



ASX ANNOUNCEMENT

30 JANUARY 2026

Eagle Mountain Mining Limited

ASX:EM2

ACN: 621 541 204

Registered office:
Level 5, 191 St George's Tce
Perth WA 6000

Contact:
info@eaglemountain.com.au

Website:
eaglemountain.com.au

Shares on issue: 1.53b

Current Market Cap: \$13.8M

Cash: \$1.717M at
31 December 2025

Board of Directors

Rick Crabb
Non-Executive Chairman

Fabio Vergara
Executive Director

Roger Port
Non-Executive Director

Michael Fennell
Non-Executive Director

Proposed issue of Employee Incentive Securities

Eagle Mountain Mining Limited (ASX:EM2) (Eagle Mountain, the Company) advises it has agreed to issue 10,000,000 Performance Rights to Executive Director Fabio Vergara (or nominee) as part of its incentive program for senior executives.

The issue is subject to shareholder approval and will be made pursuant to the Company's Employee Incentive Plan.

Performance Rights

The Performance Rights are proposed to be issued following the work completed in 2025 relating to the negotiation and settling of option agreements with Marble Mountain Ventures LLC; Vincere Resource Holdings LLC; and Nitetsu Mining Co. Ltd.

The Performance Rights will vest subject to Mr Vergara remaining engaged with the Company and Eagle Mountain or its related entity entering into a binding agreement with Nittetsu Mining Co., Ltd or related entity on terms that are, in the opinion of the Company's Board, materially consistent with the Non-Binding Indicative Offer from Nittetsu Mining Co., Ltd as announced by the Company to the ASX on 5 November 2025.

Each Performance Right entitles the holder to subscribe for and be issued with one fully paid ordinary share in the Company. Mr Vergara or nominee will not be required to pay any amount to the Company for the grant of a Performance Right or any issue of Shares thereunder.

The Company will call a General Meeting of Shareholders to seek approval for the issue and to approve Mr Vergara's participation in the placement of the shortfall to the non-renounceable entitlement offer. (refer ASX announcement 28 January 2026)

This ASX announcement was authorised for release by the Board of Eagle Mountain Mining Limited.

For further information please contact:

Fabio Vergara
Executive Director
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Mark Pitts
Company Secretary
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ABOUT EAGLE MOUNTAIN MINING

Eagle Mountain is a copper-gold explorer focused on the strategic exploration and development of the Wedgetail and Silver Mountain Projects, both located in Arizona, USA. Arizona is at the heart of America's mining industry and home to some of the world's largest copper discoveries such as Bagdad, Miami and Resolution, one of the largest undeveloped copper deposits in the world.

Follow the Company's developments through our website and social media channels:



LinkedIn



Website

