



CAPRICORN METALS LTD

ACN 121 700 105

NOTICE OF ANNUAL GENERAL MEETING

TIME: 10.00am (WST)

DATE: Tuesday, 19 November 2024

PLACE: Perth Convention and Exhibition Centre
Meeting Room 8
21 Mounts Bay Road
Perth Western Australia

The business of the Meeting affects your shareholding and your vote is important.

This Notice of Meeting should be read in its entirety. If Shareholders are in doubt as to how they should vote, they should seek advice from their professional advisers prior to voting.

The Directors have determined pursuant to Regulation 7.11.37 of the *Corporations Regulations 2001* (Cth) that the persons eligible to vote at the Meeting are those who are registered Shareholders at 10.00am (WST) on Sunday 17 November 2024.

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IMPORTANT INFORMATION

VENUE

The Annual General Meeting of the Shareholders to which this Notice of Meeting relates to will be held at 10.00am (WST) on Tuesday, 19 November 2024 at:

Perth Convention and Exhibition Centre (Meeting Room 8)
21 Mounts Bay Road
Perth, Western Australia

YOUR VOTE IS IMPORTANT

The business of the Annual General Meeting affects your shareholding and your vote is important.

VOTING ELIGIBILITY

The Directors have determined pursuant to Regulation 7.11.37 of the *Corporations Regulations 2001* (Cth) that the persons eligible to vote at the Meeting are those who are registered Shareholders at 10.00am (WST) on Sunday, 17 November 2024.

VOTING IN PERSON

To vote in person, attend the Annual General Meeting at the time, date and place set out above.

VOTING BY PROXY

To vote by proxy, please complete and sign the enclosed Proxy Form and return by the time and in accordance with the instructions set out on the Proxy Form.

In accordance with section 249L of the Corporations Act, Shareholders are advised that:

- each Shareholder has a right to appoint a proxy;
- the proxy need not be a Shareholder of the Company; and
- a Shareholder who is entitled to cast 2 or more votes may appoint 2 proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If the member appoints 2 proxies and the appointment does not specify the proportion or number of the member's votes, then in accordance with section 249X(3) of the Corporations Act, each proxy may exercise one-half of the votes.

Shareholders and their proxies should be aware that:

- if proxy holders vote, they must cast all directed proxies as directed; and
- any directed proxies which are not voted will automatically default to the Chair, who must vote the proxies as directed.

If the Chair is appointed, or taken to be appointed, as your proxy, you can direct the Chair to vote 'for' or 'against', or 'abstain' from voting on, the relevant Resolutions on the Proxy Form. If you do not direct the Chair how to vote you acknowledge that you are expressly authorising him or her to vote in favour of the relevant Resolution (including in circumstances where the subject matter of the Resolution is connected directly or indirectly with the remuneration of a member of the Key Management Personnel).

BUSINESS OF THE MEETING

AGENDA

1. FINANCIAL STATEMENTS AND REPORTS

To receive and consider the annual financial report of the Company for the financial year ended 30 June 2024 together with the declaration of the Directors, the Director's report, the Remuneration Report and the auditor's report.

2. RESOLUTION 1 – ADOPTION OF REMUNERATION REPORT

To consider and, if thought fit, to pass, with or without amendment, the following resolution as a **non-binding resolution**:

"That, for the purposes of section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company's annual financial report for the financial year ended 30 June 2024."

Note: the vote on this Resolution is advisory only and does not bind the Directors or the Company.

Voting Prohibition Statement:

The Company will disregard any votes cast in favour of this Resolution:

- (a) by or on behalf of a member of the Key Management Personnel, details of whose remuneration are included in the Remuneration Report, or their Closely Related Parties, regardless of the capacity in which the votes are cast; or
- (b) by a person who is a member of the Key Management Personnel at the date of the Annual General Meeting, or their Closely Related Parties, as a proxy.

However, votes will not be disregarded if they are cast by a person (the **voter**) as a proxy for a person entitled to vote on this Resolution and either:

- (c) the voter is appointed as a proxy by writing that specifies the way the proxy is to vote on this Resolution; or
- (d) the voter is the Chair and the appointment of the Chair as proxy:
 - (i) does not specify the way the proxy is to vote on this Resolution; and
 - (ii) expressly authorises the Chair to exercise the proxy even though this Resolution is connected directly or indirectly with the remuneration of a member of the Key Management Personnel.

3. RESOLUTION 2 – RE-ELECTION OF DIRECTOR – MR BERNARD DE ARAUGO

To consider and, if thought fit, to pass, with or without amendment, the following resolution as an **ordinary resolution**:

"That, for the purposes of ASX Listing Rule 14.4, rule 11.7(a) of the Constitution and for all other purposes, Mr Bernard De Araugo, a Director, retires by rotation, and being eligible, is re-elected as a Director."

4. RESOLUTION 3 – APPROVAL OF ISSUE OF PERFORMANCE RIGHTS TO MR MARK CLARK

To consider, and, if thought fit, to pass, with or without amendment, the following resolution as an **ordinary resolution**:

"That, for the purposes of ASX Listing Rule 10.14, sections 200B and 200E of the Corporations Act and for all other purposes, Shareholders authorise and approve the issue of 153,272 Performance Rights under the Performance Rights Plan by the Company to Mr Mark Clark, a Director of the Company, or his nominee, on the terms and conditions described in the Explanatory Statement."

Voting Exclusion:

The Company will disregard any votes cast in favour of this Resolution by or on behalf of:

- (a) a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question; or
- (b) an associate of that person or those persons.

However, this does not apply to a vote cast in favour of this Resolution by:

- (c) a person as proxy or attorney for a person who is entitled to vote on this Resolution, in accordance with directions given to the proxy or attorney to vote on this Resolution in that way;
- (d) the Chair as proxy or attorney for a person who is entitled to vote on this Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or
- (e) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on this Resolution; and
 - (ii) the holder votes on this Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting Prohibition Statement:

A person appointed as a proxy must not vote, on the basis of that appointment, on this Resolution if:

- (a) the proxy is either:
 - (i) a member of the Key Management Personnel; or
 - (ii) a Closely Related Party of such a member; and
- (b) the appointment does not specify the way the proxy is to vote on the Resolution.

However, the above prohibition does not apply if:

- (c) the proxy is the Chair; and
- (d) the appointment expressly authorises the Chair to exercise the proxy even though this Resolution is connected directly or indirectly with remuneration of a member of the Key Management Personnel.

Dated: 3 October 2024
BY ORDER OF THE BOARD

KIM MASSEY
COMPANY SECRETARY

EXPLANATORY STATEMENT

This Explanatory Statement has been prepared to provide information which the Directors believe to be material to Shareholders in deciding whether or not to pass the Resolutions.

1. FINANCIAL STATEMENTS AND REPORTS

In accordance with the Constitution, the business of the Meeting will include receipt and consideration of the annual financial report of the Company for the financial year ended 30 June 2024 together with the declaration of the Directors, the Directors' report, the Remuneration Report and the auditor's report.

The Company will not provide a hard copy of the Company's annual financial report to Shareholders unless specifically requested to do so. The Company's annual financial report is available on its website at www.capmetals.com.au.

2. RESOLUTION 1 – ADOPTION OF REMUNERATION REPORT

2.1 General

The Corporations Act requires that at a listed company's annual general meeting, a resolution that the remuneration report be adopted must be put to the shareholders. However, such a resolution is advisory only and does not bind the company or the directors of the company.

The remuneration report sets out the company's remuneration arrangements for the directors and senior management of the company. The remuneration report is part of the directors' report contained in the annual financial report of the company for a financial year.

The Chair of the meeting must allow a reasonable opportunity for shareholders to ask questions about or make comments on the remuneration report at the annual general meeting.

2.2 Voting consequences

A company is required to put to its shareholders a resolution proposing the calling of another meeting of shareholders to consider the appointment of directors of the company (**Spill Resolution**) if, at consecutive annual general meetings, at least 25% of the votes cast on a remuneration report resolution are voted against adoption of the remuneration report and at the first of those annual general meetings a Spill Resolution was not put to vote. If required, the Spill Resolution must be put to vote at the second of those annual general meetings.

If more than 50% of votes cast are in favour of the Spill Resolution, the company must convene a shareholder meeting (**Spill Meeting**) within 90 days of the second annual general meeting.

All of the directors of the company who were in office when the directors' report (as included in the company's annual financial report for the most recent financial year) was approved, other than the managing director of the company, will cease to hold office immediately before the end of the Spill Meeting but may stand for re-election at the Spill Meeting.

Following the Spill Meeting those persons whose election or re-election as directors of the company is approved will be the directors of the company.

2.3 Previous voting results

At the Company's previous annual general meeting the votes cast against the remuneration report considered at that annual general meeting were less than 25%. Accordingly, the Spill Resolution is not relevant for this Annual General Meeting.

2.4 Board recommendation

Noting that each Director has a personal interest in their own remuneration from the Company as set out in the Remuneration Report, the Board recommends that Shareholders vote in favour of Resolution 1.

3. RESOLUTION 2 – RE-ELECTION OF DIRECTOR – MR BERNARD DE ARAUGO

3.1 Background

The Constitution sets out the requirements for determining which Directors are to retire by rotation at an annual general meeting. Rule 11.7 of the Constitution provides that no director may retain office without re-election for more than three years or past the third annual general meeting following the Director's appointment, whichever is the longer.

Mr Bernard De Araugo, having been last elected to the Board on 24 November 2021, will retire in accordance with rule 11.7 of the Constitution and ASX Listing Rule 14.4 and being eligible, seek election from Shareholders.

3.2 Qualifications and other material directorships

Mr Bernard De Araugo

Mr De Araugo is a qualified metallurgist with over 30 years' experience in mining and processing, including senior management and technical roles at several gold mining operations in Australia and overseas.

He has held senior leadership roles across a range of business disciplines including operations, commercial management and technical functions at Orica Mining Services and leading processing consumables supplier Donhad Pty Ltd where he was an executive director for over 12 years.

Mr De Araugo currently provides metallurgical consulting services to the processing services industry.

During the past three years, Mr De Araugo has held no other listed company directorships.

3.3 Board recommendation

The Board (with Mr De Araugo abstaining in relation to Resolution 2) supports the election of Mr De Araugo and recommends that Shareholders vote in favour of Resolution 2.

4. RESOLUTION 3 – APPROVAL OF ISSUE OF PERFORMANCE RIGHTS TO MR MARK CLARK

4.1 Background

Resolution 3 seeks Shareholder approval for the Company to issue of 153,272 Performance Rights to Mr Mark Clark (or his nominee) under the Performance Rights Plan and on the terms and conditions set out below.

The Board is responsible for administering the Performance Rights Plan and the terms and conditions of the specific grants to participants under the Performance Rights Plan. The Performance Rights Plan was last approved by Shareholders at the Company's 2023 annual general meeting. A summary of the material terms of the Performance Rights Plan is set out in Schedule 1.

As an executive of the Company, Mr Clark is entitled to participate in the Company's incentive plans. The Board believes balancing remuneration between fixed remuneration and incentive-based remuneration is an important component of attracting and retaining the best available executive talent. The Board is also cognisant of general Shareholder opinion that equity-based rewards for staff should be linked to the achievement by the Company of performance conditions.

Accordingly, the Board has determined to offer 153,272 Performance Rights to Mr Clark, which will be subject to the terms of the Performance Rights Plan and the vesting conditions described in section 4.2 below.

4.2 Vesting conditions

The Performance Rights are subject to vesting conditions that are tied to the total shareholder return (**TSR**) of the Company relative to the TSR of the comparator group of companies set out in the table below (**Peer Group**) over a defined period of time (**Measurement Period**).

Peer Group		
Alkane Resources Limited	Bellevue Gold Limited	De Grey Mining Limited
Emerald Resources NL	Evolution Mining Limited	Genesis Minerals Limited
Gold Road Resources Limited	Northern Star Resources Limited	Ora Banda Mining Ltd
Pantoro Limited	Perseus Mining Limited	Ramelius Resources Limited
Regis Resources Limited	Resolute Mining Limited	St Barbara Limited
Vault Minerals Limited	Westgold Resources Limited	West African Resources Limited

The peer group is comparable ASX companies. This provides a broad and representative comparative peer group for Australian investors. The peer group will be adjusted if members are delisted (for reasons other than financial failure) or a company merges with or is acquired by another company in the peer group - in which case the resulting company remains in the peer group and the acquired company is removed. The Board has the discretion to adjust the peer group in other circumstances.

TSR is a method of calculating the return shareholders would earn if they held a notional number of shares over a period of time. TSR measures the growth in a company's share price together with the value of dividends during the period, assuming that all of those dividends are re-invested into new shares.

The Measurement Period for 100% of the Performance Rights is the 36 month period commencing on 1 July 2024 and ending on 30 June 2027 (**Performance Rights**).

TSR is calculated by reference to the volume weighted average price of Company shares traded on ASX during the 20 trading days before and including the first trading day of the Measurement Period and the 20 trading days up to and including the last trading day of the Measurement Period.

The proportion of the Performance Rights that vest, if any, will be determined as follows:

Relative TSR for Measurement Period	Proportion of Performance Rights that will vest
Below the 50th percentile	0%
At the 50th percentile	50%
Between the 50th and 75th percentile	Pro-rata between 50% and 100%
At and above the 75th percentile	100%

4.3 Other terms

Subject to the terms of the Performance Rights Plan, upon the satisfaction of the applicable vesting condition, each Performance Right entitles the holder to one Share. The holder is not required to pay any exercise price to the Company on the vesting or exercise of a Performance Right.

The expiry date of the Performance Rights is 31 December 2027.

Performance Rights that do not vest because of either a failure to achieve the vesting conditions or that have not vested by the expiry date will lapse (subject to the terms of the Performance Rights Plan).

4.4 ASX Listing Rule 10.14

Resolution 3 seeks Shareholder approval under ASX Listing Rule 10.14 for the issue of 153,272 Performance Rights to Mr Mark Clark (or his nominee) under the Performance Rights Plan (**PR Issue**).

ASX Listing Rule 10.14 provides that, subject to certain exceptions, a listed company must not permit any of the following persons to acquire equity securities under an employee incentive scheme:

- a director of the company (10.14.1);
- an associate of a director of the company (10.14.2); or
- a person whose relationship with the company or a person referred to in ASX Listing Rules 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by its shareholders (10.14.3),

unless it obtains the approval of its shareholders.

The PR Issue falls within ASX Listing Rule 10.14.1 and therefore requires Shareholder approval under ASX Listing Rule 10.14.

Resolution 3 seeks the required Shareholder approval to the PR Issue for the purposes of ASX Listing Rule 10.14.

Shareholders should note that, if Resolution 3 is passed, (i) the Company will be able to proceed with the PR Issue, (ii) approval will not be required under ASX Listing Rule 7.1 in respect of the PR Issue, and (iii) the PR Issue will be excluded from the calculation of the number of equity securities the Company can issue without Shareholder approval under ASX Listing Rule 7.1.

If Shareholders do not pass Resolution 3, the Company will not be able to proceed with the PR Issue.

For the purposes of ASX Listing Rule 10.15, the following information is provided in relation to the PR Issue pursuant to Resolution 3:

(a) The name of the person

The recipient of the Performance Rights will be Mr Mark Clark, or his nominee.

(b) Category the person falls within and why

The issue of the Performance Rights falls within ASX Listing Rule 10.14.1 because Mr Mark Clark is a Director of the Company.

- (c) The number and class of securities proposed to be issued to the person under the scheme for which approval is being sought
The maximum number of securities that may be issued to Mr Clark, or his nominee, is 153,272 Performance Rights.
- (d) Details of Mr Clark's current remuneration package
Mr Clark's current remuneration package comprises fixed remuneration of \$900,000 per annum (plus superannuation benefits).
- (e) The number of securities previously issued to Mr Clark under the scheme and the average acquisition price (if any) paid by Mr Clark for those securities
Since the Performance Rights Plan was last re-adopted at the Company's 2023 annual general meeting, Mr Clark received 154,670 Performance Rights with a nil exercise price under the Performance Rights Plan and as approved by shareholders in November 2023.
- (f) Summary of the material terms of the securities, an explanation of why that type of security is being used and the value the Company attributes to that security and its basis
A summary of the material terms of the Performance Rights is set out in sections 4.1 to 4.3 above, with a summary of the material terms of the Performance Rights Plan being set out in Schedule 1.

The Board has determined to issue Performance Rights because the Board considers that the Performance Rights will assist in:
- attracting, motivating and retaining Mr Clark;
 - delivering rewards to Mr Clark for individual and Company performance;
 - allowing Mr Clark the opportunity to increase his shareholding in the Company; and
 - aligning the interest of Mr Clark with those of Shareholders.
- The Company considers that the use of performance rights as opposed to other forms of incentive instruments achieves the optimal taxation and financial outcome for both the Company and the executive.
- The Company attributes a value of \$900,000 to the Performance Rights on the basis of multiplying the number of Performance Rights by the 5-day volume weighted average price of the Company's shares (\$5.87) up to 2 October 2024. No discount has been applied to account for any probability of the vesting conditions having been achieved. The Company has not received an independent valuation in relation to the Performance Rights.
- (g) The date or dates on or by which the Company will issue the securities
If Shareholders pass Resolution 3, the Performance Rights will be issued to Mr Clark or his nominee as soon as practicable after the date of the Meeting and in any event within 3 years of the Meeting. It is anticipated that all Performance Rights will be issued on the same date.
- (h) The price at which the Company will issue the securities to Mr Clark under the scheme
No price will be paid for the Performance Rights upon their issue, nor for the Shares provided upon the exercise of any Performance Right.
- (i) The material terms of the scheme
A summary of the material terms of the Performance Rights Plan is set out in Schedule 1.

- (j) A summary of the material terms of any loan that will be made in relation to the acquisition
There are no loans being made in relation to the acquisition of the Performance Rights.
- (k) Disclosure statement
Details of any securities issued under the Performance Rights Plan will be published in the annual report of the Company relating to a period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Performance Rights Plan after Resolution 3 is approved and who were not named in the Notice will not participate until approval is obtained under that rule.
- (l) A voting exclusion statement
A voting exclusion statement for Resolution 3 is included in the Notice.

4.5 Chapter 2E of the Corporations Act

Chapter 2E of the Corporations Act requires that, for a public company, or an entity that the public company controls, to give a financial benefit to a related party of the public company, the public company or entity must:

- obtain the approval of the public company's members in the manner set out in sections 217 to 227 of the Corporations Act; and
- give the benefit within 15 months following such approval,

unless the giving of the financial benefit falls within an exception set out in sections 210 to 216 of the Corporations Act.

The issue of the Performance Rights to Mr Mark Clark constitutes giving a financial benefit as Mr Clark is a related party of the Company for the purposes of the Corporations Act by virtue of being a Director.

The Board (excluding Mr Clark in respect of Resolution 3) has determined that the proposed issue of the Performance Rights the subject of Resolution 3 constitutes reasonable remuneration having regard to the respective position of the Company and the Mr Clark, including the duties and responsibilities of Mr Clark in relation to the Company.

Accordingly, the Board (excluding Mr Clark in respect Resolution 3) has determined that the issue of these rights falls within an exception to the need to obtain the approval of the Company's Shareholders for the purposes of Chapter 2E of the Corporations Act.

4.6 Termination benefits

Under section 200B of the Corporations Act, a company may only give a person a benefit in connection with their ceasing to hold a managerial or executive office in the company or a related body corporate if it is approved by Shareholders in accordance with section 200E or an exemption applies. This applies to Mr Clark.

The term 'benefit' has a wide operation and could capture the automatic or accelerated vesting of Performance Rights under the rules of the Performance Rights Plan.

This resolution will therefore also approve, under section 200E of the Corporations Act, any 'termination benefit' that may be provided to Mr Clark under the Performance Rights Plan in relation to the Performance rights contemplated by Resolution 3 in addition to any other termination benefits that may be provided to Mr Clarke under the Corporations Act. This may include the early vesting of those Performance Rights (and the receipt of Shares upon exercise of those Performance Rights) if Mr Clark ceases employment with the Company

due to death, disability, bona fide redundancy or other reason with the approval of the Board.

The value of such benefits cannot presently be ascertained but matters, events and circumstances that will, or are likely to, affect the calculation of that value include the number of Performance Rights held by Mr Clark prior to cessation of employment, the number that vest and the price of a share.

4.7 Board recommendation

The Board (other than Mr Clark given his interest in the Resolution) recommends that Shareholders vote in favour of Resolution 3.

5. ENQUIRIES

Shareholders may contact the Company Secretary on +61 8 9212 4600 if they have any queries in respect of the matters set out in these documents.

GLOSSARY

\$ means Australian dollars.

Annual General Meeting or **Meeting** means the meeting convened by the Notice.

ASX means ASX Limited (ACN 008 624 691) or the financial market operated by ASX Limited, as the context requires.

ASX Listing Rules means the official ASX Listing Rules of ASX.

Board means the current board of Directors of the Company.

Chair means the chair of the Meeting.

Closely Related Party of a member of the Key Management Personnel means:

- (a) a spouse or child of the member;
- (b) a child of the member's spouse;
- (c) a dependent of the member or the member's spouse;
- (d) anyone else who is one of the member's family and may be expected to influence the member, or be influenced by the member, in the member's dealing with the entity;
- (e) a company the member controls; or
- (f) a person prescribed by the *Corporations Regulations 2001* (Cth) for the purposes of the definition of 'closely related party' in the Corporations Act.

Company means Capricorn Metals Ltd (ACN 121 700 105).

Constitution means the Company's constitution, as amended from time to time.

Corporations Act means the *Corporations Act 2001* (Cth), as amended from time to time.

Directors means the current directors of the Company.

Explanatory Statement means this explanatory statement.

Key Management Personnel has the same meaning as in the accounting standards issued by the Australian Accounting Standards Board and means those persons having authority and responsibility for planning, directing and controlling the activities of the Company, or if the Company is part of a consolidated entity, of the consolidated entity, directly or indirectly, including any director (whether executive or otherwise) of the Company, or if the Company is part of a consolidated entity, of an entity within the consolidated group.

Notice or **Notice of Annual General Meeting** means the notice of meeting which accompanies this Explanatory Statement.

Performance Right means a right, granted pursuant to the Performance Rights Plan, to be provided a Share.

Performance Rights Plan means the plan established by the Company in relation to the potential offer of Performance Rights to executives of the Company.

Proxy Form means the proxy form accompanying the Notice.

Remuneration Report means the remuneration report set out in the Director's report section of the Company's annual financial report for the year ended 30 June 2024.

Resolutions means the resolutions set out in the Notice, or any one of them, as the context requires.

Share means a fully paid ordinary share in the capital of the Company.

Shareholder means a registered holder of a Share.

WST means Western Standard Time as observed in Perth, Western Australia.

SCHEDULE 1 – SUMMARY OF THE MATERIAL TERMS OF THE PERFORMANCE RIGHTS PLAN

The material terms of the Performance Rights Plan are summarised below.

Unless otherwise defined, capitalised terms in this Schedule 1 have the meaning given to them in the Performance Rights Plan.

- (a) **Eligibility and Grant of Performance Rights:** The Board may grant Performance Rights to any full or part time employee or Director of the Company or an associated body corporate, a casual employee or contractor of a Group Company, or a prospective participant, being a person to whom the Offer is made but who can only accept the Offer if an arrangement has been entered into that will result in the person becoming an Eligible Participant under one of the aforementioned categories (**Eligible Participant**). Performance Rights may be granted by the Board at any time.
- (b) **Consideration:** Each Performance Right issued under the Plan will be issued for nil cash consideration.
- (c) **Conversion:** Each Performance Right is exercisable into one Share in the Company ranking equally in all respect with the existing issued Shares in the Company.
- (d) **Exercise Price and Expiry Date:** The exercise price (if any) and expiry date for Performance Rights granted under the Plan will be determined by the Board prior to the grant of the Performance Rights.
- (e) **Exercise Restrictions:** The Performance Rights granted under the Plan may be subject to conditions on exercise as may be fixed by the Directors prior to grant of the Performance Rights (**Vesting Conditions**). Any restrictions imposed by the Directors must be set out in the offer for the Performance Rights.
- (f) **Renounceability:** Eligible Participants may renounce their offer in favour of a nominee (the Eligible Participants and their nominees are each **Participants**).
- (g) **Lapsing of Performance Rights:** Subject to the terms of the offer made to a Participant, an unexercised Performance Right will lapse:
 - (i) on the Participant ceasing to be an Eligible Participant and:
 - (A) any Vesting Conditions have not been met by the date the Participant ceases to be an Eligible Participant (**Ceasing Date**), unless the Board exercises its discretion to vest the Performance Rights or resolves to allow unvested Performance Rights to remain unvested after the Ceasing Date; or
 - (B) where any Vesting Conditions have been met by the Ceasing Date, the Participant does not exercise the Performance Right within a period of (1) month after the Ceasing Date (or a further date as determined by the Board after the Ceasing Date);
 - (ii) if any Vesting Condition is not satisfied or is unable to be met;
 - (iii) if a Participant engages in hedging or unauthorised dealing of the Performance Right;
 - (iv) if the Board deems that a Performance Right lapses due to fraud, dishonesty or other improper behaviour;
 - (v) if the Company undergoes a Change of Control or a winding up resolution or order is made, and the Performance Rights does not vest; or
 - (vi) the expiry date has passed.
- (h) **Change of Control:** The Board may resolve to waive any of the Vesting Conditions applicable to Performance Rights on a Change of Control occurring, and a Participant will be entitled to exercise any Performance Rights. Otherwise, the Performance Rights will lapse. Further, the Board may waive any of the Vesting Conditions if a company (**Acquiring Company**) obtains control as a result of a Change of Control and both the Company and the Acquiring

Company agree, a Participant may in respect of any vested Performance Rights that are exercised, be provided with shares of the Acquiring Company (or its parent) in lieu of Shares, on substantially the same terms and conditions as the Shares.

For the purposes of the Performance Rights Plan, **Change of Control** means:

- (i) a bona fide takeover bid is declared unconditional and the bidder has acquired a relevant interest in at least 50.1% of the Company's issued shares;
 - (ii) a court approves, under section 411(4)(b) of the Corporations Act, a proposed compromise or arrangement for the purposes of, or in connection with, a scheme for the reconstruction of the Company or its amalgamation with any other company or companies; or
 - (iii) in any other case, a person obtains voting power in the Company which the Board determines, acting in good faith and in accordance with their fiduciary duties, is sufficient to control the composition of the Board.
- (i) **Share Restriction Period:** Shares issued on the exercise of Performance Rights may be subject to a restriction that they may not be transferred, disposed of or otherwise dealt with until a restriction period has expired.
 - (j) **Disposal of Performance Rights:** Performance Rights will not be transferable (except in certain special circumstances with the Board's consent or by force of law) and will not be quoted on the ASX.
 - (k) **Participation:** There are no participating rights or entitlements inherent in the Performance Rights and holders will not be entitled to vote or attend at a meeting of Shareholders of the Company, receive any dividends declared by the Company or participate in new issues of capital offered to Shareholders during the currency of the Performance Rights without exercising those Performance Rights.
 - (l) **Bonus issue:** If Shares are issued pro rata to Shareholders generally by way of bonus issue (other than an issue in lieu of dividends or by way of dividend reinvestment) involving capitalisation or reserves or distributable profits, the number of Performance Rights to which each Participant is entitled, will be adjusted in the manner determined by the Board to ensure that no advantage accrues to the Participant as a result of the bonus issue.
 - (m) **Reorganisation:** In the event of any reorganisation (including consolidation, subdivision, reduction or return) of the issued capital of the Company, the rights of a Participant are to be changed in the manner determined by the Board to ensure that no advantage or disadvantage accrues to the Participant as a result of such corporate action, subject always to the rights of the Participant being changed to the extent necessary to comply with the ASX Listing Rules applying to a reorganisation of capital at the time of the reorganisation.
 - (n) **Change in exercise price:** A Performance Right does not confer a right to a change in exercise price (if any) or a change in the number of underlying Shares over which the Performance Right can be exercised.
 - (o) **Limitations on Offers:** When making an offer of Performance Rights, the Company must have reasonable grounds to believe that the number of Shares to be received on exercise of Performance Rights offered under an offer when aggregated with:
 - (i) the number of Shares that would be issued if each outstanding offer for Shares, units of Shares or options to acquire Shares under the Plan or any other employee incentive plan of the Company were to be exercised or accepted; and
 - (ii) the number of Shares issued during the previous 3 years from the exercise of Performance Rights issued under the Plan,does not exceed 5% of the total number of Shares on issue at the time of the offer.
 - (p) **Amendment:** The Board may, at any time, amend or add to all or any of the provisions of the Performance Rights Plan, an offer made under the plan or the terms or conditions of any Performance Rights. The Board cannot make an adjustment or variation to the terms of a Performance Right without the Participant's consent if such adjustment or variation would

have a materially prejudicial effect on the Participant, other than certain adjustments introduced primarily to comply with applicable laws or regulations (including the ASX Listing Rules), to correct any manifest error or mistake, or to take into account possible adverse tax implications.

- (q) **Winding up:** The Performance Rights do not confer any right to a return of capital and do not confer any right to participate in the surplus profit or assets of the entity upon a winding up.



Capricorn Metals Ltd | ABN 84 121 700 105

Proxy Voting Form

If you are attending the Meeting in person, please bring this with you for Securityholder registration.

Your proxy voting instruction must be received by **10.00am (AWST) on Sunday, 17 November 2024**, being **not later than 48 hours** before the commencement of the Meeting. Any Proxy Voting instructions received after that time will not be valid for the scheduled Meeting.

SUBMIT YOUR PROXY

Complete the form overleaf in accordance with the instructions set out below.

YOUR NAME AND ADDRESS

The name and address shown above is as it appears on the Company's share register. If this information is incorrect, and you have an Issuer Sponsored holding, you can update your address through the investor portal: <https://investor.automic.com.au/#/home> Shareholders sponsored by a broker should advise their broker of any changes.

STEP 1 – APPOINT A PROXY

If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name of that Individual or body corporate. A proxy need not be a Shareholder of the Company. Otherwise if you leave this box blank, the Chair of the Meeting will be appointed as your proxy by default.

DEFAULT TO THE CHAIR OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chair of the Meeting, who is required to vote these proxies as directed. Any undirected proxies that default to the Chair of the Meeting will be voted according to the instructions set out in this Proxy Voting Form, including where the Resolutions are connected directly or indirectly with the remuneration of Key Management Personnel.

STEP 2 - VOTES ON ITEMS OF BUSINESS

You may direct your proxy how to vote by marking one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

APPOINTMENT OF SECOND PROXY

You may appoint up to two proxies. If you appoint two proxies, you should complete two separate Proxy Voting Forms and specify the percentage or number each proxy may exercise. If you do not specify a percentage or number, each proxy may exercise half the votes. You must return both Proxy Voting Forms together. If you require an additional Proxy Voting Form, contact Automic Registry Services.

SIGNING INSTRUCTIONS

Individual: Where the holding is in one name, the Shareholder must sign.

Joint holding: Where the holding is in more than one name, all Shareholders should sign.

Power of attorney: If you have not already lodged the power of attorney with the registry, please attach a certified photocopy of the power of attorney to this Proxy Voting Form when you return it.

Companies: To be signed in accordance with your Constitution. Please sign in the appropriate box which indicates the office held by you.

Email Address: Please provide your email address in the space provided.

By providing your email address, you elect to receive all communications despatched by the Company electronically (where legally permissible) such as a Notice of Meeting, Proxy Voting Form and Annual Report via email.

CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate 'Appointment of Corporate Representative' should be produced prior to admission. A form may be obtained from the Company's share registry online at <https://automicgroup.com.au>.

Lodging your Proxy Voting Form:

Online

Use your computer or smartphone to appoint a proxy at <https://investor.automic.com.au/#/loginsah> or scan the QR code below using your smartphone

Login & Click on 'Meetings'. Use the Holder Number as shown at the top of this Proxy Voting Form.



BY MAIL:

Automic
GPO Box 5193
Sydney NSW 2001

IN PERSON:

Automic
Level 5, 126 Phillip Street
Sydney NSW 2000

BY EMAIL:

meetings@automicgroup.com.au

BY FACSIMILE:

+61 2 8583 3040

All enquiries to Automic:

WEBSITE:

<https://automicgroup.com.au>

PHONE:

1300 288 664 (Within Australia)
+61 2 9698 5414 (Overseas)

