



Announcement Summary

Entity name

ITECH MINERALS LTD

Date of this announcement

Monday November 24, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ITMAD	PERFORMANCE RIGHTS	6,600,000	24/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ITECH MINERALS LTD

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

41648219050

1.3 ASX issuer code

ITM

1.4 The announcement is

New announcement

1.5 Date of this announcement

24/11/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

ITMAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

24/11/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

No

If some of the issued +securities do not rank equally:**Is the actual date from which the +securities will rank equally (non-ranking end date) known?**

No

Provide the estimated non-ranking end period

The performance rights will continue to rank differently to all other securities in this class until their expiry unless exercised earlier due to performance based vesting conditions. Any shares issued upon exercise of unquoted performance rights will rank equally with all other (ASX:ITM) shares on issue.

Please state the extent to which the +securities do not rank equally:

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

There are no dividend, distribution or interest payment rights attaching to these securities or any other securities (unquoted performance rights) in the class. The unquoted performance rights will have different vesting conditions and expiry to existing unquoted performance rights on issue.

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
Glenn Davis	Aloren (No. 148) Pty Ltd <The Davis Family Trust>	1,250,000
Michael Schwarz	Mr Michael Schwarz <Michael Schwarz Family A/C>	2,000,000
Gary Ferris	Mr Gary Michael Ferris & Mrs Shirley Anne Ferris <Ferris Family A/C>	1,250,000
Jarek Kopias	Mrs Cassandra Kopias	1,250,000

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

<https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=03011215>



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

4,500,000 performance rights were issued under Listing Rule 7.2 exception 14.
2,100,000 performance rights were issued under Listing Rule 7.2 exception 13.

Issue details

Number of +securities

6,600,000

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
ITM : ORDINARY FULLY PAID	238,885,388

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
ITMAE : OPTION EXPIRING 31-AUG-2026 EX \$0.12	2,760,000
ITMAD : PERFORMANCE RIGHTS	10,100,000



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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