



LONG TERM PERFORMANCE RIGHTS

On 4 June 2021, the Medusa Mining Limited ("Company") issued 350,000 Long Term Performance Rights ("PRs").

The PRs have been issued in accordance with the terms and conditions of an Employee Performance Rights Plan previously approved by shareholders of the Company on 28 January 2015.

Grant Date

4 June 2021

Vesting Date

1 January 2024

Entitlement

The performance rights have been issued which, upon vesting and subject to meeting pre-determined performance criteria conditions (refer below), entitles the holder to receive 1 ordinary MML share per PR at no cost.

An additional requirement is the holder of the PR will need to stay in employment with the Company at the time of vesting.

Performance Criteria

The Performance Criteria relevant to determining whether Performance Rights vest and are capable of being exercised are:

| Long Term Incentive measures | Weighting relative to Total PRs issued | Targets | | Score mechanism |
|---|--|--|---|--|
| | | Range of growth/change | Percentage allocation of Weighting | |
| Financial measure Earnings per Share growth | 20% | <ul style="list-style-type: none">Negative0 to 5% per annum growth5 to 10% per annum growth pro rataGreater than 10% per annum growth | <p>Zero</p> <p>Pro rata 0% to 40%</p> <p>Pro rata 40% to 100%</p> <p>100%</p> | EPS calculation to exclude nonrecurring items and measured as the cumulative annual growth rate over a 3 year period |

| Long Term Incentive measures | Weighting relative to Total PRs issued | Targets | | Score mechanism |
|--|--|---|--|--|
| | | Range of growth/change | Percentage allocation of Weighting | |
| Company Growth Increase in Ore Reserves | 20% | <ul style="list-style-type: none"> Negative Depletion replacement to 20% growth 20% to 40% growth Greater than 40% growth | Zero Pro rata 0% to 40% Pro rata 40% to 100% 100% | Based on JORC compliant reports for calendar December 2020 and 2023 |
| Long Term Infrastructure target Decline Development. Completion of Tigerway Decline Project development. | 10% | <ul style="list-style-type: none"> Less than 70% of decline developed 70% to 85% developed More than 85% of decline developed | Zero Pro rata 0% to 100% 100% | The range of growth/change relates to the decline metres developed at end of December 2023. |
| Measure of Company Return when compared to market Relative Total Shareholder Returns | 20% | <ul style="list-style-type: none"> Below 50th percentile At 50th percentile 50th to 75th percentile Greater than 75th percentile | Zero 50% Pro rata 50% to 100% 100% | Measured against Peer Group based on 30 day Volume Weighted Average Price ("VWAP") at the relative measure points at 30 June 2020 and 30 June 2023 |
| Measure of Company Return Absolute Total Shareholder Return | 20% | <ul style="list-style-type: none"> Below 20th percentile Between 20 to 50th percentile Greater than 50th percentile | Zero Pro rata 50% to 100% 100% | Measure by comparing 30 day VWAP at 30 June 2020 to 30 day VWAP at 30 June 2023 |
| Safety | 10% | <ul style="list-style-type: none"> Negative 20% improvement 20% to 40% improvement Greater than 40% improvement | Zero Pro rata 0% to 40% Pro rata 40% to 100% 100% | |

This announcement has been authorised for release by the Managing Director of Medusa Mining.

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