

ASX Announcement

27 August 2025

NOTIFICATION OF VESTING OF UNQUOTED SECURITIES - PERFORMANCE RIGHTS

AIC Mines Limited (ASX: A1M) (**Company**) gives notice to the ASX pursuant to ASX Listing Rule 3.10.7.

Further to the Appendix 3G released on 7 September 2022 and the Appendix 3G released on 23 March 2023, the Company advises that 5,369,477 unquoted securities (**Vested Securities**), being performance rights issued under the Company's Equity Participation Plan, have vested on their performance conditions being met (70% pro rata) and the issue of a vesting notice by the Company to the holder of the performance rights. The Company confirms that vesting notices were issued on 27 August 2025.

Aaron Collieran, Managing Director and CEO, is the holder of 1,583,710 Vested Securities. Linda Hale, Non-Executive Director, is the holder of 123,530 Vested Securities.

Applicable vesting and performance conditions are:

Goal	Weighting	Measure	Level of vesting	Vesting Outcome
Total Shareholder Return - Absolute	30%	Share price increase greater than 50%	100%	Nil
		Share price increase between 25% and 50%	Pro rata 75%-100%	
		Share price increase between 10% and 25%	Pro rata 50%-75%	
		Share price <10%	Nil	
Total Shareholder Return - Relative	30%	Equal to or above 75th percentile	100%	100%
		Equal to or above 50th percentile and below the 75th percentile	Pro rata vesting on a straight line basis between 50% and 100%	
		Less than 50th percentile	Nil	
Cu equivalent Ore Reserve Growth	20%	Depletion replacement +>10% increase	100%	100%
		Between depletion replacement and up to 10% increase	Pro rata vesting on a straight line basis between 50% and 100%	
		Depletion replaced	50%	
		Depletion not replaced	Nil	
Cu equivalent Mineral Resource Growth	20%	Depletion replacement +>10% increase	100%	100%
		Between depletion replacement and up to 10% increase	Pro rata vesting on a straight line basis between 50% and 100%	
		Depletion replaced	50%	
		Depletion not replaced	Nil	



The performance rights may be exercised by holders before:

- 5 September 2027 (in relation to 4,867,305 performance rights issued on 5 September 2022);
- 20 March 2028 (in relation to 502,172 performance rights issued on 20 March 2023).

This announcement has been approved for issue by, and enquiries regarding this announcement may be directed to:

Aaron Colleran
Managing Director
Email: info@aicmines.com.au