



## Announcement Summary

**Entity name**

MINERAL RESOURCES LIMITED

**Date of this announcement**

Tuesday May 05, 2026

**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 |
|----------------------------------|---|--|------------|
| New class - code to be confirmed | Employee Long Term Incentive Plan Rights    | 2,362,747  | 05/05/2026 |
| New class - code to be confirmed | Short Term Incentive Plan                   | 22,836   | 05/05/2026 |
| New class - code to be confirmed | MinRes "MyShare" Employee Contribution Plan | 731,975  | 05/05/2026 |
| New class - code to be confirmed | One-Off Retention Plan Incentive Rights     | 360,942  | 05/05/2026 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

MINERAL RESOURCES 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**

ACN

**Registration number**

118549910

**1.3 ASX issuer code**

MIN

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

5/5/2026

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Part 2 - Issue details

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**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:**

does not have an existing ASX security code ("new class")

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## Part 3C - number and type of +securities the subject of this notification (new class)

**ASX +security code**

New class - code to be confirmed

**+Security description**

Employee Long Term Incentive Plan Rights

**+Security type**

Other

**ISIN code****Date the +securities the subject of this notification were issued**

5/5/2026

**Will all the +securities issued in this class rank equally in all respects from their issue date?**

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.**

| <b>Name of KMP</b> | <b>Name of registered holder</b> | <b>Number of +securities</b> |
|--------------------|----------------------------------|------------------------------|
| Chris Ellison      | Sandini Pty Ltd                  | 136,849                      |
| Mark Wilson        | Mark Wilson                      | 151,437                      |
| Darren Hardy       | Darren Hardy                     | 86,931                       |
| Joshua Thurlow     | Thurlow Family Trust             | 77,977                       |
| Joshua Thurlow     | Joshua Thurlow                   | 44,527                       |
| Darren Killeen     | Kimmeey Killeen                  | 87,509                       |
| Darren Killeen     | Michael Killeen                  | 10,082                       |
| Mike Grey          | Mike Grey                        | 109,036                      |

**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

Refer to the details contained in the Mineral Resources Ltd (MinRes) Remuneration Report included in the Financial Report lodged with the ASX on 28 August 2025 and adopted at the AGM on 20 November 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>. Further details for Rights awarded to the Managing Director (MD) are included Resolution 8 in the MinRes Notice of Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>

**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**

Refer to the details contained in the MinRes Remuneration Report included in the Financial Report lodged with the ASX on 28 August 2025 and adopted at the AGM on 20 November 2025 <https://announcements.asx.com.au/asxpdf/20250828/>



<pdf/06ng8qx7mxwgvs.pdf>. Further details for Rights awarded to the MD are included in Resolution 8 in the MinRes Notice of Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>

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

This Appendix 3G is provided to the market to support disclosure of the number of Mineral Resources Ltd (MinRes) Long Term Incentive Plan (LTIP) Rights that are currently outstanding. Terms of the LTIP Rights are set out in the MinRes Remuneration Report lodged with the ASX on 25 August 2025 and adopted by Shareholders at the AGM on 20 November 2025 (2025 Remuneration Report). Further details for Rights awarded to the MD are included in the MinRes Notice of Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>. LTIP Rights are increased by Dividend Equivalent Rights (DER) when dividends are declared by the Company during the four year LTIP Rights performance measurement period (refer 2025 Remuneration Report for details). LTIP Rights and DER are subject to continued service over the four year performance period and the application of clawback and malus provisions.

Issue details

**Number of +securities**

2,362,747

**ASX +security code**

New class - code to be confirmed

**+Security description**

Short Term Incentive Plan

**+Security type**

Other

**ISIN code**

**Date the +securities the subject of this notification were issued**

5/5/2026

**Will all the +securities issued in this class rank equally in all respects from their issue date?**

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 |
|----------------|---------------------------|-----------------------|
| Michael Grey   | Michael Grey              | 13,326                |
| Mark Wilson    | Mark Wilson               | 4,230                 |
| Joshua Thurlow | Joshua Thurlow            | 2,640                 |

**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

Refer to the details contained in the Mineral Resources Ltd Remuneration Report included in the Financial Report lodged with the ASX on 28 August 2025 and adopted at the AGM on 20 November 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>. Further details for Rights awarded to the MD are included in the MinRes Notice of



Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>.

**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**

Refer to the details contained in the Mineral Resources Ltd Remuneration Report included in the Financial Report lodged with the ASX on 28 August 2025 and adopted at the AGM on 20 November 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>. Further details for Rights awarded to the MD are included in the MinRes Notice of Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>.

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

This Appendix 3G is provided to the market to support disclosure of the number of Mineral Resources Ltd (MinRes) Short Term Incentive Plan (STIP) Rights that are currently outstanding. Terms of the STIP Rights are set out in the MinRes Remuneration Report lodged with the ASX on 28 August 2025 and adopted by Shareholders at the AGM on 20 November 2025 (2025 Remuneration Report). STIP Rights are subject to continued service over the two year performance period and the application of clawback and malus provisions. Further details for Rights awarded to the MD are included in the MinRes Notice of Meeting for the 2025 AGM at this link <https://cdn.sanity.io/files/o6ep64o3/production/d51b5623a6b61b9c4051ad88f6b7b359b6c589dd.pdf>.

Issue details

**Number of +securities**

22,836

**ASX +security code**

New class - code to be confirmed

**+Security description**

MinRes "MyShare" Employee Contribution Plan

**+Security type**

Other

**ISIN code**

**Date the +securities the subject of this notification were issued**

5/5/2026

**Will all the +securities issued in this class rank equally in all respects from their issue date?**

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 |
|---------------|---------------------------|-----------------------|
| Chris Ellison | Kasey Sandstrom           | 258                   |
| Chris Ellison | Blake Ellison             | 258                   |
| Mike Grey     | Colleen Grey              | 258                   |
|               |                           |                       |



|                |                   |     |
|----------------|-------------------|-----|
| Mike Grey      | Holly Katherayson | 48  |
| Darren Hardy   | Benjamin Hardy    | 258 |
| Darren Killeen | Jessie Richardson | 71  |

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

Refer to Note 39 (Share-Based Payments) of the MinRes 2025 Annual Report lodged with the ASX on 28 August 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>

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

Refer to Note 39 (Share-Based Payments) of the MinRes 2025 Annual Report lodged with the ASX on 28 August 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>

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

The MyShare Employee Contribution Plan (MyShare Plan) is a salary sacrifice deferred tax plan aligned with the Australian financial year (1 July to 30 June). The MyShare Plan provides MinRes employees the opportunity to acquire MinRes shares by allowing employees to contribute their own funds to purchase MinRes shares and, subject to continued employment and satisfactory performance of duties, MinRes provides one share for every purchased share held after two years. Details are set out on the MyShare website <https://www.myshare.mrl.com.au>

#### Issue details

#### Number of +securities

731,975

#### ASX +security code

New class - code to be confirmed

#### +Security description

One-Off Retention Plan Incentive Rights

#### +Security type

Other

#### ISIN code

#### Date the +securities the subject of this notification were issued

5/5/2026

#### Will all the +securities issued in this class rank equally in all respects from their issue date?

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 |
|----------------|---------------------------|-----------------------|
| Joshua Thurlow | Joshua Thurlow            | 33,108                |



**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

Refer to the details contained in Note 39 (Share-Based Payments) in the MinRes Financial Report lodged with the ASX on 28 August 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>

**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**

Refer to the details contained in Note 39 (Share-Based Payments) in the MinRes Financial Report lodged with the ASX on 28 August 2025 <https://announcements.asx.com.au/asxpdf/20250828/pdf/06ng8qx7mxwgvs.pdf>

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

This Appendix 3G is provided to the market to support disclosure of the number of MinRes Retention Plan Incentive (RPI) Rights that are currently outstanding. Details of the RPI Rights are set out in Note 39 (Share-Based Payments) in the MinRes Financial Report. Eligible employees receive one MinRes share for each RPI Right, subject to employees remaining with MinRes for a period of three to five years from the date of the grant (Performance Period). RPI Rights are increased by Dividend Equivalent Rights (DER) when dividends are declared by the Company during the Performance Period. RPI Rights and DER are subject to continued service over the four year Performance Period and the application of clawback and malus provisions.

Issue details

**Number of +securities**

360,942



## 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)**

| <b>ASX +security code and description</b> | <b>Total number of +securities on issue</b> |
|---|---|
| MIN : ORDINARY FULLY PAID                 | 197,631,816                                 |

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

| <b>ASX +security code and description</b>                                      | <b>Total number of +securities on issue</b> |
|--|---|
| MINAA : OPTION EXPIRING 30-JUN-2031 EX \$25.40                                 | 780,000                                     |
| New class - code to be confirmed : Employee Long Term Incentive Plan Rights    | 2,362,747                                   |
| New class - code to be confirmed : Short Term Incentive Plan                   | 22,836                                      |
| New class - code to be confirmed : MinRes "MyShare" Employee Contribution Plan | 731,975                                     |
| New class - code to be confirmed : One-Off Retention Plan Incentive Rights     | 360,942                                     |



Part 5 - Other Listing Rule requirements

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**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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