

12 November 2025

## Issue of Performance Rights

**First Au Limited** (“First AU” or the “Company”) (ASX:FAU) advises that, following shareholder approval obtained at the General Meeting held on, 7 November 2025, the Company has now issued 181,500,000 Performance Rights to Directors in accordance with the resolutions approved by shareholders and the Company’s Employee Performance Rights and Options Plan (**Plan**).

The issue of performance rights forms part of the Company’s remuneration and incentive framework, designed to align the interests of Directors with those of shareholders and to reward the achievement of key performance and operational milestones that contribute to the long-term success of the Company.

The performance rights were issued for nil cash consideration and are subject to the vesting conditions detailed below:

### Details of Performance Rights Issued

Director	Performance Rights						
	Tranche A	Tranche B	Tranche C	Tranche D	Tranche E	Tranche F	Total
Mr Lei Shi	12,000,000	12,000,000	12,000,000	25,000,000	25,000,000	25,000,000	111,000,000
Mr Daniel Raihani	15,000,000	15,000,000	15,000,000	3,000,000	3,000,000	3,000,000	54,000,000
Mr Nicholas Karl Smithson	2,500,000	2,500,000	2,500,000	3,000,000	3,000,000	3,000,000	16,500,000
<b>Total</b>	<b>29,500,000</b>	<b>29,500,000</b>	<b>29,500,000</b>	<b>31,000,000</b>	<b>31,000,000</b>	<b>31,000,000</b>	<b>181,500,000</b>

### Vesting Conditions:

Director	Number of Performance Rights	Performance Hurdle	Expiry Date
Class A	29,500,000	VWAP of Share Price > \$0.009 for 30 consecutive trading days	3 years from issue
Class B	29,500,000	VWAP of Share Price > \$0.012 for 30 consecutive trading days	3 years from issue
Class C	29,500,000	VWAP of Share Price > \$0.015 for 30 consecutive trading days	3 years from issue
Class D	31,000,000	Establish a JORC 750koz gold equivalent inferred Resource at 1.1 g/t Au at Nimba Gold Project	3 years from issue
Class E	31,000,000	Establish a JORC 1.5Moz gold equivalent inferred Resource at 1.1 g/t Au at Nimba Gold Project	5 years from issue
Class F	31,000,000	Establish a JORC 3Moz gold equivalent inferred Resource at 1.1 g/t Au at Nimba Gold Project	5 years from issue
<b>Total</b>	<b>181,500,000</b>		

An **Appendix 3G** for the issue of the Performance Rights will be lodged separately following today's release.

**ENDS**

This announcement was approved for release by First Au Limited's Board.

For more information, please visit [www.firstau.com](http://www.firstau.com).

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**ABOUT FIRST AU LIMITED**

*FAU is an advanced gold and base metals exploration company listed on the Australian Securities Exchange (ASX:FAU) and is pursuing opportunities at its 100% owned Gimlet Gold project near Kalgoorlie. FAU has also recently entered into a joint-venture (currently FAU 35% and Hamak 65%) with Hamak Gold Limited for a three-staged earn-in acquisition (Stage-1 complete) of Liberia based Nimba Gold Project, held by 79 Resources Inc in Liberia. A 3,000 metres diamond drilling program is in progress. FAU has entered into a binding Heads of Agreement (HOA) with AustChina Holdings Limited (ASX:AUH) with an Option to divest its Eastern Victorian Goldfield Project.*