

17 February 2023

## VESTING OF PERFORMANCE RIGHTS

Aspermont (ASX:ASP, FRA:00W), wishes to announce the vesting of performance rights granted to employees under the Aspermont Incentive Performance Rights Plan, adopted at the 2018 Annual General Meeting and re-adopted at the 2021 Annual General Meeting.

On 5<sup>th</sup> February 2023 a total of 21,000,000 Executive Performance Rights - Class 2 vested after completion of a three-year term of service. These performance rights will automatically exercise into shares on 5<sup>th</sup> February 2027 if employees do not elect to do so beforehand.

In addition, on 5<sup>th</sup> February 2023 20,580,000 Executive Performance Rights - Class 1 vested after meeting milestones around the Company's Return on Equity and Total Shareholder Return over a three-year period compared to the S&P ASX 300 index. Milestones were not met for a further 420,000 Executive Performance Rights - Class 1 which have now lapsed. The Company's Return on Equity and Total Shareholder Return over the relevant period were 21% and 73% respectively. For the full terms and conditions please refer to the Annual General Meeting 1 February 2018, Resolution 6. The vested Performance Rights will automatically exercise into shares on 5<sup>th</sup> February 2027 if employees do not elect to do so beforehand.

The total number of rights that vested on 5<sup>th</sup> February 2023 is 41,580,000.

This announcement is delayed as the Company required additional time for an independent assessment of the vesting conditions of the Executive Performance Rights - Class 1 which could not commence prior to the vesting date. The independent assessment was completed by Moore who have determined that 98% of the Executive Performance Rights - Class 1 have successfully vested.

Following the vesting of the above performance rights, the remaining rights on issue are as follows:

Security	On Issue	Vested	Unvested	Milestone Condition
Executive Performance Rights - Class 1	67,230,000	67,230,000	nil	The milestone is based on the Company's Return on Equity and Total Shareholder Return over a three year period compared to the S&P ASX 300 index. For the full terms and conditions please refer to the Annual General Meeting 1 February 2018, Resolution 6.
Executive Performance Rights - Class 2	113,416,668	44,000,000	69,416,668	The milestone is based on periods of service to the Company.
Staff Performance Rights	5,055,109	3,359,409	1,695,700	The milestone is based on periods of service to the Company.

This announcement has been authorised by the Board of Directors.

For further information contact:

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### **About Aspermont**

Aspermont is the leading media services provider to the global resource industries. Aspermont has built a commercial XaaS model for B2B media which distributes high value content to a growing global audience. This versatile model can be scaled to serve new business sectors in new countries and languages. Aspermont's increasing size of (paid) audiences has opened a data monetization opportunity that the company is now developing.

Aspermont is listed on the ASX and on the Frankfurt Stock Exchange. It is also quoted on Tradedgate and other regional German exchanges. The company has offices in UK, Australia, Brazil, USA, Canada, Singapore and the Philippines.

For more information please see: [www.aspermont.com](http://www.aspermont.com)