exceed five percent (5%) of the Company's total issued and outstanding Shares as at the date any Omnibus Plan Award is granted to the person.

### *Burn rate*

In accordance with the rules of the TSX, the following table sets out the annual burn rate for the Omnibus Plan for the three prior fiscal years, expressed as a percentage of the number of securities granted under the Omnibus Plan in each fiscal year over the weighted average number of Shares outstanding at the applicable year end:

Financial Year End	Number of Options Granted	Number of RSUs Granted	Number of DSUs Granted	Number of PSUs Granted	Total Number of Awards Granted	Weighted-Average Shares Outstanding	Burn Rate (%)
2025	400,000	311,963	86,289	311,963	1,110,215	143,681,566	0.8
2024	1,348,016	56,921	20,085	56,921	1,481,943	115,391,723	1.3
2023	6,025,000	Nil	Nil	Nil	6,025,000	89,729,920	6.7

### *Blackout Period*

If a date of grant occurs or an Omnibus Plan Award expires, at a time when an undisclosed material change or material fact in the affairs of the Company exists, the date of grant for such Omnibus Plan Award, or expiry of such Omnibus Plan Award (as the case may be) will be no later than ten (10) business days after which there is no longer such undisclosed material change or material fact, and the Market Price (as defined in the Omnibus Plan) with respect to any such Omnibus Plan Award shall be calculated based on the five (5) business days immediately preceding the effective date of grant and after the date on which such undisclosed material change or material fact is disclosed.

### *Options*

An Option entitles a holder thereof to purchase a Share at an exercise price set at the time of the grant, which exercise price must in all cases be not less than the Discounted Market Price (as defined in the Omnibus Plan) on the date of grant (as provided in the applicable Grant Agreement) (the "**Exercise Price**").

The term of each Option is fixed by the Plan Administrator, but may not exceed ten (10) years from the grant date.

#### *Restricted Share Units*

An RSU is a unit equivalent in value to a Share credited by means of a bookkeeping entry in the books of the Company which entitles the holder to receive one Share for each RSU after a specified vesting period determined by the Plan Administrator, provided that no RSU shall vest until at least one (1) year following the date the RSU was granted. Upon settlement, holders will receive (a) one fully paid and non-assessable Share in respect of each vested RSU, (b) subject to the approval of the Plan Administrator, a cash payment, or (c) a combination of Shares and cash as contemplated by paragraphs (a) and (b). The cash payment is determined by multiplying the number of RSUs redeemed for cash by the Market Price on the date of settlement.

The number of RSUs granted at any particular time is calculated by dividing (i) the amount of any compensation that is to be paid in the RSUs, as determined by the Plan Administrator, by (ii) the Market Price of a Share on the date of grant.

#### *Deferred Share Units*

A DSU is a unit equivalent in value to a Share credited by means of a bookkeeping entry in the books of the Company which entitles the holder to receive one Share for each DSU on a future date, generally upon termination of service with the Company. Upon settlement, holders will receive (a) one (1) fully paid and non-assessable Share in respect of each vested DSU, (b) subject to the approval of the Plan Administrator, a cash payment, or (c) a combination of Shares and cash as contemplated by paragraphs (a) and (b). The cash payment is determined with reference to the Market Price in the same manner as with RSUs. Except as otherwise determined by the Plan Administrator, DSUs shall vest one (1) year following the date of grant.

The number of DSUs granted at any particular time is calculated by dividing (i) the amount of any compensation that is to be paid in the DSUs, as determined by the Plan Administrator, by (ii) the Market Price of a Share on the date of grant.

#### *Performance Share Units*

A PSU is a unit equivalent in value to a Share credited by means of a bookkeeping entry in the books of the Company which entitles the holder to receive one (1) Share for each PSU on a future date, generally upon the achievement of certain performance goals within the Company as determined by the Plan Administrator. Upon settlement, holders will receive (a) one (1) fully paid and non-assessable Share in respect of each vested PSU, (b) subject to the approval of the Plan Administrator, a cash payment or (c) a combination of Shares and cash as contemplated by paragraphs (a) and (b). The cash payment is determined with reference to the Market Price in the same manner as with RSUs. The Plan Administrator has the authority to determine the vesting terms applicable to the grant of PSUs, provided that no PSUs shall vest until at least one (1) year following the date of grant.

#### *Payment of Exercise Price*

Unless otherwise specified by the Plan Administrator at the time of granting an Option and set out in the particular Grant Agreement, an exercise notice for an Option must be accompanied by payment of the exercise price. The exercise price must be fully paid by certified cheque, bank draft or money order payable to the Company or by such other means as might be specified by the Plan Administrator. This may include (i) through an arrangement with a Broker approved by the Company (or through an arrangement directly with the Company) whereby payment of the exercise price is accomplished with the proceeds of the sale of Shares deliverable upon the exercise of the Option, (ii) through the cashless exercise process set out below under the heading “Cashless Exercise”, or (iii) such other consideration and method of payment for the issuance of Shares to the extent permitted by securities laws and policies of the TSX and ASX, or any combination of the foregoing methods of payment.

#### *Dividend Equivalents*

Unless otherwise determined by the Plan Administrator and set forth in the particular Grant Agreement, RSUs, PSUs and DSUs shall be credited with dividend equivalents in the form of additional RSUs, PSUs and DSUs, as applicable, subject to the limitation that the aggregate maximum number of Shares reserved for issuance shall not exceed 10% of the aggregate number of Shares issued and outstanding, as set out under the heading “Shares available for Awards”. Dividend equivalents shall vest in proportion to, and settle in the same manner as, the awards to which they relate. Such dividend equivalents shall be computed by dividing: (a) the amount obtained by multiplying the amount of the dividend declared and paid per Share by the number of RSUs, PSUs and DSUs, as applicable, held by the participant on the Record Date for the payment of such dividend, by (b) the Market Price at the close of the first business day immediately following the dividend record date, with fractions computed to three decimal places. To comply with the 10% limitation as set out under the heading “Shares available for Awards”, the Company may settle entitlements dividend equivalents in cash.

### *Vesting and Exercisability*

As set out in the Omnibus Plan, the Plan Administrator shall have the authority to determine the vesting terms applicable to grants of Omnibus Plan Awards. The vesting schedule of any Omnibus Plan Awards granted pursuant to the Omnibus Plan shall be stated in the Grant Agreement for such Omnibus Plan Awards. Options granted to persons retained to provide Investor Relations Activities must vest in stages over a period of not less than twelve months with no more than  $\frac{1}{4}$  of the Options vesting in any three-month period.

### *Cashless Exercise*

A participant may, in lieu of exercising an Option for cash, elect to surrender such Option to the Company (a “**Cashless Exercise**”) in consideration for an amount from the Company equal to (a) the Market Price of the Shares issuable on the exercise of such Option (or portion thereof) as of the date such Option (or portion thereof) is exercised, less (b) the aggregate Exercise Price of the Option (or portion thereof) surrendered relating to such Shares (the “**In-the-Money Amount**”), divided by the Market Price per Share as of the date such Option (or portion thereof) is exercised. The Company shall satisfy payment of the In-the-Money Amount by delivering to the participant such number of Shares (rounded down to the nearest whole number) having a fair market value equal to the In-the-Money Amount. Persons retained to provide Investor Relations Activities are not permitted to rely on the cashless exercise process.

### *Term*

Although the Omnibus Plan does not stipulate a term for awards granted thereunder, other than Options, they must vest and settle in accordance with the provisions of the Omnibus Plan and any applicable Grant Agreement, which Grant Agreement may include an expiry date for a specific award.

### *Effect of Termination on Awards*

At such time that a participant ceases to be a director, employee, consultant or officer of the Company, which either of directors or officers may be consultants or employees, or any subsidiary of the Company due to the resignation or termination of a participant's employment with the Company with cause, all unvested Omnibus Plan Awards held by the participant shall expire and immediately terminate for no consideration.

At such time that a participant ceases to be a director, employee, consultant or officer of the Company, which either of directors or officers may be consultants or employees, or any subsidiary of the Company due to the termination of a participant's employment with the Company without cause, a portion of any unvested Omnibus Plan Awards shall immediately vest based on a pro-rata portion of the number of Omnibus Plan Awards held on the date of termination and how long such Omnibus Plan Awards would have taken to fully vest had the participant's employment not been terminated. Vested Omnibus Plan Awards must be exercised or surrendered to the Company by the participant before the earlier of: (A) the expiry date of such Omnibus Plan Award (as agreed upon when the Omnibus Plan Award was granted); and (B) the date that is 90 days after the Termination Date (as defined in the Omnibus Plan).

A participant's eligibility to receive further grants of Omnibus Plan Awards under the Omnibus Plan shall cease at such time that a participant ceases to be a director, employee, consultant officer or manager of the Company or any subsidiary of the Company.

Unless the Plan Administrator, in its discretion, otherwise determines, Omnibus Plan Awards shall not be affected by a change of employment or consulting agreement or arrangement or directorship within or among the Company or a subsidiary of the Company provided that the participant continues to be a director, employee or consultant, as applicable, of the Company or a subsidiary of the Company.

Notwithstanding the foregoing, the Plan Administrator may, subject to the limitations contained in the policies of the TSX and ASX, in its discretion, at any time prior to or following the events contemplated above, or in an employment agreement, Grant Agreement or other written agreement between the Company or a subsidiary of the Company and the participant, permit the acceleration of vesting of any or all Omnibus Plan Awards or waive termination of any or all Omnibus Plan Awards, in the manner and on the terms as may be authorized by the Plan Administrator.

Where a participant becomes disabled, any Option or other Award held by such participant that has not vested as of the date of the disability of such participant shall vest on such date and may be exercised or surrendered to the Company by the participant at any time until the earlier of: (a) the expiry date of such award; and (b) one year from the date of disability of such participant.

Where a participant's employment, consulting agreement or arrangement is terminated by reason of death, any Option or other Award held by the participant that has not vested as of the date of the death of such participant shall vest on such date and may be exercised or surrendered to the Company by the participant at any time during the period that terminates the earlier of: (a) the expiry date of such award; and (b) one (1) year from the date of death of such participant.

#### *Change in Control*

Except as may be set forth in an employment agreement, Grant Agreement or other written agreement between the Company or a subsidiary of the Company and the participant, the Plan Administrator may, without the consent of any participant, take such steps as it deems necessary or desirable, including to cause:

- (a) the conversion or exchange of any outstanding Omnibus Plan Awards into or for rights of substantially equivalent value, as determined by the Plan Administrator in its discretion, in and entity participating in or resulting from a Change in Control (as defined in the Omnibus Plan);
- (b) outstanding Omnibus Plan Awards to vest and become exercisable, realizable, or payable, or restrictions applicable to an Omnibus Plan Award to lapse, in whole or in part prior to or upon consummation of such Change in Control, and, to the extent the Plan Administrator determines, terminate upon or immediately prior to the effectiveness of such Change in Control; or
- (c) any combination of the foregoing.

In taking any of the foregoing actions, the Plan Administrator will not be required to treat all Omnibus Plan Awards similarly in the transaction (subject to applicable stock exchange approval, if required). Notwithstanding the foregoing, in the case of Omnibus Plan Awards held by a participant that is a resident of Canada for the purposes of the *Income Tax Act (Canada)* ("**Tax Act**") (a "**Canadian Taxpayer**"), the Plan Administrator may not cause the Canadian Taxpayer to receive (pursuant to the terms of a change of control) any property in connection with a change of control other than rights to acquire shares of a corporation or units of a "mutual fund trust" (as defined in the Tax Act) of the Company or a "qualifying person" (as defined in the Tax Act) that does not deal at arm's length (for the purposes of the Tax Act) with the Company, as applicable, at the time such rights are issued or granted.

#### *Assignability*

Except as required by law, the rights of a participant under the Omnibus Plan are not capable of being assigned, transferred, alienated, sold, encumbered, pledged, mortgaged or charged unless otherwise approved by the Plan Administrator.

#### *Amendment, Suspension or Termination of the Omnibus Plan*

The Plan Administrator may from time to time, without notice and without approval of the Shareholders, amend, modify, change, suspend or terminate the Omnibus Plan or any Omnibus Plan Awards granted pursuant thereto as it, in its discretion, determines appropriate, provided, however, that: (a) no such amendment, modification, change, suspension or termination of the Omnibus Plan or any Omnibus Plan Awards granted thereunder may materially impair any rights of a participant or materially increase any obligations of a participant under the Omnibus Plan without the consent of the participant, unless the Plan Administrator determines such adjustment is required or desirable in order to comply with any applicable securities laws or exchange requirements; and (b) any amendment that would cause an Omnibus Plan Award held by a U.S. Taxpayer to be subject to the additional tax penalty under Section 409A(l)(B)(i)(II) of the Code (as defined in the Omnibus Plan) shall be null and void *ab initio* with respect to the U.S. Taxpayer unless the consent of the U.S. Taxpayer is obtained.

Without limiting the generality of the foregoing, but subject to the below, the Plan Administrator may, without Shareholder approval but subject to the limitations set out in the policies of the TSX and ASX, at any time or from time to time, amend the Omnibus Plan for the purposes of making:

- any amendments to the general vesting provisions of each Omnibus Plan Award;
- any amendment regarding the effect of termination of a participant's employment or engagement;
- any amendments to add covenants of the Company for the protection of participants, provided that the Plan Administrator shall be of the good faith opinion that such additions will not be prejudicial to the rights or interests of the participants;

- any amendments consistent with the Omnibus Plan as may be necessary or desirable with respect to matters or questions which, in the good faith opinion of the Plan Administrator, having in mind the best interests of the participants, it may be expedient to make, including amendments that are desirable as a result of changes in law in any jurisdiction where a participant resides, provided that the Plan Administrator shall be of the opinion that such amendments and modifications will not be prejudicial to the interests of the participants; or
- any such changes or corrections which, on the advice of counsel to the Company, are required for the purpose of curing or correcting any ambiguity or defect or inconsistent provision or clerical omission or mistake or manifest error, provided that the Plan Administrator shall be of the opinion that such changes or corrections will not be prejudicial to the rights and interests of the participants.

Notwithstanding the foregoing and subject to any rules of the exchange, Shareholder approval will be required for any amendment, modification or change that:

- increases the percentage of Shares reserved for issuance under the Omnibus Plan, except pursuant to the provisions in the Omnibus Plan which permit the Plan Administrator to make equitable adjustments in the event of transactions affecting the Company or its capital;
- reduces the Exercise Price of an Option except pursuant to the provisions of the Omnibus Plan which permit the Plan Administrator to make equitable adjustments in the event of transactions affecting the Company or its capital;
- extends the term of an Omnibus Plan Award beyond the original expiry date (except where an expiry date would have fallen within a blackout period of the Company);
- permits an Omnibus Plan Award (excluding Options) to be exercisable beyond ten (10) years from its date of grant (except where an expiry date would have fallen within a blackout period of the Company);
- increases or removes the non-employee director participation limits;
- changes the eligible participants of the Omnibus Plan;
- permits Omnibus Plan Awards to be transferable or assignable other than for normal estate settlement purposes; or
- deletes or reduces the range of amendments which require approval of the Shareholders.

The disinterested approval of Shareholders is required for any amendments that: reduce the Exercise Price of an Option benefitting an insider of the Company; or extend the expiry date of an Award benefitting an insider of the Company, except in the case of an extension due to a blackout period.

## **5.2 Indebtedness of Directors and Executive Officers**

As of the date hereof, there was no indebtedness outstanding of any current or former director, executive officer or employee of the Company which is owing to the Company or to another entity which is the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the Company entered into in connection with a purchase of securities or otherwise.

No individual who is, or at any time during the most recently completed financial year was, a director or executive officer of the Company, no proposed nominee for election as a director of the Company and no associate of such persons:

- (a) is or at any time since the beginning of the most recently completed financial year has been, indebted to the Company or any of its subsidiaries; or
- (b) whose indebtedness to another entity is, or at any time since the beginning of the most recently completed financial year has been, the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the Company or any of its subsidiaries, in relation to a securities purchase program or other program.

### **5.3 Interest of Certain Persons in Matters to be Acted Upon**

Except as set out herein, no person who has been a director or executive officer of the Company at any time since the beginning of the Company's last financial year, no proposed nominee of management of the Company for election as a director of the Company and no associate or affiliate of the foregoing persons, has any material interest, direct or indirect, by way of beneficial ownership or otherwise, in matters to be acted upon at the Meeting other than the election of directors. Directors and executive officers of the Company participate in the Omnibus Plan and accordingly have an interest in the approval of the Omnibus Plan. See *Summary of the Omnibus Plan* for more information about the Omnibus Plan.

### **5.4 Interest of Informed Persons in Material Transactions**

No informed person (as such term is defined in National Instrument 51-102 – *Continuous Disclosure Obligations*) or proposed director of the Company and no associate or affiliate of the foregoing persons has or has had any material interest, direct or indirect, in any transaction since the commencement of the Company's most recently completed financial year or in any proposed transaction which in either such case has materially affected or would materially affect the Company.

### **5.5 Additional Information**

Additional information relating to the Company can be found on the Company's website at [www.patriotbatterymetals.com](http://www.patriotbatterymetals.com), on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and on the ASX's website at [www.asx.com.au](http://www.asx.com.au), including the Company's AIF, Financial Statements and MD&A for the most recently completed financial year. Shareholders may also contact the Company at 1801 McGill College, Suite 900, Montréal, QC, H3A 1Z4 to obtain printed copies of the Company's Financial Statements and MD&A free of charge.

### **5.6 Other Matters**

Management of the Company is not aware of any other matter to come before the Meeting other than as set forth in the Notice. If any other matter properly comes before the Meeting, it is the intention of the persons named in the completed form of proxy to vote the Shares represented thereby in accordance with their best judgment on such matter.

Unless otherwise specified, all matters referred to herein for approval by the Shareholders require a simple majority of the Shareholders voting, in person or by proxy, at the Meeting. Where information contained in this Information Circular, rests specifically within the knowledge of a person other than the Company, the Company has relied upon information furnished by such person.

### **5.7 Approval of the Board**

The contents of this Information Circular have been approved, and the delivery of it to each Shareholder of the Company entitled thereto and to the appropriate regulatory agencies has been authorized by the Board.

DATED this fourth day of August 2025.

### **BY ORDER OF THE BOARD**

**Per: "Kenneth Brinsden"**

Kenneth Brinsden

President, Chief Executive Officer & Managing Director

## SCHEDULE A STATEMENT OF CORPORATE GOVERNANCE PRACTICES

### I. Board of Directors

(a) *Disclose the identity of directors who are independent.*

The board of directors of the Company (the “**Board**”) is currently comprised of five (5) directors, of whom three (3) are independent within the meaning of Section 1.4 of National Instrument 52-110 – Audit and Risk Committees (“**NI 52-110**”). The independent directors are Pierre Boivin, Brian Jennings and Melissa Desrochers. However, a new nominee director is seeking election at the September 16, 2025 Meeting. As the case may be, the Board will be comprised of six (6) directors, of whom four (4) will be independent.

(b) *Disclose the identity of directors who are not independent and describe the basis for that determination.*

Kenneth Brinsden is currently the President, Chief Executive Officer & Managing Director (“**CEO**”) of the Company, and is, therefore, not independent.

D. Blair Way was the Chief Operating Officer (“**COO**”) of the Company until June 30, 2024 and was President and CEO of the Company until January 24, 2024, and is, therefore, not independent.

(c) *Disclose whether or not a majority of directors are independent. If a majority of directors are not independent, describe what the Board does to facilitate its exercise of independent judgment in carrying out its responsibilities.*

A majority of directors are independent within the meaning of Section 1.4 of NI 52-110 and Recommendation 2.3 of the ASX Corporate Governance Principles and Recommendations (4<sup>th</sup> edition).

Following the annual general meeting, if management’s nominees are elected to the Board, a majority of the directors will continue to be independent.

(d) *If a director is presently a director of any other issuer that is a reporting issuer (or the equivalent) in a jurisdiction or a foreign jurisdiction, identify both the director and the issuer.*

None of the current directors and proposed nominees are directors or trustees of other reporting issuers.

(e) *Disclose whether or not the independent directors hold regularly scheduled meetings at which non-independent directors and members of management are not in attendance. If the independent directors hold such meetings, disclose the number of meetings held since the beginning of the issuer’s most recently completed financial year. If the independent directors do not hold such meetings, describe what the Board does to facilitate open and candid discussion among its independent directors.*

The independent directors shall hold meetings at which management and non-independent directors are not present, as and when deemed necessary, in order to facilitate candid discussion among the independent directors. The independent directors are encouraged to ask questions and to review all relevant matters. In addition, any item that involves an actual or potential conflict is voted on by those directors that are not related to the conflict in question. The Company takes steps to ensure that adequate structures and processes are in place to permit the Board to function independently of the management of the Company. Where matters arise at meetings of the Board which require decision making and evaluation that is independent of management and interested directors, the Board will hold an “in-camera” session among the independent and disinterested directors, without management present at such meeting.

Eight in-camera sessions have been held without the presence of Management in FY25 where 11 Board meetings took place.

(f) *Disclose whether or not the chair of the Board is an independent director. If the Board has a chair or lead director who is an independent director, disclose the identity of the independent chair or lead director and describe his or her role and responsibilities. If the Board has neither a chair nor a lead director who is independent, describe what the Board does to provide leadership for its independent directors.*

Mr. Boivin acts as the independent Chair of the Board and has over 40 years of experience in business law, notably in the natural resources sector and has been recognized repeatedly over the years by industry publications as a leading Canadian lawyer notably in the mining sector. For the last 25 years, he has practiced law at McCarthy Tetreault LLP where he is currently acting as the Global Metals and Mining Group Leader for the Québec Region, the National Africa Group Leader and is a member of the firm’s

Strategic Advisors Committee. Having served on various profit and non-profit boards of directors over the years, he provides strong leadership and experiences to the Board.

The Chair of the Board is responsible for providing the necessary direction required for an effective Board, ensuring that all directors receive timely and accurate information so that they can make informed decisions, ensuring that the Board collectively and individual directors' performance is assessed annually and encouraging active engagement from all members of the Board.

- (g) *Disclose the attendance record of each director for all Board meetings held since the beginning of the issuer's most recently completed financial year.*

The table below sets out the attendance of the directors at the Company meetings during FY25, reflecting 100% attendance by all directors for all Board and committee meetings on which they serve, respectively:

Name of Director	Board Meetings	Committee Meetings	
		Audit & Risk	Remuneration and Nomination (1)
Pierre Boivin	11 of 11	4 of 4	6 of 6
Ken Brinsden (2)	11 of 11	4 of 4	6 of 6
D. Blair Way	11 of 11	n/a	n/a
Brian Jennings	11 of 11	4 of 4	6 of 6
Melissa Desrochers	11 of 11	4 of 4	6 of 6

Notes:

- (1) Mr. Way was invited to and attended one (1) meeting of the Remuneration and Nomination Committee in FY25.  
(2) Mr. Brinsden was invited to and attended 100% of the meetings of the Audit and Risk Committee and of the Remuneration and Nomination Committee meetings. Mr. Brinsden may be present during part of in-camera meetings but is excused at some point to allow independent directors to discuss amongst themselves.

## 2. Board Mandate

- (a) *Disclose the text of the Board's written mandate. If the Board does not have a written mandate, describe how the Board delineates its roles and responsibilities.*

See Schedule B.

## 3. Position Descriptions

- (a) *Disclose whether or not the Board has developed written position descriptions for the chair and the chair of each Board committee. If the Board has not developed written position descriptions for the chair and/or the chair of each Board committee, briefly describe how the Board delineates the role and responsibilities of each such position.*

The Board is developing a written mandate for its Chair which will be available on the Company's website. As part of its ongoing effort to improve the Company's governance framework, the Board intends as well to develop roles and responsibilities for the Chair of the Audit and Risk Committee as well as the Chair of the Remuneration and Nomination Committee. Once approved by the Board, the respective roles and responsibilities will be incorporated into each Committee's charter, respectively, and made available on the Company's website.

- (b) *Disclose whether or not the Board and CEO have developed a written position description for the CEO. If the Board and CEO have not developed such a position description, briefly describe how the Board delineates the role and responsibilities of the CEO.*

The Board has developed and adopted a written mandate for the President, CEO & Managing Director which is available on the Company's website. The CEO is familiar with the role and responsibilities of a CEO of a mineral resource company such as the Company, and the Board is willing and able to, and does, provide advice and guidance as required. The mandate will be reviewed by the Board as required.

#### 4. Orientation and Continuing Education

- (a) *Briefly describe what measures the Board takes to orient new directors regarding the nature of the Board, its committees and its directors; and the nature and operation of the issuer's business.*

While the Company does not have formal orientation and training programs, new Board members are provided with:

- (i) information respecting the functioning of the Board, the Audit and Risk Committee, the Remuneration and Nomination Committee and copies of the Company's corporate governance policies;
- (ii) access to recent, publicly filed documents of the Company, technical reports and the Company's internal financial information;
- (iii) access to management and technical experts and consultants; and
- (iv) a summary of significant corporate and securities responsibilities.

Board members are encouraged to communicate with management, auditors and technical consultants, to keep themselves current with industry trends and developments and changes in legislation with management's assistance and to attend related industry seminars and visit the Company's operations. Board members have full access to the Company's records.

- (b) *Briefly describe what measures, if any, the Board takes to provide continuing education for its directors. If the Board does not provide continuing education, describe how the Board ensures that its directors maintain the skill and knowledge necessary to meet their obligations as directors.*

The Board does not have a formal continuing education program. However, all directors are encouraged to undergo continuing professional development and are provided with the resources and training to address skills gaps where they are identified and to receive continuing education concerning the industry and environment within which the Company operates. The Company is a corporate member of the Institute of Corporate Directors. As such, current members of the Board have access to a network of experienced directors and governance resources on topical and emerging boardroom issues and can register for various educational opportunities to enhance the culture and processes of the Board. In addition, the current members of the Board are experienced directors. In addition, members of the Board may also engage outside consultants at the expense of the Company to review matters on which they feel they require independent professional advice. Over the course of the financial year that ended March 31, 2025, the directors received presentations from various external experts to ensure they understand the trends and risks associated with the industry in which the Company evolves. The Company intends to have several presentations made to its Board members during the course of FY26.

#### 5. Ethical Business Conduct

- (a) *Describe whether or not the Board has adopted a written code for the directors, officers and employees.*

The Board expects the directors, management and employees of the Company to comply with all statutes, regulations and administrative policies applicable to the Company and expects the management to supervise employees and consultants in such a manner as to be informed of their activities and to promote the free flow of information. Corporate policies include, but are not limited to, matters of corporate disclosure on a timely basis, confidentiality and insider trading restrictions. The Board has adopted a written code of ethics and business conduct (the "**Code of Conduct**") for directors, officers and employees of the Company. The Board expects management to report to the Board regarding any breaches or concerns with respect to the foregoing which are of a material nature, whether or not a satisfactory resolution was already implemented by management, or of which management is aware that are reasonably likely to arise in the foreseeable future and which would be of a material nature. Breaches to the Code of Conduct can also be reported to the Board.

A copy of the Company's Code of Conduct is available on the Company's website and may also be obtained from the Company's Secretary at the Company's head office, which is, as at the date hereof, at 1801 McGill College, Suite 900, Montreal, QC, H3A 1Z4. The Code of Conduct can also be accessed on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca).

- (b) *Describe any steps the Board takes to ensure directors exercise independent judgment in considering transactions and agreements in respect of which a director or executive officer has a material interest.*

The BCCA contains provisions regarding directors and senior officers' conflicts of interests. Under the BCCA, a director or senior officer who holds a "disclosable interest" (as defined in the BCCA) is liable to account to the company for any profit that

accrues to such director or senior officer under or as a result of a contract or transaction unless the nature and extent of the disclosable interest has been disclosed to the directors, evidenced in writing and the contract or transaction is approved by the directors. The director who has a disclosable interest is not entitled to vote on the resolution. At the beginning of all Company Board meetings, directors are asked if they have a conflict of interests in any of the matters that are to be discussed during the meeting.

(c) *Describe any other steps the Board takes to encourage and promote a culture of ethical business conduct.*

The Board expects the directors, management and employees of the Company to comply with all statutes, regulations and administrative policies applicable to the Company and expects the management to supervise employees and consultants in such a manner as to be informed of their activities and to promote the free flow of information. Corporate policies include, but are not limited to, matters of corporate disclosure on a timely basis, confidentiality and insider trading restrictions.

During the financial year ended March 31, 2024, the Board organized a training session on ethical business conduct provided by external legal advisors. All directors and employees of the Company were present. The Code of Conduct must be reviewed and adhered to annually by all directors and employees.

At the end of FY25, the Board adopted a Trading Policy that imposes trading restrictions on all employees of the Company who possess unpublished material information. As per the Trading Policy, the Company also observes blackout periods during which the Company's insiders and NEOs are prohibited from trading in the securities of the Company. The Board also adopted an Anti-Bribery & Anti-Corruption Policy to consolidate its commitment to ethical business conduct.

The Board has also adopted a Whistleblower Policy in order to establish procedures for the receipt, retention and treatment of complaints received by the Company regarding, among other things, accounting, internal accounting controls or auditing matters, and for the confidential, anonymous submission by employees of the Company and its subsidiaries and any other eligible whistleblowers under the policy of any complaint or concern regarding such matters. Both the Trading Policy and the Whistleblower Policy are available on the Company's website. Training sessions on the Whistleblower Policy and the related line were conducted with all employees. A training session with all employees on the Company's Trading Policy and Anti-Bribery & Anti-Corruption Policy is planned for FY26, together with other training sessions on governance policies adopted or updated during FY25 and early FY26.

## **6. Nomination of Directors**

(a) *Describe the process by which the Board identifies new candidates for Board nomination.*

The Board is responsible for identifying potential Board candidates.

A remuneration and nomination committee (the "**Remuneration and Nomination Committee**") was created on August 2, 2023. The Board and its Remuneration and Nomination Committee assess potential Board candidates to fill perceived needs on the Board for required skills, expertise, independence and other factors. Members of the Board and representatives in the Company's industry are consulted for possible candidates. The nominees are generally the result of recruitment efforts by the Board members, including both formal and informal discussions among Board members and the President and CEO. The Board encourages an objective nomination process by consulting all members of the Board, as well as representatives in the Company's industry.

(b) *Disclose whether or not the Board has a nominating committee composed entirely of independent directors. If the Board does not have a nominating committee composed entirely of independent directors, describe what steps the board takes to encourage an objective nomination process.*

The Board has established a Remuneration and Nomination Committee. The Remuneration and Nomination Committee is composed of three (3) members, all of whom are independent directors, namely Mélissa Desrochers, Brian Jennings and Pierre Boivin. The Chair of the Remuneration and Nomination Committee is Mélissa Desrochers.

(c) *If the Board has a nominating committee, describe the responsibilities, powers and operation of the nominating committee.*

The nomination responsibilities of the Remuneration and Nomination Committee include, among other things: ensuring an appropriate Board selection process takes place in searching for and selecting new directors; developing criteria for Board membership and identifying the factors taken into account in the selection process; identifying and screening candidates for nomination to the Board having regard to any gaps in the skills, experience of the directors on the Board and ensuring that a diverse range of candidates is considered; making recommendations to the Board for committee membership; and ensuring there

is an appropriate Board succession plan in place to maintain an appropriate mix of skills, experience, expertise and diversity on the Board. Under the leadership of the Remuneration and Nomination Committee, the Board is developing a Skills Matrix in order to have a broad understanding of the skills and expertise current directors have as well as improvements new director nominees could bring to the Board.

The Remuneration and Nomination Committee meetings will be held regularly, but not less than once a year. Six meetings were held during the financial year ended March 31, 2025.

## **7. Compensation**

(a) *Describe the process by which the Board determines the compensation for the issuer's directors and officers.*

The Board is responsible for reviewing the compensation of the officers and directors of the Company annually. The total compensation from all sources, including fees, salary, annual performance bonus awards, STIs and longer-term equity-based incentives, is considered in comparison to current market rates offered by companies in similar stages of development, regional geography and of similar size in terms of market capitalization and is intended to remain competitive in order to attract and retain talented and motivated individuals. Since the creation of the Remuneration and Nomination Committee on August 2, 2023, the Board relies on the expertise of such Committee for compensation and nomination subject matters. As discussed in Section 4.1 of this Information Circular, the Board has, upon the recommendation of the Remuneration and Nomination Committee, retained an outside consultant (CGP) in FY24 to assist in establishing the parameters of the compensation of the Company's directors and officers.

(b) *Disclose whether or not the Board has a compensation committee comprised entirely of independent directors. If the Board does not have a compensation committee composed entirely of independent directors, describe what steps the Board takes to ensure an objective process for determining such compensation.*

The Board has established the Remuneration and Nomination Committee. The Remuneration and Nomination Committee is composed of three (3) members all of whom are independent directors, namely Mélissa Desrochers, Brian Jennings and Pierre Boivin. The Chair of the Remuneration and Nomination Committee is Mélissa Desrochers.

Mélissa Desrochers has an ASC and C. Dir. Designation granted by the College of Corporate Director and the Institute of Corporate Director. She is an experienced consultant who gained exposure to executive compensation matters in the context of her non-executive directorship at O3 Mining Inc. from April 2021 to February 2024 and through the Directors Education Program offered by the College of Corporate Director, which includes specific training with respect to executive compensation.

Brian Jennings is a member of the Remuneration and Nomination Committee who gained exposure to executive compensation matters in his capacity as CFO of a number of public companies and during his tenure as Vice-President Corporate Restructuring for Ernst & Young LLP where he was involved in several high-profile Canadian corporate restructurings.

Pierre Boivin has a ICD.D designation granted by the Institute of Corporate Directors who gained exposure to executive compensation matters through the course of the Director Education Program, his appointment to various boards of directors, including on the human resources committee of NSIA Participations and on the Human Resources Committee of Export Development Canada (EDC), as well as during his career as a business law partner at McCarthy Tétrault LLP.

(c) *If the Board has a compensation committee, describe the responsibilities, powers and operation of the compensation committee.*

The compensation responsibilities of the Remuneration and Nomination Committee include, among other things: assisting the Board in fulfilling its responsibilities in respect of establishing appropriate remuneration levels and policies including incentive policies for directors and senior executives; assessing the market and benchmark against comparative group to ensure that senior executives are being rewarded commensurate with their responsibilities; retain the services of compensation consultants or advisors to assist the Board and the Remuneration and Nomination Committee in benchmarking and determining executive compensation; setting policies for senior executives' remuneration; reviewing the salary levels of senior executives and making recommendations to the Board on any proposed increases; reviewing the Company's recruitment, retention and termination policies and procedures for senior management; reviewing and making recommendations to the Board on the Company's annual and long-term incentive plans.

The Remuneration and Nomination Committee meetings will be held regularly but not less than once a year. Six meetings were held during the financial year ended March 31, 2025.

## **8. Other Board Committees**

- (a) *If the Board has standing committees other than the audit, compensation and nominating committees, identify the committees and describe their function.*

The Board has no other standing committee. More information about the Audit & Risk Committee is available under the heading “Audit & Risk Committee” in the Company’s Annual Information Form dated June 10, 2025 for the financial ended March 31, 2025.

## **9. Assessments**

- (a) *Describe whether or not the Board, its committees and individual directors are regularly assessed with respect to their effectiveness and contribution. If assessments are not regularly conducted, describe how the Board satisfies itself that the Board, its committees and its individual directors are performing effectively.*

With respect to FY25, the Board held a special meeting dedicated to Board and Board Committees’ assessments. During such meeting, the Board not only assessed its performance but also performed a review of the following:

- compared the performance of the Board with the requirements of its Charter;
- examined the Board's interaction with management;
- the nature of information provided to the Board by management;
- management's performance in assisting the Board to meet its objectives; and
- the Board's performance in achieving the Company's objectives and strategies.

A similar review was also conducted for each Committee by the Board with the aim of assessing the performance of each Committee and identifying areas where improvements can be made.

## **10. Director Term Limits and Other Mechanisms of Board Renewal**

- (a) *Disclose whether or not the issuer has adopted term limits for the directors on its board or other mechanisms of board renewal and, if so, include a description of those director term limits or other mechanisms of board renewal. If the issuer has not adopted director term limits or other mechanisms of board renewal, disclose why it has not done so.*

The Company has not adopted term limits for its directors or other formal mechanisms for Board renewal. In doing so, the Company considered a number of factors, including the significant advantages associated with the continued involvement of long-serving directors who have gained a deep understanding of the Company’s projects, operations and objectives during their tenure; the experience, corporate memory and perspective of such directors; the professional experience, areas of expertise and personal character of members of the Board; and the current needs and objectives of the Company. The Company reviews the size, composition and performance of Board members, and makes recommendations for appointment, removal of directors or other adjustments as appropriate on an annual basis.

## **11. Policies Regarding the Representation of Women on the Board**

- (a) *Disclosure whether the issuer has adopted a written policy relating to the identification and nomination of women directors. If the issuer has not adopted such a policy, disclose why it has not done so.*

The Company recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women with appropriate and relevant skills and experience can play in contributing to the diversity of perspective on the Board and understands that the ability to draw on a wide range of viewpoints, backgrounds, skills and experience is critical to its success. While the Company has not adopted formal policies regarding the representation of women on the Board, the Company considers diversity to be an important consideration for the selection process.

The Company adopted a Diversity Policy that underscores its commitment to fostering a culture supportive of diversity, encouraging female participation across various roles within the organization. While gender diversity remains important, the Board currently prioritizes identifying and selecting directors with the expertise and skills crucial for advancing the Company’s growth as a leading lithium explorer focused on developing its 100% owned Shaakichiwaanaan project. As the Company grows in size and scale, the Board plans to implement policies that further enhance gender diversity, aligning these efforts with the successful development of the Company by considering appropriately qualified candidates for director positions as they become available.

**12. Representation of Women in the Director Identification and Selection Process and in Executive Officer Appointments**

- (a) *Disclose whether and, if so, how the board or nominating committee considers the level of representation of women on the board in identifying and nominating candidates for election or re-election to the board. Disclose whether and, if so, how the issuer considers the level of representation of women in executive officer positions when making executive officer appointments. If the issuer does not consider the level of representation of women on the board in identifying and nominating candidates for election or re-election to the board or the level of representation of women in executive officer positions when making executive officer appointments, disclose the issuer's reasons for not doing so.*

The Board does monitor the level of female representation both on the Board and in management positions. When identifying and nominating candidates for election or re-election to the Board, and when making executive officer appointments, the Company considers female representation as part of its overall recruitment and selection process. This process aims to fill Board or management positions as needed, whether through vacancies, growth, or other circumstances. Nevertheless, the primary focus remains on identifying and selecting directors and executives with the expertise and skills necessary for advancing the Company's lithium exploration and development project in Québec. This approach ensures that diversity efforts support, rather than compete with, the Company's core development priorities.

**13. Targets Regarding the Representation of Women on the Board and in Executive Officer Positions**

- (a) *Disclose whether the issuer has adopted a target regarding women on the issuer's board or in executive officer positions. If the issuer has not adopted a target, disclose why it has not done so.*

The Company has not adopted specific targets for women's representation on the Board and in executive positions due to the Company's size and level of development. However, as part of the Company's desire to facilitate gender diversity on the Board and in management roles, the Company:

- considers impediments to gender diversity in the workplace;
- regularly reviews the proportion of women at all levels of the Company;
- monitors the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented women with leadership potential; and
- continues to identify new ways to entrench diversity as a cultural priority across the organization.

**14. Number of Women on the Board and in Executive Positions**

- (a) *Disclose the number and proportion (in percentage terms) of directors on the issuer's board and of executive officers of the issuer, including all major subsidiaries of the issuer, who are women.*

As of the date hereof, the Company has two (2) female directors out of six (6) directors (i.e., 33.33%) and one (1) female executive officer out of five (5) (i.e., 20%). There is also one (1) female vice-president out of two (2) (50%).

## SCHEDULE B CHARTER OF THE BOARD OF DIRECTORS

### I. PURPOSE

The Board has oversight responsibility for the stewardship of Patriot Battery Metals Inc. (**Patriot**) and its business and is accountable to shareholders for the performance of Patriot. The Board has clearly delineated its role and the role of management. The role of the Board is to supervise the management of Patriot's business and affairs, with the objective of creating value for shareholders and taking into account the interests of other stakeholders. Management's role is to conduct the day-to-day operations in a way that will meet this objective.

The Board, in consultation with management, establishes and is responsible for the company's strategic direction and its overall policies. In doing so, the Board provides governance and stewardship to Patriot which consists of reviewing corporate strategy, assigning responsibility to management for achievement of that strategy, establishing limitations on the authority delegated to management and overseeing performance against approved objectives. The Board regularly reviews Patriot's strategic plan to ensure that it continues to be responsive to the changing business environment in which Patriot operates.

The Board has decision making responsibility and approves all matters expressly required herein, under the *Business Corporations Act (British Columbia)* and other applicable legislation and Patriot's articles (as amended). The Board may assign to Board committees the prior review of any issues it is responsible for, or as required by applicable laws. The Board can delegate approval of matters to a committee (subject to applicable laws) or seek a recommendation from a committee for approval by the Board. The Board has delegated the approval of certain matters to management to effectively and efficiently carry out Patriot's business.

As the Board has overall plenary power, this mandate is intended not to limit the powers of the Board but to assist the Board in the exercise of its powers and the fulfillment of its duties.

### 2. MEETINGS

- **Meetings.** The Board shall meet at least four times a year and as necessary.
- **Additional Sessions.** The non-executive Board members shall meet before or after every Board meeting without the presence of management and under the chairmanship of the Board Chair. If such group includes directors who are not independent, an executive session including only independent directors shall be held regularly.
- **Expectations of the Board.** Board members are expected to demonstrate a high level of professionalism in discharging their responsibilities. They are expected to attend the meetings of the Board and of the Board committees on which they sit and to rigorously prepare for and actively participate in such meetings. They should review all meeting materials in advance. They are also expected to be available to provide advice and counsel to the President and Chief Executive Officer (the "**President and CEO**") or other corporate officers of Patriot upon request.

### 3. RESPONSIBILITIES

In fulfilling its oversight and decision-making responsibilities, the Board shall have unrestricted access to management and authority to select, retain, terminate, and approve the fees of any independent legal, accounting, or other advisor to assist it in fulfilling its responsibilities.

Among its activities that derive from its stewardship and decision-making responsibilities, are the following responsibilities:

#### A. STRATEGIC PLANNING

- **Strategic Planning.** The Board will, in consultation with management, establish and approve Patriot's strategic direction and objectives. In this regard, the Board will:
  - adopt a strategic planning process and oversee the formulation of Patriot's strategic direction;
  - review and approve, on at least an annual basis, Patriot's strategic plan and framework which take into account, among other things, the opportunities and risks of the business, emerging trends, and the competitive environment in the industry;

- develop an in-depth knowledge of the business, understand and question the assumptions underlying Patriot's strategic and business plans and framework and reach an independent judgment as to the probability that the strategic plan and framework can be realized;
  - review and approve all major initiatives, corporate decisions and transactions, as well as applicable funding activities;
  - approve strategic and business plans and policies within which management will operate in relation to capital expenditures, project development, acquisitions and dispositions; and
  - monitor the implementation and effectiveness of the execution and fulfillment of Patriot's approved strategic and business plans and policies.
- **Corporate Performance Evaluation.** Having regard to Patriot's broad strategic objectives, the Board will review and, if advisable, approve goals or metrics against which corporate performance will be measured. In this regard, the Board will:
    - determine, from time to time, the appropriate criteria, targets and budgets against which to evaluate corporate and executive performance;
    - monitor and evaluate performance against such criteria; and
    - review and approve management's operational plans so that they are consistent with Patriot's long-term goals.

#### B. EXECUTIVE MANAGEMENT

- **Management Incentives.** The Board shall, through the Remuneration and Nomination Committee, ensure that an appropriate portion of the President and CEO and executive management compensation is tied to both the short and longer-term performance of Patriot and aligned to the Company's strategic goals and objectives.
- **Training and Retention.** The Board shall take all reasonable steps to ensure that processes are in place for the recruitment, training, development and retention of executives who exhibit the highest standards of competence and integrity.

#### C. CORPORATE GOVERNANCE

- **Governance.** The Board shall monitor and review Patriot's corporate governance policies and practices. In this regard, the Board will:
  - annually review and approve its mandate;
  - monitor the size and composition of the Board to favour effective decision-making;
  - ensure that a majority of Patriot's directors have no direct or indirect material relationship with Patriot and determine who, in the reasonable opinion of the Board, are independent pursuant to applicable legislation, regulation and listing requirements;
  - develop appropriate qualifications and criteria for the selection of Board members, including criteria for determining director independence;
  - approve the list of Board nominees for election by shareholders and fill Board vacancies, as applicable;
  - adopt and review orientation and continuing education programs for directors;
  - oversee the disclosure of a method for interested parties to communicate directly with the Board Chair or with the non-executive directors as a group;

- ensure a Board succession and renewal plan is in place;
  - take all reasonable measures to satisfy itself as to the integrity of management and that management creates a culture of integrity throughout Patriot;
  - monitor and review, as appropriate, Patriot's approach to governance issues and monitor and review, as appropriate, Patriot's corporate governance policies and measures for receiving shareholder feedback; and
  - take all reasonable steps to ensure the highest quality of ethical standards, including reviewing, on a regular basis, the Code of Conduct applicable to Patriot's directors, its President and CEO, senior financial officers, other executives and employees, monitoring compliance with such code, approving any waiver from compliance with the code for directors and executive officers and ensuring appropriate disclosure of any such waiver, including transactions involving Patriot and related parties.
- **Committees.** The Board shall establish such committees as it deems necessary or desirable, to assist it in the fulfillment of its duties and responsibilities. In this regard, the Board will:
    - develop and review as appropriate such committee mandates as the Board may determine and delegate from time to time to such committees or other persons any of the Board's responsibilities that lawfully may be delegated;
    - appoint a committee chair from among the independent directors; and
    - appoint members of each committee of the Board, in consultation with the relevant committee chair.
  - **Position Descriptions.** The Board shall develop, adopt and regularly review position descriptions for the Chair of the Board and committee chairs.
  - **Director Evaluation.** The Board shall develop appropriate qualifications and criteria for the regular performance assessment of the Board, Board committees, Board and committee chairs and individual directors and determine their remuneration.

#### D. RISK MANAGEMENT, FINANCIAL MATTERS, INTERNAL CONTROLS

- **Risk Management.** The Board shall, through the Audit and Risk Committee, ensure that an appropriate risk assessment process is in place to identify, assess and manage the principal risks of Patriot's business and strategy, including all relevant environmental, social, community, financial, legal and governance risks. The Board shall satisfy itself as to the effective oversight of risk management of individual risks, through the receipt of periodic reporting from the chair of the Audit and Risk Committee and the chairs of such other committees of the Board which have been delegated responsibilities for specific risks.
- **Financial Reporting and Internal Controls.** The Board shall, through the Audit and Risk Committee, monitor the quality and integrity of Patriot's accounting and financial reporting systems, disclosure controls and procedures and internal controls, including by overseeing:
  - the completeness and accuracy of Patriot's financial statements and other financial information and the appropriateness of their disclosure;
  - the review by the Audit and Risk Committee of the external auditors' independence; and
  - the performance of Patriot's external auditors.
- **Communications.** The Board shall adopt communications and disclosure policies and monitor Patriot's investor relations programs.

#### E. SUSTAINABILITY, SAFETY AND SECURITY

- **Sustainability, Safety and Security Policies and Practices.** The Board shall monitor and review Patriot's sustainability, safety and security policies and practices. In this regard, the Board will:
  - evaluate on an ongoing basis, the Company's sustainability strategy, targets, and performance against targets, and whether Patriot's resources are being managed in a manner consistent with ethical considerations and stakeholder's interests and in order to enhance shareholder value;
  - assess and monitor Patriot's overall sustainability and environmental, safety and security policies and practices; and
  - as part of the strategic planning process, evaluate and review public issues of significance that may affect Patriot's business, operations and stakeholders, including social, political and environmental trends.
- **Reports and Recommendations.** The Board shall receive periodic reports and recommendations from management with respect to Patriot's overall sustainability and environmental, safety and security policies and procedures and any related issues and management's response thereto.

# SCHEDULE C

TSX TRUST

## Virtual Meeting Guide 1/2

Issuer Name	
PATRIOT BATTERY METALS INC.	
Meeting Date	Time
TUESDAY, SEPTEMBER 16, 2025	08:30 AM (ET)

This year we will be conducting a virtual meeting, giving you the opportunity to attend the meeting online, using your smartphone, tablet or computer.

You will be able to view a live webcast of the Meeting, ask questions and submit your votes in real time (where applicable).

### APPOINTING SOMEONE TO BE YOUR PROXYHOLDER

An additional step is required, if you appoint someone to be your proxy, other than the individual(s) named on the form of proxy or voting instruction form, you or your proxy will be required to register with TSX Trust to receive a **Meeting Access Number**, in order to participate at the Meeting. To Register, please go the URL below.

**NON-REGISTERED HOLDERS**, holding securities through a broker or financial institution, should carefully follow the instructions set out on the voting instruction form and in the information circular. Please note that only registered securityholders and proxyholders are permitted to vote at the meeting. A non-registered securityholder wishing to vote at the meeting, should appoint themselves as a proxyholder, and will be required to register with TSX Trust to receive Meeting Access Number in order to participate at the Meeting.

**NOTE:** If you do not register with TSX Trust to receive your Meeting Access Number, you will NOT be able to participate at the Meeting.

To Register with TSX Trust go to:  
[tsxtrust.com/resource/en/75](https://tsxtrust.com/resource/en/75)

### ATTENDING THE MEETING VIRTUALLY

Simply go to the following website in your web browser (not a Google search) on your smartphone, tablet or computer. You will need the latest versions of Chrome, Safari, Edge or Firefox. Please ensure your browser is compatible by logging in early.

URL
<a href="https://virtual-meetings.tsxtrust.com/1832">https://virtual-meetings.tsxtrust.com/1832</a>

#### I HAVE A CONTROL NUMBER / MEETING ACCESS NUMBER

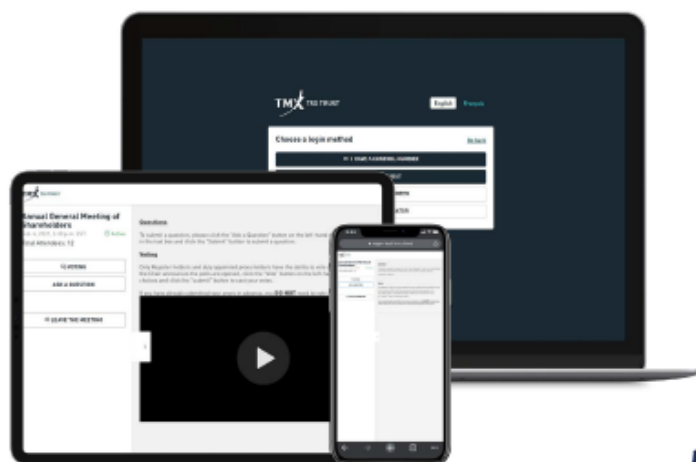
If you have received a form of proxy from our transfer agent, TSX Trust Company, with a control number, or you are a proxyholder with a Meeting Access Number, select "I have a Control Number / Meeting Access Number" and enter the numbers and the password below (case sensitive):

Meeting Password (case sensitive)
patriot2025

#### I AM A GUEST

If you do not have a control number select "I am a Guest" and fill in the required information.

Please login at least 15 minutes before the start of the meeting and ensure your web browser and internet connection are working properly.



[tsxtrust.com](https://tsxtrust.com)

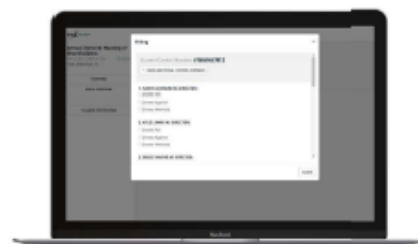


## Virtual Meeting Guide 2/2

### NAVIGATION

When successfully authenticated, the info screen will be displayed. You can view the company information, ask questions and watch the webcast.

If you would like to watch the webcast press the play icon. If viewing on a computer, the webcast will appear automatically once the meeting has started.



### VOTING

Once the voting is announced, click the voting icon on the left hand side.

VOTING

To vote, simply select your voting direction from the options shown on screen and click **SUBMIT**. A confirmation message will appear to show your vote has been received.

If you have additional control numbers to vote, click **+ I HAVE ADDITIONAL CONTROL NUMBERS** at the top to enter the additional credential.

To change your vote, simply click **REFRESH VOTING RESOLUTIONS**

Voting will remain open until the voting on the ballot is closed.



### QUESTIONS

Eligible securityholders (registered securityholder and proxyholders) attending the meeting, with their control number / Meeting Access Number may ask questions during the meeting.

Messages can be submitted at any time during the Q&A session up until the Chair closes the session.

If you would like to ask a question, select the icon on the left.

ASK A QUESTION

Type your message within the chat box in the messaging screen. Once you are happy with your message click the "Ask Now" button

Questions sent via TSX Trust Virtual Meeting platform will be moderated before being sent to the Chair



### ADDITIONAL NOTES

This document should be read in conjunction with the Information Circular. Registered and Non-registered securityholders should carefully follow the instructions on the Form of Proxy / Voting Instruction Form, and ensure that Votes / Proxy Appointments are submitted by the Proxy Filing Deadline.

It is important that you are connected to the internet at all times during the Meeting. It is your responsibility to ensure connectivity for the duration of the Meeting. We encourage you to log-in to the Meeting at least 15 minutes before the start of the Meeting to check your connectivity and audio settings.

# QUESTIONS? NEED HELP VOTING?



## CONTACT US

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North American  
Toll Free Number

**1.866.851.2468**

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