



ASX Announcement

23 July 2026

Annual Issue of Employee Incentives

Chalice Mining Limited ("Chalice" or "the Company", ASX: CHN) advises it has issued 3,206,852 performance rights ("Performance Rights") and 4,577,229 options ("Options") to Key Management Personnel and employees of the Company under the terms of the Employee Securities Incentive Plan ("Plan").

Consistent with prior years, this incentive issuance reflects the Company's preference for equity-based over cash-based remuneration, supporting continued alignment with shareholder interests.

The Performance Rights and Options are subject to performance and vesting conditions as determined by the Board. The Options have the following key terms:

- a) Exercise Price: \$1.78
- b) Vesting Date: 21 July 2028
- c) Expiry Date: 23 July 2029

Alex Dorsch, Managing Director and Chief Executive Officer, has been awarded, 523,417 Performance Rights and 703,300 Options under the same terms and conditions. The issuance of the Performance Rights and Options to Mr Dorsch are conditional upon receiving shareholder approval, which will be sought at the Company's 2026 Annual General Meeting.

A separate "Notification Regarding Unquoted Securities" will be released to the ASX following this announcement, providing further information regarding the Performance Rights and Options. Additionally, further information relating to the performance and vesting conditions will be available in the 2026 Annual Report to be released in September.

This announcement has been authorised for release by the Disclosure Committee.

For further information, please visit www.chalicemining.com, or contact:

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