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ELIGIBILITY & PARTICIPATION

WHO CAN PARTICIPATE IN MYSHARE?

All full-time and part-time employees of any MinRes Group Company, including employees on fixed term contracts, are eligible to participate in MyShare (Plan), provided they do not participate in any other MinRes share Plan. Casual employees are not eligible to participate in MyShare.

IS THERE A MINIMUM LENGTH OF SERVICE REQUIRED TO PARTICIPATE IN MYSHARE?

No. If you are an eligible employee you can enrol during an enrolment period regardless of your length of service.

I'M ON A FIXED-TERM CONTRACT, CAN I PARTICIPATE IN MYSHARE?

Yes, you can participate in MyShare if you are on a fixed-term employment contract and employed directly with MinRes, subject to eligibility dates mentioned above.

If you leave MinRes due to the natural expiration of your contract on or before the end of a Holding Period (01 July 2023, 01 July 2024 etc), any rights to Matched Shares will be forfeited, however, you won't lose your Acquired Shares.

This application also applies to permanent employees who resign (described further in the Leaving section of this FAQ), as only participants who remain employed with MinRes at the end of the Holding Period will be entitled to receive Matched Shares.

WHAT HAPPENS IF I CHANGE MY EMPLOYMENT STATUS TO CASUAL?

Casual employees are not eligible to participate in MyShare so your contributions will cease.

Your Acquired Shares will, however, continue to be held in the Plan and you'll receive your Matched Shares at the end of the Holding Period, if you remain employed on a Casual basis.

Please refer to the [Ceasing Contributions](#) section of this FAQ for further information.

WHAT HAPPENS IF I AM PROMOTED AND BECOME ELIGIBLE FOR ANOTHER SHARE PLAN?

You will no longer be eligible to participate in MyShare so your contributions will cease.

Your Acquired Shares will, however, continue to be held in the Plan and you'll receive your Matched Shares at the end of the Holding Period, if you remain employed with MinRes.

Please refer to the [Ceasing Contributions](#) section of this FAQ for further information.

CAN MEMBERS OF MY FAMILY TAKE PART IN, OR CONTRIBUTE TO, MYSHARE?

Family members who are not MinRes employees cannot participate.

JOINING THE PLAN

HOW DO I JOIN?

Eligible employees can enrol in the Plan via the MyShare website www.myshare.mrl.com.au during enrolment periods.

Check out the calendar for enrolment period dates.

HOW MANY OPPORTUNITIES PER YEAR ARE THERE TO JOIN?

There are two annual enrolment periods which will typically be in the months of June and December.

Check out the calendar for enrolment period dates.

WHEN DOES MYSHARE COMMENCE?

MyShare is an annual Plan which commences on 1 July, with deductions of contributions commencing in the first pay period in July each year.

If you enrol during the December intake, you will contribute for the second half of the Plan year only, with contributions starting in the first pay period in January.

DO I HAVE TO JOIN THE PLAN EACH YEAR?

Once you have enrolled in MyShare, you'll be automatically re-enrolled in the following year's Plan at the same contribution rate, unless you advise otherwise.

You can cease your participation in the Plan, including making contributions, at any time. If you wish to be enrolled at the maximum contribution amount each year, you'll need to choose this option when you enrol or amend your enrolment.

CAN I LEAVE THE PLAN DURING THE PLAN YEAR?

Yes, you can leave the Plan and cease your contributions to MyShare at any time by completing a **Cease Contributions Form**. Please refer to the Ceasing Contributions section of this FAQ for further information.

Your Acquired Shares will, however, continue to be held in the Plan and you'll receive your Matched Shares at the end of the Holding Period.

If you stop making contributions to the Plan at any time during the financial year you cannot join again until the next enrolment period (generally June and December).

For example, if you cease contributions to MyShare in August you won't be able to re-join again until December.

CONTRIBUTIONS & LIMITS

DO I HAVE TO MAKE CONTRIBUTIONS THROUGH MY PAY?

Yes, all contributions will be deducted from your salary by payroll. This is the only way to participate in MyShare.

IS THERE A MINIMUM AND MAXIMUM ANNUAL LIMIT ON THE AMOUNT I CAN CONTRIBUTE EACH YEAR?

Yes. The minimum annual contribution amount is \$1,000 and the maximum amount is \$ 5,000. Please refer below for further information on amounts that can be contributed per pay period.

HOW DO I KNOW THE MINIMUM AND MAXIMUM AMOUNTS THAT I CAN CONTRIBUTE PER PAY PERIOD?

When enrolling, you'll nominate one (1) of the below contribution amounts to be deducted from your fortnightly pay. The fortnightly and annual contributions amounts are as follows:

Fortnightly Contribution	Maximum Annual Contribution
\$192.30	\$5,000
\$153.84	\$4,000
\$115.38	\$3,000
\$76.92	\$2,000
\$38.46	\$1,000

If you are not in the Plan for the full financial year, you will not be able to contribute the maximum \$5,000. For example, if you enrol in December you will participate for six (6) months of the Plan year and therefore contribute a maximum of \$2,500 or minimum of \$500.

CAN I CHANGE MY CONTRIBUTIONS DURING A PLAN YEAR?

You can only change your contributions during an enrolment period during a Plan year, either in June or December. However, you can cease your contributions to MyShare at any time. Please refer to the Ceasing Contributions FAQ for further information.

WHAT DOES PAYROLL DO WITH MY CONTRIBUTIONS?

Payroll will transfer your contributions to the Plan Administrator on a quarterly basis. The Plan Administrator will then purchase shares as soon as practically possible after the end of each quarter – usually during the first weeks of October, January, April and July.

These Acquired Shares will be visible through the Plan Administrator's portal - EquatePlus. Participants have no entitlement to any interest or benefit earned on the contributions (if any) while held by the Plan Administrator.

I WORK PART TIME. HOW ARE MY CONTRIBUTIONS CALCULATED WHEN I PARTICIPATE IN THE PLAN?

Your contribution is not pro-rated, it will be calculated on the same basis as if you work full-time. However, this also means your contribution amount will not be reduced should you reduce your working hours. If you are planning to reduce your working hours during a Plan year, you'll need to take this into consideration when deciding on your annual contribution limit.

Remember that you can cease your contributions to MyShare at any time. Please refer to the Ceasing Contributions section of this FAQ for further information.

CAN I MAKE CONTRIBUTIONS WHILE ON TEMPORARY LEAVE (E.G. PAID PARENTAL LEAVE, SICK LEAVE, LONG SERVICE LEAVE)?

You can continue to participate if you are on paid leave (e.g., parental, personal or long service leave). You won't be able to participate while on any unpaid leave. Please refer to the Temporary leave section of the FAQ for further information.

CAN I MAKE CONTRIBUTIONS WHILST ON UNPAID LEAVE (E.G. SABBATICAL)?

You must receive a salary to make contributions to MyShare. Your participation in MyShare will be suspended for any periods when you do not receive a salary, so you won't be able to participate while on any form of unpaid leave.

Please refer to the Temporary leave section of this FAQ for further information. If you complete a Cease Contributions Form at any stage in the Plan year you won't be able to contribute again until the next enrolment period.

CAN I MAKE BACKDATED CONTRIBUTIONS WHEN I RETURN TO WORK?

No.

I BELIEVE THERE IS AN ERROR WITH MY CONTRIBUTIONS, IS MINRES OBLIGATED TO FIX THIS?

MinRes will look at issues on a case-by-case basis and is not obligated to fix any errors. It is the responsibility of all employees to ensure that the correct contributions are being deducted from their pay and that Acquired Share purchases are being completed for them.

DOES MINRES OPERATE A LOAN SCHEME?

No.

CAN I GIVE YOU THE ANNUAL MAXIMUM CONTRIBUTION, OR PARTIAL CONTRIBUTION IN A LUMP SUM?

No.

CAN I USE MY OPERATIONAL BOUNTS PLAN (QUARTERLY) OR ANNUAL STIP PAYMENT AS A CONTRIBUTION?

No, all contributions come from your ordinary fortnightly earnings.

WHEN DO PAYROLL DEDUCTIONS COMMENCE?

Deductions for MyShare commence from the first pay period in July and continue until June the following year.

WHEN DO PAYROLL DEDUCTIONS END?

The last payroll deduction for each MyShare plan year will be at the end of June. You'll automatically be re-enrolled in the following year's Plan at the same contribution rate unless you advise otherwise.

WHAT HAPPENS TO MY CONTRIBUTIONS IF I LEAVE MINRES OR CEASE MAKING CONTRIBUTIONS?

Once the Plan Administrator is notified of your departure or withdrawal from the Plan, no further shares will be purchased on your behalf. Your contributions made to date that have not been used to purchase shares will be refunded to you via payroll as taxable salary. Please refer to the Leaving section of the FAQ for further information.

CEASING CONTRIBUTIONS

HOW DO I STOP MY CONTRIBUTIONS TO MYSHARE?

You can cease your contributions to MyShare at any time by completing a Cease Contributions form accessible on our MyShare website. Your request to stop contributing to MyShare will be actioned as soon as your completed form is processed (note that this may not be before the next payroll deduction if there is insufficient time allowed).

WHAT HAPPENS TO ANY CONTRIBUTIONS FOR THE CURRENT QUARTER (I.E. THAT HAVE NOT BEEN USED TO BUY SHARES YET)?

Once the Plan Administrator is notified of your departure or withdrawal from the Plan, no further shares will be purchased on your behalf. Your contributions made to date that have not been used to purchase shares will be refunded to you via payroll (as salary that is subject to PAYG withholding).

WHAT HAPPENS TO ANY ACQUIRED SHARES PURCHASED IN PRIOR QUARTERS?

If you cease contributions during the Plan year, any Acquired Shares already purchased during the Plan year will remain in the Plan, and in the Employee Share Trust, for the remainder of the Holding Period. The Holding Period on your Acquired Shares and any entitlements to Matched Shares for the current year, and for any previous MyShare Plan years, are not affected if you choose to stop making contributions.

IF I CEASE CONTRIBUTIONS, CAN I RECOMMENCE MAKING CONTRIBUTIONS LATER IN THE PLAN YEAR? WHAT IF I CHANGE MY MIND?

If you cease your contributions, you can only restart them during one of the next enrolment periods, either in June or December.

PURCHASING SHARES

HOW ARE THE SHARES PURCHASED?

Your Acquired Shares are purchased using the contributions that have been deducted from your pre-tax salary each pay period. Payroll will collect your contributions and transfer them to the Plan Administrator on a quarterly basis, for the Plan Administrator to purchase the shares.

WHO PURCHASES THE SHARES?

The Plan Administrator purchases the shares on the Australian Stock Exchange (ASX).

HOW OFTEN ARE SHARES PURCHASED?

Shares will be purchased as soon as practical after the end of each quarter over the Plan year - usually during the third week of October, January, April and July.

WHAT SHARE PRICE IS USED TO CALCULATE HOW MANY SHARES ARE PURCHASED?

The share price used to calculate your Acquired Shares is the share price that is paid for the shares on the Australian Stock Exchange (ASX) at the time of purchase.

WHAT HAPPENS IF THERE ARE ANY CONTRIBUTIONS LEFT OVER AFTER EACH PURCHASE?

Any remaining contributions (i.e., that were insufficient to buy another whole share) are added to your contributions for the next purchase.

WHAT HAPPENS IF THERE ARE ANY CONTRIBUTIONS LEFT OVER AFTER ALL ANNUAL PURCHASES?

Any remaining contributions will be refunded to you. We are unable to roll remaining contributions over to the next Plan year as it may result in some participants unintentionally breaching the annual \$5,000 limit.

If you cease contributing to MyShare or leave MinRes any residual contributions that have not been used to purchase shares will be refunded to you via payroll as taxable salary.

ACQUIRED SHARES

WILL I BE ADVISED OF THE NUMBER OF SHARES THAT HAVE BEEN PURCHASED ON MY BEHALF?

Yes, you'll be advised by the Plan Administrator that the shares have been purchased.

You will be able to view the number of shares that have been purchased on your behalf via the EquatePlus portal. Your login details will be emailed to you shortly after the first purchase of shares has been made. The first purchase each year will usually be in October. If you enrol in the Plan in December,

the first purchase of shares will usually be in April.

WILL THE ACQUIRED SHARES BE IN MY NAME?

Acquired Shares are held under your name in the Mineral Resources Limited Employee Share Trust.

WILL I RECEIVE DIVIDENDS ON MY ACQUIRED SHARES?

Yes. Dividends will be paid to participants holding Acquired Shares or Matched Shares.

Participants must have a bank account recorded to receive their dividend directly into their bank account. When setting up your EquatePlus account with the Plan Administrator, you will be asked to enter bank account details.

HOW LONG DO I HAVE TO HOLD MY ACQUIRED SHARES IN ORDER TO RECEIVE MY MATCHED SHARES?

Acquired Shares purchased in MyShare FY24 need to be held until the end of the Holding Period, which will be up to and including 01 July 2025, to qualify for Matched Shares (see the Holding Period FAQ). Shortly after the end of the Holding Period, you will receive your Matched Shares .

Acquired Shares purchased in MyShare FY25 need to be held until the end of the Holding Period, which will be up to and including 01 July 2026, to qualify for Matched Shares (see the Holding Period FAQ). Shortly after the end of the Holding Period, you will receive your Matched Shares.

CAN I TRANSFER MY ACQUIRED SHARES TO A MEMBER OF MY FAMILY OR A TRUST?

No, you cannot transfer your Acquired Shares to a family member or a trust during a Holding Period. However, at the end of the Holding Period you can transfer your shares out of the MinRes Employee Share Trust onto the ordinary register into your own name. Once the shares are transferred into your own name you can then transfer the shares to someone else by completing a Standard Off Market Transfer or via a broker. Forms are available to initiate this on the EquatePlus platform.

CAN I SELL MY ACQUIRED SHARES AT ANY TIME?

You cannot sell your Acquired Shares during a Holding Period. However, you can sell your Acquired Shares at the end of the Holding Period. Remember, when dealing with any shares, you must ensure that you comply with our Securities Trading Policy.

HOW DO I SELL MY ACQUIRED SHARES?

Participants can sell their Acquired Shares using the Plan Administrator's online sale facility in EquatePlus, subject to compliance with our Securities Trading Policy.

HOLDING PERIOD

WHEN DOES THE HOLDING PERIOD END?

The Holding Period ends one (1) year from the end of the Plan year.

- For MyShare FY24, the Holding Period will end on 01 July 2025
- For MyShare FY25, the Holding Period will end on 01 July 2026

CAN I SELL OR TRANSFER MY ACQUIRED SHARES DURING THE HOLDING PERIOD?

You cannot sell or transfer your Acquired Shares during a Holding Period. However, you can sell or transfer your Acquired Shares at the end of the Holding Period (subject to compliance with our Securities Trading Policy).

WILL I BE ABLE TO RECEIVE MATCHED SHARES IF I LEAVE MINRES DURING THE HOLDING PERIOD?

Your eligibility to receive Matched Shares will depend on your reason for leaving, as set out in the Leaving FAQ.

CAN I STILL PARTICIPATE IN THE PLAN IF I LEAVE DURING A HOLDING PERIOD?

No, you must still be an employee to participate in MyShare.

WHAT HAPPENS AT THE END OF THE HOLDING PERIOD?

At the end of the Holding Period, you'll be given a Matched Share for each Acquired Share you hold if you are still employed by a MinRes Group Company.

MATCHED SHARES

HOW MANY MATCHED SHARES WILL I HAVE THE RIGHT TO RECEIVE?

You'll receive one (1) Matched Share for every Acquired Share you hold at the end of the Holding Period if you are still employed by a MinRes Group Company.

WHEN ARE THE MATCHED SHARES AWARDED?

The Matched Shares are allocated as soon as practicable after the end of the Holding Period.

- For MyShare FY24, this will occur shortly after 1 July 2025
- For MyShare FY25, this will occur shortly after 1 July 2026

The Holding Period for Acquired Shares will be reduced for Leavers as described in the Leaving FAQ.

DO I HAVE TO HOLD MY MATCHED SHARES FOR A PERIOD OF TIME AFTER THEY HAVE BEEN AWARDED TO ME?

No. No Holding Period applies to Matched Shares; you can sell your Matched Shares immediately after they have been awarded to you. However, when dealing with any shares, you must ensure that you comply with our Securities Trading Policy.

WHAT HAPPENS TO MY MATCHED SHARES IF I DON'T RE-ENROL IN MYSHARE IN THE FUTURE?

If you have participated in MyShare in a previous year but choose not to re-enrol for a future year, this will not affect your entitlement to Matched Shares under the previous Plan year. Your Matched Shares will be allocated according to the rules of the previous Plan year, whether you choose to make contributions to MyShare in the future.

WILL I BE TAXED ON MY MATCHED SHARES?

Yes, Tax is payable on your Matched Shares. See the section below on Tax for more information.

BECOMING A SHAREHOLDER AND RECEIVING DIVIDENDS

WHAT ARE DIVIDENDS?

A dividend is the distribution of part of a company's net profit, made to shareholders as a reward for investing in the company. Shareholders need to be recorded as owning shares at a date set by the company (the Record Date) in order to receive dividends.

WHEN ARE DIVIDENDS PAID?

MinRes typically pays dividends twice a year, with Record Dates in March and September. These will be paid directly to you by our Plan Administrator (see below for further information) and while your shares remain in the Plan, will be paid to you as a trust distribution rather than as a dividend. Please note that the payment of dividends by MinRes is subject to company performance.

HOW ARE DIVIDENDS PAID?

Participants must have a bank account recorded to receive their dividend directly into their nominated bank account. When setting up your EquatePlus account with the Plan Administrator, you will be asked to enter bank account details.

For new participants you'll be provided with details on how to access EquatePlus after the first purchase of shares has been made.

CAN I REINVEST DIVIDENDS TO BUY MORE SHARES?

No, this is not an option under the MyShare rules.

TAX

Please note that the information contained in the Tax FAQ is general advice only and you should consider obtaining your own independent financial and tax advice from an independent person appropriately licensed to provide such advice.

DOES MAKING PRE-TAX CONTRIBUTIONS TO MYSHARE REDUCE THE AMOUNT OF TAX THAT I HAVE TO PAY DURING THE PLAN YEAR?

Yes, you will pay tax on your net salary (after deducting your MyShare Contributions), which results in a lower amount of tax in the Plan year than you otherwise would have paid.

Please note however, that you are effectively deferring tax from the Plan year to the year in which your taxing point occurs (refer below for further information on taxing points).

WHEN WILL I NEED TO PAY TAX?

You'll be subject to income tax (at your marginal rate) on the value of your shares at the earliest of the following taxing points:

- You cease employment with MinRes, or
- At the end of the Holding Period, or
- When you are granted Matched Shares

The value of your shares is determined based on the share price at your relevant taxing point.

HOW WILL I BE TAXED?

Income tax will be payable on the value of your Acquired Shares and your Matched Shares (if any) at your marginal tax rate, with the timing of the tax payable depending on the taxing events outlined above.

If you keep your Acquired Shares until the end of the Holding Period, then the income tax is deferred as follows:

- MyShare FY24: income tax will not be payable until the FY26 tax return
- MyShare FY25: income tax will not be payable until the FY27 tax return.

The income tax payable will be based on:

- The marginal tax rate of the employee in the relevant tax year, and
- The value of the shares at your relevant taxing point (using the share price at your relevant taxing point).

You must declare the value of the shares you received in your tax return for the year in which the taxing point occurs.

You will be provided with an Employee Share Scheme (ESS) statement by the Plan Manager following the end of the relevant tax year to assist you with reporting the value of the shares in your tax return.

WILL I BE TAXED WHEN I SELL MY ACQUIRED OR MATCHED SHARES?

If you sell your shares more than 30 days after your taxing point, you will be subject to Capital Gains Tax (CGT) on the difference between the value of the shares at the taxing point, and the net sales

proceeds you receive.

If your shares have fallen in value since the taxing point, then you will make a capital loss equivalent to the reduction in value of your shares. This capital loss may be carried forward and applied against other capital gains that you may have in the current or future tax years.

If you sell your shares within 30 days of your taxing point, your ESS income will be deemed to be the net sales proceeds from the sale of your shares, and you will make a nil capital gain or loss on the sale.

WILL I HAVE TO PAY TAX ON MY DIVIDENDS?

Yes, any dividends paid by MinRes will also need to be included as income in the financial year they are received.

While the Employee Share Trust holds shares on your behalf, any dividends paid by MinRes will be received by you as a trust distribution. You will be able to download your Distribution Statement from EquatePlus shortly after payment of a dividend by MinRes.

Trust distributions are taxed in the same way as dividends, meaning you will receive a franking credit for the tax that MinRes has paid.

RISKS

ARE THERE ANY RISKS INVOLVED IN PARTICIPATING IN MYSHARE?

There are risks involved in receiving and holding MinRes Shares, including that the Shares may decline in value. If MinRes' share price falls, the Shares may be worth less than the net cost to you of acquiring them. Stock markets fluctuate and MinRes' Share price can rise and fall depending on its performance and other internal and external factors.

Other risks are that if MinRes' profits reduce or make a loss, dividends may reduce or might not continue to be paid at the current level or at all.

TEMPORARY LEAVE

CAN I MAKE CONTRIBUTIONS WHILE I AM ON TEMPORARY PAID LEAVE (E.G. PAID PARENTAL LEAVE, SICK LEAVE, LONG-SERVICE LEAVE)?

You can continue to participate in MyShare while you are on temporary paid leave and your contributions will continue for the periods you are receiving salary during that time. If your salary stops during the time you are on paid leave, then your contributions will also stop. Any shares that you have acquired through MyShare will be held in the Plan while you are on leave and the Holding Period and eligibility to receive any applicable Matched Shares will remain unchanged.

CAN I MAKE CONTRIBUTIONS WHILE I AM ON UNPAID LEAVE (E.G. SABBATICAL)?

No, you must be receiving a salary to make contributions to MyShare. Your participation in MyShare will be suspended for any periods when you do not receive a salary.

Acquired Shares will still be purchased at the end of the quarter with the contributions that you have made, and your Acquired (and any Matched Shares) will remain in your MyShare account.

The Holding Period and eligibility to receive any applicable Matched Shares will remain unchanged.

CAN I MAKE ADVANCE OR BACKDATED CONTRIBUTIONS TO COVER MY PERIOD OF UNPAID LEAVE?

No, you cannot make advance or backdated contributions into MyShare.

IF I AM ON TEMPORARY OR UNPAID LEAVE DURING THE HOLDING PERIOD WILL MY MATCHED SHARES BE REDUCED?

No, you'll still be eligible to receive one (1) Matched Share for each Acquired Share you have at the end of the Holding Period.

I AM ON UNPAID PARENTAL LEAVE, HOW CAN I CONTINUE MY CONTRIBUTIONS?

You must receive a salary to make contributions to MyShare. Your participation will be suspended for any periods when you do not receive a salary, including unpaid parental leave.

LEAVING MINRES

I AM LEAVING MINRES. WILL I STILL BE ABLE TO PARTICIPATE IN THE PLAN WHEN I LEAVE?

No. You won't be able to continue to participate in MyShare when you leave MinRes and will cease to be a participant of any existing Plans.

WHAT HAPPENS TO MY CONTRIBUTIONS IF I LEAVE MINRES, OR CEASE MAKING CONTRIBUTIONS?

Once the Plan Administrator is notified of your departure or withdrawal from the Plan, no further shares will be purchased on your behalf. Your contributions made to date that have not been used to purchase shares will be refunded to you via payroll as taxable salary.

IF I LEAVE BEFORE THE END OF THE HOLDING PERIOD, DO I LOSE MY RIGHT TO RECEIVE MATCHED SHARES?

Your eligibility to receive Matched Shares depends on your reason for leaving. The table below sets out the different leaving circumstances and the treatment of Matched Shares. Any applicable Matched Shares will be awarded as soon as practicable after you leave MinRes. In any other leaving situation, the treatment of Matched Shares is at MinRes' discretion.

Reason	Treatment of Matched Shares
Resignation / Termination / Dismissal for cause Retirement (earlier than genuine retirement age) Natural end of fixed term contract within the Holding Period	No entitlement to any Matched Shares
Retirement (at genuine retirement age) Death / Disability / Serious injury / Illness Redundancy / Retrenchment Business sale	Entitlement to 100% Matched Shares

DECEASED ESTATES

In the event a participant dies during the Holding Period, MinRes will allocate any applicable Matched Shares as soon as practical and transfer the shares into the name of the Deceased Estate. Thereafter any shareholdings will be managed by the executors of the Deceased Estate.

WHAT HAPPENS TO MY SHARES WHEN I LEAVE? WHAT ARE MY OBLIGATIONS?

MinRes will formally notify the Plan Administrator each month of participants who have ceased employment including the reason for departure. To ensure that you continue to receive all future communications about your MyShare entitlements and any residual contribution balances, it is your responsibility to provide MinRes (hrss@mrl.com.au) with your updated personal email, home address and contact number.

You also need to update your personal email, home address, contact number and banking details online in your EquatePlus account once it has been set up.

On leaving MinRes, the Holding Period for Acquired Shares ends and restrictions are lifted. This means

you can now sell or transfer your Acquired Shares. You will however lose your right to receive future Matched Shares when you leave.

Your shares will remain in MinRes Employee Share Trust indefinitely and you'll receive a notification from EquatePlus outlining leaver information and any actions required regarding your Acquired Shares and any Matched Shares. You can continue to access your shares on EquatePlus to either sell or transfer them. You will not be disadvantaged if you take no action. You will continue to receive a dividend and voting rights whilst the Acquired Shares and any Matched Shares continue to be held in the MinRes Employee Share Trust.

I AM RESIGNING FROM MINRES. DO I LOSE MY ACQUIRED SHARES AND WILL I LOSE MY RIGHT TO RECEIVE MATCHED SHARES?

You do not lose your Acquired Shares. However, you'll lose your right to receive Matched Shares when you leave.

PLAN ADMINISTRATOR (EQUATEPLUS) CONTACT DETAILS

WHAT IS EQUATEPLUS?

EquatePlus is the online share portal you can use to manage your MyShare holdings through the entire Plan life cycle. This platform is provided by Computershare, our Plan Administrator.

For new participants, details on how to access your EquatePlus account will be emailed to you after the first share purchase made on your behalf. You can then maintain your personal details (email address, address, contact number and banking details etc) online via your EquatePlus account.

You will also be able to use your EquatePlus account to view the number of shares held under your name and each new additional purchase as they get added to your account.

HOW DO I CONTACT EQUATEPLUS?

You can contact the EquatePlus (Computershare) team via the following methods:

- Email: shareplans@computershare.com.au
- Phone: 1300 653 781 (Contact centre is open Monday to Friday, 8 AM to 8 PM AEST) or 1800 107 330 (toll-free)
- Chat: Chat functionality is available on the EquatePlus platform

CONTACT



HelpChat

Average waiting time: 5 minutes

Start chat

WHAT IF I HAVE FURTHER QUESTIONS ABOUT MYSHARE?

If you have any further questions you can send them through to rewards@mrl.com.au .

OTHER INFORMATION

SHARE PRICES AND INDEPENDENT ADVICE

The market share price for MinRes shares is available at any time via the internet at www.MRL.com.au or on the Australian Stock Exchange www.asx.com.au

The MyShare advice and information provided to employees in relation to their potential participation in the Plan contains general advice only and employees should consider obtaining their own independent financial and tax advice from an independent person appropriately licensed by relevant organisations to provide such advice.

FINANCIAL SERVICES GUIDE

As the Plan Administrator may provide financial services in relation to MyShare, they may be required to give you a Financial Services Guide (**FSG**) setting out the particulars relevant to those financial services. The FSG can be provided to MinRes as your agent to receive the FSG in a manner agreed by the agent. If you participate in MyShare, you are deemed to appoint MinRes as your agent to receive the FSG (and any updates). The FSG has been provided to MinRes and is accessible via the MyShare website www.MyShare.mrl.com.au.

EXAMPLE: MYSHARE FY(XX) – JOINING FOR THE FIRST TIME

The following example provides an overview of the main MyShare events for an employee who joins at the start of a new Plan year and participates in the Plan for the full year. The example does not reflect someone who enrolls in December.

Event	Timing			
You enrol in MyShare and elect to contribute pre-tax salary according to the payroll deduction value you have nominated (up to the maximum contribution amount allowed**).	June			
MRL Rewards sends an email confirmation of your successful enrolment and contribution amount for MyShare.	June			
Your first contribution is deducted from your pre-tax salary.	July			
Your EquatePlus account will be activated. This online portal will provide you with visibility over the value of your MinRes holdings.	October			
Contributions will continue and shares will be purchased as follows:	Q1	Q2	Q3	Q4
Contributions from your salary	Jul, Aug, Sept	Oct, Nov, Dec	Jan, Feb, Mar	Apr, May, Jun
Acquired Shares purchased	Early Oct	Early Jan	Early Apr	Early Jul
Acquired Shares viewable in EquatePlus	Mid Oct	Mid Jan	Mid Apr	Mid Jul
Your Acquired Shares are held in trust, and hold them to vote and receive any dividends declared by MinRes.	Until you choose to sell or transfer the shares.			
You are automatically re-enrolled in MyShare for the next Plan year, unless you choose to withdraw.**	May			
You'll receive one (1) Matching Share for every Acquired Share you hold at the end of the Holding Period.	July (12 months after the last Share purchase in Q4)			
You can then choose to hold the Acquired and the Matched Shares or to sell them at any time.				

* This calendar of events is intended as a general guide only. It will be different if certain other events happen such as you leave MinRes. Further details on what happens in such circumstances are included in this Participant Guide.

** If you wish to be enrolled at the maximum limit each year, please ensure to choose to authorise this via web enrolment.

EXAMPLE: MYSHARE – FOR ILLUSTRATIVE PURPOSES ONLY

This example is provided for illustrative purposes only to help participants understand what might happen in various circumstances. It is important to understand that share prices can go down as well as up.

You should consider carefully whether to participate in MyShare. MinRes cannot advise you whether to participate in the Plan.

Our example participant is paid fortnightly and chooses to contribute \$192.30 to MyShare per pay (on an annual basis, this would be a maximum contribution of \$5,000).

Month	Contributions (assuming \$192.30 each fortnight)	Share Price (example only)	No of Acquired Shares	Amount spent on the Share purchase	Residual funds leftover after purchase
July	\$416.67				
August	\$416.67				
September	\$416.67				
October Purchase	\$1,250.01	\$55	22 (\$1,250.01 / \$55)	\$1,210 (22 shares * \$55)	\$40.01 (\$1,250.01 - \$1,210)
October	\$416.67				
November	\$416.67				
December	\$416.67				
January Purchase	\$1,290.02 (\$1,250.01 + \$40.01)	\$56	23 (\$1,290.02 / \$56)	\$1,288 (23 shares * \$56)	\$2.02 (\$1,290.02 - \$1,288)
January	\$416.67				
February	\$416.67				
March	\$416.67				
April Purchase	\$1,252.03 (\$1,250.01 + \$2.02)	\$57	21 (\$1,252.03 / \$57)	\$1,197 (21 shares * \$57)	\$55.03 (\$1,252.03 - \$1,197)
April	\$416.67				
May	\$416.67				
June	\$416.67				
July Purchase	\$1,305.04 (\$1,250.01 + \$55.03)	\$60	21 (\$1,305.04 / \$60)	\$1,260 (21 shares * \$60)	\$45.04 (\$1,305.04 - \$1,260)
Total end of MyShare			87 Acquired Shares		\$45.04 refunded at end of year

* After the first quarter the residual funds from the previous purchase are added to the available funds for the next purchase.

At the end of the Plan year, our participant has:

- Contributed \$5,000
- Acquired 87 Shares
- \$45.04 contributions refunded
- Will receive an additional 87 Matched Shares if still employed by MinRes at the end of the Holding Period.