

## Vesting of Employee Service and Performance Rights

Hot Chili Limited (ASX: HCH) (TSXV: HCH) (OTCQX: HHLKF) (“Hot Chili” or the “Company”) gives notice pursuant to ASX listing rule 3.10.7 that a total of 1,229,433 Service Rights and Performance Rights (Rights) issued to key management personnel and employees under the Company’s Equity Incentive Plan (Plan) have vested.

The details of vested Rights are as follows:

ASX Code	Security Description	Securities on Issue	Vested	Vesting Condition Satisfied
HCHAW	Service Rights	3,161,864	938,953	Continuous service until the end of the service period, being 31 <sup>st</sup> December 2023
HCHAJ	Performance Rights	2,834,864	82,994	LTIFR less than 27 per annum and zero fatalities.
			207,486	Relative Shareholder Return Performance up until 31 <sup>st</sup> December 2023. Ranking must be above 75 <sup>th</sup> percentile for all rights to vest and above 50 <sup>th</sup> percentile for any rights to vest.

The vested Rights can be converted to fully paid ordinary shares in the Company (Shares) upon the exercise of the vested Rights by the holders at any time on or before 10 May 2028. Notice of vesting has been provided to the Rights’ holders, with no Rights exercised to date.

The Company will notify ASX of the issue of Shares upon exercise of vested Rights.

The vesting conditions were confirmed as being satisfied on 12 June 2024.

This announcement is authorised by the Managing Director for release to the ASX

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