

# ASX ANNOUNCEMENT



17 April 2025

## Notice of 2025 AGM and Proxy Form

Copper producer Austral Resources Australia Ltd (ASX: AR1) ("Austral" or the "Company") refers to the notice of meeting and accompanying explanatory memorandum released to ASX on 17 April 2025 (together, the **Notice of Meeting**) in respect of the annual general meeting of the Company's shareholders (**Shareholders**) to be held on 21 May 2025 at 9:30am (AEST).

In reliance on section 253RA of the *Corporations Act 2001* (Cth), the Company will not be posting hard copies of the Notice of Meeting to Shareholders unless the Shareholder has given the Company notice in writing electing to receive documents in hard copy only. The Notice of Meeting can be viewed or downloaded from the Company's website or on the ASX announcements page at <https://www.australres.com/investors/announcements/> or at [www.asx.com.au](http://www.asx.com.au).

This announcement has been authorised for release to the ASX by the Company Secretary.

### FOR FURTHER INFORMATION PLEASE CONTACT:

**Austral Resources Australia Ltd**

**Jarek Kopias**

Company Secretary

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Brisbane City Qld 4000

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# AUSTRAL RESOURCES AUSTRALIA LTD

ACN 142 485 470

## NOTICE OF ANNUAL GENERAL MEETING

### EXPLANATORY NOTES

### PROXY FORM

#### **Date of Meeting**

Wednesday 21 May 2025

#### **Time of Meeting**

9:30am (AEST) (Brisbane time)

#### **Place of Meeting**

Offices of HopgoodGanim Lawyers,  
Level 8, Waterfront Place, 1 Eagle Street  
Brisbane, Queensland

For personal use only

**AUSTRAL RESOURCES AUSTRALIA LTD**  
**ACN 142 485 470**

**NOTICE OF 2025 ANNUAL GENERAL MEETING**

Notice is hereby given that the Annual General Meeting of Shareholders of Austral Resources Australia Ltd ("Company" or "Austral") will be held at the offices of HopgoodGanim Lawyers, Level 8, Waterfront Place, 1 Eagle Street, Brisbane, Queensland on Wednesday 21 May 2025 at 9:30am AEST.

The business to be considered at the Annual General Meeting is set out below.

This Notice of Meeting should be read in its entirety in conjunction with the accompanying Explanatory Notes, which form part of this Notice of Meeting and contain information in relation to the following Resolutions. If you are in any doubt as to how you should vote on the Resolutions set out in this Notice of Meeting, you should consult your financial or other professional adviser.

Defined terms used in this Notice of Meeting have the meanings given to those terms in the Glossary at the end of the Explanatory Notes.

**GENERAL BUSINESS**

**2024 Financial Statements**

To receive, consider and discuss the Company's annual financial report including the Directors' Declaration for the year ended 31 December 2024 and the accompanying Directors' Report, Remuneration Report and Auditor's Report.

**ORDINARY BUSINESS**

**Resolution 1 – Adoption of Remuneration Report**

To consider and, if thought fit, to pass with or without amendment, the following Resolution as a non-binding Resolution:

*"That the Remuneration Report that forms part of the annual financial report of the Company for the year ended 31 December 2024 be adopted for the purpose of section 250R(2) of the Corporations Act."*

Note: Section 250R(3) of the Corporations Act provides that the vote on this Resolution is advisory only and does not bind the Directors or the Company.

**Resolution 2 – Re-election of Mr Daniel Jauncey as a Director of the Company**

To consider and, if thought fit, to pass with or without amendment, the following Resolution as an Ordinary Resolution:

*"That Mr Daniel Jauncey, a Director retiring by rotation in accordance with clause 39 of the Constitution of the Company and ASX Listing Rule 14.5, being eligible, and having offered himself for re-election, be re-elected as a Director of the Company."*

**Resolution 3 – Re-election of Mr David Newling as a Director of the Company**

To consider and, if thought fit, to pass with or without amendment, the following Resolution as an Ordinary Resolution:

*"That Mr David Newling, a Director retiring by in accordance with clause 37 of the Constitution of the Company and ASX Listing Rule 14.4, being eligible, and having offered himself for re-election, be re-elected as a Director of the Company."*

## SPECIAL BUSINESS

### Resolution 4 - Issue Performance Rights to Mr David Newling as remuneration

To consider and, if thought fit, to pass, with or without amendment, the following Resolution as an Ordinary Resolution:

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the issue of Performance Rights to Mr David Newling (or his nominee) on the terms and conditions set out in the Notice of Meeting and Explanatory Notes."*

### Resolution 5 - Issue Performance Rights to Mr Daniel Jauncey as remuneration

To consider and, if thought fit, to pass, with or without amendment, the following Resolution as an Ordinary Resolution:

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the issue of Performance Rights to Mr Daniel Jauncey (or his nominee) on the terms and conditions set out in the Notice of Meeting and Explanatory Notes."*

### Resolution 6 - Issue Performance Rights to Mr Michael Hansel as remuneration

To consider and, if thought fit, to pass, with or without amendment, the following Resolution as an Ordinary Resolution:

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the issue of Performance Rights to Mr Michael Hansel (or his nominee) on the terms and conditions set out in the Notice of Meeting and Explanatory Notes."*

### Resolution 7 – Approval of 10% Additional Placement Capacity

To consider and, if thought fit, to pass with or without amendment, the following Resolution as a Special Resolution:

*"That, for the purpose of ASX Listing Rule 7.1A, approval is given for the Company to have the additional capacity to issue Equity Securities totalling up to 10% of the issued capital of the Company (at the time of the issue) calculated in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 and on the terms and conditions described in the Explanatory Notes."*

## CONTINGENT BUSINESS

### Resolution 8 – Conditional Spill Resolution

To consider and, if thought fit, to pass with or without amendment, the following Resolution as an Ordinary Resolution in accordance with section 250V of the Corporations Act:

*"That subject to and conditional on at least 25% of the votes cast on Resolution 1 being cast against the adoption of the Company's Remuneration Report:*

- a) another meeting of the Company's shareholders (the Spill Meeting) be held within 90 days of the date of this Meeting;*
- b) all of the Company's Directors in office, when the Resolution to make the Directors' Report to be considered at this Meeting was passed, and who continue in office, cease to hold office immediately before the end of the Spill Meeting; and*
- c) Resolutions to appoint persons to offices that will be vacated immediately before the end of the Spill Meeting be put to vote at the Spill Meeting."*

**Note that this resolution will only be put to this Meeting if the Company receives a "second strike" on its Remuneration Report – meaning that at least 25% of votes are cast against Resolution 1.**

## VOTING INFORMATION, EXCLUSIONS AND PROHIBITIONS

The business of the Meeting affects your Shareholding and your vote is important.

### Voting prohibition statement in relation to Resolutions 1 and 8

A vote on these Resolutions must not be cast (in any capacity) in favour of the Resolutions by or on behalf of either of the following persons:

- a) a member of the Key Management Personnel, details of whose remuneration are included in the Remuneration Report; or
- b) a Closely Related Party of such a member.

However, such person (the voter) described above may cast a vote on these Resolutions as a proxy if the vote is not cast on behalf of a person described above and either:

- a) the voter is appointed as a proxy by writing that specifies the way the proxy is to vote on these Resolutions; or
- b) the voter is the Chair of the Meeting and the appointment of the Chair of the Meeting as proxy:
  - i) does not specify the way the proxy is to vote on this Resolution; and
  - ii) expressly authorises the Chair of the Meeting to exercise the proxy even though these Resolutions is connected directly or indirectly with the remuneration of a member of the Key Management Personnel.

### Voting exclusions and voting restriction in relation to Resolutions 4, 5 and 6

In accordance with the ASX Listing Rules, the Company will disregard any votes cast in favour of these Resolutions by Mr David Newling, Mr Daniel Jauncey and Mr Michael Hansel, being individuals covered by Listing Rule 10.14.1, any other person who will obtain a material benefit as a result of the issue of the securities (except a benefit solely by reason of being a holder of ordinary securities), any person referred to in Listing Rules 10.14.1, 10.14.2 and 10.14.3 who is eligible to participate in the PSP or any of their Associates in accordance with Listing Rule 10.14.2.

However, this does not apply to a vote cast in favour of a Resolution by:

- a) a person as proxy or attorney for a person who is entitled to vote on the Resolutions, in accordance with directions given to the proxy or attorney to vote on the Resolutions in that way; or
- b) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolutions, in accordance with a direction on the Proxy Form to vote on the Resolutions as the Chair of the Meeting decides; or
- c) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an Associate of a person excluded from voting, on the Resolutions; and
  - ii) the holder votes on the Resolutions in accordance with directions given by the beneficiary to the holder to vote in that way.

A vote on these Resolutions must not be cast (in any capacity) on the Resolutions by or on behalf of either of the following persons:

- a) a member of the Key Management Personnel, details of whose remuneration are included in the Remuneration Report; or
- b) a Closely Related Party of such a member.

However, such person (the voter) described above may cast a vote on these Resolutions as a proxy if the vote is not cast on behalf of a person described above and either:

- a) the voter is appointed as a proxy by writing that specifies the way the proxy is to vote on these Resolutions; or
- b) the voter is the Chair of the Meeting and the appointment of the Chair of the Meeting as proxy:
  - i) does not specify the way the proxy is to vote on these Resolutions; and
  - ii) expressly authorises the Chair of the Meeting to exercise the proxy even though these Resolutions is connected directly or indirectly with the remuneration of a member of the Key Management Personnel.

Further, in accordance with the Corporations Act, a vote must not be cast on these Resolutions (and will be taken not to have been cast if cast contrary to this restriction) by Mr David Newling, Mr Daniel Jauncey and Mr Michael Hansel and any of their Associates.

### Voting exclusions in relation to Resolution 7

As the Company has not currently identified allottees of Securities pursuant to Resolution 7, a voting exclusion statement is not required.

In accordance with the ASX Listing Rules, the Company will disregard any votes cast in favour of the Resolution by or on behalf of any investors that are issued Shares, or expected to participate in a proposed issue, or who will obtain a material benefit as a result of a proposed issue under Listing Rule 7.1A between the date of despatch of the Notice and the date of the Meeting, and an Associate of that person or those persons.

However, this does not apply to a vote cast in favour of a Resolution by:

- a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chair of the Meeting to vote on the Resolution as the Chair of the Meeting decides; or
- a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - o the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an Associate of a person excluded from voting, on the Resolution; and
  - o the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

### Important information concerning proxy votes on Resolutions 1, 4, 5, 6 and 8

The Corporations Act places certain restrictions on the ability of Key Management Personnel and their closely related parties to vote on the Resolutions connected directly or indirectly with the remuneration of the Key Management Personnel.

Additionally, the Company will disregard any votes cast on Resolutions 1, 4, 5, 6 and 8 by any person appointed as a proxy by any person who is either a member of the Key Management Personnel or a Closely Related Party of such a member, unless:

- a) it is cast by the person as proxy for a person who is entitled to vote, in accordance with directions on the proxy form; or
- b) it is cast by the Chair of the Meeting as proxy for a person who is entitled to vote, in accordance with a direction on the proxy form to vote as the proxy decides.

For these reasons, Shareholders who intend to vote by proxy should carefully consider the identity of their proxy and are encouraged to direct their proxy as to how to vote on all Resolutions. In particular, Shareholders who intend to appoint the Chair of the Meeting as their proxy (including an appointment by default) are encouraged to direct the Chair of the Meeting as to how to vote on all Resolutions.

If the Chair of the Meeting is appointed, or taken to be appointed, as your proxy, you can direct the Chair of the Meeting to vote for, against or abstain from voting on Resolutions 1 and 5 by marking the box opposite the Resolution on the Proxy Form. You should direct the Chair of the Meeting how to vote on these Resolutions.

However, if the Chair of the Meeting is your proxy and you do not direct the Chair of the Meeting how to vote in respect of Resolutions 1, 4, 5, 6 and 8 on the Proxy Form, you will be deemed to have directed and expressly authorised the Chair of the Meeting to vote your proxy in favour of these Resolutions. This express authorisation acknowledges that the Chair of the Meeting may vote your proxy even if:

- a) Resolutions 1, 4, 5, 6 and 8 are connected directly or indirectly with the remuneration of a member or members of the Key Management Personnel of the Company; and
- b) the Chair of the Meeting has an interest in the outcome of Resolutions 1, 4, 5, 6 and 8 and, that votes cast by the Chair of the Meeting for these Resolutions, other than as authorised proxy holder, will be disregarded because of that interest.

### Voting, Attendance Entitlement and proxy

A Member who is entitled to attend and cast a vote at the Meeting and who wishes to vote on the Resolutions contained in this Notice should either attend in person at the time, date and place of the Meeting set out above or appoint a proxy or proxies to attend or vote on the Member's behalf.

A Member who is entitled to attend and cast a vote at the Meeting and who wishes to vote on the Resolutions contained in this Notice should appoint the Chair of the Meeting as their proxy to attend and vote on the Member's behalf. Austral encourages shareholders to **appoint the Chair of the Meeting as their proxy**.

Shareholders are encouraged to lodge their Proxy Forms online at <https://investor.automic.com.au/#/loginsah>.

In completing the attached Proxy Form, Members must be aware that where the Chair of the Meeting is appointed as their proxy, they will be directing the Chair of the Meeting to vote in accordance with the Chair of the Meeting's voting intention unless you indicate otherwise by marking the "For", "Against" or "Abstain" boxes. The Chair of the Meeting intends to vote undirected proxies in favour of each item of business. Members should note that they are entitled to appoint the Chair of the Meeting as a proxy with a direction to cast the votes contrary to the Chair of the Meeting's voting intention, or to abstain from voting, on any Resolution in the Proxy Form. Also, Members may appoint, as their proxy, a person other than the Chair of the Meeting.

A proxy need not be a Member of the Company. For the convenience of Members, a Proxy Form is enclosed. A Member who is entitled to attend and cast two or more votes is entitled to appoint two proxies. Where two proxies are appointed, each appointment may specify the proportion or number of voting rights each proxy may exercise. If the Member appoints two proxies and the appointment does not specify this proportion, each proxy may exercise half of the votes able to be cast by the appointing Member.

To vote by proxy, please complete and sign the enclosed Proxy Form and return by the time and in accordance with the instructions set out on the Proxy Form. In order to be valid, the Proxy Form must be received by the Company at the address specified below, along with any power of attorney or certified copy of a power of attorney (if the Proxy Form is signed pursuant to a power of attorney), by no later than 48 hours before the Meeting (i.e., by no later than 9:30am AEST on 19 May 2025):

On-line: <https://investor.automic.com.au/#/loginsah>.

By mail: Automic  
GPO BOX 5193  
SYDNEY NSW 2001

By hand: Level 5, 126 Phillip Street  
SYDNEY NSW 2000

By e-mail: [meetings@automicgroup.com.au](mailto:meetings@automicgroup.com.au)

Any Proxy Forms received after that time will not be valid for the Meeting.

A Member who is a body corporate may appoint a representative, including an individual, to attend the Meeting in accordance with the Corporations Act. Representatives will be required to present documentary evidence of their appointment on the day of the Meeting.

For the purpose of determining the voting entitlements at the Meeting, the Directors have determined that Shares will be taken to be held by the registered holders of those Shares at 7:00pm AEST on 19 May 2025. Accordingly, transactions registered after that time will be disregarded in determining entitlements to attend and vote at the Meeting.

By order of the Board

Jarek Kopias  
Company Secretary  
Brisbane, 17 April 2025

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## ANNUAL GENERAL MEETING - EXPLANATORY NOTES

These Explanatory Notes accompanying this Notice of Meeting are incorporated in and comprise part of this Notice of Meeting and should be read in conjunction with this Notice of Meeting.

If any Shareholder is in doubt as to how they should vote, they should seek advice from their legal, financial or other professional adviser prior to voting.

### Introduction

These Explanatory Notes have been prepared to provide Shareholders with material information to enable them to make an informed decision on the business to be considered at the Annual General Meeting of the Company. The Directors recommend Shareholders read these Explanatory Notes in full before making any decision in relation to the Resolutions.

Terms defined in the Notice of Meeting have the same meaning in these Explanatory Notes.

### Receiving financial statements and reports

The Corporations Act requires that Shareholders consider the annual consolidated financial statements and reports of the Directors and auditor every year.

There is no requirement either in the Corporations Act or the Constitution for Shareholders to approve the financial report, the Directors' report or the auditor's report. Shareholders will be given a reasonable opportunity at the Meeting to:

- a) ask questions about, or make comments on, the management of the Company; and
- b) ask a representative of the Company's Auditor, RSM Australia Partners, questions relevant to:
  - 1) the conduct of the audit;
  - 2) the preparation and content of the Auditor's Report;
  - 3) the accounting policies adopted by the Company in relation to the preparation of the financial statements; and
  - 4) the independence of the Auditor in relation to the conduct of the audit.

A Member who is entitled to cast a vote at the Meeting may submit written questions to the Company's Auditor if the question is relevant to the content of the Auditor's report or the conduct of the audit of the annual financial report. A written question must be submitted by giving the question to the Company no later than 5:00pm AEST on Wednesday 14 May 2025, being five business days before the day on which the Meeting is to be held and, the Company will then, as soon as practicable after the question has been received, pass the question on to the Auditor.

The Chair of the Meeting will allow a reasonable opportunity at the Annual General Meeting for a representative of the Company's Auditor to answer any such written questions submitted. If the Company's Auditor has prepared written answers to written questions, the Chair of the Meeting may allow these to be tabled at the Meeting and such written answers will be available to Members as soon as practicable after the Meeting. The Company will make copies of the question list reasonably available to Members attending the Meeting.

No Resolution is required to be moved in respect of this item of general business.

### GENERAL BUSINESS

#### Resolution 1: Adoption of Remuneration Report

The Remuneration Report for the financial year ended 31 December 2024 is set out in the Directors' Report within the 2024 Annual Financial Report, which is available on the Company's website: <https://www.australres.com/>. The Remuneration Report sets out the Company's remuneration arrangements for Directors, including the Managing Director, and members of the Company's Key Management Personnel.

Section 300A of the Corporations Act requires the Directors to include a Remuneration Report in their report for the financial year. Section 250R(2) of the Corporations Act requires the Remuneration Report to be put to a vote at the Company's Annual General Meeting. The vote on the Resolution is advisory only and does not bind the Directors or the Company. However, the Board will take the outcome of the vote into consideration when reviewing remuneration practices and policies.

#### Response to the first strike

At the 2024 AGM, Austral received a 'first strike' against the Remuneration Report for the financial year ended 31 December 2023. If Austral receives a 'second strike' against the FY24 remuneration report at this AGM, a separate resolution (Resolution 8) must be put to shareholders at the AGM asking if they wish to hold an extraordinary general meeting, a 'spill meeting'. The details of this process and what this means are explained in this Notice.

In response to the first strike the Austral Board has determined to keep executive salaries unchanged and reduce its executive cost structure with Daniel Jauncey currently moving to a non-executive role.



### Additional information

During discussion on Resolution 1, Shareholders will be given a reasonable opportunity as a whole to ask questions about, and make comments on, the Remuneration Report.

Shareholders will be asked to vote on Resolution 1 to adopt the Remuneration report at the Meeting. In accordance with the Corporations Act, the vote on the resolution will be advisory only and will not bind the directors or Austral. Nevertheless, the Board will take the outcome of the vote into account when considering Austral's future remuneration arrangements.

Austral received a first strike at the 2024 AGM against its Remuneration Report for the year ended 31 December 2024. As a result, if at least 25% of the votes validly cast on Resolution 1 are cast against the adoption of the Remuneration report for the year ended 31 December 2024, Austral would receive a 'second strike' for the purposes of the Corporations Act. In these circumstances, the Company would be required to put the conditional spill resolution in Resolution 8 to the vote of shareholders at this AGM. For details of the effect of the spill resolution, please read the explanatory notes for Resolution 8 below.

The Directors believe that the Company's remuneration policies and structures are appropriate relative to the size of the Company and its business.

**Board Recommendation:** The Board, while noting that each Director has a personal interest in their own remuneration from the Company, recommends that Shareholders vote **IN FAVOUR OF** Resolution 1.

The Chair of the Meeting intends to vote all undirected proxies for Resolution 1.

### Resolution 2: Re-election of Mr Daniel Jauncey as a Director of the Company

In accordance with clause 39 of the Constitution, there must be an election of Directors at each Annual General Meeting. A retiring Director is eligible for re-election.

ASX Listing Rule 14.5 provides that an entity which has directors must hold an election of directors at each annual general meeting.

Clause 39 of the Constitution provides, among other things, that:

- 39.1 Where the Company is listed, at each annual general meeting of the Company, the following Directors must retire from office:
  - (a) any Director required to submit to re-election because of Rule 39.6;
  - (b) any Director required to submit to re-election because of their appointment to fill a casual vacancy or as an addition to the Board;
  - (c) one-third of the Directors for the time being excluding:
    - a. any Director who has been appointed to fill a casual vacancy or as an addition to the Board; and
    - b. any Managing Director where there is more than one Managing Director,
 or if their number is not a multiple of three then the greater of:
    - c. one; or
    - d. the number nearest to but not exceeding one-third.
- 39.2 Rule 39.1 does not apply to the Managing Director but if there is more than one Managing Director, Rule 39.1 does not apply to that Managing Director determined in accordance with Rule 44.2(b).
- 39.3 The Directors to retire under Rule 39.1(c) shall be determined according to the length of time each Director has spent in office, with those having spent the longest time in office retiring.
- 39.4 Where two or more Directors have been in office an equal length of time, the Directors to retire shall, in default of agreement between them, be determined by lot.
- 39.5 The length of time a Director has been in office shall be computed from the Director's last election or appointment where the Director has previously vacated office.
- 39.6 Subject to Rule 39.2 but despite anything to the contrary in this Constitution, a Director shall not continue in office for a period in excess of three consecutive years or until the third annual general meeting following the Director's appointment, whichever is the longer, without submitting to re-election.
- 39.7 A retiring Director shall retain office until the conclusion of the Meeting at which the retiring Director's successor is elected.
- 39.8 A retiring Director shall be eligible for re-election.

Accordingly, Mr Daniel Jauncey is required to retire as a Director of the Company and being eligible, has offered himself for re-election. A resume of Mr Jauncey follows:

**Mr Daniel Jauncey** (Executive Director)

Mr Jauncey founded Matilda Earthmoving in 2000. This business was based in Toowoomba, Queensland and operated predominately in Southern Queensland and Northern New South Wales. In 2003, Dan saw an opportunity in the resource sector to supply late model, low-hour ancillary equipment on a rental basis. This alleviated a number of industry challenges and, as a result, Matilda Earthmoving was wound down and Matilda Equipment was formed. Over a 15-year period, Dan expanded Matilda Equipment nationally and also established a branch operating in Papua New Guinea. In 2012, Matilda Equipment was recognised as one of the fastest growing companies in the country and was placed in the BRW Fast 100 Companies. In 2018, Matilda Equipment was sold to an ASX listed company.

Mr Jauncey was instrumental in the acquisition of the key mining assets for Austral in 2019. Since acquisition, he has been involved in all facets of Austral, from day-to-day operations through to capital raising. Mr Jauncey continues to drive the direction of Austral, with the management team, on operational and financial aspects of the business and works with the board of directors to ensure the Company is progressing according to its objectives. Mr Jauncey continues to work closely with the investor relations team on market strategy and maintaining a strong relationship with shareholders.

The Board considers Mr Jauncey not to be an independent Director as defined under the ASX Corporate Governance Principles and Recommendations.

Mr Jauncey has been a Director of the Company since 19 July 2019.

**Board Recommendation:** The Directors (other than Mr Jauncey who is not entitled to make, and does not make, a recommendation in relation to the Resolution) recommend that Shareholders vote in favour of Resolution 2.

The Chair of the Meeting intends to vote all undirected proxies in favour of the re-election of Mr Jauncey.

**Resolution 3: Re-election of Mr David Newling as a Director of the Company**

In accordance with ASX Listing Rules, the Corporations Act and clause 37.2 of the Company's Constitution, a Director, having been appointed to the Board of the Company to fill a casual vacancy or as an additional Director may not hold office beyond the next Annual General Meeting.

Accordingly, Mr David Newling, who was appointed as an additional Director of the Company since the Company's last Annual General Meeting, retires automatically as a Director of the Company and being eligible, has offered himself for election. A resume of Mr Newling follows:

**Mr David Newling**, BBus, CAANZ, MAppFin, FFin, AAusIMM, MIML, GAICD (Non-Executive Director)

Mr Newling is an accomplished executive with exceptional financial acumen and strategic insight. He holds a Master's in Applied Finance and Investment, is a Chartered Accountant, and a Fellow of FINSIA. He is also a member of Chartered Accountants Australia and New Zealand, the Australian Institute of Management, an Associate Member of The Australasian Institute of Mining and Metallurgy, and a Graduate Member of the Australian Institute of Company Directors. He is the CEO of The Springwood Group, the family office of a renowned Australian retailing family, and has extensive experience across various industries in the public, private, and not-for-profit sectors.

The Board considers Mr Newling not to be an independent Director as defined under the ASX Corporate Governance Principles and Recommendations.

Mr Newling has been a Director of the Company since 30 June 2024.

**Board Recommendation:** The Directors (other than Mr Newling who is not entitled to make, and does not make, a recommendation in relation to the Resolution) recommend that Shareholders vote in favour of Resolution 3.

The Chair of the Meeting intends to vote all undirected proxies in favour of Resolution 3.

**Resolutions 4, 5 and 6: Issue Performance Rights to Mr Newling, Mr Jauncey and Mr Hansel****Background**

Mr Newling, Mr Jauncey and Mr Hansel (**Participating Directors**) are non-executive Directors with responsibility of management and oversight of the Company. For the purpose of remunerating the Participating Directors to preserve cash, the Board has determined to include an equity based component to their remuneration package. The Participating Directors have been invited by the board of the Company to receive Performance Rights, with time based Performance Conditions, if approved by Members at this Meeting.

### Reason for approval – Listing Rules

ASX Listing Rule 10.14 requires Shareholder approval for the issue of Equity Securities to a related party, or a person whose relationship with the entity, or a related party is, in ASX's opinion, such that approval should be obtained.

Accordingly, Shareholder approval is sought for the issue of Performance Rights to the Participating Directors (or their nominee/s) on the terms set out below. If approval of the issue of the Performance Rights is given under Listing Rule 10.14, approval is not required under Listing Rule 7.1. The issue of Performance Rights to the Participating Directors will therefore not be included in the 15% calculation for the purposes of Listing Rule 7.1.

All Performance Rights are proposed to be issued under the Company's PSP.

If Resolutions 4, 5 and 6 are approved, then the Participating Directors will be able to receive remuneration via the issue of the relevant Performance Rights.

If Resolutions 4, 5 and 6 are not approved, no Performance Rights will be issued to the Participating Directors pursuant to the PSP.

### Reason for approval – Corporations Act – Termination Benefits

The Corporations Act restricts the Company from giving certain "benefits" to certain persons (those who hold a managerial or executive office, as defined in the Corporations Act) on ceasing their employment with the Company (**Termination Benefits**), in the absence of prior shareholder approval unless an exemption applies.

The term "benefit" is defined broadly in the Corporations Act and includes benefits arising from the Board exercising its discretion under the rules of the PSP.

Accordingly, Resolutions 4, 5 and 6 also seek Shareholder approval for the purpose of the Company providing these Termination Benefits to the Participating Directors in accordance with the terms of the PSP.

Specifically, Shareholder approval is being sought to enable the Board to exercise certain discretions under the PSP, including the discretion to determine to waive some or all of the Performance Conditions attaching to Performance Rights or accelerate their vesting, where a participant ceases to be employed or engaged by the Company, including as a result of redundancy, death, total or permanent incapacity and other circumstances determined by the Board.

This approval is being sought in respect of the current participation in the PSP, and the Termination Benefits that may arise if and when the Participating Directors cease to be engaged by the Company.

Other than as expressly set out in Resolutions 4, 5 and 6, no current Director will participate in the PSP unless separate Shareholder approval is first obtained.

For the purposes of section 200E of the Corporations Act, the Company advises that various matters will or are likely to affect that value of the Termination Benefits that the Board may give under the PSP and, therefore the value of the Termination Benefits cannot be determined in advance.

The value of a particular benefit resulting from the exercise of the Board's discretion under the PSP will depend on factors such as the Company's share price at the time of the exercise of this discretion and the number of Performance Rights that the Board decides to waive the Performance Conditions in respect of or for which the vesting date is accelerated. Some of the factors that may affect the value of the Termination Benefits are as follows:

- (a) the nature and extent of any Performance Conditions waived by the Board;
- (b) the number of Performance Conditions that have been satisfied at the time that the Board exercises this discretion; and
- (c) the number of unexercised Performance Rights that the Director holds at the time that this discretion is exercised.

### Issue of Performance Rights to the Participating Directors

Upon approval at this Meeting, the Company intends to issue Performance Rights to the Participating Directors over the next three years as detailed below. The Performance Rights will vest upon the performance hurdles being met as approved by the Board. The Company will not issue the Performance Rights later than the three year anniversary of approval of this Resolution at the Meeting.

In the event that all Performance Rights vest as detailed below, the Company will issue one Share for each vested Right. The Shares to be issued upon vesting of the Performance Rights will all be fully paid ordinary shares in the capital of the Company issued on the same terms and conditions as the Company's existing Shares at the date of issue.

The Company advises that there are no loans provided to the Participating Directors in relation to the issue of Performance Rights. Further key terms of the PSP are included in Appendix 1 to this Notice.

### Issue Price and Exercise Price

There is no issue price and consequently there are no funds raised upon issue of the Performance Rights as they are issued for nil consideration. Each issued Performance Right will have a nil exercise price.

### Performance Right Vesting

The Performance Rights vest and become exercisable if the Performance Conditions are determined to have been satisfied or as otherwise determined by the Board exercising its discretion.

Where the Performance Conditions are met and Performance Rights vest, Performance Rights may be exercised at any time prior to expiry – which will be set as approximately 5 years following date of issue (and no greater than 5 years). Upon Shareholder approval, the Participating Directors will be issued Performance Rights in lieu of cash remuneration to preserve the Company's funds at the discretion of the Participating Directors. Directors have agreed to settle at least 25% of their Director fees via issue of Performance Rights.

The number of Performance Rights to be issued will be based on the Company's VWAP for the month in which the remuneration is earned (directors will nominate the amount to be issued via equity for each month) and will be settled with Performance Rights rather than cash. Where the Company is suspended for all or part of a calendar month, the average closing price of the Company's Shares for that month will be used to set the price at which the number of Rights to be issued is calculated. An example of the calculation has been provided below.

Unvested Performance Rights will vest 3 months following the Director ceasing to hold office with the Company if earlier than the last day of the Exercise Period.

The Participating Directors will be required to remain with the Company for 3 months follow issue of Performance Rights for the Performance Rights to become vested and exercisable and unvested Performance Rights will vest 3 months following the Director ceasing to hold office with the Company.

#### Example

Monthly director fees (based on \$80,000 per annum)	\$6,667
Director agrees to settle 6 consecutive months of fees via issue of Rights	\$40,000
VWAP of AR1 Shares for the 6 months – assumes same VWAP for each month	\$0.20
Number of Performance Rights to be issued for 6 months of salary	200,000
Timing of Rights to be issued	December 2025
Timing of vesting	March 2026

### Director total current remuneration

The Participating Directors are remunerated as listed below (inclusive of superannuation).

**TABLE 1**

Director	Full year amount <sup>1</sup>	2024 payments <sup>2</sup>
D Newling	\$80,000	\$40,169 <sup>3</sup>
D Jauncey	\$60,818	\$340,516
M Hansel	\$60,818	\$60,681

<sup>1</sup> Director fees will increase to \$100,000 per annum for the Chair and \$80,000 per annum for non-executive Directors effective 1 July 2025 – within the current non-executive Director fee pool.

<sup>2</sup> Cash remuneration incurred for the year ended 31 December 2024 as disclosed the Company's remuneration report.

<sup>3</sup> Payment of remuneration has been deferred until the restructure of existing debt and/or re-quotation of the Company's Securities on the ASX.

The participating Directors have the following relevant interest in Equity Securities of the Company:

**TABLE 2**

Director	Shares	Performance rights currently held	Performance rights previously issued
D Newling	-	-	-
D Jauncey	258,244,321	13,832,610	22,268,750
M Hansel	500,000	1,396,785	1,603,350

If all the Performance Rights granted in the example above vest and are exercised, then a total of 200,00 new Shares would be issued. This will increase the number of Shares on issue from 527,165,826 to 527,365,826 (assuming that no other Shares are issued) with the effect that the shareholding of existing Shareholders would be diluted by approximately 0.04%.

The market price for Shares during the term of the Performance Rights will affect the value of the perceived benefit given to the Participating Directors. If, at any time, any of the Performance Rights vest, then there may be a perceived cost to the Company. Due to the current suspension in the Company's securities, the last traded price of AR1 Shares on ASX in the 12 months before to 31 March 2025 is \$0.16.

### Corporations Act – Related Party

Under Chapter 2E of the Corporations Act, a public company cannot give a financial benefit to a related party unless an exception applies or shareholders have in a general meeting approved the giving of that financial benefit to the related party.

In accordance with section 208 of the Corporations Act, to give a financial benefit to a related party, the Company must obtain Shareholder approval unless the giving of the financial benefit falls within an exception in sections 210 to 216 of the Corporations Act.

The Board has formed the view that Shareholder approval under section 208 of the Corporations Act is not required for the proposed issue of the Performance Rights, pursuant to Resolutions 4, 5 and 6, as the exception in section 211 of the Corporations Act applies. Shareholder approval must nonetheless be obtained pursuant to ASX Listing Rule 10.14. The Director Performance Rights which are proposed to be issued are considered to be reasonable remuneration for the purposes of section 211 of the Corporations Act.

### ASX Listing Rules Disclosure

ASX Listing Rule 10.14 provides that a Company must not issue or agree to issue securities to a Person, without first obtaining shareholder approval.

ASX Listing Rule 10.15 requires that the following additional information be provided to Shareholders when seeking an approval for the purposes of ASX Listing Rule 10.14:

- (a) the Performance Rights will be issued to nominees of the Participating Directors (or an entity associated with the Participating Directors), being persons who fall within Listing Rule 10.14.1 and, therefore, for whose nominees fall within Listing Rule 10.14.3;
- (b) the number of Performance Rights to be issued is variable as detailed above;
- (c) the issue of the Performance Rights, the subject of Resolutions 4, 5 and 6, will occur no later than three years after the date of the Meeting, but will vest upon meeting the required vesting condition;
- (d) the Performance Rights will be issued for no consideration and no consideration is payable by the Participating Directors upon the exercise and conversion of the Performance Right to a Share;
- (e) no funds will be raised upon the issue of Performance Rights, and the purpose of the issue is to include a cash preservation component available to the Participating Directors;
- (f) the Company has previously issued Performance Rights to the Participating Directors upon admission to the ASX as detailed in Table 2;
- (g) the Company will undertake a valuation of the Director Performance Rights using the Monte Carlo valuation method if approved by Shareholders at the Meeting. If all Director Performance Rights were currently vested, then each Director Performance Right would convert into one (1) Share in the Company and would currently be valued at \$0.16 per Share (closing Share price on 31 March 2025);
- (h) details of any Securities issued under the PSP will be published in the Company's annual report in the period to which they were issued along with a statement that approval for the issue was obtained under Listing Rule 10.14; and
- (i) any additional persons covered by Listing Rule 10.14 who became entitled to participate in an issue of Securities under the PSP after the Resolution is approved and who were not named in the Notice will not participate until approval is obtained under that Listing Rule.

### Board Recommendation

The Participating Directors decline to make a recommendation to Shareholders in relation to Resolutions 4, 5 and 6 due to their material personal interest in the outcome of the Resolutions on the basis that they may be issued Performance Rights should Resolutions 4, 5 and 6 be passed.

With the exception of the Performance Rights to each Participating Director in respect of the Resolution as it relates to themselves, no other Director has a personal interest in the outcome of Resolutions 4, 5 and 6 as they relate to the other Participating Directors. The Directors (other than in respect of Performance Rights that relate to themselves) recommend that Shareholders vote in favour of Resolutions 4, 5 and 6 for the following reasons:

- the issue of Performance Rights to the Participating Directors will better align the interests of the Participating Directors with those of Shareholders;
- the issue of the Performance Rights is a reasonable and appropriate method to provide cost effective remuneration as the non-cash form of this benefit will allow the Company to spend a greater proportion of its cash reserves on its operations than it would, if cash payments were given the Participating Directors under their employment arrangements; and
- it is not considered that there aren't any significant opportunity costs to the Company or benefits foregone by the Company in the issue of Performance Rights on the terms proposed.

The Chair of the Meeting intends to vote all undirected proxies in favour of Resolutions 4, 5 and 6.

### Resolution 7: Approval of 10% Additional Placement Capacity

#### Background

Listing Rule 7.1A enables eligible entities to issue Equity Securities up to 10% of its issued Share capital through placements over a 12 month period after the Annual General Meeting at which approval by special resolution of the issue is obtained (**10% Placement Facility**). This 10% Placement Facility is in addition to the Company's 15% placement capacity under Listing Rule 7.1 and allows the Company to issue up to 25% of its issued capital in total.

An eligible entity for the purposes of Listing Rule 7.1A is an entity that is not included in the S&P/ASX300 Index and has a market capitalisation of \$300 million or less. The Company is an eligible entity at the date of this Notice of Meeting and must remain

compliant with the requirements of Listing Rule 7.1A at the date of the Meeting to be able to utilise the additional capacity to issue Equity Securities under that Listing Rule.

Any Equity Securities issued under the 10% Placement Capacity must be in the same class as an existing class of quoted Equity Securities.

The Company is now seeking Shareholder approval by way of a Special Resolution which requires approval of 75% of the votes cast by Shareholders present and eligible to vote (in person, by proxy, by attorney or, in the case of a corporate Shareholder, by a corporate representative) to have the ability to issue Equity Securities under the 10% Placement Facility. The exact number of Equity Securities to be issued under the 10% Placement Facility will be determined in accordance with the formula prescribed in Listing Rule 7.1A.2.

If Resolution 7 is passed, the Directors will be able to issue Equity Securities in the Company for up to 10% of the Company's Securities on issue during the period up to 12 months after the Meeting, calculated in accordance with the formula prescribed in ASX Listing Rule 7.1A.2.

If Resolution 7 is not passed, the Directors will be unable to issue Equity Securities under the Company's 10% Additional Placement Capacity and the Company will be unable to raise funds using the Company's 10% Additional Placement Capacity.

### Number of Securities

The formula for calculating the maximum amount of Securities to be issued or agreed to be issued under the 10% Placement Facility is calculated as follows:

$$(A \times D) - E$$

**A** is the number of fully paid ordinary Securities on issue 12 months before the date of issue or agreement:

- plus the number of fully paid ordinary Securities issued in the 12 months under an exception in Listing Rule 7.2 (other than exception 9, 16 or 17);
- plus the number of fully paid ordinary Securities issued in the 12 months on the conversion of convertible securities within Listing Rule 7.2 exception 9 where:
  - o the convertible securities were issued or agreed to be issued before the commencement of the 12 months; or
  - o the issue of, or agreement to issue, the convertible securities was approved, or taken under the Listing Rules to have been approved, under Listing Rule 7.1 or Listing Rule 7.4;
- plus the number of fully paid ordinary Securities issued in the 12 months under an agreement to issue Securities within Listing Rule 7.2 exception 16 where:
  - o the agreement was entered into before the commencement of the 12 months; or
  - o the agreement or issue was approved, or taken under the Listing Rules to have been approved, under Listing Rule 7.1 or Listing Rule 7.4;
- plus the number of partly paid ordinary Securities that became fully paid in the 12 months;
- plus the number of any other fully paid ordinary Securities issued in the 12 months with approval under Listing Rule 7.4 (excluding an issue of Shares under the Company's 15% placement capacity without Shareholder approval);
- less the number of fully paid ordinary Securities cancelled in the 12 months.

**D** is 10%

**E** is the number of Equity Securities issued or agreed to be issued under this Listing Rule 7.1A.2 in the 12 months before the date of the issue or agreement and where the issue or agreement has not been subsequently approved by Shareholders under Listing Rule 7.4.

The ability to issue Equity Securities under Listing Rule 7.1A is in addition to the entity's 15% placement capacity under Listing Rule 7.1.

A number of scenarios showing potential issues under Listing Rule 7.1A are detailed in **Table 3**.

As at the date of this Notice of Meeting, the Company does not have any intention to issue any Equity Securities under ASX Listing Rule 7.1A.

### Specific information required by Listing Rule 7.3A

Pursuant to and in accordance with Listing Rule 7.3A, information is provided in relation to the approval of the 10% Additional Placement Capacity as follows:

#### 1. Timing

The date by which the Equity Securities may be issued is the earlier of:

- i) 12 months after the date of this Annual General Meeting;
- ii) the time and date of the Company's next annual general meeting; and
- iii) the time and date of approval by Shareholders of a transaction under Listing Rules 11.1.2 (a significant change to the nature or scale of activities) or 11.2 (disposal of main undertaking).

## 2. Minimum issue price

The issue price of Equity Securities issued under this 10% Additional Placement Capacity must be in an existing quoted class of the Company's Equity Securities and issued for a cash consideration per security which is not less than 75% of the VWAP for Securities in that class, calculated over the 15 trading days on which trades in that class were recorded immediately before:

- the date on which the price at which the Securities are to be issued is agreed by the Company and the recipient of the Securities; or
- if the Securities are not issued within 10 trading days of the date in paragraph i), the date on which the Securities are issued.

## 3. Purposes for which Equity Securities may be issued

The Company may seek to issue the Equity Securities to use the funds raised towards an acquisition of new projects, assets or investments (including expenses associated with such acquisition), continued exploration, development or production expenditure on the Company's current assets and/or general working capital. Shares issued under the 10% Additional Placement Capacity will be for cash consideration only.

## 4. Risk of economic and voting dilution

If this Resolution is approved by Shareholders and the Company issues Equity Securities under the 10% Additional Placement Capacity, there is a risk of economic and voting dilution to existing Shareholders, including the risk that:

- the market price for the Company's Equity Securities may be significantly lower on the date of the issue of the Equity Securities than on the date of the Meeting in which the approval under rule 7.1A is given; and
- the Equity Securities may be issued at a price that is at a discount to the market price for the Company's Equity Securities on the issue date.

Table 3 below shows:

- two examples where variable "A" has increased, by 50% and 100%. Variable "A" is based on the number of ordinary Securities the Company has on issue. The number of ordinary Securities on issue may increase as a result of ordinary Securities that do not require Shareholder approval (for example, a pro rata entitlements issue or scrip issued under a takeover offer) or future specific placements under Listing Rule 7.1 that are approved at a future meeting of Shareholders; and
- two examples where the issue price of ordinary Securities has decreased by 50% and increased by 100% as against the current market price.

TABLE 3

Variable "A" in Listing Rule 7.1A.2		Dilution		
		\$0.08 50% decrease in issue price	\$0.16 Issue Price	\$0.32 100% increase in issue price
Current Variable A 527,165,826 Shares	10% voting dilution Funds raised	52,716,582 Shares \$4,217,000	52,716,582 Shares \$8,435,000	52,716,582 Shares \$16,869,000
50% increase in current Variable A 790,748,739 Shares	10% voting dilution Funds raised	79,074,873 Shares \$6,326,000	79,074,873 Shares \$12,652,000	79,074,873 Shares \$25,304,000
100% increase in current Variable A 1,054,331,652 Shares	10% voting dilution Funds raised	105,433,165 Shares \$8,435,000	105,433,165 Shares \$16,869,000	105,433,165 Shares \$33,739,000

Table 3 has been prepared on the following assumptions:

- Variable A being 527,165,826 Shares on issue as at the date of this Notice of Meeting;
- The issue price set out above is based on a price of 16 cents, being the last market price of Austral Shares prior to the Company entering the suspension of trading in its Shares;
- The Company issues the maximum number of Equity Securities available under the 10% Additional Placement Capacity.
- The issue of Equity Securities under the 10% Placement Capacity consists only of Shares. It is assumed that no options or performance rights are exercised into Shares before the date of issue of the Equity Securities.
- The 10% voting dilution reflects the aggregate percentage dilution against the issued capital at the time of issue. This is why the voting dilution is shown in each example as 10%.
- Table 3 does not show an example of dilution that may be caused to a particular Shareholder by reason of placements under the 10% Additional Placement Capacity, pursuant to an exception set out in Listing Rule 7.2 or any other issue with the approval of shareholders.



- **Table 3** shows only the effect of issues of Equity Securities under Listing Rule 7.1A, not under the 15% placement capacity under Listing Rule 7.1.
- The funds raised have been rounded to the nearest thousand dollars.

#### 5. Allocation policy

The Company's allocation policy is dependent upon the prevailing market conditions at the time of any proposed issue pursuant to the 10% Additional Placement Capacity. The identity of the allottees of Equity Securities will be determined on a case-by-case basis having regard to, but not limited to, the following factors:

- The purpose of the issue;
- the methods of raising funds that are available to the Company, but not limited to, rights issues or other issues in which existing security holders can participate;
- the effect of the issue in the Equity Securities on control of the Company;
- the financial situation and solvency of the Company;
- prevailing market conditions; and
- advice from corporate, financial and broking advisors (if applicable).

The allottees under the 10% Additional Placement Capacity have not been determined as at the date of this Notice, but may include existing substantial Shareholders and/or new Shareholders who are not related parties or Associates of a related party of the Company.

#### 6. Previously obtained approval under ASX Listing Rule 7.1A

The Company has previously obtained Shareholder approval under Listing Rule 7.1A at the 2024 AGM on 22 May 2024. **Table 4** shows the total number of Equity Securities issued, or agreed to be issued, under ASX Listing Rule 7.1A.2 in the 12 months preceding the date of the Meeting and the percentage those issue represent of the total Equity Securities on issue at the commencement of that 12 month period.

**TABLE 4**

Equity Securities issued, or agreed to be issued, in the prior 12 month period	0 ordinary Shares
Percentage previous issues, or agreements to issue, represent of total number of Equity Securities on issue at commencement of the 12 month period	0%

The Company noted that there are no Equity Securities were issued or agreed to be issued under ASX Listing Rule 7.1A.2 by the Company during the 12 months preceding the date of the Meeting with no disclosure required under Listing Rule 7.3A.6(b).

**Board Recommendation:** The Directors recommend that Shareholders vote in favour of Resolution 7.

The Chair of the Meeting intends to vote all undirected proxies in favour of the approval of 10% Additional Placement Capacity.

#### Resolution 8: Conditional Spill Resolution

Under the Corporations Act, if at least 25% of the votes validly cast on the resolution to adopt the Remuneration Report at two consecutive annual general meetings are against the resolution, Shareholders must be given an opportunity to vote on a 'spill resolution' at the second meeting. This is known as the 'two strikes' rule. At the 2024 Austral AGM, more than 25% of the votes cast on the resolution to adopt the 2023 Remuneration report were cast against adopting the report and the Company received a 'first strike'. In accordance with the Corporations Act, Resolution 8 (called a 'spill resolution') will only be put to the AGM if Austral receives a 'second strike' on its Remuneration report. Austral will receive a second strike if at least 25% of the votes validly cast on Resolution 1 to adopt the 2024 Remuneration Report are cast against that resolution. If less than 25% of the votes validly cast on Resolution 1 are against the resolution, the spill resolution will not be put to the AGM.

#### Consequences of the spill resolution being passed

If Austral is required to put the conditional spill resolution to the Meeting, it will only be passed if an ordinary majority (more than 50%) of the votes validly cast on it are in favour of the spill resolution. If the spill resolution is put to the Meeting and is passed, Austral will be required to hold another meeting of shareholders (called a 'spill meeting') within 90 days after the AGM, to consider the composition of the board. If a spill meeting is required, the date of the meeting will be notified to shareholders in due course.

If a spill meeting is held, all Non-Executive Directors, namely David Newling, Daniel Jauncey and Michael Hansel (this assumes that Mr Jauncey is elected under Resolution 2 and Newling is elected under Resolution 3) would automatically cease to hold office at the end of the spill meeting unless they are willing to stand for re-election, and are re-elected, at that meeting.

The directors named above are those who held office on 31 March 2025 when the Directors' report (including the Remuneration Report) for the financial year ended 31 December 2024 was approved by the board.

Each of these named Non-Executive Directors would be eligible to seek re-election at the spill meeting. However, there is no assurance that any or all of them would do so. If Daniel Jauncey and David Newling are elected at the AGM, they would still need to be re-elected at any spill meeting to remain in office after that time.

Resolutions to appoint individuals to the offices that would be vacated immediately before the end of the spill meeting would be put to the vote at that meeting. Eligibility for election as a director at any spill meeting would be determined in accordance with Austral's Constitution.

### Considerations for deciding how to vote on Resolution 8

In deciding how to vote on Resolution 8, the board suggests that shareholders take the following factors into account:

- The board has considered the outcome of the 2024 AGM and the 'first strike' received on the Remuneration report for the year ended 31 December 2023, engaged with key stakeholders, and further reviewed Austral's remuneration arrangements. Based on this engagement, the Board has taken action to address concerns raised in relation to its remuneration strategy and reporting, including, but not limited to a freeze on all executive remuneration during 2024.
- The Company is currently undertaking a number of transformational steps designed to maintain the value of the Company's assets and has entered into a framework agreement to offset secured debt with the Anthill Deposit. The Board considers it currently has the right mix of skills and experience required to navigate Austral through this transformational phase; accordingly, stability and continuity of stewardship through this process is seen as important.
- Each of the Directors have previously been elected as a Directors with the strong support of Austral shareholders (this assumes that Daniel Jauncey and David Newling are re-elected under Resolutions 2 and 3).
- Holding a spill meeting would create significant disruption and uncertainty for Austral, and any changes to the board composition would create further disruption and may impact on our ability to attract and engage new non-executive directors with the requisite skills, knowledge and experience required. The board considers that this disruption would not be in the best interests of Austral or its shareholders.
- Substantial additional costs will be incurred if Austral is required to call and hold a spill meeting.

For further information about the Board's remuneration decisions, please read the explanatory notes Resolution 1 and our 2024 Remuneration report for the financial year ended 31 December 2024. If you intend to appoint a proxy to vote on your behalf on any spill resolution put to the meeting, please read the information under the heading 'Important information concerning proxy votes on Resolutions 1 and 5'.

**Board Recommendation:** If it is required to be put to the meeting, the Directors unanimously recommends that Shareholders vote **AGAINST** Resolution 8.

The Chair of the Meeting intends to vote all undirected proxies against Resolution 8.

## Glossary

In the Notice of Meeting and Explanatory Notes:

**10% Additional Placement Capacity** means the Equity Securities issued under Listing Rule 7.1A.

**AEST** means Australian Eastern Standard Time (Brisbane time).

**Annual Report** means the 2024 annual report released to ASX on 31 March 2025.

**Associate** has the meaning given to that term in the Listing Rules.

**ASX** means ASX Limited (ABN 98 008 624 691).

**Austral or the Company** means Austral Resources Australia Ltd (ABN 50 142 485 470).

**Board** means the board of Directors of Austral.

**Chair of the Meeting** means the chair of the Meeting.

**Closely Related Party** has the meaning given to it in the Corporations Act and the Corporations Regulations.

**Constitution** means the constitution of the Company.

**Corporations Act** means the *Corporations Act 2001* (Cth).

**Corporations Regulations** means the *Corporations Regulations 2001* (Cth).

**Director** means a director of the Company.

**Equity Securities** or **Securities** has the same meaning as in the Listing Rules.

**Explanatory Notes** means these explanatory notes.

**Key Management Personnel** means a member of the key management personnel as disclosed in the Remuneration Report.

**Listing Rules** and **ASX Listing Rules** means the listing rules of ASX.

**Meeting, AGM or Annual General Meeting** means the annual general meeting of Shareholders to be held at the offices of HopgoodGanim Lawyers, Level 8, Waterfront Place, 1 Eagle Street, Brisbane, Queensland on Wednesday 21 May 2025 at 9:30am AEST.

**Member** or **Shareholder** means each person registered as a holder of a Share.

**Notice** or **Notice of Meeting** means this Notice of Annual General Meeting.

**Ordinary Resolution** means a resolution passed by more than 50% of the votes cast by Shareholders entitled to vote at a general meeting of Shareholders.

**Participating Directors** means, together Mr Newling, Mr Jauncey and Mr Hansel.

**Performance Rights** means unquoted performance rights issued to Directors and employees of the Company pursuant to the PSP.

**Proxy Form** means the proxy form attached to this Notice of Meeting.

**PSP** means Performance Share Plan as approved by Shareholders on 22 May 2024.

**Remuneration Report** means the section of the Directors' report of Austral that is included in the Company's Annual Report.

**Resolution** means a resolution referred to in this Notice.

**Share** means a fully paid ordinary share in the capital of the Company.

**Special Resolution** means a resolution passed by at least 75% of the votes cast by Shareholders entitled to vote at a General Meeting of Shareholders.

**Spill Meeting** means a special meeting of Shareholders to be held within 90 days of the AGM if Resolution 8 is considered and passed.

**Key terms of the PSP**

1. **Eligibility**
  - a. The Board may, in its absolute discretion, grant Performance Rights to an "Eligible Employee".
  - b. An "Eligible Employee" is a Director, senior executive or full or part time employee or contractor of the Company or its associated body corporate, who is invited by the Board to participate in the PSP.
2. **Rights attaching to Performance Rights**
  - a. A Performance Right entitles its holder to a Share which can be exercised once the Performance Right has become exercisable and provided it has not lapsed.
  - b. The Board may determine that certain performance conditions must be satisfied before the Performance Right becomes exercisable.
  - c. If the performance conditions are satisfied, the Performance Rights vest and become exercisable.
  - d. A Performance Right does not give the holder a legal or beneficial right to Shares.
  - e. Performance Rights do not carry any rights or entitlements to dividends, return of capital or voting in shareholder meetings
  - f. A Performance Right does not entitle the holder to participate in any new issues of securities unless, before the record date for determining entitlements under the new issue, that performance right has vested, been exercised and a share has been issued in respect of that right.
3. **Exercise of Performance Rights**
  - a. Performance Rights will vest and become exercisable if:
    - i. the performance conditions set by the Board at the time of the grant are met;
    - ii. an event occurs such as the winding up of the Company; or
    - iii. the Board determines that a Performance Right becomes a vested Performance Right.
  - b. Once the Performance Rights become exercisable, the holder will need to exercise those rights to acquire Shares.
  - c. The exercise of any vested Performance Right granted under the PSP will be effected in the form and manner determined by the Board.
  - d. Consideration, if any, for the issue of Performance Rights will be determined by the Board.
4. **Lapse and Forfeiture**
  - a. The Performance Rights will lapse on its expiry date.
  - b. This period may be shortened if the holder ceases to be employed under certain circumstances or where performance conditions have not been met.
  - c. A Share issued on the exercise of an option will be forfeited upon the holder perpetrating fraud as against, acting dishonestly or committing a breach of its obligations to, the Company or any of its associated bodies corporate.
5. **Restrictions**
  - a. The maximum number of Performance Rights that can be issued under the PSP is that number which equals 5% of the total number of issued Shares in existence from time-to-time subject to the Corporations Act, the ASX Listing Rules or any other statutory or regulatory requirements. Participants in the PSP are prohibited from transferring Performance Rights without the consent of the Board.
  - b. Performance Rights will not be listed for quotation on the ASX. Shares issued on exercise of vested Performance Rights will be subject to transfer restrictions as determined by the Board at the time of granting the Performance Right.
  - c. In the event of any reconstruction of the issued capital of the Company between the date of allocation of the Performance Rights and the exercise of those rights, the number of Shares to which the holder will become entitled on the exercise of the Performance Right or any amount payable on exercise of the Performance Right will be adjusted as determined by the Board and in accordance with the Listing Rules.
6. **Administration**

To the full extent permissible by the Listing Rules and law, the Board may:

  - a. at any time waive or change a Performance Condition or any terms and conditions (in whole or in part) to which Performance Rights are subject.
  - b. vary the terms and conditions of a Performance Right;
  - c. amend or add to all or any of the Provisions of the Plan, provided that any amendment which prejudicially affects the rights of a Participant may require a Participant's consent.



# Proxy Voting Form

If you are attending the Meeting in person, please bring this with you for Securityholder registration.

Austral Resources Australia Ltd | ABN 50 142 485 470

Your proxy voting instruction must be received by **9.30am (AEST) on Monday, 19 May 2025**, being **not later than 48 hours** before the commencement of the Meeting. Any Proxy Voting instructions received after that time will not be valid for the scheduled Meeting.

## SUBMIT YOUR PROXY

Complete the form overleaf in accordance with the instructions set out below.

### YOUR NAME AND ADDRESS

The name and address shown above is as it appears on the Company's share register. If this information is incorrect, and you have an Issuer Sponsored holding, you can update your address through the investor portal: <https://investor.automic.com.au/#/home> Shareholders sponsored by a broker should advise their broker of any changes.

### STEP 1 – APPOINT A PROXY

If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name of that Individual or body corporate. A proxy need not be a Shareholder of the Company. Otherwise if you leave this box blank, the Chair of the Meeting will be appointed as your proxy by default.

### DEFAULT TO THE CHAIR OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chair of the Meeting, who is required to vote these proxies as directed. Any undirected proxies that default to the Chair of the Meeting will be voted according to the instructions set out in this Proxy Voting Form, including where the Resolutions are connected directly or indirectly with the remuneration of Key Management Personnel.

### STEP 2 - VOTES ON ITEMS OF BUSINESS

You may direct your proxy how to vote by marking one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

### APPOINTMENT OF SECOND PROXY

You may appoint up to two proxies. If you appoint two proxies, you should complete two separate Proxy Voting Forms and specify the percentage or number each proxy may exercise. If you do not specify a percentage or number, each proxy may exercise half the votes. You must return both Proxy Voting Forms together. If you require an additional Proxy Voting Form, contact Automic Registry Services.

### SIGNING INSTRUCTIONS

**Individual:** Where the holding is in one name, the Shareholder must sign.

**Joint holding:** Where the holding is in more than one name, all Shareholders should sign.

**Power of attorney:** If you have not already lodged the power of attorney with the registry, please attach a certified photocopy of the power of attorney to this Proxy Voting Form when you return it.

**Companies:** To be signed in accordance with your Constitution. Please sign in the appropriate box which indicates the office held by you.

**Email Address:** Please provide your email address in the space provided.

**By providing your email address, you elect to receive all communications despatched by the Company electronically (where legally permissible) such as a Notice of Meeting, Proxy Voting Form and Annual Report via email.**

### CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate 'Appointment of Corporate Representative' should be produced prior to admission. A form may be obtained from the Company's share registry online at <https://automicgroup.com.au>.

### Lodging your Proxy Voting Form:

#### Online

Use your computer or smartphone to appoint a proxy at <https://investor.automic.com.au/#/loginsah> or scan the QR code below using your smartphone

**Login & Click on 'Meetings'. Use the Holder Number as shown at the top of this Proxy Voting Form.**



#### BY MAIL:

Automic  
GPO Box 5193  
Sydney NSW 2001

#### IN PERSON:

Automic  
Level 5, 126 Phillip Street  
Sydney NSW 2000

#### BY EMAIL:

[meetings@automicgroup.com.au](mailto:meetings@automicgroup.com.au)

#### BY FACSIMILE:

+61 2 8583 3040

#### All enquiries to Automic:

#### WEBSITE:

<https://automicgroup.com.au>

#### PHONE:

1300 288 664 (Within Australia)  
+61 2 9698 5414 (Overseas)

