3 July 2026

Appendix 3G notification

Mineral Resources Limited (ASX: **MIN**) (**MinRes** or **company**) advises the issue of 29,000 share rights to Mike Grey, Chief Executive Mining Services, under the MinRes Equity Incentive Plan. An Appendix 3G will follow this announcement.

The award forms part of a one-off package totalling approximately $3 million, comprising a $1 million cash payment and an equity grant valued at approximately $2 million. The Share Rights vest in two equal tranches of 14,500 in June 2027 and June 2028, subject to continued employment. No performance hurdles apply.

Mr Grey made a significant contribution to the delivery of the Onslow Iron project, which is now generating strong returns for shareholders. The substantial capital expenditure associated with Onslow Iron was a key factor in the return on invested capital (ROIC) performance hurdles attached to Mr Grey's FY22 and FY23 Long-Term Incentive (LTI) grants not being met, with FY22 LTI grants lapsing and FY23 LTI grants forecast to deliver nil vesting. Previous decisions on the structure of LTI arrangements also impacted Mr Grey when compared to his peers, and the award further seeks to address the inequity that this created.

The Board, on the recommendation of the People and Remuneration Committee, considers the award fair and an important retention mechanism.

ENDS

This announcement dated 3 July 2026 has been authorised for release to the ASX by Sarah Standish, Company Secretary.

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About Mineral Resources

Mineral Resources Limited (ASX: **MIN**) (**MinRes**) is a leading diversified resources company, with extensive operations in lithium, iron ore, energy and mining services across Western Australia. For more information, visit **www.mineralresources.com.au**.