ionic
rare earths

ASX:IXR

**ASX Announcement**

10 July 2026

# IXR APPOINTS CHIEF OPERATING OFFICER – EMEA TO DRIVE UK, EUROPEAN COMMERCIALISATION

- **IonicRE appoints Mr Sean Sargent as Chief Operating Officer – EMEA (Europe, the Middle East and Africa) to enhance project execution capability;**
- **Appointment to facilitate delivery of commercial rare earth permanent magnet recycling plant in Belfast, UK;**
- **IonicRE continuing to build new, ex-China rare earth supply chains utilising made-in-Belfast technology, with international expansion underway across Europe, North and South America and globally.**

**Ionic Rare Earths Limited ("IonicRE" or the "Company") (ASX: IXR)** has appointed Mr Sean Sargent as Chief Operating Officer – EMEA (Europe, the Middle East and Africa) focused on delivering a successful commercial rare earth magnet recycling facility in Belfast, UK and overseeing the Company's international expansion across the EMEA region. The move follows an increasing global focus on securing ex-China rare earth supply chains, with IonicRE's wholly owned Belfast subsidiary, Ionic Technologies, advancing sovereign supply of REOs critical for advanced manufacturing, defence and renewables in the UK and globally.

A British national, Mr Sargent is a senior executive director with substantial experience in business leadership and project management. He recently served as CEO of Green Lithium, leading for four years this start-up business that aims to build a low-carbon, sustainable, battery-grade lithium refinery in the UK, successfully raising public and private funding as well as driving efforts to secure supply and offtake contracts with miners and commodity traders.

He has also held leadership roles across the engineering sector in the nuclear and defence industries for 25 years, and spent a further five years on maritime civil engineering projects. Mr Sargent has led businesses in chemical refining, in nuclear new build, and on operational and decommissioning sites, with 18 years' experience at company executive level.

His roles have included working with government bodies, banks, investors, public and private sector organisations, regulators, trade unions, the public and a wide range of diverse professional teams. Sean held full profit and loss accountability for Green Lithium and, previously, for Jacobs' Government Solutions business. He led the integration of both CH2M and Wood Group's nuclear and defence operations with Jacobs, totalling 4,500 people. Throughout his career, he has led the design, construction, commissioning, operation and decommissioning of major engineering and energy projects from £10m to £15bn (approximately A$19 million to A$29 billion).

Welcoming his appointment, IonicRE Managing Director and CEO, Mr Tim Harrison commented: "*IonicRE is delighted to welcome Sean to our international team at this key phase in our drive to develop a commercial rare earth permanent magnet recycling facility in Belfast. Sean's appointment is the first of several key executive appointments the Company will be making in UK in the near term, as we rapidly expand our presence in the UK market.*

*"Sean's track record of successful project delivery and his relationships across the UK's defence and renewables sectors will be invaluable as we work to ensure the successful launch of a magnet recycling facility, the first for the UK and one of many planned globally as part of our international expansion drive.*

*"IonicRE's patented, made-in-Belfast magnet recycling technology offers an innovative solution for the supply of magnet REOs, and we are rapidly building an experienced international team to execute on our development plans for the benefit of all stakeholders.*

*"With IonicRE's current expansion plans across the UK, Europe, North and South America and beyond, having experienced and talented international management is essential and we look forward to further building out our team to ensure success, given the urgency of building new sovereign, secure and sustainable rare earth supply chains across the Western world*."

Mr Sargent's appointment follows IonicRE's recent recruitment of experienced strategic advisors Mr Constantine Karayannopoulos (previously President and CEO of Neo Performance Materials Inc), and international resources investment professional, Mr James (Jim) Rutherford (refer ASX release 11 February 2026).

Mr Sargent commented: "*IonicRE's business has enormous global potential and I see huge opportunities ahead, starting with the development of a commercial magnet recycling plant in Belfast, a key UK critical minerals cluster. A commercial plant will build on the impressive capability that IonicRE have already built in Belfast.*

*"I look forward to contributing to IonicRE's growth plans while building strong relationships with key stakeholders across the UK and beyond, as we work to deliver the Company's inaugural commercial plant, supporting regional development, the UK's defence needs, critical minerals supply and its clean energy future*."

Ionic Technologies' Belfast plant was the first producer of recycled, individually separated magnet REOs in the Western world, with the Company moving rapidly to commercialise rare earth separation, refining, and recycling.

For more information about IonicRE and its operations, please visit www.ionicre.com .

Authorised for release by the Board.

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### About Ionic Rare Earths Limited

Ionic Rare Earths Limited (ASX: IXR or IonicRE) is an emerging miner, refiner, and recycler of sustainable and traceable magnet and heavy rare earths needed to develop net-zero carbon technologies.

Ionic Technologies International Limited ("Ionic Technologies"), a 100% owned UK subsidiary, has developed processes for the separation and recovery of rare earth elements (REE) from mining ore concentrates and recycled permanent magnets. Ionic Technologies is focusing on the commercialisation of the technology to achieve near complete extraction from end of life / spent magnets and waste (swarf) to high value, separated and traceable magnet rare earth products with grades exceeding 99.9% rare earth oxide (REO).

The Makuutu Heavy Rare Earths Project in Uganda, 60% owned by IonicRE, is well-supported by existing tier-one infrastructure and is on track to become a long-life, low Capex, scalable and sustainable supplier of high-value magnet and heavy REO.

IonicRE has also executed a transformational 50/50 joint venture refinery and magnet recycling facility in Brazil with Viridis Mining and Minerals Limited (ASX: VMM) to separate high value magnet and heavy rare earths from the Colossus Project's full spectrum of REOs.

This integrated strategy completes the circular economy of sustainable and traceable magnet and heavy rare earth products needed to supply applications critical to EVs, offshore wind turbines, communication, and key defence initiatives.

For more information about IonicRE and its operations, please visit www.ionicre.com.

### Forward Looking Statements

*This announcement has been prepared by Ionic Rare Earths Limited and may include forward- looking statements. Forward-looking statements are only predictions and are subject to risks, uncertainties and assumptions which are outside the control of Ionic Rare Earths Limited. Actual values, results or events may be materially different to those expressed or implied in this document.*

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### References to Previous ASX Releases

- *IXR organisational changes to drive global rare earth recycling expansion – 11 February 2026*