

Employee Performance Incentives

Battery Age Minerals Ltd (ASX: BM8; “Battery Age” or “the Company”) advises that 1,255,000 performance rights have been issued under the Company’s Employee Incentive Securities Plan (“EISP”), approved by Shareholders on 16 December 2022.

The Company recognizes the importance of delivering appropriately structured incentives to eligible participants to align their interests with those of Shareholders of the Company. The Company’s ESIP has been designed to align performance to the Company’s strategic objectives, and to retain, reward and attract talent over the longer term. All incentives remain at risk and subject to the achievement of performance hurdles directly linked to the Company’s operational performance, as detailed in Annexure A.

The material terms and conditions of the performance rights are attached as Annexure A to this announcement. An Appendix 3G notice will be lodged separately. Full details of the Company’s EISP is outlined the Company’s Notice of Meeting dated 16 November 2022.

Release authorised by the Chairman of Battery Age Minerals Ltd.

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Forward-Looking Statement

This announcement may contain certain forward-looking statements and projections. Such forward looking statements/projections are estimates for discussion purposes only and should not be relied upon. Forward looking statements/projections are inherently uncertain and may therefore differ materially from results ultimately achieved. Battery Age Minerals Limited does not make any representations and provides no warranties concerning the accuracy of the projections and disclaims any obligation to update or revise any forward-looking statements/projects based on new information, future events or otherwise except to the extent required by applicable laws. While the information contained in this report has been prepared in good faith, neither Battery Age Minerals Limited or any of its directors, officers, agents, employees or advisors give any representation or warranty, express or implied, as to the fairness, accuracy, completeness or correctness of the information, opinions and conclusions contained in this announcement.

Annexure A

- Entitlement** Subject to the terms and conditions, each Performance Right, once vested, entitles the holder to the issue of one fully paid ordinary share in the capital of the Company ("Share").
- Term** The Performance Rights will expire and lapse on the earlier of, (a) 5.00pm (WST) 27 January 2026; or (b) the Performance Rights lapsing and being forfeited under the EISP.
- Vesting Conditions** The rights have the following vesting conditions. For each tranche, each of the vesting conditions will need to be satisfied for the Performance Rights to Vest.

Tranche	Number of Performance Rights	Vesting Condition	Milestone Date
Tranche 1	205,000	The Company achieving a volume weighted average price over 20 consecutive trading days (20 Day VWAP) of at least \$0.80.	27-Jan -2026
Tranche 2	215,000	The Company achieving a volume weighted average price over 20 consecutive trading days (20 Day VWAP) of at least \$1.00.	27-Jan -2026
Tranche 3	215,000	The Company achieving a volume weighted average price over 20 consecutive trading days (20 Day VWAP) of at least \$1.20.	27-Jan -2026
Tranche 4	420,000	The Company announcing a maiden Lithium JORC compliant resource at the Falcon Lake Project of or greater than 10mt at 1% or more of Li ₂ O in the inferred category.	27-Jan -2026
Tranche 5	200,000	Upon employee continuous employment.	27-Jan -2025

- Issue Price** The Performance Rights are issued for nil cash consideration
- Termination of Employment** In the case of a termination of Employment during the milestone performance period, the Performance Rights will be dealt with under the terms of the Company's ESIP.