



Announcement Summary

Entity name
ELEMENT 25 LIMITED

Date of this announcement
Wednesday October 22, 2025

The +securities the subject of this notification are:
+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Performance Rights	5,083,357	19/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ELEMENT 25 LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

46119711929

1.3 ASX issuer code

E25

1.4 The announcement is

New announcement

1.5 Date of this announcement

22/10/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

19/10/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Justin Brown	Aradia Ventures Pty Ltd	1,069,091
Salvatore Lancuba	Salvatore Lancuba	37,037
Rudolph van Jaarsveld	Rudolph van Jaarsveld	37,037

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

Notice of Annual General Meeting

<https://element25.com.au/announcements/7216963>

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Company Performance Rights Plan

https://res.cloudinary.com/investorhub/raw/upload/v1749538184/leaf-prod/269/documents/Performance_Rights_Plan_v2jo2t.pdf

Material Terms of Securities Issued

https://res.cloudinary.com/investorhub/raw/upload/v1761032546/leaf-prod/269/documents/Attachment_to_3G_Summary_of_Terms_of_Securities_Issued_20251021_pmvanu.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

The maximum number of performance rights to be exercised over the 3-year period is 5,085,266. The Performance Rights are subject to performance and vesting conditions over the 3-year period as set by the Board of Element 25 Limited. If the Performance Rights vest and are exercised, each participant will be issued one fully paid ordinary share in the Company for each Performance Right.



Issue details

Number of +securities

5,083,357



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
E25 : ORDINARY FULLY PAID	264,935,547

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
E25AO : OPTION EXPIRING 01-JUL-2027 EX \$0.6547	500,000
E25AP : OPTION EXPIRING 23-SEP-2027 EX \$1.2806	500,000
E25AI : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	5,550,000
E25AA : OPTION EXPIRING 25-NOV-2027 EX \$1.58	900,000
E25AM : OPTION EXPIRING 04-NOV-2025 EX \$1.209	1,980,000
E25AL : OPTION EXPIRING 25-JUN-2025 EX 50C	500,000
E25AJ : OPTION EXPIRING 20-NOV-2024 EX 27.3C	2,000,000
E25AN : OPTION EXPIRING 13-JUL-2025 EX \$0.44	1,000,000
E25AAA : PERFORMANCE RIGHTS	3,098,379
New class - code to be confirmed : Performance Rights	5,083,357



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

A maximum of 3,942,101 performance rights will be issued over the 3-year period using the entities 15% placement capacity if vesting conditions are met.

A maximum of 1,143,165 performance rights will be issued over the 3-year period to KMP or associates if vesting conditions are met. These performance rights are subject to shareholder approval at the AGM 26 November 2025. These performance rights will not be using the entities 15% placement capacity.

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No