

Employee Performance Incentives

Battery Age Minerals Ltd (ASX: BM8; **Battery Age** or **the Company**) advises in accordance with Listing Rule 3.10.3A, that 330,000 incentive performance rights have been issued under the Company's Employee Incentive Performance Plan ("ESIP"), approved by Shareholder on 16 December 2022.

The Company recognises 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 Appendix A.

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

Release authorised by the Board of Directors 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.

Appendix 1

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, the Vesting Condition becoming incapable of satisfaction due to expiration of the Milestone Date, or 5.00 pm (WST) 30 April 2026.
Vesting Conditions	The rights have three vesting conditions. For each tranche, each of the vesting conditions will need to be satisfied for the Performance Rights to Vest.

Number of Performance Rights	Vesting Condition	Milestone Date
80,000	Performance Rights (which are convertible on a 1:1 basis into shares in the Company) upon the Company achieving a VWAP over 20 consecutive trading days of at least \$1.00.	1-Apr-2026
200,000	Performance Rights (which are convertible on a 1:1 basis into shares in the Company) upon the Company announcing a Maiden Lithium JORC compliant resource at the Falcon Lake Project of greater than 10mt at 1% or more Li ₂ O in the inferred category or better.	1-Apr-2026
50,000	Performance Rights (which are convertible on a 1:1 basis into shares in the Company) upon the parties continuous employment until 1 April 2026.	1-Apr-2026

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.