



Performance Materials



Investor Presentation

Fast-forwarding Energy & Digital
Transformation Technologies

TSX: NEO.TO | March 18, 2025

Disclaimer

Forward-Looking Information

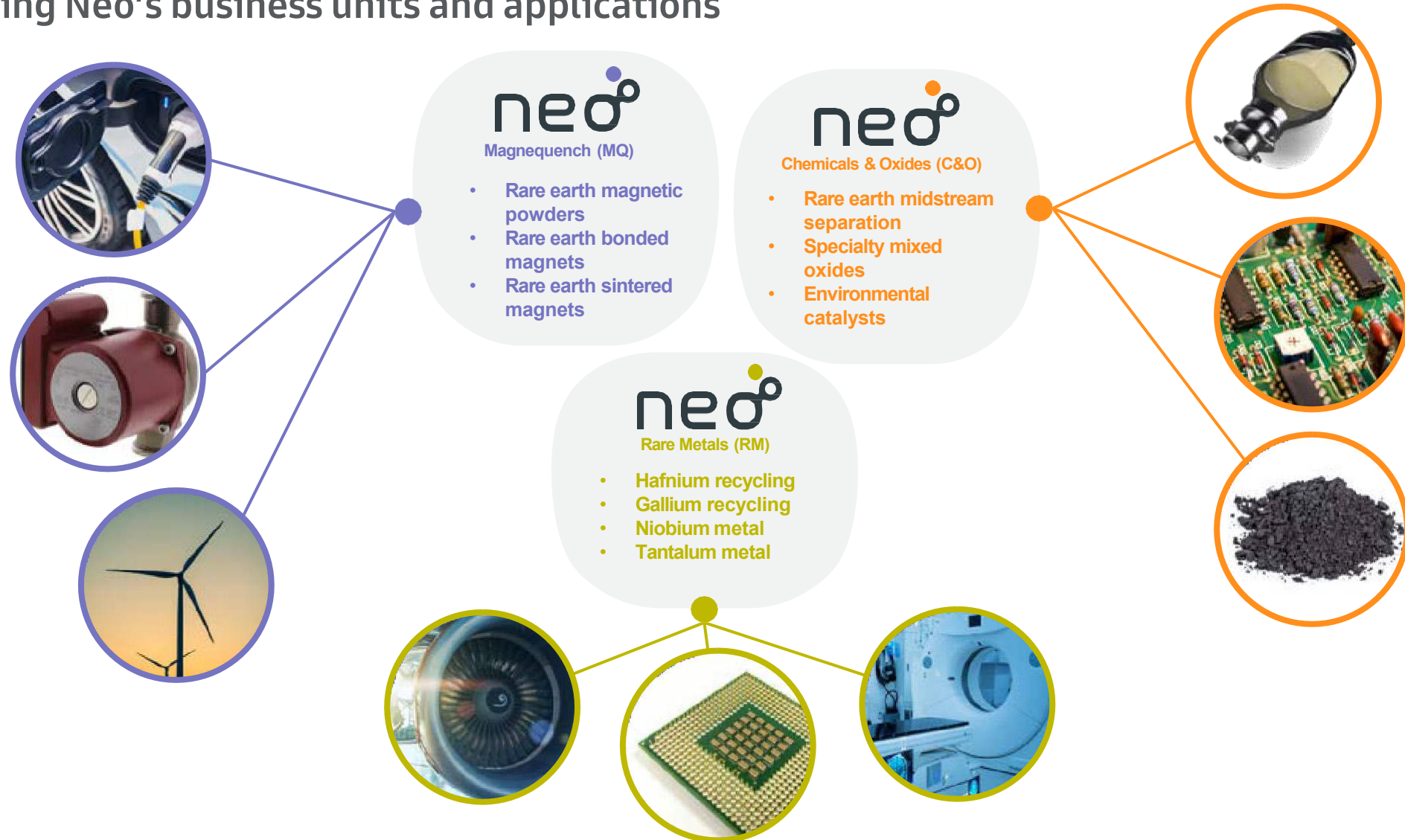
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Non-IFRS Financial Measures

This presentation refers to certain specified financial measures, including non-IFRS financial measures and ratios such as “EBITDA”, “Adjusted EBITDA”, “Adjusted EBITDA Margin”, “Adjusted Net Income”, “Adjusted Earnings per Share”, “Debt to Adjusted EBITDA”, “Free Cash Flow”, “Free Cash Flow conversion”. These specified financial measures are not recognized measures under IFRS, do not have a standardized meaning prescribed by IFRS, and may not be comparable to similar measures presented by other companies. Rather, these specified financial measures are provided as additional information to complement IFRS financial measures by providing further understanding of Neo’s results of operations from management’s perspective. Neo’s definitions of non-IFRS measures used in this presentation may not be the same as the definitions for such measures used by other companies in their reporting.

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Navigating Neo's business units and applications



Neo is...

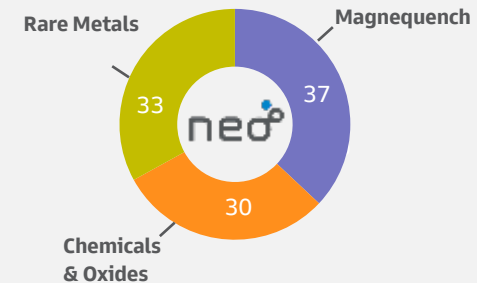
- A global leader in energy-saving **permanent magnets** and **critical materials**, with **established technologies** and geographically diverse **midstream** and **downstream** presence
- One of the **best-positioned** in markets that are forecast to see **strong long-term growth** driven by **global macro trends** and **geopolitical tailwinds**
- **Strong balance sheet**, robust **cash flow**, and above-industry-average **dividend yield**
- Business segments:
 - ▢ Permanent Magnetics: **Magnequench**
 - ▢ Critical Materials: **Chemicals & Oxides** and **Rare Metals**
- Publicly traded on the **TSX** under **"NEO"** and headquartered in Toronto, Canada

Fast Forwarding Critical Technologies:

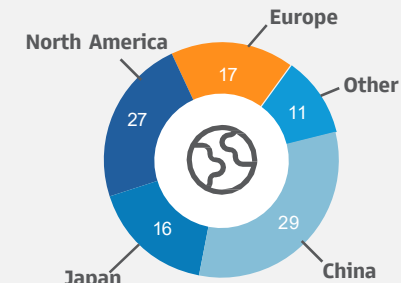
Vehicle Electrification	Energy Transition	AI & Server Cooling
Robotics & Automation	Air & Water Pollution Control	Aerospace & Defense

By the Numbers

Revenue by Segment (LTM) %



Revenue by Geography (LTM) %



\$475

LTM TOTAL REVENUE (US\$M)

\$64

LTM Adj. EBITDA⁽¹⁾ (US\$M)

#1

MOST INTEGRATED RARE EARTH MAGNETICS COMPANY OUTSIDE OF ASIA

30+

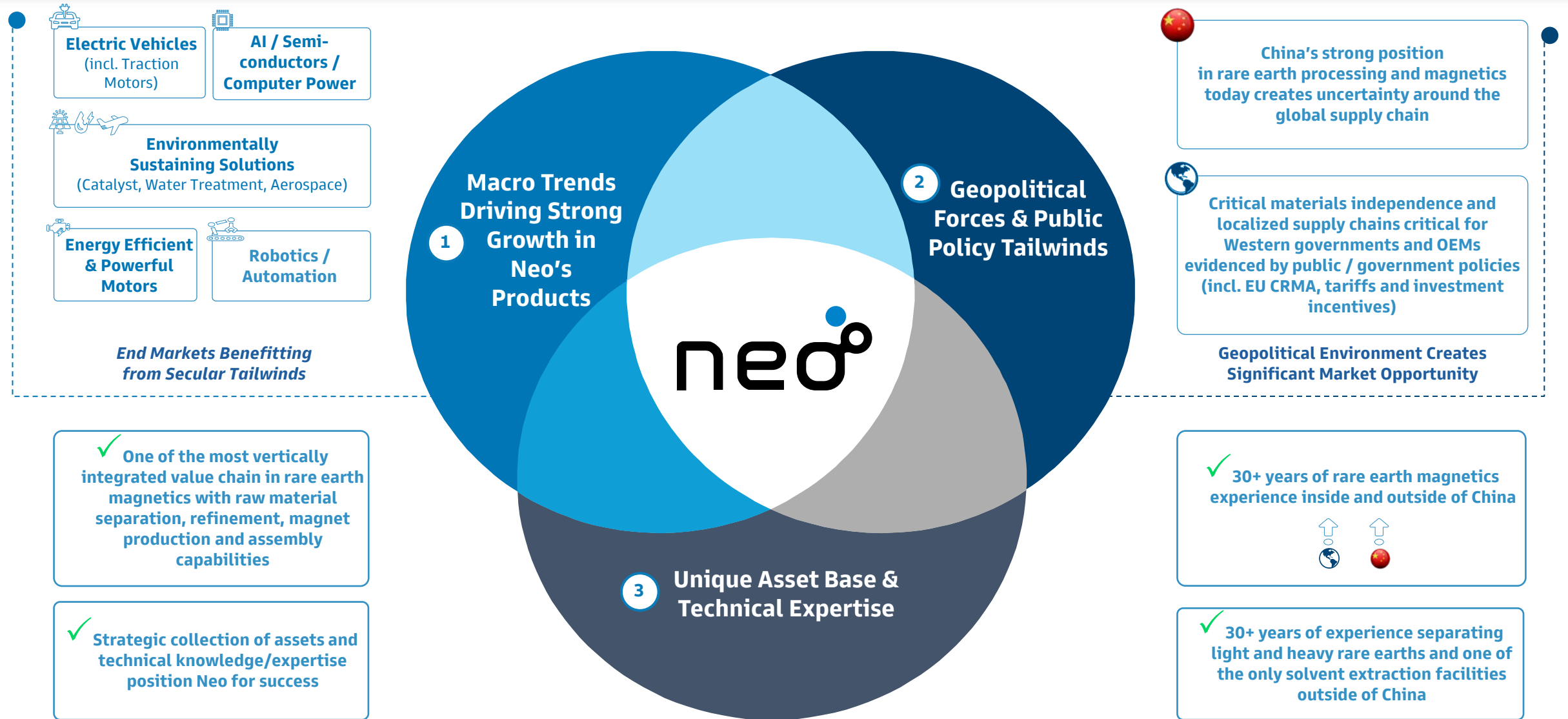
YEARS OF RARE EARTH MAGNETICS EXPERIENCE: FOUNDER OF THE NdFeB PERMANENT MAGNET

Analyst Coverage

Cormark Securities Ltd., David Ocampo
Paradigm Capital, Marvin Wolff
Stifel GMP, Ian Gilles

Diversified & Vertically Integrated Supply Chain, Strategic Global Facility Footprint that Can Serve Customers Across the Globe

(1) Non-IFRS Financial Measure. See "Non-IFRS Financial Measures" in the disclaimer section for further information. Note: All financial values are in US dollars, except when stated otherwise.



1. Macro Trends Driving Strong Growth in Neo's Products



EV & Energy Transition

- > 85% of EVs and HEVs motors use RE magnets
- Permanent magnet generators cut weight and complexity, lowering offshore transport costs by 50%–70% and reducing maintenance for wind turbines



Robotics & Automation

- Energy-efficient micro motor demand is driven by a forecasted production of 1 billion units of humanoid robots by 2040
- Permanent magnets enable energy-efficient large-joint motion and precise small-joint actuation in robots



AI, Server Cooling & Computer Power

- As AI models require more computations, demand for fan motors with RE magnets is expected to grow
- Strong demand growth for Dysprosium in MLCCs and Gallium in Semiconductors



Aerospace & Defense

- Growing demand for Niobium, Tantalum, and Hafnium bearing superalloys used in jet engines and aerospace applications
- Supply chain shift towards sourcing from Western producers and recyclers



Emission Catalysts and Water Treatment

- With stricter environmental regulations, specialty rare earth oxides offer a cost-effective alternative to iron- or aluminum-based coagulants in water treatment
- Specialized Oxides serve end-use markets such as emission catalysts, water treatment, and other environmentally sustainable technologies

Magnets Critical Materials



New Energy Vehicle
Permanent Magnets for Traction Motor (both Sintered and HREE-Free Bonded)

~12.3% CAGR

Industrial Automation
Micro Motors

~50.0% CAGR

High-Performance Servers / Fan Motor
Bonded Neo Magnets

~7.0% CAGR

Aerospace & Defense
Hafnium and Tantalum

~7.0% CAGR

Magnet Rare Earth Oxides

~8.4% CAGR

Source: Estimates are from third-party research reports including Barnes report, Coherent Market Insights and Technavio as well as management estimates.

2. Geopolitical Forces & Public Policy Tailwinds

Neo's global presence and parallel supply chain uniquely position it to capture value from macro trends

Customer Requiring Supply Chain Diversification

- >90% of rare earth permanent magnets presently come from China
- OEMs are looking for opportunities to diversify
- China's recent export bans on critical minerals to the U.S. create uncertainty for OEMs' supply chains
- Continuing and growing export restrictions on products and technology from China

Public Policy Tailwinds

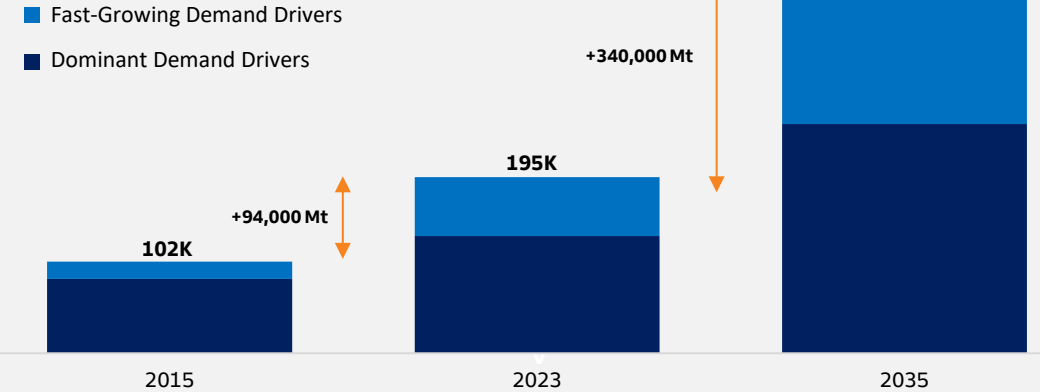
- EU's Critical Raw Materials Act set targets for OEMs to source:
 - < 60% of magnets from one country outside the EU,
 - 40% of processed material to originate in EU, and
 - 25% from recycled sources
- United States' Inflation Reduction Act incentivizes near-shoring of electric vehicle, renewable energy & clean tech manufacturing at large

How is Neo Positioned?

- ✓ Global rare earth magnetics company with parallel supply chains serving customers across geographies
- ✓ Neo is bringing online an industrial-scale permanent magnet facility in Europe
- ✓ Owns one of the few non-captive rare earth separation facilities in Europe
- ✓ Production and recycling of critical materials in North America and Europe

Global Forecasted Demand

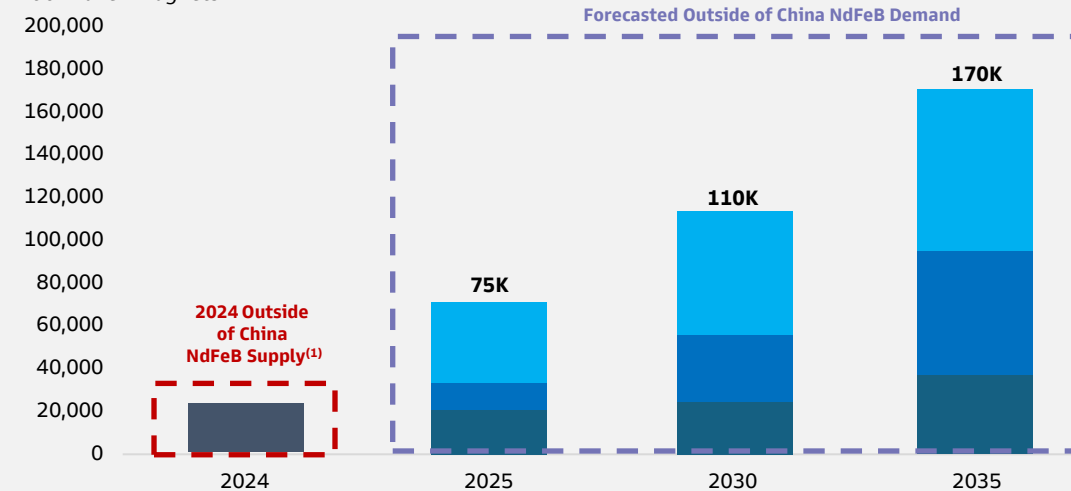
(Mt of NdFeB Magnets)



Note: Fast-growing demand drivers include: EVs/HEVs, other E-mobility, wind power generators.

Supply & Demand Outside of China

Mt of NdFeB Magnets



Source: Adamas Intelligence. (1) Based on management estimates.

3. Unique Asset Base & Technical Expertise

Why Neo is Best Positioned to Win

Extensive and profitable track record

- With over 30 years of global operations, Neo holds a leading market position in bonded magnets
- Only separator integrated into a midstream and downstream supply chain
- Strengthened financial position and growth outlook driven by strategic actions

Technology Leadership

- A proven technology and innovation leader with deep R&D expertise
- Pioneered the first and only heavy-rare-earth-free magnets used in commercialized HEV traction motors to this day

Globally Distributed Footprint

- A uniquely positioned network of low-cost facilities, strategically located to support supply chain diversification and regional sourcing outside of China
- One of the most vertically integrated rare earth magnetics value chain, spanning raw material separation, refinement, magnet production, and assembly, minimizing delivery and price risk

Customer Relationships

- Long-standing customer relationships built on multi-year product development cycles and rigorous qualification standards

Leading Market Positions Across Multiple End Markets

Select End Markets

NEO Differentiation



New Energy Vehicle

- ✓ A leading supplier of bonded magnets outside of China used in multiple applications
- ✓ On track to be the first EU producer of traction motor magnets



Renewable Energy & Energy Efficiency

- ✓ Operator of strategic rare earth separation facility in Europe
- ✓ Global distributor of heavy rare earth oxides



Emission Control Catalysts

- ✓ Top 3 producer of environmental emissions control catalysts



AI Servers / Specialty Electronics / MLCC's / Semiconductors

- ✓ A leading producer of cooling fan magnets for AI servers
- ✓ A leading producer of specialty oxides for advanced electronics, i.e., MLCC
- ✓ Only recycler of semiconductor-grade gallium in North America



Aerospace & Defense

- ✓ A top recycler of hafnium with a meaningful share in the aerospace market

Value Creation Drivers: Delivering Growth & Capital Returns to Shareholders

Neo is strategically positioned to capitalize on mega-trends and the growing demand for secure critical materials supply chains

1. Financial Strength & Resilience

- Value-added business model designed to withstand market cycles

2. Strong Growth Prospects

- Long-term growth supported by mega-trends and geopolitical tailwinds

3. Execution

- A track record of delivering on commitments and outperforming expectations

Attractive Valuation and Capital Returns

1. Financial Strength & Resilience

Strong Balance Sheet

\$85M

Cash

\$14M

Net Cash

1.1X

Debt to Adj. EBITDA⁽¹⁾

Robust Cash Flows

\$18M

Reduction in Working Capital⁽¹⁾

\$52M

Cash Provided by Operating Activities

\$4M

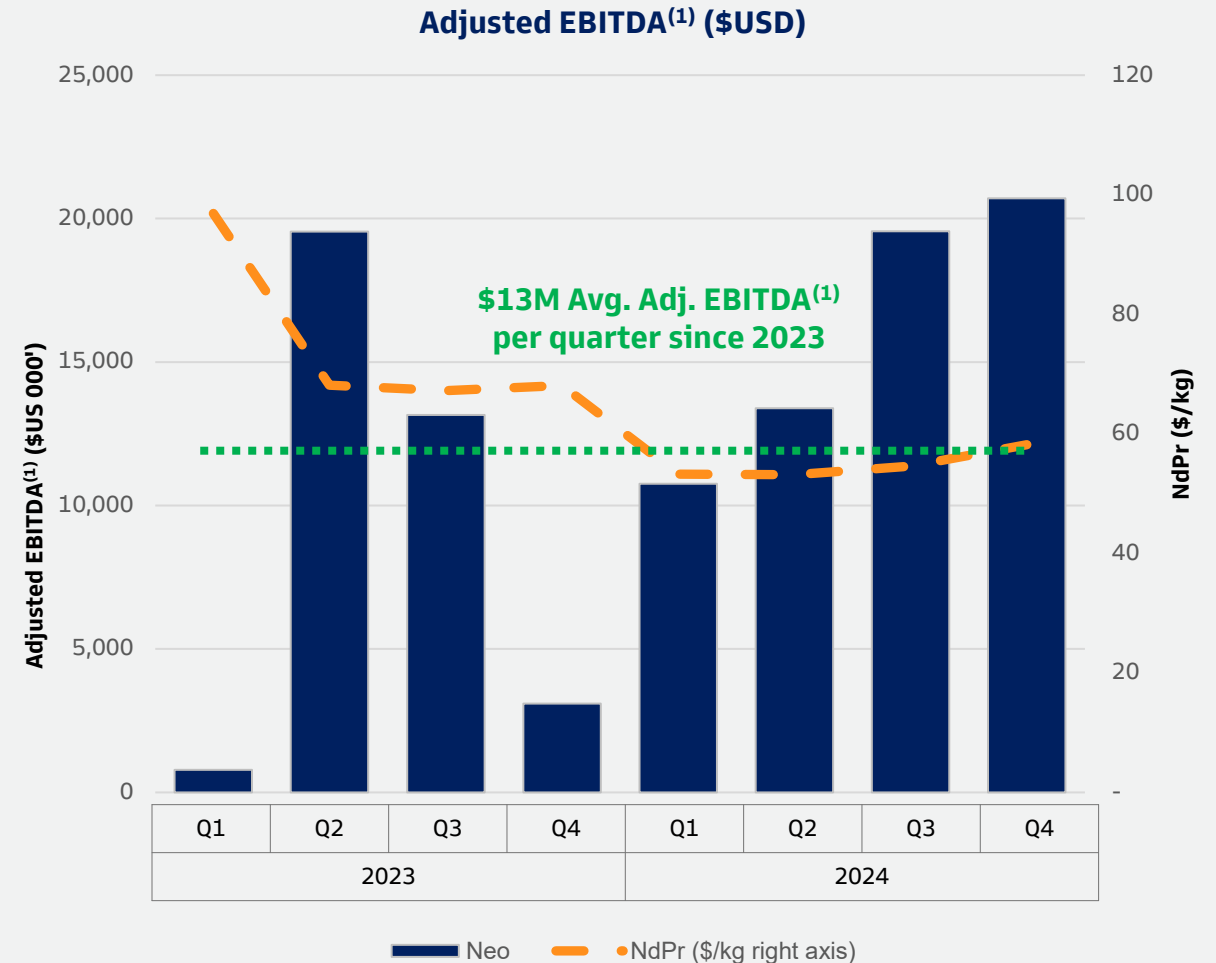
Sustaining CAPEX⁽¹⁾

Note: As of or for the year ended December 31, 2024. Debt capacity is \$55M as of December 31, 2024. (1) Non-IFRS Financial Measure. See "Non-IFRS Financial Measures" in the disclaimer section for further information.

Why Neo Wins

- Net Cash position. Cash flow positive. Designed to withstand commodity price cycles
- Value-add business model. Leveraging material cost pass-through, covering 90% of contracts

ADJUSTED EBITDA⁽¹⁾ GROWTH: FY 2024 Adjusted EBITDA⁽¹⁾ grew over 70% y-o-y



Source: Argus NdPr Oxide prices based on quarterly average.

2. Strong Growth Prospects in Permanent Magnets

>90%

of permanent magnets made in China



Chinese Protectionism

Export ban on permanent magnet technology and select critical materials

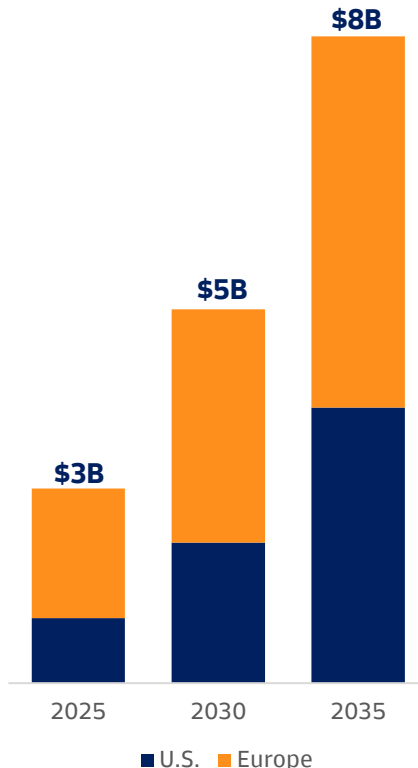
Need for Localized Supply Chains

- OEMs' need for diversified supply chains
- The EU's Critical Raw Materials Act mandates policies and investments to establish an independent rare earth industry

Why Neo Wins

1. 30+ years of experience in RE Magnetics and the creator of the first permanent magnet
2. A global and integrated supply chain in Rare Earths
3. Currently serving auto customers in a wide range of applications

Permanent Magnet Market Size in Europe and US (US\$)



Source: Adamas Intelligence; mt converted into US dollar value, at \$60/kg.



GROWTH STORY: Permanent Magnet Facility in Europe

Neo's new facility will be Europe's first commercial-scale and automotive-qualified permanent magnet manufacturing facility. Sample production is expected to launch for current and future automotive contracts in 2025, with commercial sales starting in 2026

Expected Completion: 2025

- Building completed
- >90% of equipment in place
- Running sample production in early 2025
- Contract won from European Tier 1

Expected Commercial Production: 2026

Product: Energy Saving Magnets

Customer: Motor OEMs

Project Cost: \$75M

Phase I: 2,000⁽¹⁾ mt/yr

Phase II: 5,000⁽¹⁾ mt/yr



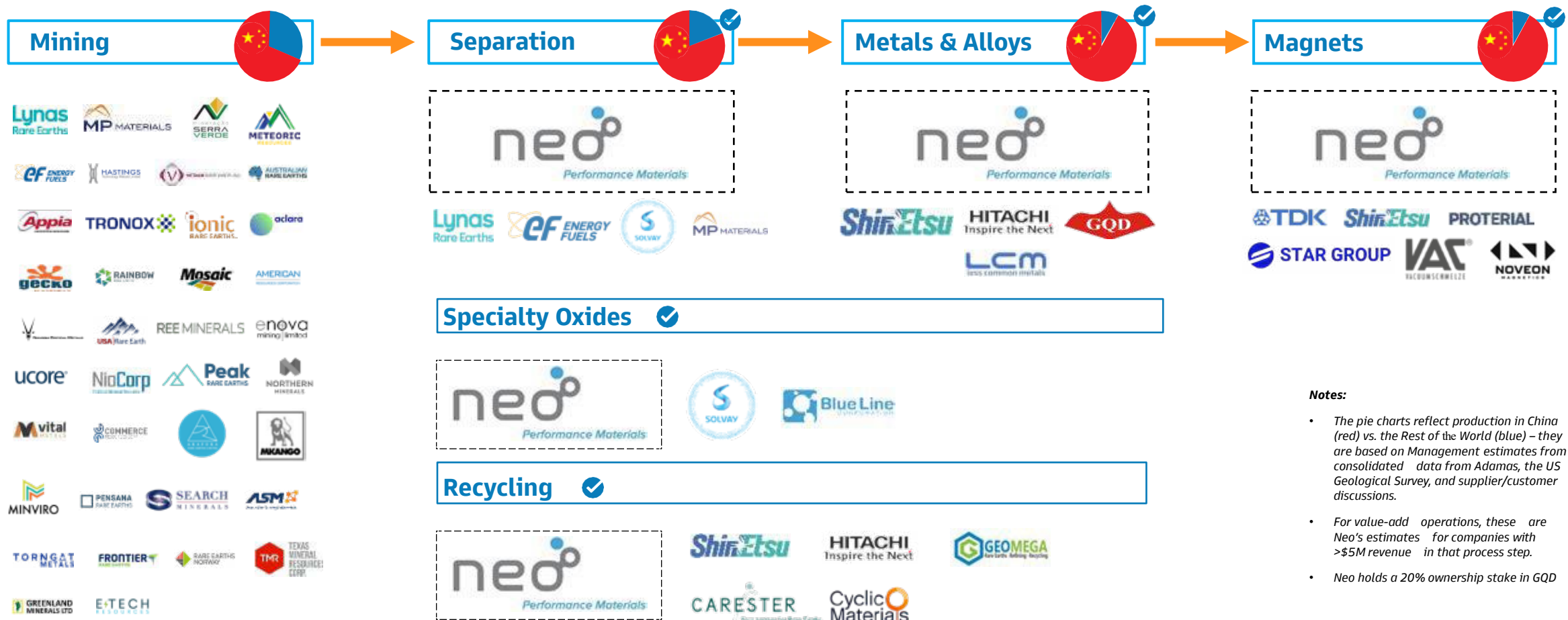
"Just last year, I was in Narva announcing the first award decision by the European Union's Just Transition Fund to Neo. And today, we already celebrate the ground-breaking of this project. Neo Performance Materials, a Canadian company, is constructing a rare earth magnet plant right here."

[Click here for full speech](#) June 28, 2023

Ursula von der Leyen, President of the EU Commission

2. Strong Growth Prospects: Current commercialized rare earth value chain, outside of China

Neo has one of the most integrated presence in the value chain with non-captive assets:



- Notes:**
- The pie charts reflect production in China (red) vs. the Rest of the World (blue) – they are based on Management estimates from consolidated data from Adamas, the US Geological Survey, and supplier/customer discussions.
 - For value-add operations, these are Neo's estimates for companies with >\$5M revenue in that process step.
 - Neo holds a 20% ownership stake in GQD.

2. Strong Growth Prospects: NAMCO - Emissions Control Catalysts

Highlights

- ✓ Relocated facility has **up to 50% additional capacity** ready to be **deployed to meet demand**
- ✓ **Highly automated facility** with a **competitive cost structure**
- ✓ **Low-cost jurisdiction**

Overview

- NAMCO – a **world-class emissions control catalyst production facility** opened in Sept 2024
- Has requalified most of its product portfolio, with the remaining qualifications expected in the first half of 2025
- The new facility offers **expanded capacity and advanced processing technology**
- **Best-in-class manufacturing:** enhanced operating efficiency, strict environmental standards, lower emissions, and expanded waste and water recycling
- **Supports global automotive supply chains** in meeting stricter emissions standards for hybrid and internal combustion engine vehicles

State-of-the-art environmental emissions control catalysts production facility in China



Project completed on time and under budget

2. Strong Growth Prospects: Other Critical Materials

Neo's rare metals are critical, sustainably sourced & strategic

- The **building blocks** of Neo's rare metals business are **gallium, hafnium, niobium and tantalum**
- Considered "**critical and strategic**" to the economic and national security of the **US, EU and other countries**
- The **US has imposed a 45% tariff** on high-purity hafnium and tantalum from China
- China has also **imposed export controls** for gallium

Key Growth Drivers

- **Hafnium (Hf):** Superalloys, particularly for aerospace applications, are expected to continue driving demand, growing at a 7% CAGR into 2030
- **Tantalum (Ta):** Growing demand for integrated circuits for electric vehicles, increased defense budgets and improving aerospace demand
- **Gallium (Ga):** China's recent ban on gallium exports to the United States has resulted in an increase in demand for gallium outside of China
- **Niobium (Nb):** Strong growth in superconductor materials for medical imaging, particle accelerators, and defense are expected to be a positive influence on the market

Source: Estimates are from third-party research reports including Barnes report, Coherent Market Insights and Technavio as well as management estimates.

Aerospace | Superalloys

Hf **Ta**

70% of aircraft in operation are anticipated to be part of the next upgrade cycle⁽¹⁾ **2.4x** Increase in air traffic over the next 20 years⁽¹⁾ "Over the next 20 years we forecast a demand for more than 42,000 new [aircraft] deliveries"⁽¹⁾

(1) Airbus' 2024 Global Market Forecast

Semiconductors

Ga **Dy**


25% growth in demand for gallium nitride for the most advanced commercially available gallium-based semiconductors over the next decade⁽²⁾ China **BANNED** the export of Gallium to the U.S. in December 2024
"We reconfirm our view calling for global semi sales. \$1T by 2030"⁽²⁾

(2) ASML's 2024 Investor Day presentation

Aviation

Nb

"Niobium C103 stands out in aerospace and defense applications due to their ability to maintain their structural integrity and mechanical properties at extremely high temperatures"
CERN, Collider GE Aerospace



Water Treatment

New product gaining traction in the U.S. and global markets

4% current penetration **90%** customer conversation from trial to production **90%** customer retention rate for WaterFX₃₀₀

3. Execution: Delivering on Commitments

PROMISE MADE, PROMISE KEPT

FUTURE DELIVERY

April 2023	December 2023	August 2024	August 2024	September 2024	2025 and Beyond
SCALABILITY	OPERATIONAL EXCELLENCE	PORTFOLIO STREAMLINE	CUSTOMER WINS	ON TIME, ON BUDGET	ON TIME, ON BUDGET
Acquired SG Tech UK Magnet Assembly Maker	Silmet Transformation Suspended Hydromet Production	Sale of JAMR, ZAMR & Quapaw Majority Equity Interest	Tier 1 Motor Awards Europe's 1 st Customer Secured	Opening of NAMCO Top 3 Catalyst Oxides Producer	Opening of Narva Europe Permanent Magnet Facility
					
<ul style="list-style-type: none"> Established Neo's magnet manufacturing footprint in EU 	<ul style="list-style-type: none"> Shift to downstream production, with improved inventory cycle and profitability 	<ul style="list-style-type: none"> Divestment of non-core separation facility assets: ~11X average trailing five-year EBITDA and ~\$30M in cash proceeds to reallocate to better ROI opportunity 	<ul style="list-style-type: none"> Received first customer award for significant volume before the facility was completed construction 	<ul style="list-style-type: none"> Increased capacity and improved efficiency 	<ul style="list-style-type: none"> Commissioning in 2025; commercial production in 2026

**Initiatives to Streamline Neo's Portfolio and Increase its Downstream Focus
Positioned the Company for Profitable Growth**



Quarterly Updates & Financials

Q4 Highlights

2024 Guidance Beat and 2025 Guidance Increase

- ~\$64 million 2024 Adjusted EBITDA⁽¹⁾ (~70% YoY increase), ~\$20 million Q4 2024
- 2025 Adjusted EBITDA⁽¹⁾ guidance increased from \$53 - \$58 million to \$55 - \$60 million

Capital Projects Substantially Completed

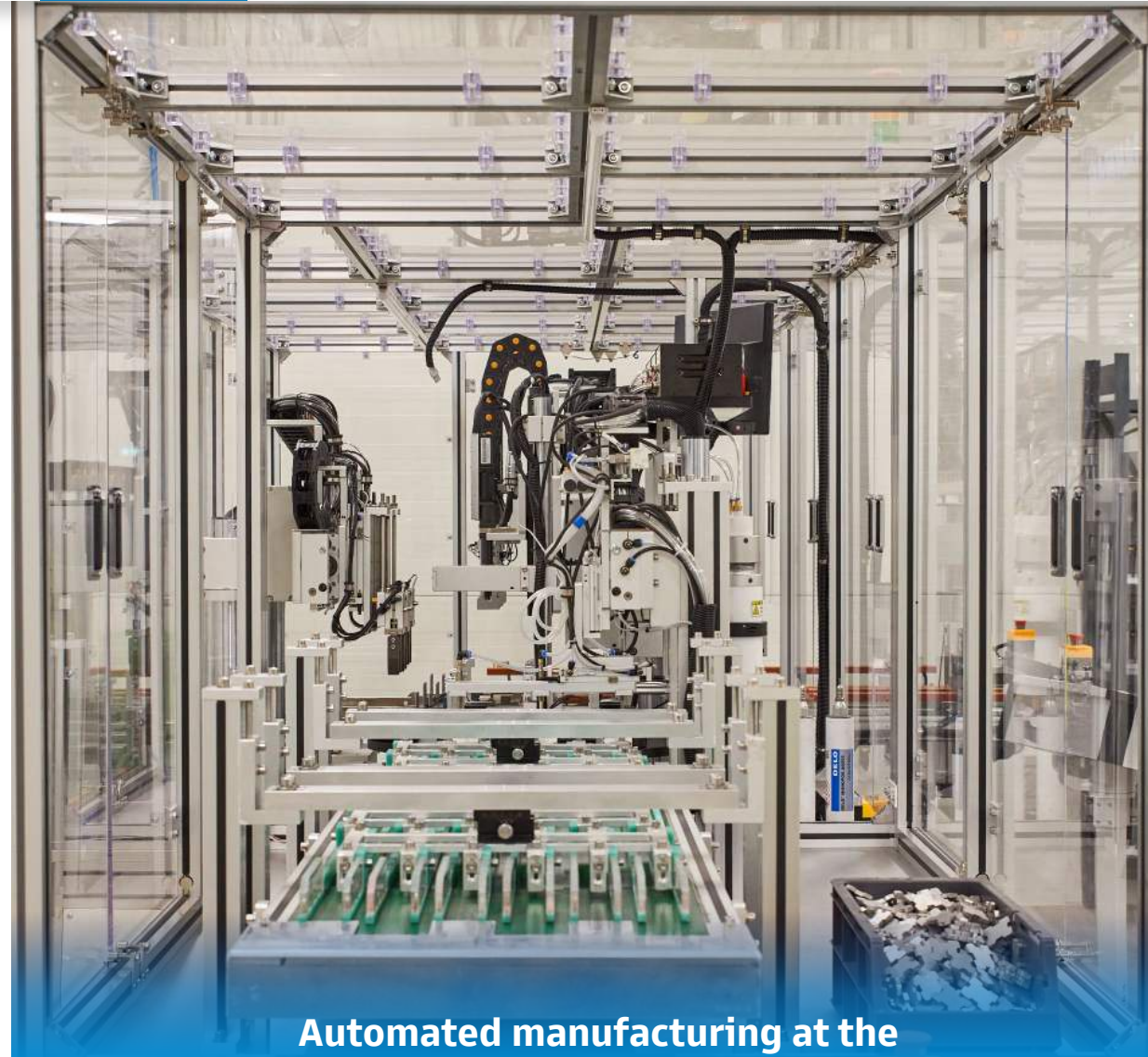
- Neo's European permanent magnet facility remains on schedule and on budget, with large-scale commercial production expected in 2026
- NAMCO has requalified most of its product portfolio, with the remaining qualifications expected in the first half of 2025
 - Completed on time. The project's final cost is expected to be approximately 10% below budget

Assets Divestment Progressing

- The sale of separation facilities in China, JAMR and ZAMR is expected to close in the first half of 2025, subject to customary approvals

Strategic Review Advancing

- Neo continues to progress with its special committee-led strategic review process to maximize shareholder value



Automated manufacturing at the European permanent magnet facility

Capital Projects & Outlook

Capital Spend Requirements

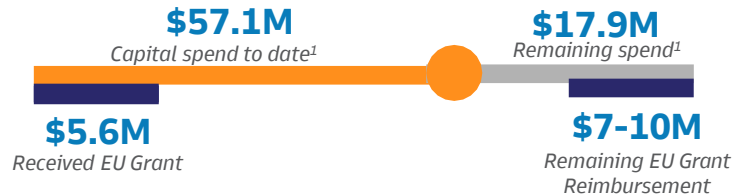
Emissions Control Catalyst Facility Relocation

Grand opening Sept 2024; run-rate production in 4Q'24



Permanent Magnet Plant in Europe

Advanced stages of construction; site commissioning in 2025



Source of Cash

Cash On Hand

\$85.5M

Some of this cash would be needed to fund regular operations

Incremental Debt

\$25M

\$25M undrawn EDC credit facility available for European Permanent Magnets facility

Cash from Operation

Balance

Continued strength in CFOA through strong working capital management
Expected working capital reductions of \$20M in 2025

Targets & Outlook for 2025

Strategic Targets

- 1) Annual 10% SG&A reduction, in each of the next 3 years
- 2) Complete **commissioning and launch** the new permanent magnet plant in Europe
- 3) **Secure new automotive customer agreements** for the permanent magnet and emissions control facilities
- 4) Grow specialty oxides for emissions control catalyst and water treatment **by >10%**

FY 2025 Adjusted EBITDA⁽¹⁾ Guidance

\$55-60M Despite divesting three non-core facilities and the normalization of hafnium prices. On continued Magnequench growth, significant improvements in C&O, as we exit lower-margin separation assets, and strong hafnium demand despite pricing moderation

Consolidated Financial Statements

Strong EBITDA, robust cash flow generation, and financial capacity to support the growth of the business

Income Statement Selected Data

	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	FY2024	FY2023
<i>US\$ 000s (excl. EPS)</i>				
Revenue	\$134,903	\$128,668	\$475,828	\$571,545
Adjusted EBITDA ⁽¹⁾	\$20,691	\$3,097	\$64,398	\$37,219
Adjusted net income (loss) ⁽¹⁾⁽²⁾	(\$4,893)	\$663	\$1,975	(\$1,026)
Adjusted EPS ⁽¹⁾⁽²⁾	(\$0.12)	\$0.02	\$0.05	(\$0.02)

Cash Flow Statement Selected Data

	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	YTD 2024	YTD 2023
<i>US\$ 000s</i>				
Cash Flow from Operations	\$21,289	\$2,456	\$51,532	\$60,982
Net change in working capital	\$9,304	\$1,807	\$18,309	\$39,195
Cash Taxes Paid	\$3,579	\$2,089	\$22,411	\$13,410
CapEx for Projects	\$13,381	\$22,975	\$48,075	\$34,328

Shareholder Capital Returns

	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	FY2024	FY2023
<i>US\$ 000s (excl. DPS)</i>				
Dividends Paid to Shareholders	\$3,062	\$3,335	\$12,330	\$13,396
Dividend per common share	\$0.10	\$0.10	\$0.10	\$0.10
Repurchase of common shares under NCIB	\$0	\$3,209	\$2,250	\$19,893

Balance Sheet Selected Data

	Comparison	
	Dec. 31, 2024	Dec. 31, 2023
<i>US\$ 000s</i>		
Cash ⁽³⁾ (including restricted)	\$85,489	\$90,252
Inventory ⁽⁴⁾	\$139,321	\$197,453
Property, Plant & Equipment	\$178,925	\$118,918
Debt & Bank Advance	(\$71,536)	(\$25,331)

(1) Non-IFRS Financial Measure. See "Non-IFRS Financial Measures" in the disclaimer section for further information. (2) Attributable to equity holders of Neo Performance Materials Inc.

(3) Major non-operating cash outflows were CAPEX, debt repayment, and dividends paid. (4) \$26.8 million moved to Assets Held for Sale of JAMR and ZAMR.

Financial Performance by Business Unit

neo ^o Magnequench	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	FY2024	FY2023
US\$ 000s (excl. Volume)				
Volume (tonnes)	1,295	1,281	5,064	4,694
Revenue	\$43,500	\$54,827	\$176,649	\$213,735
Operating Income	\$2,018	\$2,675	\$10,123	\$7,618
Adjusted EBITDA ⁽¹⁾	\$6,824	\$5,950	\$25,528	\$21,149

Year Highlights:

- For the year, sales volumes increased by 7.9%, largely due to significant growth in sectors like bonded magnets and powders in traction motor applications.
- Adjusted EBITDA⁽¹⁾ for 2024 rose by \$4.4 million, a 21% increase compared to the previous year, corresponding to an expansion of 430 basis points in margin.
- The development of the magnet plant in Europe is on track and remains within budget.

neo ^o Chemical & Oxides	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	FY2024	FY2023
US\$ 000s (excl. Volume)				
Revenue	\$43,606	\$55,552	\$146,516	\$235,929
Operating Income	\$27	\$2,622	(\$2,854)	\$4,088
Adjusted EBITDA ⁽¹⁾	\$1,350	\$3,218	\$4,924	\$9,306

Year Highlights:

- Amid continued pressure from low rare earth prices, the C&O rare earth separation business delivered negative gross margins of \$1.6 million for the year, adversely affecting overall C&O earnings.
- Furthermore, the relocation and ramp of our NAMCO facility caused a temporary disruption, resulting in the segment's 2024 Adjusted EBITDA⁽¹⁾ decline of \$4.4 million or 58%, versus the prior year.
- The announced sale of JAMR and ZAMR separation facilities is expected to return ~\$30M in cash, reduce earnings volatility, and be accretive or neutral to Adjusted EBITDA⁽¹⁾ upon closing in H1'25.

neo ^o Rare Metals	Q-over-Q Comparison		Year-over-Year Comparison	
	Q4 2024	Q4 2023	FY2024	FY2023
US\$ 000s (excl. Volume)				
Revenue	\$48,441	\$19,724	\$156,206	\$124,601
Operating Income	\$16,910	(\$5,597)	\$50,134	\$19,670
Adjusted EBITDA ⁽¹⁾	\$17,383	(\$2,200)	\$51,762	\$24,207

Year Highlights:

- Rare Metals celebrated another record-setting year, driven by strong performance across all its facilities, particularly in the hafnium sector. Gross margins for hafnium increased by 76% throughout the year as the company continued to secure long-term contracts at favorable prices while effectively managing inventory levels.
- Adjusted EBITDA⁽¹⁾ for 2024 rose by \$27.6 million, equating to a 114% increase compared to the prior year, showcasing Rare Metals' ability to capitalize on robust demand in its end markets.
- The gallium sector further solidified its role within the supply chain, benefiting from favorable regulatory changes.

Board of Directors: Independent Directors

Neo's Board is comprised of current & former senior executives, with backgrounds in law, government, accounting, finance, material science, and rare earth industry management



Claire Kennedy
Chair of Board

- Former senior partner at major Canadian law firm
- Chair and director at major private & publicly-listed companies, government bodies and non-profit boards
- Education in Chemical Engineering



Gail Edwards
Audit Committee Chair

- Former CFO of large-cap publicly listed companies
- 20+ years of experience in corporate government and audit committees



Dr. John McGarva
Director

- 20+ years in design, engineering and Manufacturing
- Former BU Head of Engineering at Dyson
- Education in Manufacturing and System Engineering



Eric Noyrez
*Lead Director HESS & Compensation
Committees Chair*

- Former CEO of Lynas Rare Earths & Serra Verde
- Former Tier 1 automotive executive



Edgar Lee
Corporate Governance & Nominating Committee Chair

- 20+ years in M&A and capital markets
- Former PM of \$6B fund at Oaktree Capital Management
- Former CEO of Oaktree's 3 Business Development Companies



Hua Du
Director, Member of HESS Committee

- Current CEO of Asia's leading aquaculture food supplier
- Former President of Global Business Units and Executive of global \$15+ billion turnover chemicals and materials company, manufacturing value-add rare earth products

Executive Management

Neo's Executive team is comprised of experienced executives in general management, finance, operations, sales & marketing, law, and engineering



Rahim Suleman
CEO & President & Director

- Former CFO of Neo for 6 years and 2 years as CEO
- Former CFO at Tier 1 automotive suppliers



Jonathan Baksh
EVP & CFO

- Former Divisional CFO at Celestica
- Alumnus of General Electric's Internal Audit Leadership Program



Kevin Morris
EVP & CSO

- 13 years of executive management at Neo
- Former managing partner of US law firm



Greg Kroll
EVP for MQ

- 25 years of sales and general management experience at Neo's magnetics division



Mohamad El-Mahmoud
EVP for C&O & RM

- 25+ years career in P&L and product development management at global Tier 1 automotive suppliers

The Executive Team is Responsible for Growing the Business, Investing Capital, and Contributing to the Communities in Which Neo Operates

neo

Performance Materials

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