



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

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



Part 2 - Issue details

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")



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.

Name of KMP	Name of registered holder	Number of +securities
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	Kimmey 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)

ASX +security code and description	Total number of +securities on issue
MIN : ORDINARY FULLY PAID	197,631,816

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

ASX +security code and description	Total number of +securities on issue
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

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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