

17 April 2023

Issue of ZEPOs and Sign-on Rights

Sandfire Resources Ltd (**Sandfire** or **the Company**) advises that, following commencement of employment on 3 April 2023 by Mr Brendan Harris as Sandfire's Chief Executive Officer and Managing Director, the Company has granted to Mr Harris the following equity-related elements of his remuneration package:

- 77,120 zero exercise price options (**FY2023 LTI ZEPOs**); and
- 1,100,000 Sign-on Rights (**Rights**),

with the FY2023 LTI ZEPOs and the Rights issued under the Company's long-term incentive plan (**LTIP**) (which was approved by shareholders at Sandfire's 2020 Annual General Meeting).

The material terms of the FY2023 LTI ZEPOs and the Rights were set out in Annexures A and B, respectively, to the Notice of Extraordinary General Meeting and Explanatory Memorandum to Shareholders (refer to ASX announcement dated 15 February 2023). The issue of the FY2023 LTI ZEPOs and Rights was approved by shareholders at the Extraordinary General Meeting held on 21 March 2023.

The Company further advises that it has granted a total of 46,278 zero exercise price options (**Employee ZEPOs**) under the LTIP to senior employees who commenced employment with the Company part way through the 2023 financial year as part of their remuneration packages.

Further details regarding the FY2023 LTI ZEPOs, the Rights, and the Employee ZEPOs are contained in the Appendix 3Gs released on the date of this announcement.

For further information, please contact:

Sophie Raven
Company Secretary

This announcement is authorised for release by Sandfire's Company Secretary, Sophie Raven.