

26 November 2025

2025 ANNUAL GENERAL MEETING CHAIR'S ADDRESS

Opening

Good morning, ladies and gentlemen, and welcome to the 2025 Annual General Meeting of QEM Limited.

My name is Tim Wall, and as your Chair, I am pleased to preside over today's meeting. I'd like to acknowledge my fellow directors — Daniel Harris, and Managing Director, Robert Cooper. I also recognise our Company Secretary, Mr Duncan Cornish, and extend my thanks to our team and consultants joining us today.

Copies of this address have been released to the ASX and are available on our website.

I will briefly run through the process for questions and comments. We received several shareholder questions prior to the meeting. I will seek to address the key themes from these questions in my address, which largely relate to the recently announced test work results for the Julia Creek Vanadium and Energy Project (JCVEP) and the broader strategic review. We will also take further questions following the formal presentation on each resolution, as required.

This being a shareholder meeting, it is important to note that we cannot comment on certain matters, but will nevertheless endeavour to address the key themes of the questions received.

A Year of Progress

The 2025 financial year saw the Company continue to deliver significant key milestones for the JCVEP in North-West Queensland with the Project's Scoping Study released in August 2024. Subsequent work during the 2025 financial year focussed on narrowing the range of outcomes for the key flowsheet opportunities and risks identified in the scoping study, and progressing critical project approvals.

Post the financial year close, test work based on key risks identified in the Scoping Study, specifically validating key separation steps in the Feed Preparation Facility flowsheet regrettably proved unsuccessful, necessitating a slowdown in project activities and a strategic review of the JCVEP, as reported to the market on 23 September 2025. We anticipate that the strategic review will be completed late in Q1 2026.

In December 2024, a significant step towards securing an Environmental Authority and Mining Lease was achieved with QEM's JCVEP designated a 'Coordinated Project' by the Office of the Coordinator General (OCG). This Declaration also established the environmental approvals processes, including an Environmental Impact Statement (EIS). The Company and the OCG then worked on preparing the draft Terms of Reference (ToR) which sets the requirements that the project must satisfy in preparing an EIS. In June 2025 the ToR was finalised by the Queensland Government, marking another important milestone towards securing an Environmental Authority and Mining Lease.

QEM endorsed the Wanamara People as the traditional owners in 2025 with terms of the Cultural Heritage Management Plan agreed between QEM and the Wanamara People in June 2025; an agreement between the two parties was executed post the reporting period in July 2025.

Management Transition

A key management transition occurred at the end of the year with QEM founder Gavin Loyden retiring and experienced resources industry professional, Robert Cooper, joining QEM as CEO. This change brings a broader development and operational focus to the company with Robert bringing almost 35 years of global mining experience, including senior executive leadership and non-executive board roles across the resources and battery materials sectors. He was subsequently appointed Managing Director on July 2. On behalf of the board and all Shareholders I sincerely thank Gavin for his vision, leadership and tireless contribution in realising the strategic ambition he set in 2014, and welcome Robert to the company.

Renewable Energy

Long duration energy storage remains an imperative in the energy transition towards sustainable technologies like wind and solar. Demand for Vanadium Flow Batteries (VFBs) is rapidly accelerating with market penetration anticipated to quadruple globally by 2030. As such the vanadium sector continues to be strongly supported by both the Australian Federal Government and the Queensland State Government through their respective Critical Minerals Strategies. The Queensland State Government is progressing the \$75M Queensland Resources Common User Facility to demonstrate vanadium extraction at scale.

In addition to the ongoing evaluation of the JCVEP, QEM will also continue to support Potentia Energy's renewable energy initiatives in the Julia Creek region.

Preliminary Economic Assessment (Scoping Study)

As noted earlier, we've recently received a number of queries about the scoping study and the outcome of the metallurgical test work initiated to follow up on the risk and opportunities identified in the scoping study. In talking to the process undertaken for the Scoping Study I hope to address those questions.

It's important at this point to understand the purpose of a scoping study, which is to provide preliminary economic assessment (PEA) and project definition to confirm whether future investment is warranted and, if so, based on the objectives, identified risks and opportunities how that investment should be focused, including further studies.

A PEA/Scoping Study is useful as a tool to determine if subsequent exploration activities and engineering studies are warranted. Scoping studies are generally based on low level technical and economic assessments that are not sufficient to support the estimation of Ore Reserves or to provide assurance of an economic development case, or to provide certainty that the conclusions of the Scoping Study will be realised.

Scoping Study Flowsheet

The flowsheet used in the 2024 Scoping Study had three components: Feed Preparation Facility (FPF), Vanadium Refining Facility (VRF) and the Oil Recovery Facility (ORF). The Company used multiple advisors, contractors and experts, and the work undertaken by these parties in order to formulate its Scoping Study.

Assumptions used for the VRF and ORF flow sheets were based on the expected outcomes of the FPF flow sheet to significantly upgrade the feed streams to the processes through calcite flotation. Assumptions in the ORF flow sheet were informed by lab scale and pilot plant test work performed by HRL Laboratories based on use of the Rendell process with technical guidance by e2c Advisory. Assumptions for the VRF flow scheme are based on vanadium recovery test work performed by GSA Environmental, Core Resources and standard industry high-purity vanadium processing technology.

The flow scheme proposed for the FPF was based on previous test work on Julia Creek ore done by previous owners of the orebody, test work commissioned by QEM and input from both Core Resources and the University of Queensland. Assumptions used in the concept flowsheet were informed by mineral characteristic studies completed by the University of Queensland's Sustainable Minerals Institute (SMI) and previous studies by Core Resources on CQL ores as well as literature review of process studies on similar materials. The FPF process assumed concentrating the Oil Shale ores and CQL ores utilizing sizing and flotation with the expectation to significantly upgrade and reduce the quantum of material to be further processed by reducing the significant concentration of calcite in both ore types.

A potential opportunity was identified on the use of froth flotation for the separation and recovery of hydrocarbon product and the vanadium-bearing clay host, as well as the rejection of calcite gangue. This review, together with input from RPM Global and other technical consultants, informed the design of the Feed Preparation Facility used in the Scoping Study flowsheet.

The decision to incorporate the assumptions presented in the report from SMI was made by both QEM and RPM Global based on the information available at the time, and in line with requirements of a Scoping Study. It was always clear that information being relied on at the time would require further test work to validate the assumptions prior to proceeding into a pre-feasibility study. Again, parameters used in a scoping study where flow sheet development, cost estimation and production scheduling are often based on limited data, test work, and engineering design.

The results of metallurgical test work that was initiated based on the recommendations from the Julia Creek Scoping Study have now proven to be inconsistent with the assumptions underpinning the flowsheet developed for the Scoping Study, as detailed in the 2025 09 23 ASX Announcement "Latest Test Work Results and Strategic Review".

In terms of study advancement, this has effectively taken the project flowsheet back to around six months prior to the scoping Study. We still have a technically feasible project, based on HRL and GSA pilot plant work, however without beneficiation upgrades the high capital cost of that option makes the project commercially unattractive. As noted in our announcement of 23 September

2025, the outcomes of the Scoping Study should no longer be relied upon given the effect of the test work outcomes on the material assumptions underpinning the Scoping Study.

In light of these results, combined with the current depressed vanadium price and challenging short-term global outlook, the Company has initiated a strategic review of the JCVEP.

Looking Ahead

The coming year will be pivotal for QEM with a strategic review of the JCVEC expected to be completed by the end of the Q1 2026. We have initiated a slowing of activities and expenditure associated with development to preserve capital, while also investigating broader corporate opportunities that may enhance shareholder value

Acknowledgements

In closing, I thank QEM's loyal shareholders for your continued support of our Company and assure you that the board remains fully focussed on delivering long term shareholder value.

I would also like to thank our Board, Management, and Consultants, and to our landholders, other community partners and the Wanamara People for their collaboration and engagement.

End

Additional Information

The PEA, also commonly referred to as a scoping study, is an early level study and the preliminary evaluation of a mining project. The principal parameters for a conceptual study are mostly assumed and/or factored and accordingly, the level of accuracy of capital costs is as low as $\pm 50\%$. Flow sheet development, cost estimation and production scheduling are often based on limited data, test work, and engineering design. Metallurgical test work is based on ore types and examines mineralogical, comminution and separation characteristics in order to establish the likely flowsheet and product recoveries.

The results of a PEA typically identify:

- Probable mining and processing schemes;
- Technical parameters requiring additional examination or test work;
- General features and parameters of the proposed project;
- Magnitude of capital and operating cost estimates; and
- Level of effort for project development.

This announcement was authorised for release on the ASX by the Board of QEM Limited.

For further information, please contact:

Robert Cooper

Managing Director

P: +61 7 5646 9553

E: rcooper@qldem.com.au

ABOUT QEM

QEM Limited (ASX: QEM) is a publicly listed company which is focused on the exploration and development of its 1005 owned flagship, the Julia Creek Vanadium and Energy Project (JCVEP), covering approximately 250km² in the Julia Creek area of North Western Queensland.

The JCVEP is a unique world class resource with the potential to deliver innovative and sustainable energy solutions, through the production of energy fuels and vanadium pentoxide. QEM strives to become a leading producer of liquid fuels and in response to a global vanadium deficit, also aims to become a global supplier of high-quality vanadium pentoxide, to both the nascent energy storage sector and the Australian steel industry.

This globally significant JORC (2012) Mineral Resource of 2,870 Mt @ 0.31% V₂O₅ is one of the single largest ASX listed vanadium resources and represents a significant opportunity for development. The resource is comprised of 461Mt @ 0.28% V₂O₅ in the Indicated category and 2,406Mt @ 0.31% V₂O₅ in the Inferred category, with the added benefit of a contingent (SPE-PRMS 2018) in-situ oil resource of 6.3 MMbbls of Oil equivalent in the 1C category, 94MMbbls in the 2C category, and 654MMbbls in the 3C category, contained within the same ore body.

The tenements form part of the vast Toolebuc Formation, which is recognised as one of the largest deposits of vanadium and oil shale in the world and located less than 16km east of the township of Julia Creek. In close proximity to all major infrastructure and services, the project is intersected by the main infrastructure corridor of the Flinders Highway and Great Northern Railway, connecting Mt Isa to Townsville.

**The information in this announcement that relates to the mineral resource and contingent resource estimates for the Company's Julia Creek Vanadium and Energy Project was first reported by the Company in its IPO prospectus dated 20 August 2018 and supplementary prospectus dated 12 September 2018 (together, the "Prospectus") and the subsequent resource upgrade announcements ("Resource Upgrade") dated 14 October 2019, 7 April 2022 and 5 March 2024. The Company confirms that it is not aware of any new information or data that materially affects the information included in the Prospectus and Resource Upgrade, and in the case of estimates of Mineral Resources and Contingent Resources, that all material assumptions and technical parameters underpinning the estimates in the Prospectus and Resource Upgrade continue to apply and have not materially changed.*

The information in this announcement that relates to exploration results and metallurgical test work for the Company's Julia Creek Vanadium and Energy Project was announced on 23 September 2025 (titled 'Latest Test Work Results and Strategic Review'). The Company confirms that it is not aware of any new information or data that materially affects the information included in the announcement dated 23 September 2025.