

6 October 2025

Asiamet Resources Limited
("Asiamet" or the "Company")
Long Term Incentive Programme

Asiamet Resources Limited (AIM: ARS) announces that it has implemented a long-term incentive programme ("LTIP") for key executives designed to directly align variable remuneration with the achievement of major funding, development and operating milestones for the BKM Copper Project in Central Kalimantan, Indonesia.

LTIP grants will be in the form of performance rights ("Performance Rights") convertible into new common shares in the Company ("Common Shares") upon the achievement of certain vesting criteria.

Performance Rights will be issued in three tranches sequentially, with the vesting criteria for each tranche linked to clear value milestones for the Company. The quantum of Performance Rights to be issued and the vesting criteria for each tranche will vary depending on the role and area of responsibility of the executive. Examples of vesting criteria include:

- o **Tranche 1** - Completion of a full project finance facility for the BKM mine development being the signing of all finance documentation, inclusive of debt, equity and other forms of finance. Completion of Process Plant Detailed Engineering Design.
- o **Tranche 2** - Sixth month anniversary of the first drawdown of the project finance facility. Completion of the heap leach facility earthworks.
- o **Tranche 3** - Delivery of the BKM project to agreed time and budget. Achieving average production of 850 tonnes per month of copper cathode over any rolling six-month period.

The Company has issued an aggregate of 79,849,067 Tranche 1 Performance Rights to executives. The awards of Tranche 1 Performance Rights to Directors and PDMRs are summarised below.

Director/PDMR	Position	Number of Performance Rights
Tony Manini	Executive Chairman	20,449,761
Darryn McClelland	Chief Executive Officer	24,599,713

Tranche 1 of the Performance Rights will convert into new Common Shares subject to satisfying the Tranche 1 vesting criteria, at price of 0.912p per Performance Right, being a 20% premium to the floor price of 0.76p that has been set for the issue of any Performance Rights under the LTIP. Once Tranche 1 vests, the Tranche 2 Performance Rights shall be issued and priced at a 20% premium to the Company's most recent capital raise at such time. Once Tranche 2 vests, Tranche 3 Performance Rights will be issued at a 50% premium to the issue price of the Company's most recent capital raise at such time. A minimum hold period of 12 months post vesting will apply to any new Common Shares issued under the LTIP. In the event of a change of control of the Company, its subsidiaries or its projects, industry standard provisions will apply.

Asiamet's Chairman, Tony Manini, commented:

"Implementing the executive incentive programme is critical to attracting and retaining high calibre executive management. Importantly, it ties executive incentives directly to the delivery of key value driving milestones - from

securing a full project funding package, to mine construction and the steady state production of copper. These incentive targets represent complex, multi-year achievements with each vesting milestone in the LTIP delivering a significant step-change in value for shareholders and stakeholders. By directly aligning executive reward with transformational outcomes for the Company, the LTIP ensures management success is closely tied to shareholder success."

Notification and public disclosure of transactions by Persons Discharging Managerial Responsibilities ("PDMR") and persons closely associated with them ("PCA")

1	Details of the person discharging managerial responsibilities / person closely associated								
a)	Name	1. Tony Manini 2. Darryn McClelland							
2	Reason for the notification								
a)	Position/status	1. Executive Chairman 2. Chief Executive Officer (PDMR)							
b)	Initial notification /Amendment	Initial notification							
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor								
a)	Name	Asiamet Resources Limited							
b)	LEI	213800PWJMT1NG28TA88							
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted								
a)	Description of the financial instrument, type of instrument Identification code	Common Shares of par value US 0.01 each BM04521V1038							
b)	Nature of the transactions	Award of Performance Rights under the Company's LTIP							
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1. 0.912p</td><td>20,449,761</td></tr><tr><td>2. 0.912p</td><td>24,599,713</td></tr></table>		Price(s)	Volume(s)	1. 0.912p	20,449,761	2. 0.912p	24,599,713
Price(s)	Volume(s)								
1. 0.912p	20,449,761								
2. 0.912p	24,599,713								
d)	Aggregated information - Aggregated volume - Price	N/A, each a single transaction							
e)	Date of the transaction	6 October 2025							
f)	Place of the transaction	Outside of a trading venue							

ON BEHALF OF THE BOARD OF DIRECTORS

Tony Manini, Chairman

-Ends-

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FORWARD-LOOKING STATEMENT

This announcement contains forward-looking statements that are based on the Company's current expectations and estimates. Forward-looking statements are frequently characterised by words such as "plan", "expect", "project", "intend", "believe", "anticipate", "estimate", "suggest", "indicate" and other similar words or statements that certain events or conditions "may" or "will" occur. Such forward-looking statements involve known and unknown risks, uncertainties and other factors that could cause actual events or results to differ materially from estimated or anticipated events or results implied or expressed in such forward-looking statements. Such factors include, among others: the actual results of current exploration activities; conclusions of economic evaluations; changes in project parameters as plans continue to be refined; possible variations in ore grade or recovery rates; accidents, labour disputes and other risks of the mining industry; delays in obtaining governmental approvals or financing; and fluctuations in metal prices. There may be other factors that cause actions, events or results not to be as anticipated, estimated or intended. Any forward-looking statement speaks only as of the date on which it is made and, except as may be required by applicable securities laws, the Company disclaims any intent or obligation to update any forward-looking statement, whether as a result of new information, future events or results or otherwise. Forward-looking statements are not guarantees of future performance and accordingly undue reliance should not be put on such statements due to the inherent uncertainty therein.

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