

DY6 Stakes Highly Prospective Lithium Ground

HIGHLIGHTS

- *Exclusive prospecting licences – considered **highly prospective for lithium** - applied for in northern Malawi, covering a total area of **746.7km²***
- ***Multiple pegmatite swarms identified** from recent field visits with the potential to host lithium mineralisation*
 - ❖ ***Pegmatites were traced for up to 500m in length, with varying widths between 5m to 25m+***
- *Rock chip samples from recent reconnaissance field visit at the Mzimba licence areas have been despatched for laboratory analysis*
- *Additional landholding complements the Company's existing critical metals portfolio*

DY6 Metals Ltd (ASX: DY6) ("DY6", the "Company"), a strategic metals explorer targeting Heavy Rare Earths (HREE) and Niobium (Nb) in southern Malawi, is pleased to announce that it has submitted four (4) exclusive prospecting licence applications totalling 746.7km² in northern Malawi for tenements it considers to be highly prospective for lithium.

The licence areas under application are "Mzimba" (West, Central and South) and "Karonga". The recent applications will expand the Company's overall strategic footprint in Malawi to a total 1,080 km². Full details of the licences are annexed to this announcement.

The Company's geological team recently undertook a reconnaissance field visit over parts of the licence application areas. Seven (7) random reconnaissance rock chip samples from the Mzimba license areas have been submitted for laboratory analysis in South Africa.

The Company's CEO, Mr Lloyd Kaiser said: "We are very excited about these four strategic lithium license applications in northern Malawi. Field reconnaissance has identified several pegmatite systems, which are currently being worked by artisanal miners for a range of minerals, including the gemstones tourmaline and beryl, and lithium micas. While the Company waits for license granting, the focus of the exploration team will be on undertaking a detailed geological and geophysical review of these three new licence areas over the coming months."

+ Cautionary Statement: The Company notes that pegmatites contain varying abundances of typical LCT pegmatite non-Li-bearing minerals, predominantly feldspar, quartz, muscovite mica (as a group also referred to as Aplite) and accessory tourmaline. Investors should note that while LCT pegmatites are a known host for accessory lithium bearing minerals such as spodumene, it is also known that this is not a universal association. Visual observations of the presence of rock or mineral types and abundance should never be considered a proxy or substitute for petrography and laboratory analyses where mineral types, concentrations or grades are the factor of principal economic interest. Visual observations and estimates also potentially provide no information regarding impurities or deleterious physical properties relevant to valuations. At this stage it is too early for the Company to make a determinative view on the abundances of any of these minerals. These abundances will be determined more accurately through petrography, assay, and XRF analysis. The observed presence of pegmatite does not necessarily equate to lithium mineralisation. It is not possible to estimate the concentration of mineralisation by visual estimation and this will be determined by chemical analysis.

Mzimba Lithium Project

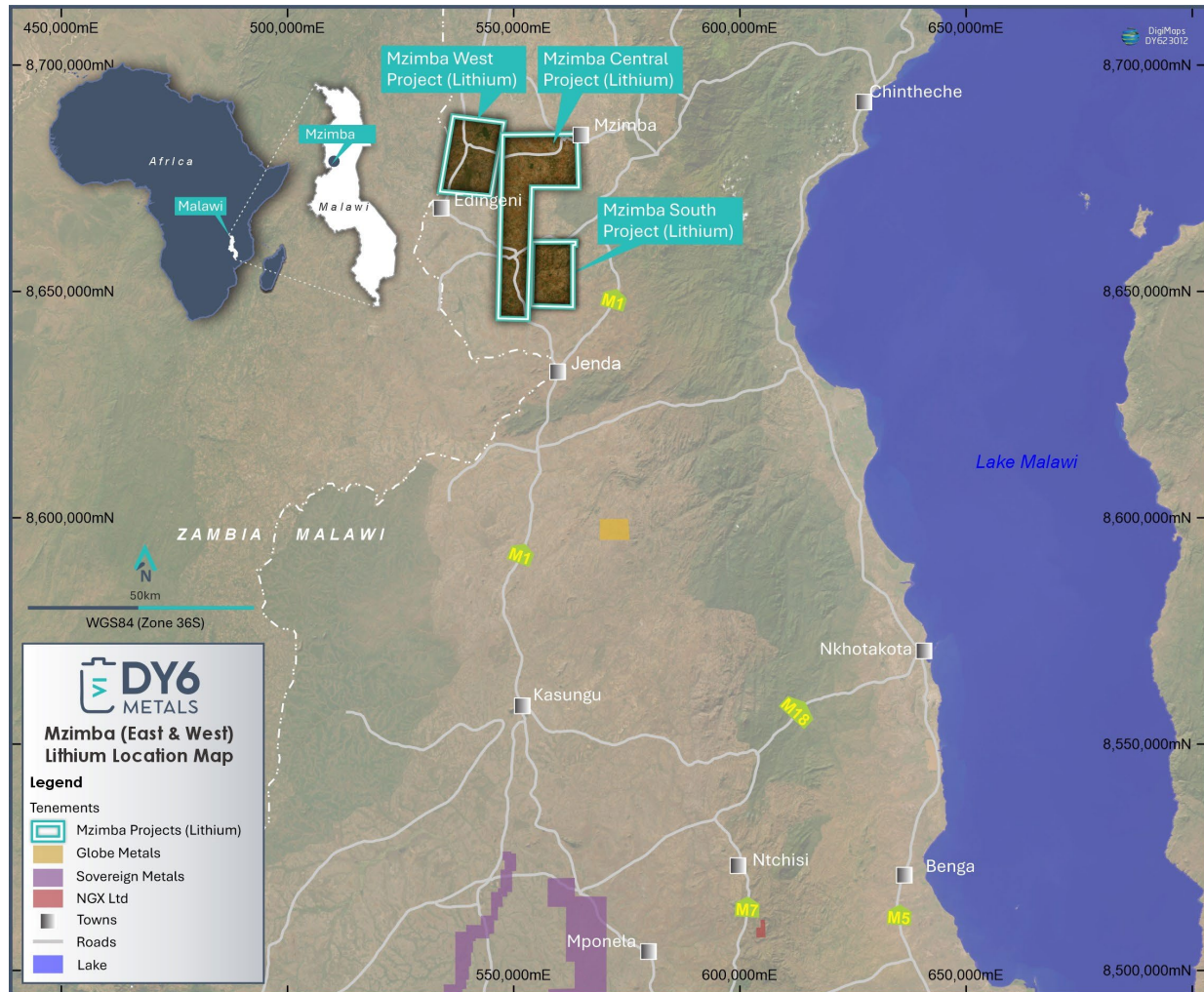


Figure 1A. Location map of the Mzimba Lithium Project

Located in the Mzimba district of central Malawi about 200km north of the capital Lilongwe, (refer Figure 1A) the Mzimba Project covers an area of approximately 710.5km² extending through three separate tenements namely: Mzimba West, Mzimba Central and Mzimba South (Figures 1B, 1C and 1D).

A desktop study identified two areas for field inspection by DY6 staff and a field reconnaissance program was conducted over parts of the tenement area during November 2023. The first area is 65km north of Mzimba Township covering portion of the Traditional Authority Mtwalo, Chindi and part of Inkosi Paramount Chief M'belwa.

According to unpublished reports, regional geological mapping and reconnaissance surveys were conducted in the area by British Geological Survey in the 1980's and the Malawian Geological Survey Department. The results indicated that Mzimba district has potential for a range of gemstones (such as aquamarine, tourmaline, beryl, and ruby) and industrial minerals occurring in pegmatites (Gaskell, 1973).

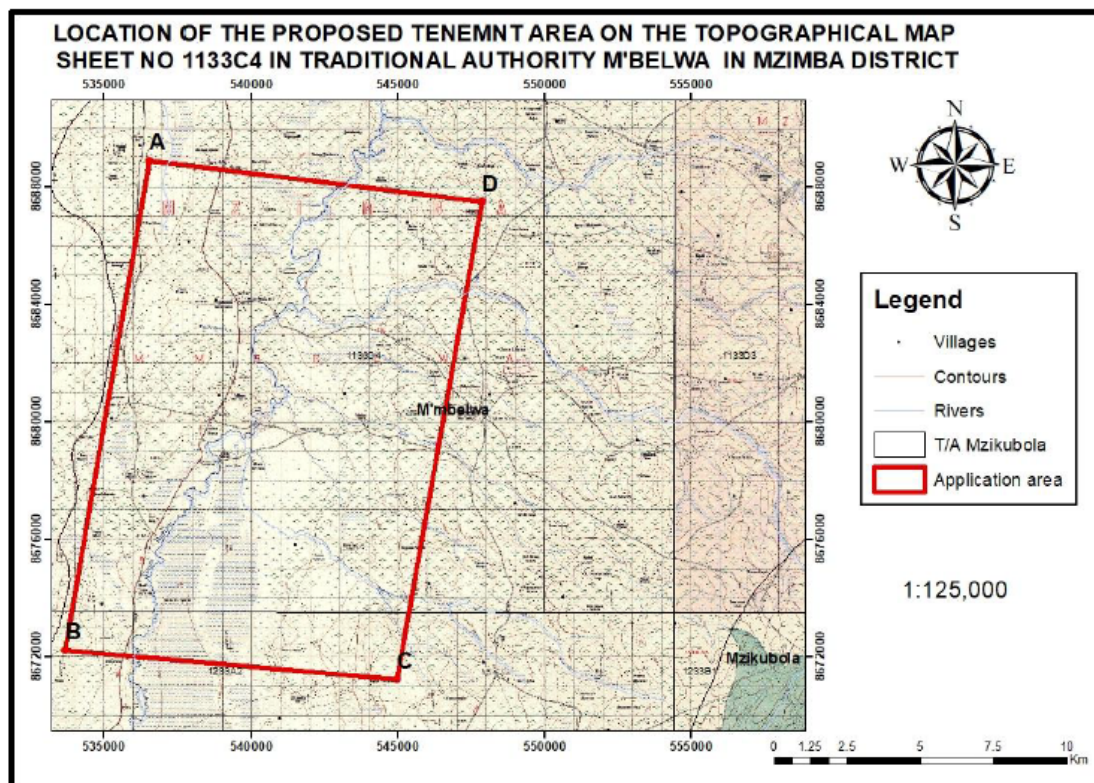


Figure 1B: Topographical map of the Mzimba West Lithium Project

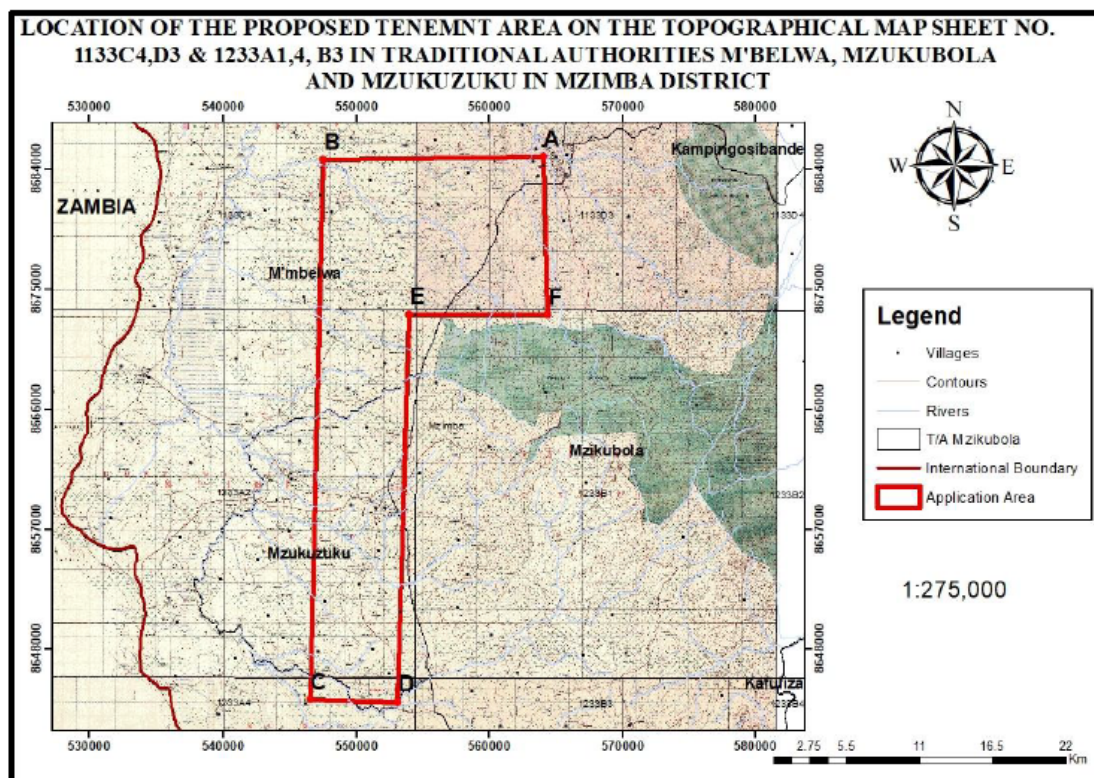


Figure 1C: Topographical map of the Mzimba Central Lithium Project

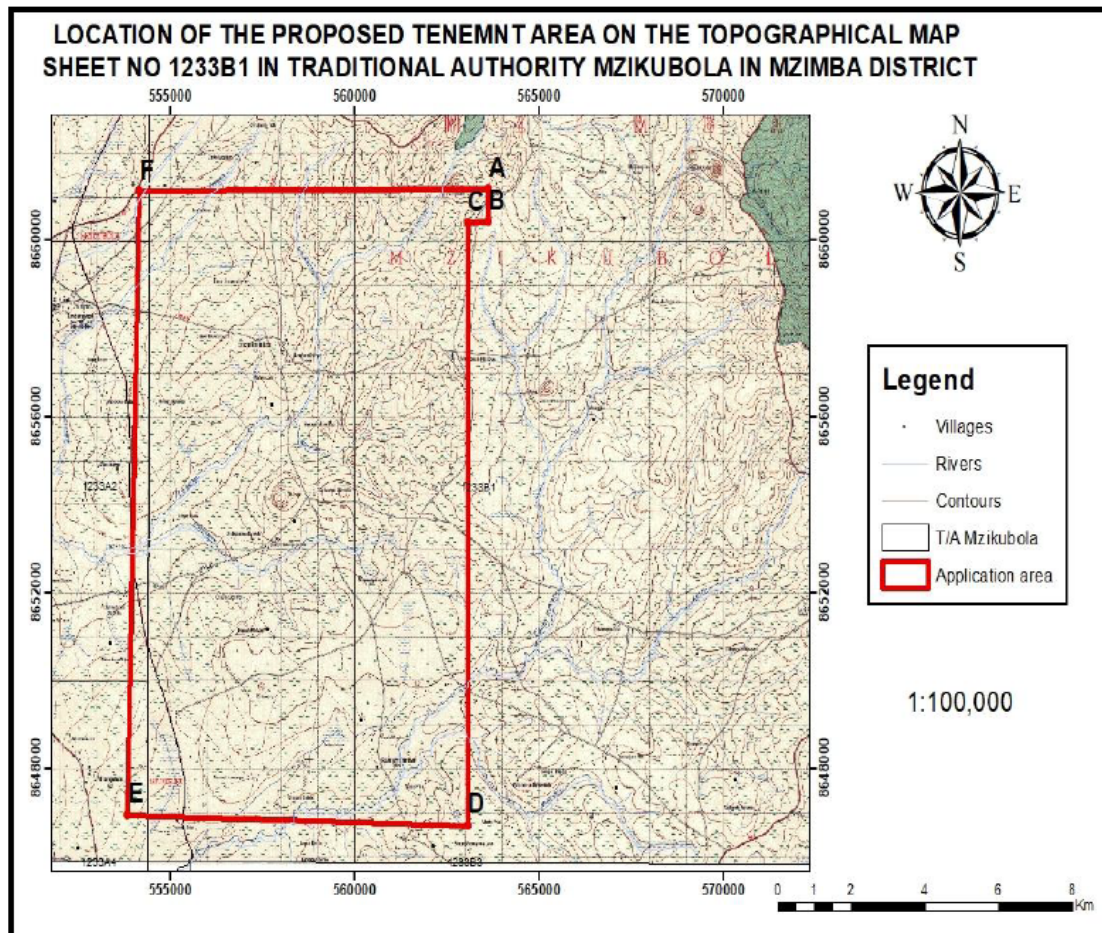


Figure 1D: Topographical map of the Mzimba South Lithium Project

The Mzimba South area is easily accessed by M1 Highway from Lilongwe to Mzimba branching-off to the West at Perekezi Thoza Road. There is an accessible dirt road leading to the Project site passable during the dry season.

The project area occurs within the Mesoproterozoic Irumide orogenic belt that extends from around Lundazi in eastern Zambia into Malawi; this belt hosts several granitic pegmatite swarms which are mined for gemstones including beryl varieties and other related metal deposit types.

Despite the potential in pegmatite resources, only small-scale mining activities targeting gemstones occur in the area. Little modern exploration has been conducted for lithium, caesium, niobium and tantalum that could be associated with pegmatites.

The area is underlain by orthogneisses, paragneisses, schist and granulite rocks of the Irumide Belt form basement geology in the area. These rocks are leucocratic to melanocratic in nature as dark to light minerals such as Quartz, Biotite and K-feldspar varies with various proportion when observing hand specimen. Floats of greenschist facies rocks were also observed.

Several pegmatites were noted cross cutting Basement complex rocks in various localities in the district (refer Figure 4). These pegmatites were covered by varying thickness of superficial deposits. The pegmatites outcrop as nodular material, being elongated and lenticular in shape forming wavelike topographical features due to their resistance to weathering especially by the quartz content. They tend to be oriented parallel to local shear structures observed in the country rocks with strike directions ranging from N-S to NNE-SSW.



Figure 2. Shows topography in the Mzimba Project area

During the field work, pegmatites were identified by observing presence of weathered quartz, some flakes of weathered biotite, muscovite and phlogopite micas and kaolinised feldspars which forms reddish brown colour in the regolith (Figure 6a). Rock chip and grab geochemical sampling was completed within the excavations (Figure 6b) made by small scale miners to classify the type of pegmatite and indicate their economic potential.



Figure 3. shows quartz float (left) and weather kaolinized feldspars and open pit mine for aquamarine (right)

Most pegmatites identified were classified as zoned type with well-defined zones of wall rock, intermediate and a core. The wall zone or contact is made up of a fine-grained mass of quartz, feldspar, micas and partly superficial deposit of kaolinized feldspar materials (refer Figure 3).

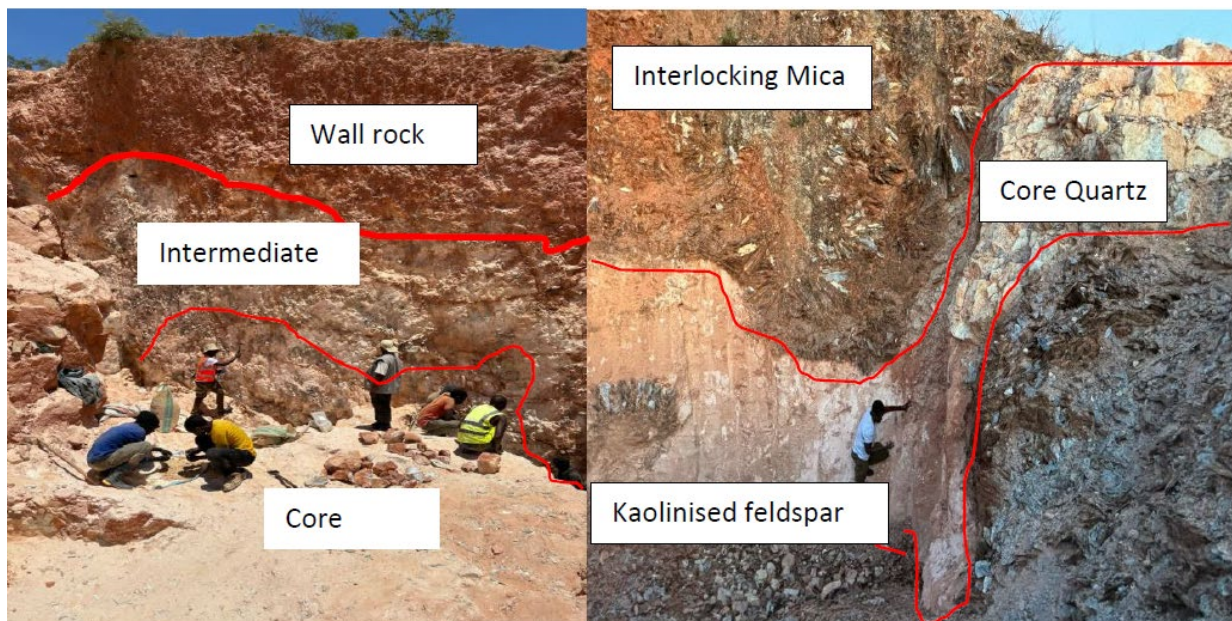


Figure 4. shows pegmatites* zones of the core, intermediate and the wall rock

The Intermediate zone is made up of a matrix of medium grained quartz, feldspar and muscovite with occasional garnets. Feldspars are usually occurred in large partly kaolinized crystals of micro perthite with a pinkish colour.

The core zones are typically quartz rich with, large quartz more than 5cm in width inter-grown with pinkish microcline to white Albite feldspars and large books of various mica types (refer Figure 5). The type of micas noted includes grey-white muscovite, purple coloured lepidolite* and brown phlogopite; a greenish mica believed to be a lepidolite variety was also noted.

In the core zone gemstones such as aquamarine were mined, growing as needle-like structures inside white to clear quartz and between micas and feldspars.

Separating the core and intermediate zones, a dark heavy metallic mineral was observed in some places and field identified as tantalite. Samples were collected for analysis for confirmation (refer Figure 5).

Pegmatites throughout the area have been artisanal mined for beryl, tourmalines, micas, garnet, rose quartz, and many other gemstones.



Figure 5. Shows the Core of the opened pegmatite showing Quartz crystals, books of Muscovite micas and K-feldspar with matrix of Albite feldspar.

The field investigation established the potential for lithium in the area with lepidolite being identified and samples were collected (refer Figure 6); the presence of other lithium related minerals such as Spodumene, Petalite and Kunzite is yet to be established.

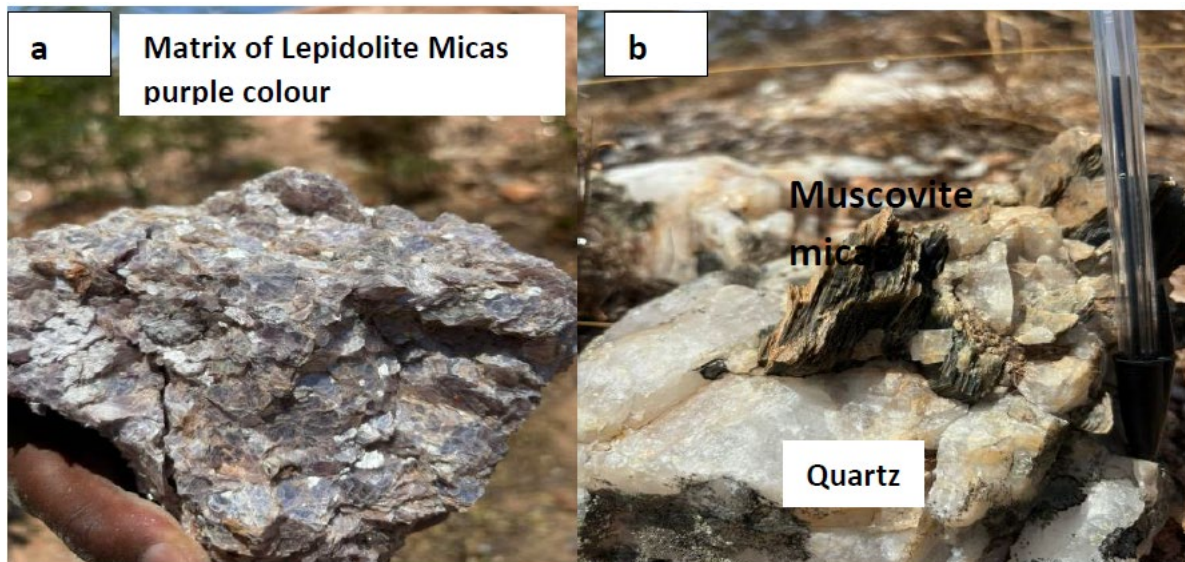


Figure 6. Shows the matrix of possible Lepidolite Micas (a) and pegmatite matrix (b)

During the fieldwork, potential pegmatite areas were randomly selected, and descriptions were recorded in relation to geology, human activities and settlements, soil colour, accessibility and vegetation cover. In addition, each selected site was recorded using GPS as shown on sampling points in Figures 7A & 7B and Table 1 annexed to this announcement.

Rock chip samples were collected and labelled using permanent marker for easy identification when taken for laboratory analysis. All samples collected were kept in a well labelled sampling bags to be prepared

before for analysis. The samples collected were sent to Geological Survey Department for preparation before taken to the analytical laboratory.

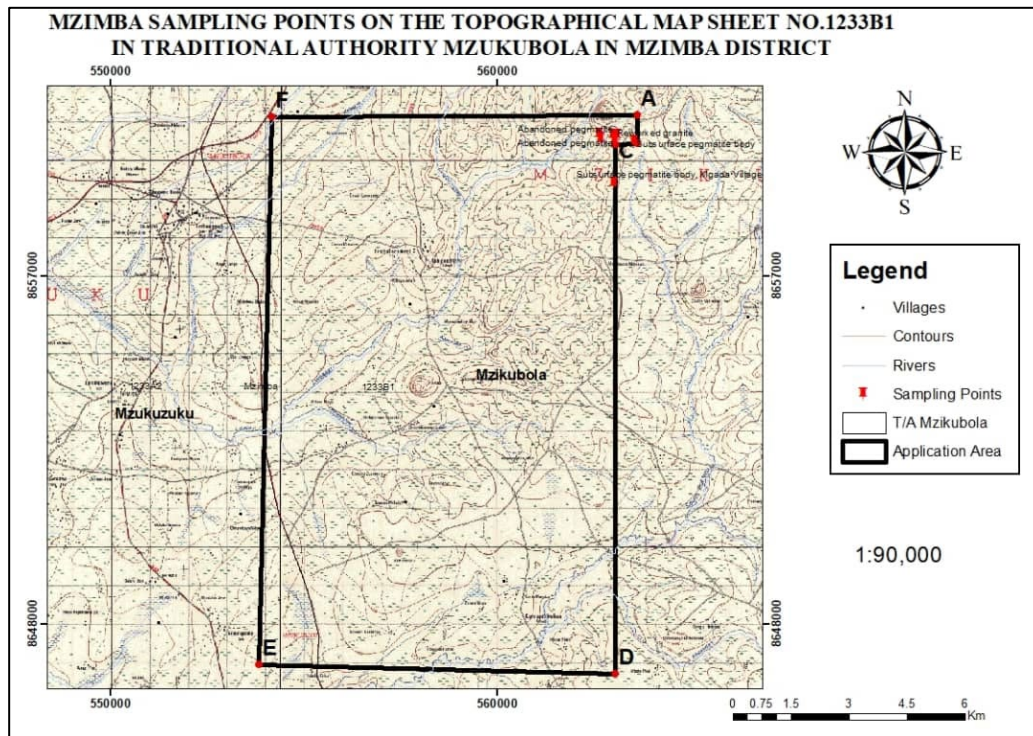


Figure 7A: Sampling Points on Mzimba South Tenement

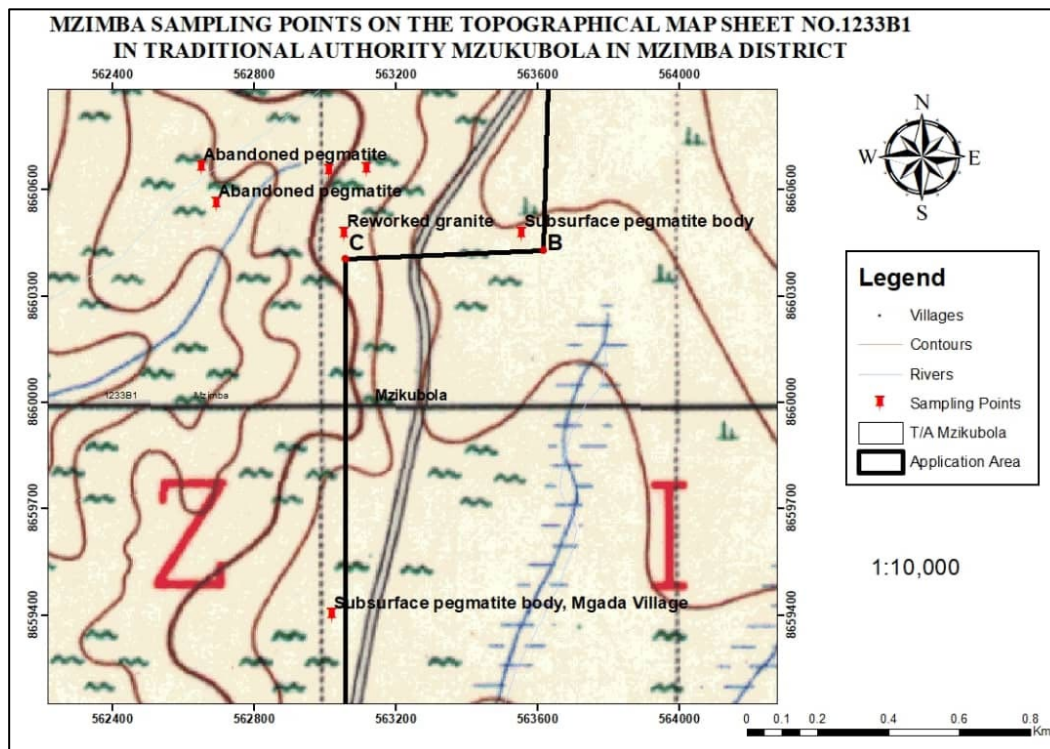


Figure 7B: Sampling Points on Mzimba South Enlarged Map

Figure 7 A&B. Shows the sampling points traversed during field investigation in the southern portion of Mzimba District

Karonga Li Project

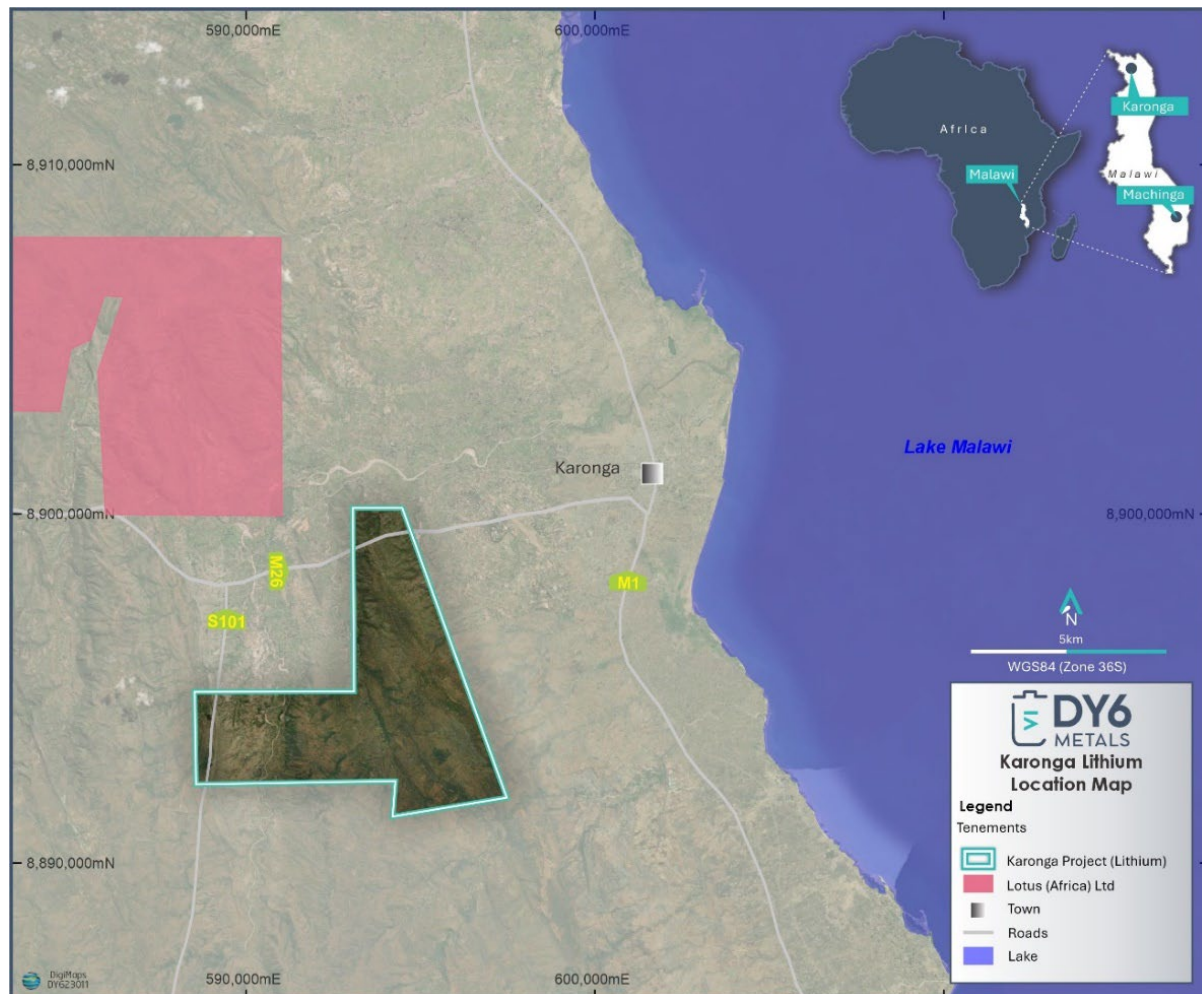


Figure 8. Location map of Karonga Lithium Project

The Karonga Lithium Project is located about 440km north of the capital Lilongwe and covers a total area of 36.2km². The area can easily be accessed using the Karonga-Chitipa M1 Road turning to the west at Kasikisi School signpost along the M1 Road.

During late November, DY6's exploration team conducted a reconnaissance exploration program in the Karonga region, predominately to the south of the area selected for the Karonga Lithium Project. The Karonga area is associated with a series of N-S trending ridges with metamorphic Basement complex rocks commonly identified as windows within the Karroo System which overlies the basement. The Karroo System units are typically sandstones with carbonaceous shales formations.

Pegmatite float material was noted in the Mwesa River to the south of the Company's Karonga license application, which cuts NE-SW through the area. The reconnaissance sampling focussed on pegmatite intrusions which are traceable for up to a kilometre. In hand specimen, these pegmatites have high percentages of albite, microcline and occasional K-feldspar with associated muscovite and biotite micas. The pegmatites are within the basement complex as biotite schist and gneisses with medium sized dark coloured micas. Quartzo-feldspathic granulites were also observed. Exposures of these were found with copper coatings on joints and weathered reddish brown cuprite was observed.

Samples collected from the Karonga area were taken to Geological Survey Department for preparation. DY6 considers the Karonga Lithium Project to host the same underlying geology as the areas inspected to the south.

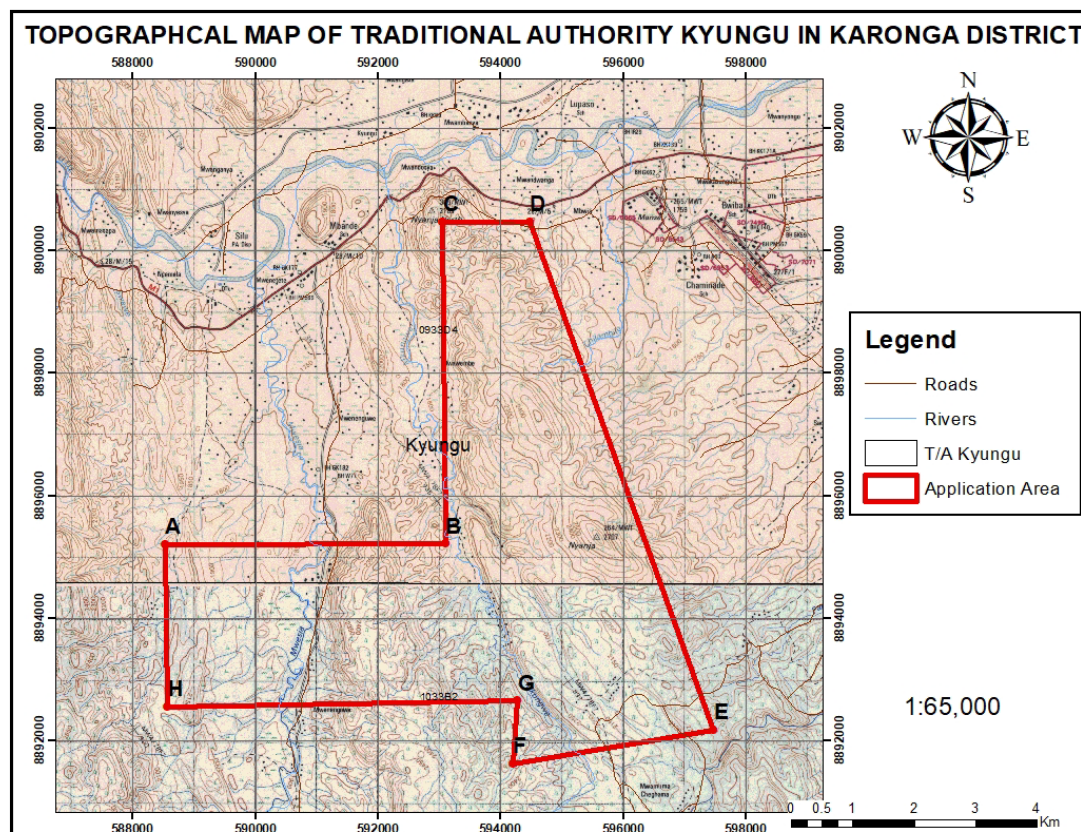


Figure 9. Topographical map of the Karonga Li Project

***Pegmatites – Information relating to observed pegmatites:**

1. The nature of the pegmatite minerals

Pegmatites observed in the area are identified by the presence of weathered quartz, some flakes of weathered biotite, muscovite and phlogopite micas and kaolinised feldspars which forms reddish brown colour on the ground.

The pegmatites identified were classified as zoned type with well-defined zones of wall rock, intermediate and a core as the centre. The wall zone is made up of a fine-grained mass of quartz, feldspar, micas and partly superficial deposit of kaolinized feldspar materials. The Intermediate zone is made up of feldspars between the core at the center and the wall-rock zone and were made up of matrix of medium grained quartz, feldspar and muscovite with occasional garnets. Feldspars usually occur in large partly kaolinized crystals of micro perthite with a pinkish colour.

At the core, large quartz crystals measuring more than 5cm in width, inter-growth with pinkish microcline to white Albite feldspars and large books of various mica types were observed.

2. Minerals observed

The minerals visually observed in the outcrops of the observed pegmatites are as follows:

- Na/Ca Feldspar
- K-Feldspar
- Quartz
- Mica – including muscovite, biotite, greenish micas and phlogopite.

3. Estimates of abundance of minerals observed

The estimates of mineral abundance may not be accurate due to the low number of reconnaissance sampling undertaken.

Cautionary Statement: In relation to the disclosure of visual mineralisation, the Company cautions that visual estimates of mineral abundance should never be considered a proxy or substitute for laboratory analysis. At this stage it is too early for the Company to make a determinative view on the abundances of any of these minerals. These abundances will be determined more accurately through petrography, assay, and XRF analysis. The observed presence of pegmatite does not necessarily equate to lithium mineralisation. It is not possible to estimate the concentration of mineralisation by visual estimation and this will be determined by chemical analysis.

The Company notes that pegmatites contain varying abundances of typical LCT pegmatite non-Li-bearing minerals, predominantly feldspar, quartz, muscovite mica and accessory tourmaline. Investors should note that while LCT pegmatites are a known host for accessory lithium bearing minerals such as spodumene, it is also known that this is not a universal association.

-ENDS-

This announcement has been authorised by the Board of DY6.

More information

Mr Lloyd Kaiser	Mr John Kay	Mr Luke Forrestal
CEO	Director & Company Secretary	Investor Relations
lloyd.kaiser@dy6metals.com	john.kay@dy6metals.com	+61 411 479 144

Competent Persons Statement

The Information in this announcement that relates to exploration results, mineral resources or ore reserves is based on information compiled by Mr Allan Younger, who is a Member of the Australasian Institute of Mining and Metallurgy. Mr Younger is a consultant of the Company. Mr Younger has sufficient experience which is relevant to the style of mineralisation and type of deposits under consideration and to the activity that he is undertaking to qualify as a Competent Person as defined in the 2012 edition of the 'Australian Code for Reporting Exploration Results, Mineral Resources and Ore Reserves' (the JORC Code). Mr Younger consents to the inclusion of this information in the form and context in which it appears in this announcement. Mr Younger holds shares in the Company.

Cautionary Statement

The Company notes that pegmatites contain varying abundances of typical LCT pegmatite non-Li-bearing minerals, predominantly feldspar, quartz, muscovite mica (as a group also referred to as Albite) and accessory tourmaline. Investors should note that while LCT pegmatites are a known host for accessory lithium bearing minerals such as spodumene, it is also known that this is not a universal association. Visual observations of the presence of rock or mineral types and abundance should never be considered a proxy or substitute for petrography and laboratory analyses where mineral types, concentrations or grades are the factor of principal economic interest. Visual observations and estimates also potentially provide no information regarding impurities or deleterious physical properties relevant to valuations. At this stage it is too early for the Company to make a determinative view on the abundances of any of these minerals. These abundances will be determined more accurately through petrography, assay, and XRF analysis. The observed presence of pegmatite does not necessarily equate to lithium mineralisation. It is not possible to estimate the concentration of mineralisation by visual estimation and this will be determined by chemical analysis.

Technical References

Carter, G.S. & Bennet, J.D. (1973). The geology and mineral resources of Malawi. Bulletin Geological Survey Malawi, 6.

Černý, P., (1991b). Rare-element granitic pegmatites, part I—Anatomy and internal evolution of pegmatite deposits: Geoscience Canada, v. 18, no. 2.

Dill, H.G. (2007). A review of mineral resources in Malawi: with special reference to aluminium variation in mineral deposits. Journal of Africa Earth Sciences.

Gaskell, J.L. (1973). The geology of the Mzimba area. Bulletin of Geological Survey of Malawi, 37.

Licence Application Details

Tenement No.	Tenement Size (km ²)	Application Date	Date Granted
GR No: 1431045 [Mzimba West]	189.6 km ²	13 th December 2023	Pending
GR No: 1431046 [Mzimba Central]	390.7 km ²	13 th December 2023	Pending
GR No: 1431044 [Mzimba South]	130.2 km ²	13 th December 2023	Pending
GR No: 1248128 [Karonga]	36.2 km ²	7 th December 2023	Pending

Table 1 – Sample Locations and Details for Mzimba South Tenement

Outcrop ID	Sample Id	Eastings (UTM, Zones 36S)	Northings (UTM, Zones 36S)	Outcrop/ Boulder/ Float	Rock Type	Grain Size (cm)	Quartz (%)	Ca/Na Feldspar (%)	K Feldspar (%)	Mica (%)
23MZS001A	01A	563117	8660656	Float	Pegmatite	5	70	4	1	25
23MZS001A	01B	563012	8660651	Outcrop	Pegmatite	<1	5	85	5	4
23MZS001A	01C	563012	8660651	Outcrop	Pegmatite	2-3	3	1	2	94
23MZS001A	01D	563012	8660651	Outcrop	Pegmatite	5	1	1	1	97
23MZS001B	01E	562652	8660663	Boulder	Pegmatite	<1	3	90	5	1
23MZS001B	01F	562693	8660560	Float	Topaz	5	99	0	0	0
23MZS001B	01G	562859	8660637	Outcrop	Pegmatite	1-2	15	60	5	20

JORC Code, 2012 Edition – Table 1 report template

Section 1 Sampling Techniques and Data

(Criteria in this section apply to all succeeding sections.)

Criteria	JORC Code explanation	Commentary
Sampling techniques	<i>Nature and quality of sampling (eg cut channels, random chips, or specific specialised industry standard measurement tools appropriate to the minerals under investigation, such as down hole gamma sondes, or handheld XRF instruments, etc). These examples should not be taken as limiting the broad meaning of sampling.</i> <i>Include reference to measures taken to ensure sample representivity and the appropriate calibration of any measurement tools or systems used.</i> <i>Aspects of the determination of mineralisation that are Material to the Public Report.</i> <i>In cases where 'industry standard' work has been done this would be relatively simple (eg 'reverse circulation drilling was used to obtain 1 m samples from which 3 kg was pulverised to produce a 30 g charge for fire assay'). In other cases more explanation may be required, such as where there is coarse gold that has inherent sampling problems. Unusual commodities or mineralisation types (eg submarine nodules) may warrant disclosure of detailed information.</i>	- Reconnaissance random rock chip samples have been collected intermittently from exposures within the region. - These are hoped to be representative of the styles of pegmatites intrusives within the area. - The samples will not be representative of any mineralisation potentially within the pegmatites.
Drilling techniques	<i>Drill type (eg core, reverse circulation, open-hole hammer, rotary air blast, auger, Bangka, sonic, etc) and details (eg core diameter, triple or standard tube, depth of diamond tails, face-sampling bit or other type, whether core is oriented and if so, by what method, etc).</i>	No drilling is being reported
Drill sample recovery	<i>Method of recording and assessing core and chip sample recoveries and results assessed.</i> <i>Measures taken to maximise sample recovery and ensure representative nature of the samples.</i> <i>Whether a relationship exists between sample recovery and grade and whether sample bias may have occurred due to preferential loss/gain of fine/coarse material.</i>	No drilling is being reported
Logging	<i>Whether core and chip samples have been geologically and geotechnically logged to a level of detail to support appropriate Mineral Resource estimation, mining studies and metallurgical</i>	No drilling is being reported

Criteria	JORC Code explanation	Commentary
	studies. - Whether logging is qualitative or quantitative in nature. Core (or costean, channel, etc) photography. - The total length and percentage of the relevant intersections logged.	
Sub-sampling techniques and sample preparation	- If core, whether cut or sawn and whether quarter, half or all core taken. - If non-core, whether riffled, tube sampled, rotary split, etc and whether sampled wet or dry. - For all sample types, the nature, quality and appropriateness of the sample preparation technique. - Quality control procedures adopted for all sub-sampling stages to maximise representivity of samples. - Measures taken to ensure that the sampling is representative of the in situ material collected, including for instance results for field duplicate/second-half sampling. - Whether sample sizes are appropriate to the grain size of the material being sampled.	No sub-sampling has been undertaken
Quality of assay data and laboratory tests	- The nature, quality and appropriateness of the assaying and laboratory procedures used and whether the technique is considered partial or total. - For geophysical tools, spectrometers, handheld XRF instruments, etc, the parameters used in determining the analysis including instrument make and model, reading times, calibrations factors applied and their derivation, etc. - Nature of quality control procedures adopted (eg standards, blanks, duplicates, external laboratory checks) and whether acceptable levels of accuracy (ie lack of bias) and precision have been established.	Portion of the reconnaissance samples are being prepared for petrographic study with the balance to be dispatched to a commercial laboratory for 4 acid ICP analysis.
Verification of sampling and assaying	- The verification of significant intersections by either independent or alternative company personnel. - The use of twinned holes. - Documentation of primary data, data entry procedures, data verification, data storage (physical and electronic) protocols. - Discuss any adjustment to assay data.	No drilling being reported
Location of data points	- Accuracy and quality of surveys used to locate drill holes (collar and down-hole surveys), trenches, mine workings and other locations used in Mineral Resource estimation. - Specification of the grid system used. - Quality and adequacy of topographic control.	All locations determined by handheld GPS using UTM datum in Zone 36S.

Criteria	JORC Code explanation	Commentary
<i>Data spacing and distribution</i>	• <i>Data spacing for reporting of Exploration Results.</i> • <i>Whether the data spacing and distribution is sufficient to establish the degree of geological and grade continuity appropriate for the Mineral Resource and Ore Reserve estimation procedure(s) and classifications applied.</i> • <i>Whether sample compositing has been applied.</i>	• Sample type and spacing are not designed to be used in an MRE. • No compositing has been applied.
<i>Orientation of data in relation to geological structure</i>	• <i>Whether the orientation of sampling achieves unbiased sampling of possible structures and the extent to which this is known, considering the deposit type.</i> • <i>If the relationship between the drilling orientation and the orientation of key mineralised structures is considered to have introduced a sampling bias, this should be assessed and reported if material.</i>	• Sampling was of a reconnaissance nature only and was designed to achieve unbiased sampling. • No drilling being reported.
<i>Sample security</i>	• <i>The measures taken to ensure sample security.</i>	• Samples were bagged in the field and delivered to the Malawi Geological Survey by DY6 staff.
<i>Audits or reviews</i>	• <i>The results of any audits or reviews of sampling techniques and data.</i>	• No audits or reviews have been undertaken by DY6 Metals staff.

Section 2 Reporting of Exploration Results

(Criteria listed in the preceding section also apply to this section.)

Criteria	JORC Code explanation	Commentary
<i>Mineral tenement and land tenure status</i>	• <i>Type, reference name/number, location and ownership including agreements or material issues with third parties such as joint ventures, partnerships, overriding royalties, native title interests, historical sites, wilderness or national park and environmental settings.</i> • <i>The security of the tenure held at the time of reporting along with any known impediments to obtaining a licence to operate in the area.</i>	• The exploration Licence applications; Mzimba West, Mzimba central, Mzimba South and Karonga are held 100% by Green Exploration Ltd, a wholly owned Malawian subsidiary of DY6 Metals Ltd. • Most of the tenement areas are within farmland or forestry areas.
<i>Exploration done by other parties</i>	• <i>Acknowledgment and appraisal of exploration by other parties.</i>	• The tenement areas have been prospected and intermittently mined by artisanal miners.
<i>Geology</i>	• <i>Deposit type, geological setting and style of mineralisation.</i>	• The project area occurs within orthogneisses, schist and granulite units in the Mesoproterozoic Irumide orogenic belt that extends from around Lundazi in eastern Zambia into Malawi; this belt hosts several

Criteria	JORC Code explanation	Commentary
		granitic pegmatite swarms which are mined for gemstones including beryl varieties and other related metal deposit types.
Drill hole Information	- A summary of all information material to the understanding of the exploration results including a tabulation of the following information for all Material drill holes: - easting and northing of the drill hole collar - elevation or RL (Reduced Level – elevation above sea level in metres) of the drill hole collar - dip and azimuth of the hole - down hole length and interception depth - hole length. - If the exclusion of this information is justified on the basis that the information is not Material and this exclusion does not detract from the understanding of the report, the Competent Person should clearly explain why this is the case.	No drilling is being reported.
Data aggregation methods	- In reporting Exploration Results, weighting averaging techniques, maximum and/or minimum grade truncations (eg cutting of high grades) and cut-off grades are usually Material and should be stated. - Where aggregate intercepts incorporate short lengths of high grade results and longer lengths of low grade results, the procedure used for such aggregation should be stated and some typical examples of such aggregations should be shown in detail. - The assumptions used for any reporting of metal equivalent values should be clearly stated.	No aggregation methods are being used.
Relationship between mineralisation widths and intercept lengths	- These relationships are particularly important in the reporting of Exploration Results. - If the geometry of the mineralisation with respect to the drill hole angle is known, its nature should be reported. - If it is not known and only the down hole lengths are reported, there should be a clear statement to this effect (eg 'down hole length, true width not known').	No mineralisation widths have been reported
Diagrams	Appropriate maps and sections (with scales) and tabulations of intercepts should be included for any significant discovery being reported. These should include, but not be limited to a plan view of drill hole collar locations and appropriate sectional views.	Location maps of projects are within the release with relevant exploration contained.
Balanced reporting	Where comprehensive reporting of all Exploration Results is not practicable, representative reporting of both low and high grades and/or widths should be practiced to avoid misleading reporting of	The reporting of exploration results is considered balanced by the competent person. The locations of samples are included in this release.

Criteria	JORC Code explanation	Commentary
	<i>Exploration Results.</i>	
<i>Other substantive exploration data</i>	• <i>Other exploration data, if meaningful and material, should be reported including (but not limited to): geological observations; geophysical survey results; geochemical survey results; bulk samples – size and method of treatment; metallurgical test results; bulk density, groundwater, geotechnical and rock characteristics; potential deleterious or contaminating substances.</i>	• No other exploration to report
<i>Further work</i>	• <i>The nature and scale of planned further work (eg tests for lateral extensions or depth extensions or large-scale step-out drilling).</i> • <i>Diagrams clearly highlighting the areas of possible extensions, including the main geological interpretations and future drilling areas, provided this information is not commercially sensitive.</i>	• Further surface sampling, mapping and drilling of potential targets once tenure is granted.