



Announcement Summary

Entity name

CHAMPION IRON LIMITED

Date of this announcement

Wednesday December 31, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
CIAAM	PERFORMANCE SHARE UNITS	80,976	29/12/2025
CIAAB	RESTRICTED SHARE UNITS	54,053	29/12/2025
CIAAL	DEFERRED SHARE UNITS	10,252	29/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

CHAMPION IRON LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

34119770142

1.3 ASX issuer code

CIA

1.4 The announcement is

New announcement

1.5 Date of this announcement

31/12/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

CIAAM : PERFORMANCE SHARE UNITS

Date the +securities the subject of this notification were issued

29/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
David Cataford	David Cataford	24,364
Alexandre Belleau	Alexandre Belleau	9,752
Steve Boucratie	Steve Boucratie	7,064
Michael Marcotte	Michael Marcotte	6,249

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

22 July 2024 Notice of Annual General Meeting held 29 August 2024:

<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

80,976

ASX +security code and description

CIAAB : RESTRICTED SHARE UNITS

Date the +securities the subject of this notification were issued

29/12/2025



Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
David Cataford	David Cataford	16,243
Alexandre Belleau	Alexandre Belleau	6,501
Steve Boucratие	Steve Boucratие	4,709
Michael Marcotte	Michael Marcotte	4,166

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<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

54,053

ASX +security code and description

CIAAL : DEFERRED SHARE UNITS

Date the +securities the subject of this notification were issued

29/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Michelle Cormier	Michelle Cormier	2,695



Louise Grondin	Louise Grondin	2,455
Jessica McDonald	Jessica McDonald	984
Gary Lawler	Gary Lawler	3,134
Ronnie Beevor	Ronnie Beevor	984

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<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

10,252



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
CIA : ORDINARY FULLY PAID	533,251,001

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
CIAAM : PERFORMANCE SHARE UNITS	4,089,258
CIAAB : RESTRICTED SHARE UNITS	2,727,477
CIAAL : DEFERRED SHARE UNITS	514,629



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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