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Yancoal Australia Ltd
ACN 111 859 119

兗煤澳大利亞有限公司*

(Incorporated in Victoria, Australia with limited liability)

(Hong Kong stock code: 3668)

(Australian Stock Code: YAL)

Update on 2023 STIP Rights and 2024 STIP Rights

2023 STIP Rights

Reference is made to the Notification of Issue, Conversion or Payment up of Unquoted Equity Securities and announcement of Yancoal Australia Limited (the “**Company**”) regarding the issue of deferred share rights both dated 19 April 2024.

The Company notes that 387,358 deferred share rights (“**2023 STIP Rights**”) issued under the Company’s 2023 short term incentive plan (“**2023 STIP**”) vested on 1 March 2026 (“**Vested 2023 STIP Rights**”).

The Board has determined that the Vested 2023 STIP Rights will be settled, on pro rata basis across relevant 2023 STIP participants, as follows:

- 193,682 Vested 2023 STIP Rights will be settled by way of fully paid ordinary shares in the Company (“**Shares**”). Relevant 2023 STIP participants will receive one Share for each Vested 2023 STIP Right that is equity settled. Shares to be issued will be satisfied by way of existing Shares; and
- 193,676 Vested 2023 STIP Rights will be settled by way of a cash equivalent payment, to be calculated on the basis of the Company’s volume weighted average share price on the ASX on 16 March 2026.

There remain on issue 34,837 deferred share rights issued under the 2023 STIP as at the date of this announcement.

**For identification purposes only*

2024 STIP Rights

Reference is made to the Notification of Issue, Conversion or Payment up of Unquoted Equity Securities and announcement of the Company regarding the issue of deferred share rights both dated 31 March 2025.

The Company notes that 443,849 deferred share rights (“**2024 STIP Rights**”) issued under the Company’s 2024 short term incentive plan (“**2024 STIP**”) vested on 1 March 2026 (“**Vested 2024 STIP Rights**”).

The Board has determined that the Vested 2024 STIP Rights will be settled, on pro rata basis across relevant 2024 STIP participants, as follows:

- 221,927 Vested 2024 STIP Rights will be settled by way of Shares. Relevant 2024 STIP participants will receive one Share for each 2024 STIP Right that is equity settled. Shares to be issued will be satisfied by way of existing Shares; and
- 221,922 Vested 2024 STIP Rights will be settled by way of a cash equivalent payment, to be calculated on the basis of the Company’s volume weighted average share price on the ASX on 16 March 2026.

There remain on issue 513,717 deferred share rights issued under the 2024 STIP as at the date of this announcement.

By order of the Board
Yancoal Australia Ltd
Gang RU
Chairman

Hong Kong, 19 March 2026

As of the date of this announcement, the executive Director is Mr. Ning Yue, the non-executive Directors are Mr. Gang Ru, Mr. JiuHong Wang, Mr. Xiaolong Huang, Mr. Zhiguo Zhao and Mr. Ang Li and the independent non-executive Directors are Mr. Gregory James Fletcher, Ms. Debra Anne Bakker and Mr Peter Andrew Smith.