



Announcement Summary

Entity name

CHAMPION IRON LIMITED

Date of this announcement

Wednesday December 31, 2025

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 |
|--------------------|-------------------------|--|------------|
| CIAAM              | PERFORMANCE SHARE UNITS | 80,976   | 29/12/2025 |
| CIAAB              | RESTRICTED SHARE UNITS  | 54,053   | 29/12/2025 |
| CIAAL              | DEFERRED SHARE UNITS    | 10,252   | 29/12/2025 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

---

**1.1 Name of entity**

CHAMPION IRON 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**

ABN

**Registration number**

34119770142

**1.3 ASX issuer code**

CIA

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

31/12/2025



## 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:**

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

CIAAM : PERFORMANCE SHARE UNITS

Date the +securities the subject of this notification were issued

29/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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 |
|-------------------|---------------------------|-----------------------|
| David Cataford    | David Cataford            | 24,364                |
| Alexandre Belleau | Alexandre Belleau         | 9,752                 |
| Steve Boucratie   | Steve Boucratie           | 7,064                 |
| Michael Marcotte  | Michael Marcotte          | 6,249                 |

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

22 July 2024 Notice of Annual General Meeting held 29 August 2024:  
<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

80,976

ASX +security code and description

CIAAB : RESTRICTED SHARE UNITS

Date the +securities the subject of this notification were issued

29/12/2025



**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

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 |
|-------------------|---------------------------|-----------------------|
| David Cataford    | David Cataford            | 16,243                |
| Alexandre Belleau | Alexandre Belleau         | 6,501                 |
| Steve Boucratie   | Steve Boucratie           | 4,709                 |
| Michael Marcotte  | Michael Marcotte          | 4,166                 |

**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**

22 July 2024 Notice of Annual General Meeting held 29 August 2024:

<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

**Any other information the entity wishes to provide about the +securities the subject of this notification**

#### Issue details

**Number of +securities**

54,053

**ASX +security code and description**

CIAAL : DEFERRED SHARE UNITS

**Date the +securities the subject of this notification were issued**

29/12/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

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 |
|------------------|---------------------------|-----------------------|
| Michelle Cormier | Michelle Cormier          | 2,695                 |



|                  |                  |       |
|------------------|------------------|-------|
| Louise Grondin   | Louise Grondin   | 2,455 |
| Jessica McDonald | Jessica McDonald | 984   |
| Gary Lawler      | Gary Lawler      | 3,134 |
| Ronnie Beevor    | Ronnie Beevor    | 984   |

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

22 July 2024 Notice of Annual General Meeting held 29 August 2024:  
<https://announcements.asx.com.au/asxpdf/20240730/pdf/0661zt2ldv19xy.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

10,252

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)**

| <b>ASX +security code and description</b> | <b>Total number of +securities on issue</b> |
|---|---|
| CIA : ORDINARY FULLY PAID                 | 533,251,001                                 |

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

| <b>ASX +security code and description</b> | <b>Total number of +securities on issue</b> |
|---|---|
| CIAAM : PERFORMANCE SHARE UNITS           | 4,089,258                                   |
| CIAAB : RESTRICTED SHARE UNITS            | 2,727,477                                   |
| CIAAL : DEFERRED SHARE UNITS              | 514,629                                     |



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**

13