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# ANNUAL REPORT

ANNUAL FINANCIAL REPORT FOR  
THE YEAR ENDED 30 JUNE 2025

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NOISY

**The future has always  
been electric...**

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## HIGHLIGHTS



Updated Butcherbird Expansion Project Feasibility Study targeting 1.1Mtpa manganese concentrate production delivers compelling economics including AU\$561 million NPV<sub>8</sub> and 96% IRR, with estimated CAPEX of AU\$64.8 million.



US\$166 million U.S. Department of Energy (**DoE**) grant formally awarded under the Battery Materials Processing Grant Programme to support construction of Element 25's planned high purity manganese sulphate monohydrate (**HPMSM**) facility in Louisiana, USA.



Butcherbird Ore Reserve increased 107% to 101.4 Mt at 10.4% Mn for 10.54 Mt contained manganese, underpinning Butcherbird's robust, >18-year LOM operation at 1.1 Mtpa production rate, in line with Element 25's strategic plan.



Butcherbird Mineral Resource Estimate increased 6% to 274Mt @ 10% Mn, with Measured and Indicated Resources increased 142% to 130Mt at 10.23% Mn.



Northern Australia Infrastructure Facility (**NAIF**) approves project financing of up to AU\$50 million in senior debt for Butcherbird Expansion Project.



National Patent Applications filed in multiple key jurisdictions to obtain global protection for Element 25's proprietary lithium-ion battery grade HPMSM processing technology.



Scoping Study completed for a potential Tokyo Bay HPMSM refinery in Japan, with Pre-Feasibility Study commenced, targeting a final investment decision by June 2026.



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# MESSAGE FROM THE CHAIR

Dear Fellow Shareholders,

I am pleased to present the Element 25 Limited 2025 Annual Report, as we reflect on the significant progress the Company has made over the past 12 months to advance our Butcherbird Manganese Mine in Western Australia (WA) (Butcherbird) as well as furthering our vision to become a global producer of high purity manganese sulphate monohydrate. We remain committed to provide a pathway to deliver ethically sourced, traceable, transparent high purity manganese sulphate monohydrate to the US market, refining manganese from Butcherbird at our planned first-of-its-kind processing facility to be based in Louisiana, USA.

There were several important achievements over the 2025 financial year, including securing a US\$166 million (AU\$268 million) grant from the United States Department of Energy (DoE) under its Battery Materials Processing Grant Program; updating Mineral Resources, Ore Reserves and a Feasibility Study for expanding production capacity at our Butcherbird project, and achieving AU\$50M support from the Northern Australia Infrastructure Facility (NAIF) for this planned expansion.

Foreshadowed last year, the DoE's grant secured by the Company in January 2025 represents a critical funding component for our HPMSM refinery planned for Louisiana, adding to the US\$115 million commitments already received from our partners General Motors (GM) and Stellantis N.V. (Stellantis), totalling US\$115 million. The DoE's grant will cover approximately half the construction capital costs for our planned Louisiana facility and comprises funding over five budget periods, each relating to a staged phase of project execution, with periods, milestones and stage gates agreed between the DoE and Element 25 as part of the grant negotiation. The Company's planned Louisiana project is expected to create significant employment, investment and economic benefit for the region and as a result we are pleased to have this US Government support. We are currently co-ordinating a process to secure the balance of funding for the project's construction costs.

Similarly, after a due diligence process commenced in 2024, we recently received notification of up to AU\$50 million project funding from NAIF for our Butcherbird expansion project. This financing was based on an updated January 2025 Feasibility Study which estimates expanding production to 1.1 million tonnes per annum (Mtpa) of manganese concentrate over a mine life of more than 18 years. NAIF is an Australian Federal Government-backed financier of loans for development of infrastructure projects in northern Australia, and its funding for the Butcherbird expansion reaffirms the government's commitment to developing Australia's critical minerals sector, as well as Butcherbird's economic importance to Australia and the Pilbara region of Western Australia.

Our NAIF funding was secured following an updated Mineral Resource Estimate for Butcherbird, now increased to 274 million tonnes, as well as an updated Ore Reserve which increased 107%, forming the basis for our updated Butcherbird expansion Feasibility Study.

The Company has received full approval for Butcherbird expansion from the WA State Government, and look forward to advancing works over the coming 12 months.

These milestones have all been important steps in our work to achieve set goals, and while at times progress may seem slower than we would like, we continue to witness changes in manganese market demand as battery composition continues to undergo optimisation. Recent industry developments include a potential shift towards lithium manganese-rich battery chemistry. While previous high nickel battery cells typically use up to 10% manganese, lithium manganese-rich battery cells can use up to 70% manganese, significantly increasing the manganese required to produce them. Pleasingly, our partner GM is one of the first automakers looking to adopt this new technology, after spending more than 10 years in research.

In addition to Louisiana, we have continued to progress plans for a potential HPMSM Facility site in Chiba prefecture in Tokyo, Japan in partnership with Nissan Chemical, with the completion of a Scoping Study, which identified no major impediments. Advancing to a more detailed investigation for the project is another exciting step forward in realising the Company's strategic plan, and we anticipate reaching a final investment decision by June 2026.

As global plans continue to advance, the Company lodged National Patent Applications in multiple key jurisdictions to obtain global protection for our HPMSM processing technology, filing national patent applications in 17 strategic jurisdictions, including Australia, the United States, Mexico, Canada, China, Japan, and European markets. As patents are only granted by each country's relevant national patent office, the individual National Phase filings are a key requirement in the process to have a patent granted internationally.

All in all, we have achieved many critical steps in advancing our strategy over the past 12 months, and I thank our staff and management team for continuing to drive these initiatives. I also thank my fellow Directors for their expertise and guidance on Board matters. Lastly, I thank our Shareholders for your continued support and confidence in our ability to execute our strategy and deliver on our goals.

The year ahead looks busy for our Company as we continue to work towards creating shareholder value. I hope you will remain with us on this journey as we continue to strive to become a global manganese business, supplying in-demand, low-carbon sustainable manganese ore and battery-grade HPMSM worldwide.



**John Ribbons**

Non-Executive Chair  
Element 25 Limited

# REVIEW OF OPERATIONS

## KEY OPERATIONAL MILESTONES FOR FINANCIAL YEAR 2025

### BUTCHERBIRD MANGANESE MINE, WA

- Updated Butcherbird Feasibility Study for 1.1Mtpa manganese concentrate production expansion delivers compelling economics including AU\$561 million NPV<sub>8</sub> and 96% IRR with estimated CAPEX of AU\$64.8 million<sup>1</sup>.
- Butcherbird Mineral Resource Estimate increased by 6% to 274Mt @ 10% Mn with Measured and Indicated Resources increased 142% to 130Mt at 10.23% Mn<sup>2</sup>.
- Ore Reserve increased 107% to 101.4Mt at 10.4% Mn for 10.54Mt contained manganese<sup>3</sup>, confirming Butcherbird's robust, >18-year LOM operation at 1.1Mtpa production rate<sup>4</sup>, in line with Element 25's strategic plan.
- Northern Australia Infrastructure Facility approves project financing of up to AU\$50 million in senior debt for Element 25's Butcherbird Expansion Project.
- Financing based on updated January 2025 Butcherbird Expansion Project Feasibility Study which assumes a 1.1Mtpa manganese ore operation over an 18.3 year mine life<sup>4</sup>.
- Collaboration with Scania and ReGroup to investigate potential launch of autonomous fleet of in-pit mining trucks at Butcherbird<sup>5</sup>.
- Butcherbird Expansion Project mining proposal and mine closure plan approved<sup>6</sup>.
- Regulatory Approval to proceed for Butcherbird Expansion Project<sup>7</sup>



### HPMSM PROJECT, USA

- US\$166 million US Department of Energy grant formally awarded under the Battery Materials Processing Grant Program to support construction of Element 25's planned HPMSM facility in Louisiana, USA<sup>8,9</sup>.
- Element 25 working to finalise project financing with US\$85 million in senior debt from General Motors LLC and US\$30 million from Stellantis N.V. as equity and offtake prepayment<sup>10</sup> secured.
- National Patent Applications filed in multiple key jurisdictions to obtain global protection for Element 25's proprietary lithium-ion battery grade HPMSM processing technology<sup>11</sup>.

1 E25 ASX Announcements dated 23 January 2024 and 22 January 2025  
2 E25 ASX Announcement dated 29 October 2024  
3 E25 ASX Announcement dated 22 January 2025  
4 E25 ASX Announcement dated 22 January 2025  
5 E25 ASX Announcement dated 07 October 2024  
6 E25 ASX Announcement dated 13 January 2025  
7 E25 ASX Announcement dated 12 March 2025  
8 E25 ASX Announcement dated 20 January 2025  
9 E25 ASX Announcement dated 24 September 2024  
10 E25 ASX Announcements dated 9 January 2023 and 26 June 2023  
11 E25 ASX Announcement dated 22 July 2025



## COMPANY OVERVIEW

Element 25 Limited (**Element 25** or **Company**) (**ASX: E25** | **OTCQX: ELMTF**) is the operator of the Butcherbird Manganese Project, which hosts Australia's largest onshore manganese (**Mn**) resource with current Joint Ore Reserve Committee (**JORC**) resources of 274Mt of manganese ore.

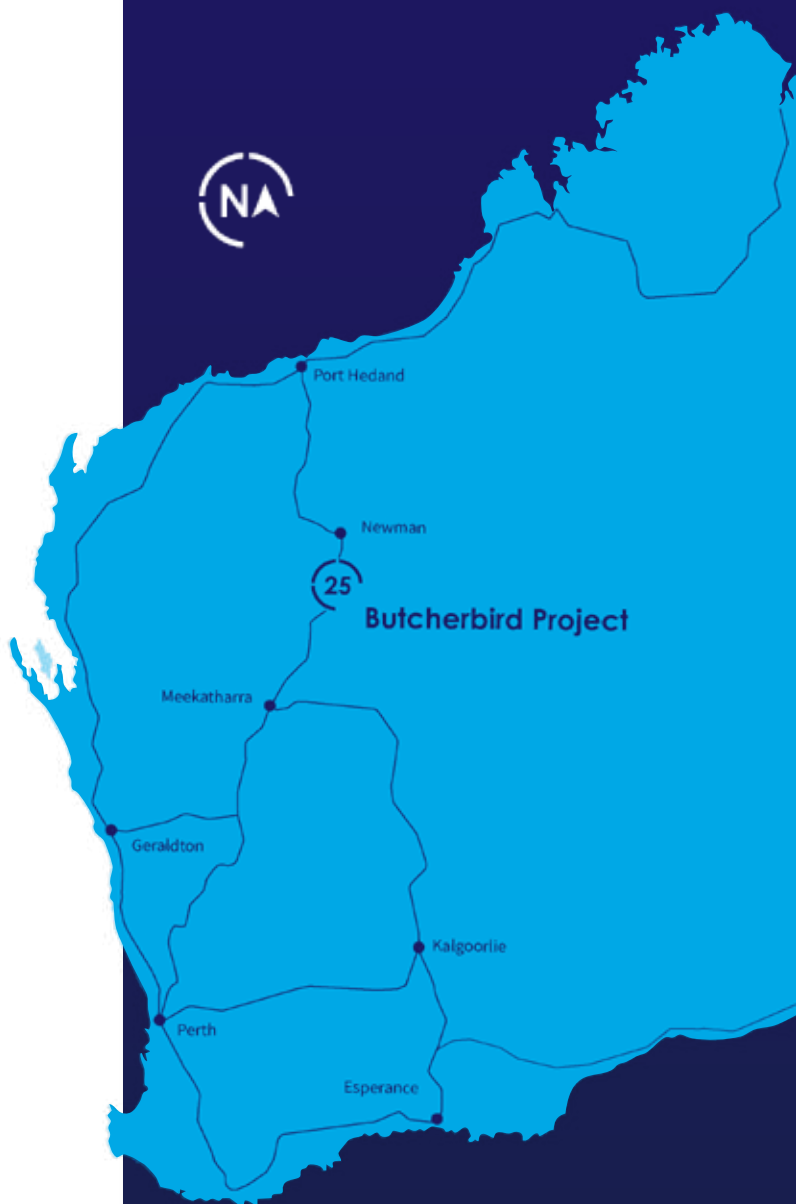
Butcherbird is located approximately 1,050km north of Perth and 130km south of Newman in the Pilbara region of Western Australia (**WA**). Element 25 plans to expand Butcherbird output to 1.1Mtpa manganese concentrate production based on an updated Feasibility Study completed in January 2025<sup>12</sup>.

Element 25's goal is to become an industry leading low-carbon battery materials manufacturer, producing high quality manganese concentrate and battery grade high purity manganese sulphate monohydrate (**HPMSM**), a critical raw material used in the manufacture of lithium-ion batteries for traditional and new energy applications including electric vehicles (**EV**).

The Company plans to construct a HPMSM facility, in Louisiana, USA, based on a 2023 Feasibility Study<sup>13</sup>, having secured a US\$166 million grant towards the Project's development from US Department of Energy in January 2025<sup>14</sup>. The Facility will use manganese concentrate from Element 25's existing mine at the Butcherbird Project as feedstock to produce HPMSM.

The US Facility is supported by key offtake and funding agreements in place with General Motors LLC and Stellantis N.V., which are contributing a combined US\$115 million in project funding<sup>15</sup> through equity, pre-payment and senior debt alongside offtake for ~65% of planned HPMSM production from the first production train.

Element 25 is investigating the potential for further HPMSM production sites, including in Japan, to expand production of HPMSM over time to meet anticipated demand growth from the battery industry.



- 12 E25 ASX Announcement dated 22 January 2025
- 13 E25 ASX Announcement dated 12 April 2023
- 14 E25 ASX Announcement dated 20 January 2025
- 15 E25 ASX Announcements dated 9 January and 26 June 2023



BUTCHERBIRD OPERATIONS, WESTERN AUSTRALIA

SAFETY

For the 12 months ending 30 June 2025, the Butcherbird mine site sustained 0 (nil) Lost Time Injuries and 0 (nil) Medical Treatment Injuries. The 12-month Lost Time Injury and Medical Treatment Injury rates were noted as 0 (nil) and 0 (nil) respectively.

UPDATED MINERAL RESOURCE ESTIMATE AND ORE RESERVE STATEMENT FOR BUTCHERBIRD

In 2024, Element 25 completed extensive resource infill drilling at Butcherbird, with 216 percussion drill holes for 6,202m to infill existing inferred resources within granted Mining Lease M52/1074, where the Butcherbird mining and processing operations are located<sup>16</sup>.

Drilling further confirmed the geological model and, importantly, the continuity of mineralisation - a key attribute of the lateritic manganese mineralisation at Butcherbird. The drilling also provided sufficient data density to underpin a re-evaluation of Resources and Reserves to support Butcherbird's planned expansion. Element 25 appointed MEC Mining to undertake an updated Mineral Resource Estimate<sup>17</sup>, and a revised mine schedule and Reserve statement.

Infill drilling results were used to update the Mineral Resource Estimate for the Yanneri Ridge, Coodamudgi, Richies Find, and Mundawindi deposits, supporting a 142% increase in the (mining depleted) 2019 Measured and Indicated Resource base within the target mining area for Butcherbird's planned Stage 2 Expansion operations.



Following the updated Mineral Resource Estimate, in January 2025, Element 25 announced a 107% increase in Ore Reserves<sup>18</sup> at Butcherbird, relating to the Yanneri Ridge and Coodamudgi manganese deposits within granted mining lease M52/107411. These are two of the eight known deposits at Butcherbird and will form the mining inventory for the planned Stage 2 expansion operations.

The updated Ore Reserve was developed from the October 2024 Mineral Resource Estimate for the Yanneri Ridge and Coodamudgi manganese deposits. The resource models and their development are described separately in the Mineral Resource Estimate report<sup>19</sup>. Proved and Probable Ore Reserves have been derived from Measured and Indicated Mineral Resources in accordance with Joint Ore Reserve Committee Code 2012 guidelines. The Ore Reserve classification reflects the Competent Persons' assessment of the deposits with the application of appropriate modifying factors.

Full details for the Company's resources and reserves are located in this report at Mineral Resources and Ore Reserves.

16 E25 ASX Announcement dated 19 June 2024  
17 E25 ASX Announcement dated 29 October 2024  
18 E25 ASX Announcement dated 22 January 2025  
19 E25 ASX Announcement dated 29 October 2024





BUTCHERBIRD EXPANSION STRATEGY – UPDATED FEASIBILITY STUDY

In January 2025, Element 25 released an updated Butcherbird Expansion Project Feasibility Study, refining the previous January 2024 Butcherbird Expansion Project Feasibility Study to include an updated mining reserve, updated operating costs and extended mine life for the Butcherbird Project utilising the extended mining reserve<sup>20</sup>.

Highlights of the updated Butcherbird Expansion Project Feasibility Study included:

- Base case involves an annual production and sale of 1.1Mtpa of lump manganese ore grading 31.6% Mn<sup>20</sup>.
- Butcherbird expansion established as a low-cost manganese operator (US\$2.86/dmtu C1 cost, US\$3.22/dmtu AISC cost) able to produce high-quality manganese concentrate at a globally competitive operating cost.
- Average base case annual operating cashflow of AU\$70.5 million at full production.
- Low capital requirement of AU\$64.8 million capital in total construction costs including process and non-process infrastructure.
- Study uses all the available Measured and Indicated resources within the 18.3-year mine plan.
- The increase in the Mn production provides a secure, long term supply of concentrate for the Company's planned HPMSM facility to supply current offtake partners GM and Stellantis with HPMSM and also aims to achieve the Company's *Design One, Build Many* strategy.

The Study contemplated a revised comminution and procession circuit based on learnings gained from the operation of the current Butcherbird processing facility since 2021. Changes to the processing circuit include the use of a mineral sizer for primary comminution, a dense media separation drum for final beneficiation and a tailings screen and thickener for tails thickening and improved water recovery.

The Study confirmed the project's robust economics, with performance benefiting from the inherent economies of scale achieved in larger-scale production operations. This results in better utilisation of mining and processing equipment, improved operational efficiencies and better utilisation of the large resource/reserve base underpinning the project.



20 E25 ASX Announcement dated 22 January 2025





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## NAIF PROJECT FINANCING FACILITY

In June 2025, Element 25 secured a senior debt finance facility of up to AU\$50 million from the Federal Government's Northern Australia Infrastructure Facility (NAIF) towards its Butcherbird Expansion Project<sup>21</sup>.

The Northern Australia Infrastructure Facility will provide AU\$42.5 million in senior debt and up to AU\$7.5 million cost overrun facility to support Element 25's plans to expand Butcherbird.

The Company is in discussions with other potential financiers for the balance of the required project finance for the Butcherbird Expansion Project via a range of structures including offtake prepayment and royalty instruments.

The Northern Australia Infrastructure Facility is a Commonwealth Government financier providing concessional loans for the development of infrastructure projects in northern Australia and the Australian Indian Ocean Territories to deliver economic and social growth<sup>22</sup>.

The Northern Australia Infrastructure Facility commenced a strategic assessment and due diligence over the Butcherbird Expansion Project in 2024.

## BUTCHERBIRD EXPANSION GOVERNMENT APPROVALS

In March 2025, the Butcherbird Expansion Project received final statutory approval from the WA Department of Water and Environmental Regulation, meaning the Butcherbird Expansion Project is fully approved under the Western Australian mining regulatory framework<sup>23</sup>

Receipt of the Works Approval followed approval of Butcherbird Expansion Project Mining Proposal and Mine Closure Plan by WA Department of Energy, Mines, Industry Regulation and Safety as announced in January 2025<sup>24</sup>.

These approvals enable the Company to commence construction once funding is secured, as all other required approvals and access agreements are in place and established from Butcherbird's Stage 1 pilot operations including water abstraction, heritage clearances, Native Title and pastoral agreements.

21 E25 ASX Announcement dated 17 June 2025

22 <https://www.naif.gov.au/>

23 E25 ASX Announcement dated 12 March 2025

24 E25 ASX Announcement dated 13 January 2025



## HPMSM PROJECT, USA

Element 25 is progressing plans for construction of an integrated high purity manganese sulphate monohydrate (**HPMSM**) facility in Louisiana, USA to produce battery-grade HPMSM, a critical raw material used in the construction of lithium-ion battery cathode precursor materials to supply project partners GM and Stellantis.

Element 25 plans to produce up to 135Kt per annum of HPMSM for US electric vehicle supply chains in a first-of-its-kind processing facility. The facility will utilise concentrate produced from Element 25's existing operations at Butcherbird (**WA**), which exports high silica manganese concentrate for use in the steel industry. The concentrate produced at Butcherbird is uniquely suited for conversion to HPMSM using Element 25's proprietary process, which has a number of advantages over existing processes used in China.

Element 25's HPMSM US Facility is supported by key offtake and funding agreements with GM and Stellantis, which are contributing a combined US\$115 million in project funding through a combination of equity, pre-payment and senior debt alongside offtake<sup>25</sup>.

In January 2025, Element 25 announced formal awarding and signing of a Grant Agreement for US\$166 million (AU\$268 million) in grant funding from the US Department of Energy (**DoE**) under the Battery Materials Processing Grant Program<sup>26</sup> to support construction of Element 25's planned HPMSM facility.

The US Department of Energy grant comprises a total of US\$166,128,094 funding, broken into five budget periods, each relating to a staged phase of project execution. The structure of the grant is predicated on matching funding (cost-share) being provided by the Company for a total of US\$166,128,095 in cost-share. The grant agreement outlines the tasks and milestones required for each budget period with associated reporting and approval requirements.

The milestones and stage gates were agreed between the DoE contracts team and the Company as part of the grant negotiation and award process, subsequent to the announcement for the grant award.

The grant award is in addition to the US\$115 million already committed by offtake partners GM and Stellantis.

The project is expected to create 400 jobs during construction and 144 full-time ongoing roles once production commences.

Element 25 is co-ordinating a process to secure the balance of funding for the project's construction costs, which were estimated in the Company's HPMSM Feasibility Study at US\$289 million<sup>27</sup>.

Recent industry developments include a potential industry shift towards Lithium Manganese Rich battery chemistry, rather than a high nickel formulation, with Element 25's offtake partner GM one of the first automakers looking to adopt this technology, after spending more than a decade on research<sup>28</sup>. While high nickel battery cells typically use about 5-10% manganese, lithium manganese-rich battery cells use around to 50-70% manganese<sup>29</sup> increasing the required manganese by a factor of around 10X.

Element 25's process offers a pathway to the delivery of expanding volumes of ethically sourced, traceable, transparent HPMSM supply to US markets.



25 E25 ASX Announcements dated 9 January and 26 June 2023

26 E25 ASX Announcement dated 20 January 2025

27 E25 ASX Announcement dated 12 April 2023

28 Article: [Why LMR batteries will change the outlook for the EV market](#)

29 Article: [GM, LG Energy target commercializing manganese-rich batteries for EVs](#)



## HPMSM PROJECT, JAPAN

In September 2024, Element 25 signed a non-binding Memorandum of Understanding with Nissan Chemical Corporation and NC Tokyo Bay Corporation to complete a pre-feasibility study into a battery grade HPMSM facility to be located at the existing NCTB site in Chiba prefecture, Japan<sup>30</sup>.

The potential for a HPMSM facility to be built using the unique Element 25 flowsheet supplied with Butcherbird manganese concentrate fits well with Element 25's strategy of building multiple refineries to serve various global markets.

Key synergies can be realised by co-locating Element 25's low-emission technology and process at NC Tokyo Bay Corporation, including:

- NC Tokyo Bay Corporation operates a sulphuric acid plant at the Chiba production facility, which can supply acid to the proposed project.
- NC Tokyo Bay Corporation has substantial ancillary infrastructure, utilities and services that can be provided to the HPMSM project.
- NC Tokyo Bay Corporation is located in Tokyo Bay and has private berths that can handle both liquid and bulk cargo, providing important logistics solutions.

The NC Tokyo Bay Corporation site in Chiba offers unique opportunities for the potential co-location of a HPMSM facility. In addition to the production sulphuric acid at the Chiba site, NC Tokyo Bay Corporation also produces sulphuric acid at both its Aichi and Toyama prefecture facilities, as well as other key reagents at the Toyama prefecture facility, all key inputs into the Element 25 process.

NC Tokyo Bay Corporation also generates CO<sub>2</sub>-free power via an established cogeneration unit attached to the acid plant. All other required utilities, including natural gas, water and sewer services are also available at the NC Tokyo Bay Corporation site, in addition to substantial ancillary infrastructure and services.

Japan has a long and proud history in automotive excellence including the production of hybrid and electric vehicles, and several leading electric vehicle battery and precursor manufacturers are also based there. Japan, like many other countries, has designated manganese as a critical mineral and has legislated incentives to establish domestic battery-related industries.

Manganese is becoming an increasingly important input into electric vehicle batteries as the technology shifts away from nickel-rich chemistries to high manganese and lithium manganese iron phosphate (**LMFP**) cathodes. This transition is expected to generate increased demand for high-purity manganese chemicals for use in the production of these batteries as the electric vehicle transition accelerates.

As announced in April 2025, the parties completed a high-level scoping study, which examined a range of factors, including permitting, logistics, reagent supply, labour, capital and operating costs. The Study used the detailed information available from Element 25's HPMSM Louisiana Project and utilised local knowledge about the Japanese market to factorise costs where direct estimates were not available<sup>31</sup>.

Pleasingly, the Study confirmed the potential feasibility of the Facility and identified no fatal flaws. The Memorandum of Understanding parties have agreed to proceed to a more detailed investigation of the project in accordance with the terms of the Memorandum of Understanding.

The Memorandum of Understanding is non-binding but outlines several key steps, including the identification of potential engineering, procurement and construction contracts, the finalisation of offtake agreements and the securing of sufficient project finance to reach a targeted final investment decision date of June 2026.



30 E25 ASX Announcement dated 3 September 2024

31 E25 ASX Announcement dated 2 April 2025

## INTELLECTUAL PROPERTY (IP) PROTECTION

Element 25 has lodged National Patent Applications<sup>32</sup> in multiple key jurisdictions to obtain global protection for its proprietary lithium-ion battery grade HPMSM processing technology. The two patent applications relate to innovative hydrometallurgical processes developed in-house that significantly enhance the product quality, efficiency, sustainability, and commercial value of HPMSM recovery operations:

- **Patent 1:** Leach and primary purification - the first key step in the Company's technology is a low carbon, low energy leach and purification method which reduces reagent consumption and, importantly, generates a saleable by-product, negating the generation of waste material which is a key issue for incumbent technologies in China.
- **Patent 2:** Selective extraction of manganese from acidic leach solution to generate a high purity manganese sulphate product, without the use of conventional (toxic) fluoride reagents, making it safer and more cost effective. The process allows for the generation of a very high purity product whilst generating a saleable by-product stream, with zero waste generation.

The Company has filed national patent applications in 17 strategic jurisdictions, including Australia, the United States, Mexico, Canada, China, Japan, and European markets. As patents are only granted by each country's relevant national patent office, the individual National Phase filings are a key requirement in the process to have a patent granted internationally.

These filings follow initial provisional patents lodged in November 2023 under the International Patent Cooperation Treaty and represent the next step in securing global protection for the Company's intellectual property.

The patent applications reflect the Company's ongoing commitment to innovation in the mining and minerals sector. By protecting these technologies, Element 25 is positioned to:

- Enhance its commercial offering to project partners and customers;
- License the technology across multiple regions and commodities; and
- Support long-term value creation through IP-driven competitive advantage.

## LAKE JOHNSTON PROJECT, WA

During the period, Element 25 continued exploration activities at its 100%-owned Lake Johnston Project to follow up on targets defined in an earlier study. On-ground investigations by Element 25 personnel confirmed pegmatite occurrences within the project area.

Although no economic lithium or spodumene has been located to date, the project remains prospective for lithium. Exploration is continuing.



## CORPORATE

In January 2025, Element 25 announced it had utilised an At-The-Market Subscription Agreement with Acuity Capital Investment Management Pty Ltd (**Acuity Capital**) to raise AU\$2,850,000 (inclusive of costs) by agreeing to issue 8,700,000 fully paid ordinary Element 25 ASX shares to Acuity Capital at an issue price of AU\$0.3275 per share<sup>33</sup>.

The facility with Acuity Capital has \$27,150,000 available for the Group to raise capital.

The shares were issued as per the shareholder approval obtained at the Company's most recent Annual General Meeting on 22 November 2024. The issue price of \$0.3275 represented a premium of 13% to the five-day volume weighted average price of \$0.2891 to 29 January 2025 (inclusive).

Funds raised were put towards the Company's working capital.

<sup>32</sup> E25 ASX Announcements dated 22 July 2025

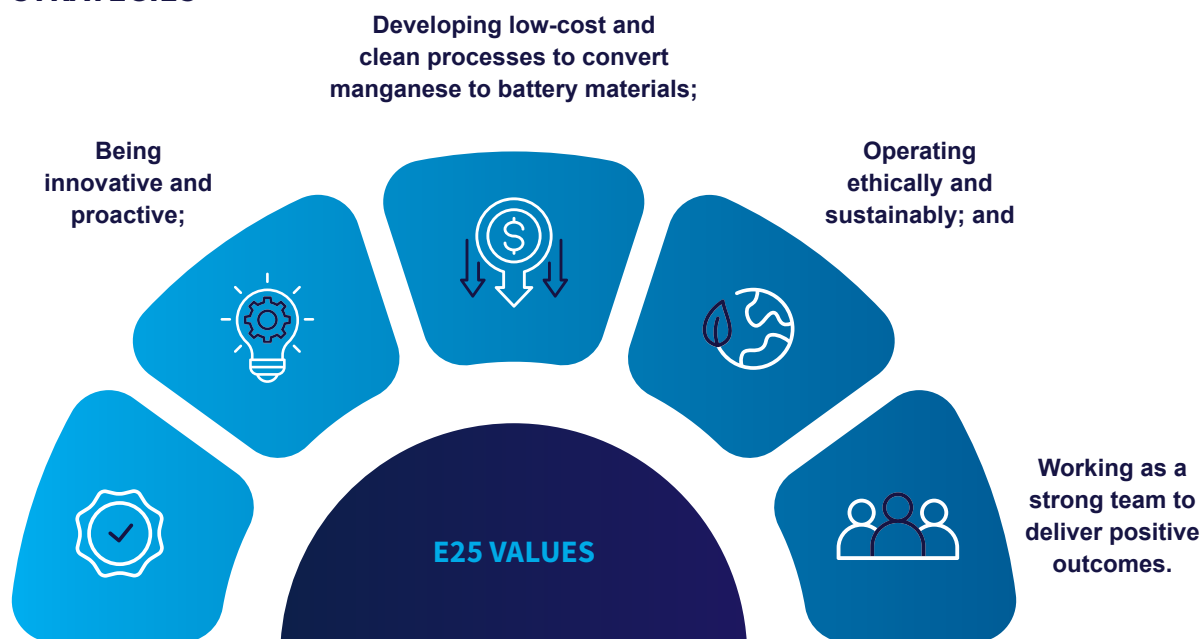
<sup>33</sup> E25 ASX Announcement dated 30 January 2025 and 10 February 2023

# OVERVIEW OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

The Company is aware of the unique challenges and responsibilities associated with operating in the mining industry and conducting global business. The Company aims to produce clean, low-cost, ethical manganese products for global markets, supplying high-quality manganese oxide concentrate to partners in traditional steel-related industries and developing battery-grade high-purity manganese sulphate monohydrate for the electric vehicle industry, and to become an industry-leading, world-class, low-carbon battery materials manufacturer.

The Company's commitment to environment, social and governance (ESG) outcomes is a principle that guides its operations and is critical to its success. It is integrated into all aspects of the business. As part of the Company's ESG commitment, the Board has established an ESG Committee to formulate strategies and to ensure that ESG leadership is at the forefront of its purpose and company culture.

## VALUES AND STRATEGIES



The Company's sustainability strategy is to create positive social impacts and minimise environmental harm to support a global transition to a low-carbon sustainable future. Sustainability is embedded in the Company culture that guides its operations and lead it towards success.

The key objectives of our ESG Strategy are to:

- Embed ESG across all business functions and locations;
- Ensure stakeholders are aligned with the ESG Strategy;
- Create sustainable and positive value for all stakeholders; and
- Review the strategy to ensure critical areas are targeted and reporting is meaningful.



## ENVIRONMENTAL (E)

The Company acknowledges that mining operations may potentially affect the environment and is committed to the appropriate management of and respect of the land and resources in which it operates on.

The Company has developed partnerships with its Traditional Owners and other stakeholders and continues work to minimise environmental harm in a variety of ways and to prioritising the health of the surrounding environment and our stakeholders when making operational decisions.



### ENERGY

The Company proactively reduces energy consumption through renewable energy integration, optimisation of processes, and increased equipment efficiency. For example, the Company has been utilising solar energy as part of its energy supply on the Butcherbird mine site which reduces carbon emissions from fossil fuels.

The Butcherbird Expansion Project and HPMSM facility project will maintain this focus on reducing carbon emissions by identifying opportunities for renewable energy and reducing the reliance on non-renewable energy to minimise potential impacts to the environment. Equipment and production processes that contribute to energy conservation will be prioritised.



### WATER AND WASTE MANAGEMENT

#### WATER AND WASTE REDUCTION

The Company is committed to reducing waste and water usage. Production processes will utilise water efficient equipment and equipment that will minimise waste. In developing the Butcherbird Expansion Project plan, the Company has been working on increasing the efficiency of water usage in the flowsheet design, resulting in a significant reduction in water consumption compared to the Stage 1 processing facility.

The Company will also focus on waste reduction through procurement processes which will select products with minimal waste and packaging.

#### WATER AND WASTE RECYCLING

In the processing plant design, process water is collected via a thickener and reused to minimise borefield water requirements, thereby reducing demand on this important natural resource. The Company also has agreements in place with waste management companies to recycle materials generated from its operations.



### SUSTAINABILITY

#### CLEAN PROCESS

At Butcherbird, manganese processing is carried out without the use of toxic chemicals, resulting in straightforward, non-hazardous residue streams. In addition, the Company actively pursues initiatives to reduce and/or re-purpose residue materials. With respect to HPMSM processing, the Company employs commonly used, cost-effective reagents and utilises efficient chemical processes that produce minimal harmful by-products and demonstrate strong ESG credentials. Most materials generated during production are non-hazardous and suitable for recycling with solid residue streams produced in forms that can be consumed in other industrial processes.

#### MINE CLOSURE AND REHABILITATION

The Company manages mine closure planning and conducts assessments at the end of each financial year. The estimated rehabilitation expenditure is reviewed regularly by an independent and recorded in the Company's records.

#### BIODIVERSITY

The Company notes that biodiversity supports ecosystems and provides important resources. The protection and restoration of habitats can help the Company address risks related to resource availability and environmental impact. Biodiversity is essential not only for the health of natural systems but also for ensuring long-term economic sustainability. By preserving diverse species and their habitats, the Company helps maintain ecological balance and promotes resilience against climate change and other environmental challenges.

SOCIAL (S)  
HUMAN RIGHTS

Respect for human rights, the rights and liberties we are all entitled to as human beings, is an essential aspect of the Company's business. The Company's commitment to human rights includes ensuring fair treatment of employees, avoiding discrimination, and promoting ethical practices throughout operations, business relationships and the supply chain. The Company has processes in place to ensure its policies and practices are effective with respect to inclusiveness and diversity.

Employees are the Company's core focus. The Company is committed to a safe, healthy, and inclusive workplace, offering equal opportunity regardless of race, gender, age, or religion, and ensuring a diverse, harassment-free environment.

The Company has equally high expectations of its contracting counterparties and regularly reviews and adjusts the Terms and Conditions for its suppliers, requiring that they respect and uphold the same level of the safeguarding of human rights and dignity of all workers and stakeholders involved in their business activities.

This includes:

- Working to implement core international business and human rights expectations and standards, including the United Nation's Guiding Principles on Business and Human Rights.
- Not using any form of modern slavery such as forced or compulsory labour and preventing the use of child labour.
- Ensuring that fair remuneration and work conditions are provided for all workers, equitable respectful treatment of all workers and free from harassment and discrimination in any form.
- Respecting the privacy of employees and stakeholders and complying with all laws in relation to the collection, use and protection of personal information.

WORKPLACE HEALTH AND SAFETY

The safety and well-being of the Company's workforce, both direct and indirect is paramount. Rigorous safety protocols, regular training sessions and health initiatives are implemented to ensure our employees are able to work in a safe and supportive environment.

The Company continually works to create a safe work environment so that everyone is supported and goes home safely every day. All practical and reasonable measures are taken by the Company to eliminate workplace fatalities, injuries and disease, to provide training to ensure people have the skills required to work safely and to comply with applicable health and safety laws, regulations and contract requirements.

The Company takes steps to ensure that its suppliers share this commitment to providing a safe and healthy working environment for employees and subcontractors and can actively demonstrate compliance.



## EMPLOYEE WELLBEING

The Company is committed to building a safe, healthy and happy working environment. The Company provides all employees and their families with a broad range of health-focused programmes to encourage everyone in the Company to pursue a healthy and balanced lifestyle.

### MENTAL HEALTH

The Company provides an Employee Assistance Program to its employees and their families. The service is provided on a confidential basis by a third party service provider who maintains an experienced team of professional psychologists that can provide psychological and support services. Everyone in the Company and their immediate families have access to this confidential service.

### LIFESTYLE AND WELLBEING

The Company provides a variety of lifestyle and wellbeing benefits to all employees such as health programs, discounted gym memberships and exercise events to encourage all employees to feel their best and focus on their wellbeing.

## COMMUNITY

The Company recognises and respects the value of local stakeholders and the Traditional Owners of the land and seeks to create sustainable social and economic value for the local community where it operates. The Company proactively seeks opportunities to build long-term relationships with local and Indigenous people through employment and contracting and community as it believes that value can be created and sustained through these partnerships.

At all times the Company treats partners and stakeholders with respect, care and decency. The Company seeks to engage with stakeholders and suppliers whose ESG values and practices align with its own and who have a clear commitment to responsible environmental and social practice and to achieving positive ESG outcomes.

Partners and suppliers are considered on their ability to demonstrate strong environmental and social credentials and reward sustainable practices in their operations.





## GOVERNANCE (G)

A well-designed governance structure is critical to the long-term growth and sustainable success of the Company. The Company adopts and applies contemporary governance standards through best practice in a manner that is consistent with its values and goals.

The Company believes that an effective leadership team is crucial for fulfilling its mission. The Company's Board members and management team consist of professionals with diverse backgrounds and expertise, bringing unique perspectives and ideas to the table, to guide and monitor the Company's growth.

The Company believes that ethics, accountability, transparency, and integrity are the fundamental to its success and the Company expects that suppliers are committed to the same values and compliance with ethical, legal and statutory obligations.

### **ETHICS, ACCOUNTABILITY, TRANSPARENCY AND INTEGRITY**

The Company operates with the highest standards of integrity and transparency with governance structures designed to assist with the detection and prevention of bribery, corruption, and other unethical practices, ensuring that the Company remains accountable to themselves, to stakeholders and provides opportunities for grievances to be appropriately addressed.

The Company maintains policies and practices to allow violations, misconduct, or grievances to be reported by workers and other stakeholders and addressed without fear of retribution. The Company also updates the Corporate Governance Statements that report against ASX Corporate Governance Council Principal and Recommendations on a yearly basis. These can be accessed from the Company's website at [www.element25.com.au](http://www.element25.com.au).

## ESG RISK MANAGEMENT

The Company takes a proactive and integrated approach to identify, assess, monitor and manage ESG risks inherent to the mining industry. The Company has recognised the critical importance of safeguarding ecosystems, respecting cultural heritage and local communities, and implementing ethical governance. Through rigorous risk assessments, transparent reporting, and ongoing engagement with stakeholders, the Company seeks to minimise environmental impact, promote social responsibility, and ensure regulatory compliance.

For further details on the Company's ESG risk management practices, please refer to section: External Factors and Material Business Risks.



## ESG RATING

### DIGBEE ESG SCORE

The Digbee ESG score is an independent rating specifically for mining sector to assess and summary the Company's' ESG (Environment, Social, Governance) performance base upon their current and planned activities.

### OUR DIGBEE SCORE

Element 25 partnered with Digbee to complete a submission to obtain a Digbee ESG score. The outcome of the submission was an overarching score based on the Company's Corporate and Project (Butcherbird and HPMSM) components and potential opportunities, risks, actions and positive negative scorecards.

The independent panel of globally recognised ESG experts at Digbee awarded Element 25 an inaugural ESG score of BB.



## MINERAL RESOURCES AND ORE RESERVES

### BUTCHERBIRD MINERAL RESOURCE ESTIMATE AS AT 30 JUNE 2025

The Butcherbird Manganese Project Mineral Resource Estimate was first reported on 17 April 2019 and an updated Mineral Resource was published on 29 October 2024. The mining depleted mineral resource estimate as at 30 June 2025 is as follows:

| Category                             | Tonnes (Mt)   | Mn (%)      | Si (%)      | Fe (%)      | Al (%)     |
|--------------------------------------|---------------|-------------|-------------|-------------|------------|
| 30 JUN 2024                          |               |             |             |             |            |
| Measured                             | 12.8          | 11.3        | 20.6        | 11.6        | 5.7        |
| Indicated                            | 40.8          | 10.0        | 20.9        | 11.0        | 6.0        |
| Inferred                             | 206.0         | 9.8         | 20.8        | 11.4        | 5.9        |
| <b>Total <sup>1</sup></b>            | <b>259.6</b>  | <b>9.9</b>  | <b>20.8</b> | <b>11.3</b> | <b>5.9</b> |
| Less Mining                          |               |             |             |             |            |
| Measured                             | 0             | 0           | 0           | 0           | 0          |
| Indicated                            | 0             | 0           | 0           | 0           | 0          |
| Inferred                             | 0             | 0           | 0           | 0           | 0          |
| <b>Total <sup>2</sup></b>            | <b>0</b>      | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>   |
| Plus ROM Stocks Movement             |               |             |             |             |            |
| Measured                             | (0.06)        | 9.2         | 19.2        | 10.2        | 5.6        |
| <b>Total <sup>3</sup></b>            | <b>(0.06)</b> | <b>9.2</b>  | <b>19.2</b> | <b>10.2</b> | <b>5.6</b> |
| 30 JUN 2025                          |               |             |             |             |            |
| Measured                             | 13.0          | 11.3        | 20.5        | 11.5        | 5.7        |
| Indicated                            | 116.2         | 10.1        | 21.0        | 11.4        | 6.0        |
| Inferred                             | 145.2         | 9.8         | 20.6        | 11.5        | 5.9        |
| <b>Total / Average %<sup>4</sup></b> | <b>274.4</b>  | <b>10.0</b> | <b>20.8</b> | <b>11.5</b> | <b>5.9</b> |

#### Notes:

- <sup>1</sup> Closing ROM stocks at 30 June 2024 included in opening stock figure
- <sup>2</sup> No Mining occurred during the period
- <sup>3</sup> ROM stocks movement/survey adjustment changed between 1 July 2024 - 30 June 2025
- <sup>4</sup> Includes Mineral Resource estimate update released ASX: 29 Oct 2024

All figures rounded to reflect the appropriate level of confidence (apparent differences may occur due to rounding)





## BUTCHERBIRD MINERAL ORE RESERVE AS AT 30 JUNE 2025

The Butcherbird Manganese Project Mining Reserve Classification was first reported on 19 May 2020 and an updated Mineral Reserve was published on 22 January 2025. No mining occurred during the reporting period and the depleted mineral reserves as at 30 June 2025 is as follows:

| Category                             | Tonnes (Mt)   | Grade (Mn %) | Contained Mn (Mt) | Recovered Mn <sup>5</sup> (Mt) |
|--------------------------------------|---------------|--------------|-------------------|--------------------------------|
| <b>30 JUN 2024</b>                   |               |              |                   |                                |
| Proved                               | 12.8          | 11.1         | 1.4               | 1.2                            |
| Probable                             | 36.2          | 10.1         | 3.7               | 3.0                            |
| <b>Total <sup>1</sup></b>            | <b>49.0</b>   | <b>10.2</b>  | <b>5.0</b>        | <b>4.1</b>                     |
| <b>Less Mining</b>                   |               |              |                   |                                |
| Proved                               | 0             | 0            | 0                 | 0                              |
| Probable                             | 0             | 0            | 0                 | 0                              |
| <b>Total <sup>2</sup></b>            | <b>0</b>      | <b>0</b>     | <b>0</b>          | <b>0</b>                       |
| <b>Plus ROM Stocks Movement</b>      |               |              |                   |                                |
| Proved                               | (0.06)        | 9.2          | 19.2              | 10.2                           |
| <b>Total <sup>3</sup></b>            | <b>(0.06)</b> | <b>9.2</b>   | <b>19.2</b>       | <b>10.2</b>                    |
| <b>30 JUN 2025</b>                   |               |              |                   |                                |
| Proved                               | 11.9          | 11.8         | 1.4               | 0.8                            |
| Probable                             | 89.5          | 10.2         | 9.1               | 5.5                            |
| <b>Total / Average %<sup>4</sup></b> | <b>101.4</b>  | <b>10.4</b>  | <b>10.5</b>       | <b>6.3</b>                     |

### Notes:

- 1 Closing ROM stocks at 30 June 2024 included in opening stock figure
- 2 No mining occurred during the period
- 3 ROM stocks movement/survey adjustment changed between 1 July 2024 - 30 June 2025
- 4 Includes Ore Reserve update released ASX: 22 January 2025
- 5 Updated 2025 manganese recovery based on the Ore Reserve update released ASX: 22 January 2025

All figures rounded to reflect the appropriate level of confidence (apparent differences may occur due to rounding)

The Company's ore reserve and mineral resource estimates for the Butcherbird Operations in accordance with the 2012 JORC code, involve elements of estimation and judgement. The preparation of these estimates involves application of significant judgement and no guarantee or assurance of mineral recovery levels, or the commercial viability of deposits can be provided. The actual quality and characteristics of mineral deposits cannot be known until mining takes place and will almost always differ from the assumptions used to develop resources. Further, ore reserves are valued based on assumed future costs and future commodity prices and, consequently, the value of actual ore reserves including their economic extraction, and mineral resources may differ from those estimated, which may result in either a negative or positive effect on operations. Element 25 takes a medium-term view to these inputs in the formulation of ore reserves and then monitors operating conditions to allow the Company to respond accordingly should negative variances occur.



## REVIEW OF MATERIAL CHANGES

The Company updated its Mineral Resource Estimates for the Project on 29 October 2024. Total reported Measured, Indicated and Inferred Mineral Resource estimates at that date was 274 million tonnes at 10.0% per cent manganese for 27.4 million tonnes of contained manganese.

The Company updated the Butcherbird Project Ore Reserves on 22 January 2025. The depleted Proved and Probable Reserves at 30 June 2025 are 101.4 million tonnes at 10.4% Mn for 105.1 million tonnes of contained manganese.

The Company confirms that it is not aware of any new information or data that materially affects the information included in the original announcements dated 29 October 2024 and 22 January 2025 and that all material assumptions and technical parameters underpinning the estimates continue to apply and have not materially changed.

## GOVERNANCE CONTROLS

The Company reports its Mineral Resources and Ore Reserves on an annual basis, with Mineral Resources inclusive of Ore Reserves. Reporting is in accordance with the 2012 Edition of the Australasian Code for Report of Exploration Results, Mineral Resources and Ore Reserves and the ASX Listing Rules. All Competent Persons named by Element 25 are suitably qualified and experienced as defined in the JORC Code 2012 Edition.

## COMPETENT PERSONS STATEMENT

The information in this report that relates to Exploration Results, Mineral Resources and Ore Reserves listed in the table below is based on, and fairly represents, information and supporting documentation prepared by the Competent Person whose name appears in the same row. Each person named in the table below has sufficient experience which is relevant to the style of mineralisation and types of deposits under consideration and to the activity which he/she has undertaken to qualify as a Competent Person as defined in the JORC Code 2012. Each person identified in the list below consents to the inclusion in this announcement of the material compiled by them in the form and context in which it appears.

| Activity   | Competent Person | Membership Institution                          |
|--|------------------|---|
| Exploration Results  | Justin Brown     | Australasian Institute of Mining and Metallurgy |
| Mundawindi and Ritchies Mineral Resource Estimates                                     | Greg Jones       | Australasian Institute of Mining and Metallurgy |
| Bindi Bindi, Budgie Hill, Ilgararie Ridge, and Cadgies Flat Mineral Resource Estimates | Mark Glassock    | Australasian Institute of Mining and Metallurgy |
| Yanneri Ridge and Coodamudgi Mineral Resource Estimates                                | Dean O'Keefe     | Australasian Institute of Mining and Metallurgy |
| Mining, Metallurgy and Financial Modelling in relation to Mineral Reserves             | Ian Huitson      | Australasian Institute of Mining and Metallurgy |

At the time that the Exploration Results and Exploration Targets were compiled, Mr Brown was an employee and shareholder of Element 25 Limited.

Mr. Greg Jones, who acts as Consultant Geologist for Element 25 is a full-time employee of IHC Robbins.

At the time that the Mineral Resources were compiled, Mr Glassock was a consultant to Element 25 Limited.

At the time that the Ore Reserves were compiled, Mr Huitson was an employee and shareholder of Element 25 Limited.

Please note with regard to exploration targets, the potential quantity and grade is conceptual in nature, that there has been insufficient exploration to define a Mineral Resource and that it is uncertain if further exploration will result in the determination of a Mineral Resource.

## EXTERNAL FACTORS AND MATERIAL BUSINESS RISKS

The Company's Board and management identify, monitor and manage risks through its Risk Management Framework, and where possible, attempt to mitigate the risk of adverse outcomes through the adoption of controls and mitigation strategies. The following factors are all capable of having a material adverse effect on the Company's business, affecting the Company results and impacting the Company's prospects for future financial years.

### COMMODITY PRICES

The Company generates revenue from the sale of manganese concentrate through long-term customer offtake and sales agreements.

The commodity price is determined by external markets which are outside the Company's control, making it susceptible to adverse price movements. The Company uses foreign exchange hedging to manage commodity price and currency exchange risk. Declining commodity prices can impact the financial returns from existing operations. The Company closely monitors manganese concentrate pricing and where necessary, can modify operations to minimise exposure to adverse price movements and maximise upside during times of above average pricing.

### PRODUCTION, OPERATING AND CAPITAL COSTS

The Company's current and future financial performance and position are dependent on production levels achieved, as well as operating and a lesser extent capital cost outcome. Production activities can be subject to variation due to several factors including the local mine strip ratio and changes in ore characteristics. The Company's main operating costs include contractor costs, materials and diesel, personnel costs, and ore haulage and shipping costs.

Operating costs are subject to external economic conditions (including inflationary pressures both domestically and globally) which can impact the availability, cost, and quality of procured items. Examples could include the availability of spare parts, changes to diesel fuel price or diesel fuel rebate, ore haulage and shipping prices, the availability of suitably qualified and experienced labour and maintenance parts and equipment.

Changes in the operating costs of the Company's mining and processing operations costs could occur due to unforeseen events, international and local economic and political events, and could result in changes in manganese reserve estimates. Many of these factors are beyond the Company's control, therefore Element 25 may be faced with varied production and higher operating costs in the future compared to current costs. The Company manages risks associated with costs through a centralised contracts and procurement function.





## TRANSPORT SERVICES

The Company's operations depend on the delivery of finished product to port and the delivery of materials, supplies, services, and equipment to the Butcherbird mine site. Element 25 is dependent on third parties for the provision of ore haulage, port, shipping, and other transportation services. Contractual disputes, port capacity issues, availability of trucks or vessels, labour disruptions, external travel restrictions, weather problems or other factors could have a material adverse effect on Element 25's ability to transport product and materials to meet schedules, which may in turn impact Element 25's business, results of operations and financial performance.

## OPERATIONAL RISKS

### WATER SUPPLY MANAGEMENT

Water is a requirement for the processing of manganese, and as such water management is one of the key operational considerations of the Company. The Company has been utilising silcrete aquifer for production water supply, which has limited storage capacity and variable recharge rates.

To manage this risk, the Company proactively monitors and assesses the groundwater levels and extraction volumes from the silcrete aquifer. Simultaneously, the Company is dedicated to improving the efficiency of water usage per tonne of production. These measures will ensure that the available supply continues to meet operational needs and complies with relevant legal requirements and regulatory standards.

Where monitoring indicates a potential pressure on water supply, measures such as complementary sourcing or infrastructure adjustments would be considered and implemented accordingly.

### CULTURAL HERITAGE

Mining activities may interact with Indigenous cultural heritage, including sites, cultural landscapes, and intangible heritage. Without appropriate management, there would be potential impacts on Indigenous community relationships, the environment, Company's project schedule and financial obligations.

The Company manages these risks through early and ongoing engagement with the Traditional Owners of the land, undertaking relevant heritage surveys, and adjusting the operational strategies accordingly. The Company seeks to create sustainable social and economic value for the Nyiyaparli people, Gingirana people, and Ngarlawangga people who are the Traditional Owners of the land where the Butcherbird mine site and tenements are located. In addition, the Company proactively engages with Indigenous communities, consults with the Traditional Owners, and undertakes regular awareness training to ensure that all activities are conducted in compliance with applicable aboriginal heritage legislation.

### HEALTH AND SAFETY

Health and safety risks in the mining industry workplace can arise from various factors including incorrect handling of equipment, lack of adherence to defined policies and procedures, equipment failures, fatigue, and environmental factors. These risks can cause injury and illness, and lead to a reduction in productivity and harm to employees' well-being.

To mitigate these risks, the Company implements robust health and safety policies and procedures, provides ongoing training, conducts regular safety inspections, risk assessments and audits, and continuously monitors all aspects of health and safety. In addition, the Company fosters a strong safety culture where employees are encouraged to actively maintain a healthy and safe workplace.

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## DIRECTORS REPORT

Your Directors submit their report on the consolidated entity (Group, Company or Element 25) consisting of Element 25 Limited and the entities it controlled at the end of, or during, the year ended 30 June 2025.

### DIRECTORS

The names and details of the Company's directors in office during the financial year and until the date of this report are as follows. Where applicable, all current and former directorships held in listed public companies over the past three years have been detailed below. Directors were in office for this entire period unless otherwise stated



#### JOHN RIBBONS

B.BUS, CPA, ACIS

##### Non-Executive Chair

Audit and Risk Committee Member

Remuneration Committee Member

Mr Ribbons is an accountant who has worked in the resources industry for more than 20 years in Group Financial Controller, Chief Financial Officer and Company Secretary roles. Mr Ribbons has extensive knowledge and experience with ASX-listed production and exploration companies, including experience with operating mines and has also been involved with ASX listings for several exploration companies.

Mr Ribbons has experience in capital raising, ASX and TSX compliance and regulatory requirements. Mr Ribbons has previously held other directorships.



#### JUSTIN BROWN

B.SC. (HONS.)

##### Managing Director

Audit and Risk Committee Member

Mr Brown is a geologist with over 30 years of experience in global mineral exploration, mining and business management. Mr Brown has a keen interest in the role that ethically sourced critical raw materials can play in the decarbonisation efforts to reverse global warming. Mr Brown founded Element 25 in 2006 taking a corporate leadership role as founding Managing Director, guiding the business through numerous economic cycles and being the architect of multiple successful value accretive transactions in multiple commodities. In addition to an executive role with Element 25 Limited since 2006, Mr Brown has also held a number of board positions, and has a strong track record of closing successful commercial transactions.



#### RUDOLPH (FANIE) VAN JAARSVELD

ND ANALYTICAL CHEMISTRY

##### Non-Executive Director

Audit and Risk Committee Chair

Remuneration Committee Member

Mr Fanie van Jaarsveld is an experienced company director and has held numerous senior management and executive positions over a career spanning more than 40 years. With a demonstrated history of working in the mining and metals industry, Mr van Jaarsvelds was the Managing Director for OM Manganese which operates the Bootu Creek manganese mine in the Northern Territory and highly skilled in mining, mineral processing and operational management. Mr van Jaarsveld has a ND Analytical Chemistry from the Cape Peninsula University of Technology, Cape Town.



## SALVATORE (SAM) LANCUBA

B.ENG (CHEM ENG)

### Non-Executive Director

Audit and Risk Committee Member

Remuneration Committee Chair

Mr Lancuba is a chemical engineer with more than 40 years' experience in the global fertiliser industry across research and development, process engineering, manufacturing and management. Following 27 years at Incitec Pivot Limited, an ASX top 50 company, Mr Lancuba has consulted to industry clients in Australia, New Zealand, USA, South America, Europe, India and China in areas including plant design and maintenance, project management, project evaluation and marketing strategies. He has extensive experience in chemical processing, project development and operations in the chemical industry.

## COMPANY SECRETARY



## MICHAEL JORDON

B.BUS, CPA

Mr Jordon has extensive experience across many industries with a focus on manufacturing and service delivery sectors. He has held positions of Chief Financial Officer and Chief Operating Officer and has been responsible for business start-up development, merger as well as acquisition and business financing activities across Australia and Europe.

## CHANGES TO YOUR ELEMENT 25 BOARD

There were no changes to the Element 25 Limited Board of Directors during the year ending 30 June 2025.

## INTERESTS IN THE SHARES AND OPTIONS OF THE COMPANY AND RELATED BODIES CORPORATE

As at the date of this report, the interests granted for the Directors in the shares, options and rights of Element 25 Limited were:

| Director                      | Ordinary Shares | Options Over Ordinary Shares | Performance / Service Rights |
|-------------------------------|-----------------|------------------------------|------------------------------|
| John Ribbons                  | 2,411,112       | 450,000                      | -                            |
| Justin Brown                  | 9,116,472       | 1,500,000                    | 867,222                      |
| Rudolph (Fanie) van Jaarsveld | 175,000         | -                            | 37,037                       |
| Salvatore (Sam) Lancuba       | -               | -                            | 37,037                       |



## DIRECTORS MEETINGS

During the year the Company held the following meetings of Directors. The attendance of Directors at meetings of the Board were:

|                       | Directors Meetings |                             | Audit and Risk Committee Meetings |                             | Remuneration Committee Meetings |                             | ESG Committee Meetings * |                             |
|-----------------------|--------------------|-----------------------------|-----------------------------------|-----------------------------|---------------------------------|-----------------------------|--------------------------|-----------------------------|
|                       | Meetings Attended  | Meetings Eligible to Attend | Meetings Attended                 | Meetings Eligible to Attend | Meetings Attended               | Meetings Eligible to Attend | Meetings Attended        | Meetings Eligible to Attend |
| John Ribbons          | 10                 | 10                          | 4                                 | 4                           | 2                               | 2                           | 1                        | 1                           |
| Justin Brown          | 10                 | 10                          | 4                                 | 4                           | 2 (Guest)                       | N/A                         | 1                        | 1                           |
| Rudolph van Jaarsveld | 10                 | 10                          | 4                                 | 4                           | 2                               | 2                           | 1                        | 1                           |
| Salvatore Lancuba     | 9                  | 10                          | 4                                 | 4                           | 2                               | 2                           | 1                        | 1                           |

\* ESG Committee established May 2025

## SHARES UNDER OPTION

Unissued ordinary shares of Element 25 under option at the date of this report are as follows:

| Date Options Granted   | Expiry Date       | Exercise Price (cents) | Number of Options |
|--|-------------------|------------------------|-------------------|
| 4 November 2020  | 4 November 2025   | 120.90                 | 1,980,000         |
| 22 December 2020   | 13 July 2025      | 44.00                  | 1,000,000         |
| 29 September 2022  | 1 July 2027       | 65.40                  | 500,000           |
| 25 October 2022  | 29 September 2027 | 117.47                 | 1,000,000         |
| 23 December 2022   | 23 December 2027  | 146.75                 | 50,000            |
| 25 November 2022   | 25 November 2027  | 158.00                 | 900,000           |
| 29 September 2022  | 23 September 2027 | 128.06                 | 250,000           |
| 28 November 2023   | 27 November 2028  | 67.00                  | 500,000           |
| 22 December 2023   | 21 December 2028  | 60.00                  | 500,000           |
| Total number of options outstanding at the date of this report |                   |                        | 6,680,000         |

No option holder has any right under the options to participate in any other share issue of the Company or any other entity.

## PRINCIPAL ACTIVITIES

The Element 25 Group is focused on building a global, vertically integrated manganese business formed around the 100%-owned Butcherbird Manganese Mine in Western Australia, supplying manganese ore to a proposed high purity, battery grade manganese sulphate monohydrate facility in development in Louisiana, USA. It is also considering other global sites for high purity manganese sulphate monohydrate facilities, including Japan.

## DIVIDENDS

No dividends were paid or declared during the financial year. No recommendation for payment of dividends has been made.

## RESULTS

During the year ended 30 June 2025, the Company recognised revenue of \$1,883,253 (2024: \$13,296,901) in respect to the shipments of ore from the Group's 100% owned Butcherbird Manganese Project located in Australia, and other income of \$802,597 (2024: \$611,273).

During the year the Company incurred cost of sales of \$5,358,886 (2024: \$30,442,802) in respect to direct material and production costs attributable to the extraction, processing, and transportation of manganese ore.

During the year the Company incurred exploration and feasibility expenses of Nil (2024: \$189,674), general and administration expenditure amounting to \$3,156,365 (2024: \$4,726,449), and a finance expense amount of \$38,541 (2024: \$64,012). This has resulted in an operating loss after income tax for the year ended 30 June 2025 of \$5,867,866 (2024: \$21,514,951). The Company had a cash balance of \$2,162,007 as at 30 June 2025.

## RISK MANAGEMENT

The Board is responsible for ensuring that risks and opportunities are identified on a timely basis and that activities are aligned with the risks and opportunities identified by the Board.

The Group believes that it is crucial for all Board members to be a part of this process, and as such the Board has not established a separate Risk Management committee.

The Board has a number of mechanisms in place to ensure that Management's objectives and activities are aligned with the risks identified by the Board. These include the following:

- Board approval of a strategic plan, which encompasses strategy statements designed to meet stakeholders needs and manage business risk.
- Implementation of Board approved operating plans and budgets and Board monitoring of progress.

## SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

During the period, a US\$166 million US Department of Energy grant was formally awarded under the US Department of Energy's Battery Materials Processing Grant Program to support construction of Element 25's planned HPMSM facility in Louisiana, USA.

In addition, the Northern Australia Infrastructure Facility approved project financing of up to AU\$50 million in senior debt for Element 25's Butcherbird Manganese Expansion Project in Western Australia.

Updated Mineral Resources and Ore Reserve statements were completed for the Butcherbird project and Element 25 also updated a Feasibility Study for expanding Butcherbird to 1.1Mtpa manganese production capacity.

No other significant changes in the state of affairs of the Group occurred during the financial year.

## SIGNIFICANT EVENTS AFTER THE BALANCE DATE

On 22 July 2025, the Company lodged National Patent Applications in multiple key jurisdictions to obtain global protection for its proprietary lithium-ion batter grade high purity manganese sulphate monohydrate (HPMSM) processing technology.

On 18 September 2025, the Company raised AU\$10.2 million by issuing 36,323,146 fully paid ordinary shares at an issue price of AU\$0.28 per share via a placement to fund Butcherbird Expansion and the Company's working capital.

No other matters or circumstances have arisen since the end of the financial year that significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

## LIKELY DEVELOPMENTS AND EXPECTED RESULTS

The Group expects to continue progressing the Butcherbird expansion project to recommence mining operations at the Butcherbird mine site as well as advancing plans for the HPMSM processing facility in the U.S.A.

## ENVIRONMENTAL REGULATION AND PERFORMANCE

The Group aims to ensure the appropriate standard of environmental care is achieved and in doing so, that it is aware of and compliant with all environmental legislation. The Directors of the Group are not aware of any breach of environmental legislation for the year under review.

# REMUNERATION REPORT (AUDITED)

The information provided in this remuneration report has been audited as required by section 308(3C) of the Corporations Act 2001.

## GOVERNANCE

The Board is responsible for the Company's remuneration framework and policy. Under a formal charter, the Board has established a Remuneration Committee who make recommendations to the Board on the nature and amount of remuneration for key management personnel to ensure remuneration arrangements align with and reflect the Company's strategic objectives, values and risk appetite.

## REMUNERATION POLICY

The Company's remuneration policy has been tailored to increase the direct positive relationship between shareholders' investment objectives and key management personnel performance.

## EXECUTIVES AND KEY MANAGEMENT PERSONNEL

The remuneration policy of Element 25 has been designed to align executive interests and key management personnel objectives with shareholder and business objectives by providing a fixed remuneration component and offering specific short term and long-term incentives based on key performance areas affecting the Group's operational and financial results. The Board of Element 25 believes the remuneration policy to be appropriate and effective in its ability to attract and retain the best key management personnel to run and manage the Group.

The Board ensures that the executive reward framework satisfies the following key criteria in line with appropriate corporate governance practices:

- Attract, retain and motivate key executives at important stages of the Group's development linked to strategy and performance;
- Ensure effective benchmarking for total annual remuneration in accordance with market practices and clearly defined peer groups of similar companies to ensure remuneration is fair and competitive;
- Align executive interests with those of the Company's shareholders; and
- Comply with applicable legal requirements and appropriate standards of governance.

The Company has structured an executive remuneration that is market-competitive and complementary to the reward strategy for the organisation. The Board reviews executive packages annually by reference to the Group's performance, executive performance, key objectives and comparable information from industry sectors and other listed companies in similar industries. The Board may exercise discretion in relation to approving incentives, bonuses, and options. Executives are also entitled to participate in the employee share and option arrangements.

The Executive Directors and executives (if any) receive a superannuation guarantee contribution required by the government, which was 11.5% for the 2025 financial year, and do not receive any other retirement benefits. Some individuals may choose to sacrifice part of their salary to increase payments towards superannuation.

All remuneration paid to Directors and executives is valued at the cost to the Group and expensed. Options are valued using the Black Scholes methodology.



## NON-EXECUTIVE DIRECTORS

Non-Executive Director remuneration is reviewed on an annual basis with the aim of assessing the performance of each Director, identifying areas where improvements can be made and takes into consideration:

- currency of a Director's knowledge and skills; and
- whether a Director's performance has been impacted by other commitments.

The Chair of the Board provides each Director with confidential feedback on their performance, which is then used to create development and action plans. The Chair of the Audit and Risk Committee undertakes the review of the Chair of the Board. Independent external advice is sought when required.

The maximum aggregate amount of fees that can be paid to Non-Executive Directors is subject to approval by shareholders at the Annual General Meeting. Fees for Non-Executive Directors are not linked to the performance of the Group, however to align Directors' interests with shareholder interests, the Directors are encouraged to hold shares in the Company.

## PERFORMANCE BASED REMUNERATION

Performance based remuneration for the Managing Director and employees of the Company became effective from 1 July 2024, in accordance with the Performance Rights plan which was approved at the 2023 Annual General Meeting.

Performance Rights for the Managing Director were approved by the Shareholders at the 2024 Annual General Meeting.

## USE OF REMUNERATION CONSULTANTS

The Group employed the services of Remsmart Pty Ltd during the financial year ended 30 June 2025 in an advisory capacity to assist in preparing a remuneration structure.

## VOTING AND COMMENTS MADE AT THE COMPANY'S 2024 ANNUAL GENERAL MEETING

The Company received approximately 95% of "yes" votes on its remuneration report for the 2024 financial year. The Company did not receive any specific feedback at the Annual General Meeting or throughout the year on its remuneration practices.

## DETAILS OF REMUNERATION

Details of the remuneration of the key management personnel of the Group are set out in the following table:

|   | Short Term    | Post Employment | Long Term    |                    | Shared Based Payments | Total   |
|---|---------------|-----------------|--------------|--------------------|-----------------------|---------|
|   | Salary & Fees | Superannuation  | Annual Leave | Long Service Leave | Options / Rights      |         |
|   | \$            | \$              | \$           | \$                 | \$                    | \$      |
| <b>John Ribbons</b>                                 |               |                 |              |                    |                       |         |
| 2025  | 100,000       | 11,500          | -            | -                  | -                     | 111,500 |
| 2024  | 76,641        | 6,544           | -            | -                  | -                     | 83,185  |
| <b>Justin Brown</b>                                 |               |                 |              |                    |                       |         |
| 2025  | 361,104       | 29,292          | -            | 5,833              | 63,596                | 459,825 |
| 2024  | 312,500       | 34,375          | 14,684       | 5,776              | 56,716                | 424,051 |
| <b>Rudolph van Jaarsveld</b>                        |               |                 |              |                    |                       |         |
| 2025  | 142,626       | 16,402          | -            | -                  | 4,979                 | 164,008 |
| 2024  | 78,959        | 3,621           | -            | -                  | -                     | 82,580  |
| <b>Salvatore Lancuba</b>                            |               |                 |              |                    |                       |         |
| 2025  | 55,748        | -               | -            | -                  | 4,979                 | 60,727  |
| 2024  | 55,248        | -               | -            | -                  | -                     | 55,248  |
| <b>Seamus Cornelius (resigned 28 November 2023)</b> |               |                 |              |                    |                       |         |
| 2025  | -             | -               | -            | -                  | -                     | -       |
| 2024  | 22,410        | 2,465           | -            | -                  | -                     | 24,875  |
| <b>Total Key Management Personnel Compensation</b>  |               |                 |              |                    |                       |         |
| 2025  | 659,479       | 57,194          | -            | 5,833              | 56,083                | 778,588 |
| 2024  | 545,758       | 47,005          | 14,684       | 5,776              | 56,716                | 669,939 |

## SERVICE AGREEMENTS

The details of service agreements of the key management personnel of the Group are as follows:

### JUSTIN BROWN, MANAGING DIRECTOR

- Term of agreement – until terminated in accordance with the agreement:
  - The Company may terminate without cause at any time by giving six months written notice;
  - Executive must provide six months written notice of termination; and
  - Standard clauses on immediate termination for breach of contract or misconduct.
- Annual salary of \$350,000 effective 1 January 2024 (plus statutory entitlements), reviewed annually. In addition, the Company has provided the following bonus incentives to Justin Brown.
  - 500,000 options vesting subject to the specific conditions outlined in Share Based Compensation.
  - Short-Term Incentives of 578,148 Performance Rights vesting subject to the specific conditions outlined in Share Based Compensation.
  - Long-Term Incentives of 289,074 Performance Rights vesting subject to the specific conditions outlined in Share Based Compensation.

## SHARE BASED COMPENSATION

To facilitate goal congruence between shareholders' investment objectives and key management personnel performance, options are issued to the majority of key management personnel to encourage the alignment of personal and shareholder interests. Options are issued to key management personnel as part of their remuneration with associated performance criteria.

### OPTIONS

There were no options granted and exercised during the year.

### RIGHTS

To facilitate goal congruence between shareholders' investment objectives and key management personnel performance, rights are issued to key management personnel to encourage the alignment of personal and shareholder interests. Rights are issued to key management personnel as part of their remuneration with associated performance criteria.

The following rights were granted to or vesting with key management personnel during the year:

|                       | Grant Date  | Granted Number | Vesting Date | Expiry Date | Exercise Price | Value per right at grant date | Exercised Number | % of Remuneration |
|-----------------------|-------------|----------------|--------------|-------------|----------------|-------------------------------|------------------|-------------------|
| Justin Brown          | 22 Nov 2024 | 289,074        | 1 Oct 2025   | 31 Oct 2026 | Nil            | \$63,596                      | -                | -                 |
|                       | 22 Nov 2024 | 289,074        | 31 Aug 2026  | 31 Aug 2027 | Nil            | \$63,596                      | -                | -                 |
|                       | 22 Nov 2024 | 289,074        | 31 Aug 2027  | 31 Aug 2028 | Nil            | \$63,596                      | -                | -                 |
| Rudolph van Jaarsveld | 22 Nov 2024 | 37,037         | 1 Oct 2025   | 31 Oct 2026 | Nil            | \$8,148                       | -                | -                 |
| Salvatore Lancuba     | 22 Nov 2024 | 37,037         | 1 Oct 2025   | 31 Oct 2026 | Nil            | \$8,148                       | -                | -                 |

The following performance conditions are attached to the granted rights to Justin Brown above:

- 1) 289,074 Performance Rights granted on 22 November 2024 will vest upon the completion of service period from 01 July 2024 to 30 September 2025, and will be proportionately aligned with the outcomes of the assessment conducted over the performance period from 01 July 2024 to 30 June 2025 for five objectives, including Operational Excellence, Innovation & Growth, Environmental, Social & Governance (ESG), and People, Capability & Performance.
- 2) 289,074 Performance Rights granted on 22 November 2024 will vest upon the completion of service period from 1 July 2024 to 31 August 2026, and will be proportionately aligned with the outcomes of the assessment conducted over the performance period from 1 July 2024 to 30 June 2025 for five objectives, including Operational Excellence, Innovation & Growth, Environmental, Social & Governance (ESG), and People, Capability & Performance.
- 3) 289,074 Performance Rights granted on 22 November 2024 will vest upon the completion of service period from 01 September 2026 to 31 August 2027, and will be proportionately aligned with the outcomes of an assessment conducted over the performance period from 1 July 2024 to 30 June 2027 for the Company's Total Shareholder Return relative to Peer group.

The following performance conditions are attached to the granted rights to Rudolph van Jaarsveld above:

- 1) 37,037 service rights granted at the Annual General Meeting on 22 November 2024 will vest upon the completion of the service period from 1 July 2024 to 31 September 2025.

The following performance conditions are attached to the granted rights to Salvatore Lancuba above:

- 1) 37,037 service rights granted at the Annual General Meeting on 22 November 2024 will vest upon the completion of the service period from 1 July 2024 to 31 September 2025.

There were no Rights vested and exercisable during the financial year ended 30 June 2025.



## EQUITY INSTRUMENTS HELD BY KEY MANAGEMENT PERSONNEL

### SHARE HOLDINGS

The number of shares in the Company held during the financial year by each Director of Element 25 and other key management personnel of the Group, including their personally related parties, and any nominally held, are set out below. There were no shares granted during the reporting period as compensation.

|                       | Balance at the start of the year<br>1 July 2024 | Acquired during the year on the exercise of options | Additions | Disposals | Balance at the year end<br>30 June 2025 |
|-----------------------|---|---|-----------|-----------|---|
| John Ribbons          | 2,300,000                                       | -   | 111,112   | -         | 2,411,112                               |
| Justin Brown          | 9,005,360                                       | -   | 111,112   | -         | 9,116,472                               |
| Rudolph van Jaarsveld | -   | -   | 175,000   | -         | 175,000                                 |
| Salvatore Lancuba     | -   | -   | -         | -         | -                                       |

### OPTION AND RIGHT HOLDINGS

#### OPTION HOLDINGS

The options over ordinary shares in the Company held during the financial year by each Director of Element 25 and other key management personnel of the Company, including their personally related parties, are set out below:

|                       | Balance at the start of the year<br>1 July 2024 | Granted as compensation | Exercised | Expired     | Balance at the year end<br>30 June 2025 | Vested and exercisable | Unvested |
|-----------------------|---|-------------------------|-----------|-------------|---|------------------------|----------|
| John Ribbons          | 950,000   | -                       | -         | (500,000)   | 450,000                                 | 450,000                | -        |
| Justin Brown          | 2,500,000                                       | -                       | -         | (1,000,000) | 1,500,000                               | 1,000,000              | 500,000  |
| Rudolph van Jaarsveld | -   | -                       | -         | -           | -                                       | -                      | -        |
| Salvatore Lancuba     | -   | -                       | -         | -           | -                                       | -                      | -        |

All vested options are exercisable at the end of the year.

#### RIGHTS HOLDINGS

The rights over ordinary shares in the Company held during the financial year by each Director of Element 25 and other key management personnel of the Company, including their personally related parties, are set out below:

|                       | Balance at the start of the year<br>1 July 2024 | Granted as compensation | Exercised | Lapsed    | Balance at the year end<br>30 June 2025 | Vested and exercisable | Unvested |
|-----------------------|---|-------------------------|-----------|-----------|---|------------------------|----------|
| John Ribbons          | -   | -                       | -         | -         | -                                       | -                      | -        |
| Justin Brown          | -   | 867,222                 | -         | (260,166) | 607,056                                 | -                      | 607,056  |
| Rudolph van Jaarsveld | -   | 37,037                  | -         | -         | 37,037                                  | -                      | 37,037   |
| Salvatore Lancuba     | -   | 37,037                  | -         | -         | 37,037                                  | -                      | 37,037   |

There were no rights vested during the financial year ended 30 June 2025.

## LOANS TO KEY MANAGEMENT PERSONNEL

There were no loans to key management personnel during the year.

-- End of audited Remuneration Report --

## INSURANCE OF DIRECTORS AND OFFICERS

During the financial year, Element 25 paid a premium of \$93,008 to insure the Directors of the Company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of entities in the Group, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

## NON-AUDIT SERVICES

There were no non-audit services provided by the Company's auditor, PricewaterhouseCoopers, or associated entities, during the year.

## PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party, for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

No proceedings have been brought or intervened in on behalf of the Company with leave of the Court under section 237 of the Corporations Act 2001.

## AUDITOR'S INDEPENDENCE DECLARATION

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 35.

Signed in accordance with a resolution of the Directors.



Justin Brown  
Managing Director

24 September 2025



## Auditor's Independence Declaration

As lead auditor for the audit of Element 25 Limited for the year ended 30 June 2025, I declare that to the best of my knowledge and belief, there have been:

- a. no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- b. no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Element 25 Limited and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'Adam Thompson'.

Adam Thompson  
Partner  
PricewaterhouseCoopers

Perth  
24 September 2025

PricewaterhouseCoopers, ABN 52 780 433 757  
Brookfield Place, Level 15, 125 St Georges Terrace, PERTH WA 6000,  
GPO Box D198, PERTH WA 6840  
T: +61 8 9238 3000, F: +61 8 9238 3999, [www.pwc.com.au](http://www.pwc.com.au)

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## CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

|  | Note | 2025<br>\$         | 2024<br>\$          |
|--|------|--------------------|---------------------|
| Revenue  | 4    | 1,883,253          | 13,296,901          |
| Cost of sales  | 6    | (5,358,886)        | (30,442,802)        |
| <b>GROSS LOSS</b>  |      | <b>(3,475,633)</b> | <b>(17,145,901)</b> |
| Other income   | 5    | 802,763            | 611,273             |
| Exploration and feasibility expenditure  | 7    | -                  | (189,674)           |
| General and administration expenses  | 8    | (3,156,365)        | (4,726,449)         |
| Finance expense  |      | (38,541)           | (64,012)            |
| <b>LOSS BEFORE INCOME TAX</b>  |      | <b>(5,867,776)</b> | <b>(21,514,763)</b> |
| <b>INCOME TAX EXPENSE</b>  | 9    | <b>(90)</b>        | <b>(188)</b>        |
| <b>LOSS FOR THE YEAR ATTRIBUTABLE TO EQUITY HOLDERS OF THE COMPANY</b>                     |      | <b>(5,867,866)</b> | <b>(21,514,951)</b> |
| <b>OTHER COMPREHENSIVE INCOME</b>  |      |                    |                     |
| <i>Items that may be reclassified to profit or loss</i>                                    |      |                    |                     |
| Exchange differences on translation of foreign operations                                  |      | 3,145              | 1,706               |
| <b>Other comprehensive income for the year, net of tax</b>                                 |      | <b>3,145</b>       | <b>1,706</b>        |
| <b>TOTAL COMPREHENSIVE LOSS FOR THE YEAR ATTRIBUTABLE TO EQUITY HOLDERS OF THE COMPANY</b> |      | <b>(5,864,721)</b> | <b>(21,513,245)</b> |
| <b>LOSS PER SHARE FOR LOSS ATTRIBUTABLE TO THE ORDINARY EQUITY HOLDERS OF THE COMPANY</b>  |      |                    |                     |
| Basic and diluted loss per share (cents per share)   | 31   | (2.60)             | (9.86)              |

The above Consolidated Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

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## CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

|   | Note | 2025<br>\$        | 2024<br>\$        |
|---|------|-------------------|-------------------|
| <b>CURRENT ASSETS</b>                                 |      |                   |                   |
| Cash and cash equivalents                             | 10   | 2,162,007         | 11,326,929        |
| Trade and other receivables                           | 11   | 486,840           | 854,035           |
| Inventory   | 12   | 6,877,734         | 7,945,620         |
| Financial assets at fair value through profit or loss | 13   | 338,740           | 243,158           |
| <b>TOTAL CURRENT ASSETS</b>                           |      | <b>9,865,321</b>  | <b>20,369,742</b> |
| <b>NON-CURRENT ASSETS</b>                             |      |                   |                   |
| Restricted cash                                       | 14   | 528,560           | 528,560           |
| Property, plant and equipment                         | 15   | 49,237,837        | 42,387,515        |
| Deferred exploration and evaluation expenditure       | 16   | 2,329,506         | 1,737,058         |
| Right of use asset                                    | 17   | 272,585           | 166,138           |
| <b>TOTAL NON-CURRENT ASSETS</b>                       |      | <b>52,368,488</b> | <b>44,819,271</b> |
| <b>TOTAL ASSETS</b>                                   |      | <b>62,233,809</b> | <b>65,189,013</b> |
| <b>CURRENT LIABILITIES</b>                            |      |                   |                   |
| Trade and other payables                              | 18   | 1,578,679         | 5,566,671         |
| Provisions  | 19   | 3,610,799         | 627,857           |
| Lease liability                                       | 20   | 175,970           | 180,023           |
| <b>TOTAL CURRENT LIABILITIES</b>                      |      | <b>5,365,448</b>  | <b>6,374,551</b>  |
| <b>NON-CURRENT LIABILITIES</b>                        |      |                   |                   |
| Lease liability                                       | 20   | 106,403           | -                 |
| Provisions  | 19   | 1,690,582         | 1,683,000         |
| <b>TOTAL NON-CURRENT LIABILITIES</b>                  |      | <b>1,796,985</b>  | <b>1,683,000</b>  |
| <b>TOTAL LIABILITIES</b>                              |      | <b>7,162,433</b>  | <b>8,057,551</b>  |
| <b>NET ASSETS</b>                                     |      | <b>55,071,376</b> | <b>57,131,462</b> |
| <b>EQUITY</b>   |      |                   |                   |
| Issued capital  | 21   | 138,008,278       | 134,533,276       |
| Reserves  | 22   | 7,624,382         | 7,291,604         |
| Accumulated losses                                    |      | (90,561,284)      | (84,693,418)      |
| <b>TOTAL EQUITY</b>                                   |      | <b>55,071,376</b> | <b>57,131,462</b> |

The above Consolidated Statement of Financial Position should be read in conjunction with the accompanying notes.

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

|   | Note | Contributed<br>Equity | Share-Based<br>Payments<br>Reserve | Foreign Currency<br>Translation<br>Reserve | Accumulated<br>Losses | Total               |
|---|------|-----------------------|------------------------------------|--|-----------------------|---------------------|
|   |      | \$                    | \$                                 | \$   | \$                    | \$                  |
| <b>BALANCE AT 1 JULY 2023</b>                                   |      | <b>111,448,309</b>    | <b>7,159,981</b>                   | <b>(3,167)</b>                             | <b>(63,178,467)</b>   | <b>55,426,656</b>   |
| Loss for the year   |      | -                     | -                                  | -  | (21,514,951)          | (21,514,951)        |
| <b>OTHER COMPREHENSIVE INCOME</b>                               |      |                       |                                    |  |                       |                     |
| Exchange differences on translation<br>of foreign operations    |      | -                     | -                                  | 1,706                                      | -                     | 1,706               |
| <b>TOTAL COMPREHENSIVE LOSS</b>                                 |      | <b>-</b>              | <b>-</b>                           | <b>1,706</b>                               | <b>(21,514,951)</b>   | <b>(21,513,245)</b> |
| <b>TRANSACTIONS WITH OWNERS IN<br/>THEIR CAPACITY AS OWNERS</b> |      |                       |                                    |  |                       |                     |
| Shares issued during the year -<br>placement                    | 21   | 22,569,967            | -                                  | -  | -                     | 22,569,967          |
| Shares issued during the year -<br>exercise of options          | 21   | 522,000               | -                                  | -  | -                     | 522,000             |
| Employee and consultant share-based<br>payments                 | 32   | -                     | 133,084                            | -  | -                     | 133,084             |
| Shares issue transaction costs                                  | 21   | (7,000)               | -                                  | -  | -                     | (7,000)             |
| <b>BALANCE AT 30 JUNE 2024</b>                                  |      | <b>134,533,276</b>    | <b>7,293,065</b>                   | <b>(1,461)</b>                             | <b>(84,693,418)</b>   | <b>57,131,462</b>   |
| Loss for the year   |      | -                     | -                                  | -  | (5,867,866)           | (5,867,866)         |
| <b>OTHER COMPREHENSIVE INCOME</b>                               |      |                       |                                    |  |                       |                     |
| Exchange differences on translation<br>of foreign operations    |      | -                     | -                                  | 3,145                                      | -                     | 3,145               |
| <b>TOTAL COMPREHENSIVE LOSS</b>                                 |      | <b>-</b>              | <b>-</b>                           | <b>3,145</b>                               | <b>(5,867,866)</b>    | <b>(5,864,721)</b>  |
| <b>TRANSACTIONS WITH OWNERS IN<br/>THEIR CAPACITY AS OWNERS</b> |      |                       |                                    |  |                       |                     |
| Shares issued during the year -<br>placement                    | 21   | 3,493,145             | -                                  | -  | -                     | 3,493,145           |
| Employee and consultant share-based<br>payments                 | 32   | -                     | 301,883                            | -  | -                     | 301,883             |
| Revaluation of Equity Settled Share-<br>based Payments          |      | -                     | 27,750                             | -  | -                     | 27,750              |
| Shares issue transaction costs                                  | 21   | (18,143)              | -                                  | -  | -                     | (18,143)            |
| <b>BALANCE AT 30 JUNE 2025</b>                                  |      | <b>138,008,278</b>    | <b>7,622,698</b>                   | <b>1,684</b>                               | <b>(90,561,284)</b>   | <b>55,071,376</b>   |

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

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## CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

|   | Note | 2025<br>\$         | 2024<br>\$          |
|---|------|--------------------|---------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                       |      |                    |                     |
| Receipts from customers   |      | 1,962,763          | 13,002,630          |
| Payments to suppliers and employees                               |      | (7,457,481)        | (33,510,265)        |
| Interest received   |      | 80,184             | 529,018             |
| Interest and other financing costs paid                           |      | (27,037)           | (26,791)            |
| Research and development refund received                          |      | 628,071            | -                   |
| <b>NET CASH OUTFLOW FROM OPERATING ACTIVITIES</b>                 | 30   | <b>(4,813,500)</b> | <b>(20,005,408)</b> |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                       |      |                    |                     |
| Proceeds from disposal of plant and equipment                     |      | -                  | 111,530             |
| Payments for plant and equipment                                  |      | (7,629,783)        | (20,484,355)        |
| <b>NET CASH OUTFLOW FROM INVESTING ACTIVITIES</b>                 |      | <b>(7,629,783)</b> | <b>(20,372,825)</b> |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>                       |      |                    |                     |
| Proceeds from issues of ordinary shares                           | 21   | 3,493,145          | 23,091,967          |
| Payment of share issue transaction costs                          | 21   | (18,143)           | (7,000)             |
| Principal elements of lease payments                              |      | (358,423)          | (389,221)           |
| <b>NET CASH INFLOW FROM FINANCING ACTIVITIES</b>                  |      | <b>3,116,579</b>   | <b>22,695,746</b>   |
| <b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>                  |      | <b>(9,326,704)</b> | <b>(17,682,487)</b> |
| Cash and cash equivalents at the beginning of the financial year  |      | 11,326,929         | 28,885,874          |
| Effects of exchange rate changes on cash and cash equivalents     |      | 161,782            | 123,542             |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR</b> | 10   | <b>2,162,007</b>   | <b>11,326,929</b>   |

*The above Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.*

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

## 1. SUMMARY OF MATERIAL ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the consolidated entity consisting of Element 25 Limited and its subsidiaries. The financial statements are presented in the Australian currency. Element 25 Limited is a company limited by shares, domiciled and incorporated in Australia.

### A) BASIS OF PREPARATION

These general-purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001. Element 25 Limited is a for-profit entity for the purpose of preparing the financial statements.

The Company has prepared a cash flow forecast demonstrating that it will have sufficient liquidity to meet its obligations for at least the next 12 months. During the financial year ended 30 June 2025, the Company has secured a senior debt finance facility of up to AU\$50 million from the Federal Government's Northern Australia Infrastructure Facility (NAIF) towards expansion of its Butcherbird Manganese Project in Western Australia, and has been formally awarded and the Grant Agreement has been signed for US\$166 million grant funding from the U.S. Department of Energy (DoE) under its Battery Material Processing Grant Program. The Department of Energy grant funding is in addition to the US\$115 million already committed by the offtake partners General Motors LLC and Stellantis N.V. for supporting the construction of the battery-grade high-purity manganese sulphate monohydrate facility in Louisiana, USA. The Company has also raised additional funds of AU\$10.2 million through a share issue in September 2025.

Based upon these factors, the Directors have reasonable grounds to believe that the Company will be able to continue as a going concern for the foreseeable future, and accordingly, prepare the financial report on a going concern basis.

#### (I) COMPLIANCE WITH IFRS

The consolidated financial statements of the Element 25 group companies also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

#### (II) NEW AND AMENDED STANDARDS ADOPTED BY THE COMPANY

The Company has reviewed all new, revised or amending Accounting Standards and Interpretations issued by the AASB that are relevant to its operations and effective for the current annual reporting period. The Company has applied the following standards and amendments for the first time for its annual reporting period commencing 1 July 2024:

- AASB 2020-6 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Noncurrent – Deferral of Effective Date [AASB 101]
- AASB 2023-3 Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2 [AASB 1060]
- AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements [AASB 7 & AASB 107]

The Company has determined that the amendments listed above did not have any impact on the amounts recognised in prior periods and are not expected to significantly affect the current or future periods.

#### (III) NEW STANDARDS AND INTERPRETATIONS NOT YET ADOPTED

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2025 reporting periods and have not been early adopted by the Company. The Company's assessment of the impact of these new standards and interpretations is that they are not expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

#### (IV) HISTORICAL COST CONVENTION

These financial statements have been prepared under the historical cost convention, except for certain financial assets and liabilities measured at fair value.

### B) PRINCIPLES OF CONSOLIDATION

#### (I) SUBSIDIARIES

Subsidiaries are all entities over which the Company has control. The Company controls an entity when the Company is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Company. They are de-consolidated from the date that control ceases.

The acquisition method of accounting is used to account for business combinations by the Company.

Intercompany transactions, balances, and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the transferred asset. To ensure consistency, accounting policies of subsidiaries are aligned with the policies adopted by the Company.

### C) SEGMENT REPORTING

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the full Board of Directors.

### D) FOREIGN CURRENCY TRANSLATION

#### (I) FUNCTIONAL AND PRESENTATION CURRENCY

Items included in the financial statements of each of the Group entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the Company's functional and presentation currency.

#### (II) TRANSACTIONS AND BALANCES

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss. They are deferred in equity if they are attributable to part of the net investment in a foreign operation.

#### (III) GROUP COMPANIES

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- Assets and liabilities for each statement of financial position presented are translated at the closing rate at the date of that Consolidated Statement of Financial Position;
- Income and expenses for each Consolidated Statement of Comprehensive Income are translated at average exchange rates (unless that is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- All resulting exchange differences are recognised in other comprehensive income.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are recognised in other comprehensive income. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, the associated exchange differences are reclassified to profit or loss, as part of the gain or loss on sale.



## E) REVENUE AND OTHER INCOME RECOGNITION

### (I) REVENUE FROM CONTRACTS WITH CUSTOMERS

The Company is principally engaged in the business of producing manganese ore. Revenue is measured at the amount the Company expects to be entitled to in exchange for those goods or services and is recognised at the point at which control of the goods or services is transferred to the customer.

Revenue from the sale of products is recognised when control has passed to the customer, no further work or processing is required by the Company, the quantity and quality of the products have been determined with reasonable accuracy, the price can be reasonably estimated, and collectability is reasonably assured. The above conditions are generally satisfied when title passes to the customer, typically on the bill of lading date when manganese ore is delivered to the vessel.

### (II) FINANCE INCOME FROM INTEREST

Interest revenue is recognised on a time proportionate basis that takes into account the effective yield on the financial assets.

## F) GOVERNMENT GRANTS

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received, and the Company will comply with all attached conditions.

## G) INCOME TAX

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the applicable income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the end of the reporting period in the countries where the Company's subsidiaries and associates operate and generate taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. However, the deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the reporting date and are expected to apply when the related deferred income tax asset is realised, or the deferred income tax liability is settled.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Current and deferred tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

## H) LEASES

The Company enters into contractual arrangements for the leases of mining plant and buildings.

The nature of these arrangements can be lease contracts or service contracts with embedded assets. Typically, the duration of these contracts is for periods of between two and four years, some of which include extension options.

Leases are recognised on the balance sheet as a right of use asset, representing the lessee's entitlement to the benefits of the identified asset over the lease term, and a lease liability representing the lessee's obligation to make the lease payments. Each lease payment is allocated between its liability and finance cost component. The finance cost is charged to the income statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The right of use asset is amortised on a straight-line basis over the shorter of the useful life of the asset and lease term. When the right of use asset is used in the extraction, processing and transportation of ore, depreciation is included in inventory.

Liabilities arising from contractual arrangements which contain leases are initially measured at the present value of the future lease payments. These payments include the present value of fixed payments prescribed in the contract; variable lease payments based on an index or prescribed rate; amounts expected to be payable by the lessor under residual value guarantees; and exercise price of a purchase option if it is reasonably certain that the option will be exercised.

Right of use assets are initially measured at the amount of the initial lease liability plus any lease payments at or before commencement date less incentives received, plus any initial direct costs, and any costs required for dismantling and rehabilitation. Right of use assets are subsequently measured at cost less any accumulated depreciation and accumulated impairment losses; and any adjustment for remeasurement of the lease liability. Lease liabilities are subsequently measured at present value, adjusted for any variations to the underlying contract terms.

Lease payments are discounted using the interest rate implicit in the lease. If this rate cannot be determined, the Company's incremental borrowing rate is used, which is the rate which the Company would have to pay to borrow the funds necessary to obtain an asset of a similar value in a similar economic environment over a similar term and security.

Payments for short term leases and low value assets are recognised on a straight-line basis as an expense in the income statement. Short term leases are for a period of 12 months or less and contracts involving low value assets typically comprise small items of IT hardware and minor sundry assets.

## I) IMPAIRMENT OF ASSETS

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

## J) CASH AND CASH EQUIVALENTS

For Consolidated Statement of Cashflows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short term highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash, and which are subject to insignificant risk of changes in value, and bank overdrafts.

## K) INVESTMENTS AND OTHER FINANCIAL ASSETS

### (I) CLASSIFICATION

The Company classifies its financial assets in the following measurement categories:

- Those to be measured subsequently at fair value either through other comprehensive income or through profit or loss; and
- Those to be measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or other comprehensive income. For investments in equity instruments that are not held for trading, this will depend on whether the Company has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (**FVOCI**).

### (II) RECOGNITION AND DERECOGNITION

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the Company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership.

### (III) MEASUREMENT

At initial recognition, the Company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (**FVPL**), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

#### Debt instruments

Subsequent measurement of debt instruments depends on the Company's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Company classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in profit or loss and presented in other income or expenses. Impairment losses are presented as a separate line item in the Consolidated Statement of Comprehensive Income.
- **FVOCI:** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and recognised in other income or expenses. Interest income from these financial assets is included in finance income using the effective interest rate method. Foreign exchange gains and losses are presented in other income or expenses and impairment losses are presented as a separate line item in the Consolidated Statement of Comprehensive Income.
- **FVPL:** Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at FVPL is recognised in profit or loss and presented net within other income or expenses in the period in which it arises.

### Equity instruments

The Company subsequently measures all equity investments at fair value. Where the Company's management has elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of fair value gains and losses to profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in profit or loss as other income when the Company's right to receive payment is established.

Changes in the fair value of financial assets at FVPL are recognised in other income or expenses in the Consolidated Statement of Comprehensive Income as applicable. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

### (IV) IMPAIRMENT

The Company assesses on a forward-looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology depends on whether there has been a significant increase in credit risk.

## L) INVENTORIES

Diesel fuel stock, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost for raw materials and stores is determined as the purchase price. For partly processed and saleable manganese, cost is based on the weighted average cost method and includes:

- Material and production costs directly attributable to the extraction, processing and transportation of manganese to the existing location;
- Production and transportation overheads; and
- Depreciation of property, plant and equipment used in the extraction, processing and transportation of manganese.

Manganese ore stockpiles represent manganese ore that has been extracted and is available for further processing or sale. Quantities are assessed primarily through internal and third-party surveys. Where there is an indication that inventories are obsolete, damaged or recorded above net realisable value, these inventories are written down to net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

## M) PLANT AND EQUIPMENT

Each class of plant and equipment are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to the statement of comprehensive income during the reporting period in which they are incurred.

Depreciation of plant and equipment is calculated using the straight-line method over their estimated useful lives during the operation or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term. The estimated useful lives for the principal categories of property, plant and equipment depreciated on a straight-line basis are as follows:

- Buildings – 3 to 20 years
- IT equipment – 3 years
- Mine, property and development – 10 to 40 years
- Plant and equipment – 1.5 to 20 years

The assets nature, conditions, residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date to reflect the underlying physical, commercial and, where appropriate, legal facts.

An assets carrying amount is written down immediately to its recoverable amount if the asset carrying amount is greater than its estimated recoverable amount (note 1(I)).



Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the statement of comprehensive income. When revalued assets are sold, it is Company policy to transfer the amounts included in other reserves in respect of those assets to retained earnings.

The process of removing waste materials to access mineral deposits is referred to as stripping. Stripping is necessary to obtain access to mineral deposits and occurs throughout the life of an open-pit mine. Development and production stripping costs are classified as Mine Properties and Development in Property, Plant and Equipment.

Costs required for dismantling and rehabilitation are included in the rehabilitation estimates.

## N) ASSETS UNDER CONSTRUCTION

The cost of assets includes the cost of materials and direct labour and any other costs directly attributable to bringing an asset to a working condition ready for its intended use. Assets under construction are recognised separately in assets under construction. Upon commissioning, which is the date when the asset is in the location and condition necessary for it to be capable of operating in the manner intended by management, the assets are transferred into property, plant and equipment.

## O) EXPLORATION AND EVALUATION COSTS

Exploration and evaluation expenditures in relation to each separate area of interest are recognised as an exploration and evaluation asset in the year in which they are incurred where the following conditions are satisfied:

- The rights to tenure of the area of interest are current; and
- At least one of the following conditions is also met:
  - The exploration and evaluation expenditures are expected to be recouped through successful development and exploration of the area of interest, or alternatively, by its sale; or
  - Exploration and evaluation activities in the area of interest have not at the balance date reached a stage which permits a reasonable assessment of the existence or otherwise of economically recoverable reserves, and active and significant operations in, or in relation to, the area of interest are continuing.

Exploration and evaluation assets are initially measured at cost and include acquisition of rights to explore, studies, exploratory drilling, trenching and sampling and associated activities and an allocation of depreciation and amortised of assets used in exploration and evaluation activities. General and administrative costs are only included in the measurement of exploration and evaluation costs where they are related directly to operational activities in a particular area of interest.

Exploration and evaluation assets are assessed for impairment when facts and circumstances suggest that the carrying amount of an exploration and evaluation asset may exceed its recoverable amount. The recoverable amount of the exploration and evaluation asset (for the cash generating unit(s) to which it has been allocated being no larger than the relevant area of interest) is estimated to determine the extent of the impairment loss (if any). Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but only to the extent that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in previous years.

Where a decision has been made to proceed with development in respect of a particular area of interest, the relevant exploration and evaluation asset is tested for impairment, and the balance is then reclassified to development.

## P) TRADE AND OTHER PAYABLES

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year which are unpaid. The amounts are unsecured, non-interest bearing and are paid on normal commercial terms.

## Q) EMPLOYEE BENEFITS

### (I) WAGES AND SALARIES AND ANNUAL LEAVE

Liabilities for wages and salaries, including non-monetary benefits, and annual leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

### (II) OTHER LONG-TERM EMPLOYEE BENEFIT OBLIGATIONS

The Company also has liabilities for long service leave that are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. These obligations are therefore measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period of high-quality corporate bonds with terms that match, as closely as possible, the estimated future cash outflows. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in profit or loss.

The obligations are presented as current liabilities in the balance sheet if the Company does not have an unconditional right to defer settlement for at least twelve months after the reporting period, regardless of when the actual settlement is expected to occur.

### (III) SHARE-BASED PAYMENTS

The Company provides benefits to employees (including Directors) of the Company in the form of share-based payment transactions, whereby employees render services in exchange for shares or rights over shares ('equity-settled transactions'), refer to note 32.

The cost of these equity-settled transactions with employees is measured by reference to the fair value at the date at which they are granted. The fair value is determined by an internal valuation using a Black-Scholes option pricing model.

The cost of equity-settled transactions is recognised, together with a corresponding increase in equity, over the period in which the performance conditions are fulfilled, ending on the date on which the relevant employees become fully entitled to the award ('vesting date').

The cumulative expense recognised for equity-settled transactions at each reporting date until vesting date reflects (i) the extent to which the vesting period has expired and (ii) the number of options that, in the opinion of the Directors of the Company, will ultimately vest. This opinion is formed based on the best available information at balance date. No adjustment is made for the likelihood of market performance conditions being met as the effect of these conditions is included in the determination of fair value at grant date. Unless they are cancelled, no expense is recognised for awards that do not ultimately vest.

## R) REHABILITATION PROVISION

Provisions are recognised when the Company has a present legal or constructive obligation as a result of past events. It is more likely than not that an outflow of resources will be required to settle the obligation, and the amount can be reliably estimated.

The mining, extraction and processing activities of the Company give rise to obligations for site rehabilitation. Rehabilitation obligations include decommissioning of facilities, removal or treatment of waste materials, land rehabilitation and site restoration.

The extent of work required, and the associated costs are estimated using current restoration standards and techniques. The initial measurement of the rehabilitation provision is to discount expected expenditures to settle the obligation by using Australian Government bond market yields that match the timing of estimates.

The Company has conducted an assessment for estimate of reasonable 'at present' expenditure required to restore the Butcherbird mine site. At each reporting date, the Company will remeasure the rehabilitation liability to account for any new disturbance, for changes in estimated reserves and lives of operations, new regulatory requirements, environmental policies and revised discounted rates. The company adjusts the rehabilitation provision accordingly.

## S) ISSUED CAPITAL

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds. Incremental costs directly attributable to the issue of new shares or options for the acquisition of a business are not included in the cost of the acquisition as part of the purchase consideration.

## T) EARNINGS PER SHARE

### (I) BASIC EARNINGS PER SHARE

Basic earnings per share is calculated by dividing the profit attributable to owners of the Company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year.

### (II) DILUTED EARNINGS PER SHARE

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

## U) GOODS AND SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the Consolidated Statement of Financial Position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

## V) CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of these financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are:

### (I) SHARE-BASED PAYMENT TRANSACTIONS

The Company measures the cost of equity-settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by an internal valuation using a Black-Scholes option pricing model, using the assumptions detailed in note 32.

### (II) TAXATION

Balances disclosed in the financial statements and the notes thereto related to taxation are based on the best estimates of the Directors. These estimates consider both the financial performance and position of the Company as they pertain to current income taxation legislation, and the Directors understanding thereof. No adjustment has been made for pending or future taxation legislation. The current income tax position represents the Directors' best estimate, pending final lodgement of Income Tax Returns.

### (III) REHABILITATION ESTIMATE

The accounting policy for the recognition of rehabilitation provisions requires significant estimates including the magnitude of possible works required for the removal of infrastructure and of rehabilitation works, future cost of performing the work, the

inflation and discount rates and the timing of cash flows. These uncertainties may result in future actual expenditure differing from the amounts currently provided.

#### (IV) IMPAIRMENT OF NON-CURRENT ASSETS

The Company performs the impairment test for the non-current assets at the end of each reporting period. The impairment test is conducted based on the estimation and judgements of the management by assessing the market capitalisation of the Company, the industry environment and the market trend, discount rate and other factors that affect the non-current assets obsolescence.

The Company uses Fair Value Less Cost of Disposal (**FVLCD**) approach to assess the recoverable amount of Butcherbird operation cash generating unit when the Company has completed an impairment test. The FVLCD is based on discounted cashflows using market-based factors and assumptions.

For the year ended 30 June 2025, the Company has completed an assessment of impairment and determined that there was no impairment indicator exist.

#### (V) FAIR VALUE ESTIMATION

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes. The equity investments held by the Company are classified at fair value through profit or loss. The market value of all equity investments represents the fair value based on quoted prices on active markets (ASX) as at the reporting date without any deduction for transaction costs. These investments are classified as level 1 financial instruments.

The carrying amounts and estimated fair values of financial assets and financial liabilities are as follows:

|   | 2025<br>\$       | 2024<br>\$        |
|---|------------------|-------------------|
| <b>Financial Assets</b>                               |                  |                   |
| Cash and cash equivalents                             | 2,162,007        | 11,326,929        |
| Restricted cash                                       | 528,560          | 528,560           |
| Trade and other receivables                           | 486,840          | 854,035           |
| Financial assets at fair value through profit or loss | 338,740          | 243,158           |
| <b>Total Financial Assets</b>                         | <b>3,516,147</b> | <b>12,952,682</b> |
|   |                  |                   |
|   | 2025<br>\$       | 2024<br>\$        |
| <b>Financial Liabilities</b>                          |                  |                   |
| Trade and other payables                              | 1,578,679        | 5,566,671         |
| <b>Total Financial Liabilities</b>                    | <b>1,578,679</b> | <b>5,566,671</b>  |

The methods and assumptions used to estimate the fair value of financial instruments are outlined below:

##### Cash

The carrying amount is fair value due to the liquid nature of these assets.

##### Receivables/Payables

Due to the short-term nature of these financial rights and obligations, their carrying amounts are estimated to represent their fair values.

##### Fair value measurements of financial assets

The carrying values of financial assets and liabilities of the Company approximate their fair values. Fair values of financial assets and liabilities have been determined for measurement and / or disclosure purposes.

##### Fair value hierarchy

The Company classifies assets and liabilities carried at fair value using a fair value hierarchy that reflects the significance of the inputs used in determining that value. The following table analyses financial instruments carried at fair value by the valuation method. The different levels in the hierarchy have been defined as follows:



- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

|   | Level 1        | Level 2 | Level 3 | Total          |
|---|----------------|---------|---------|----------------|
|   | \$             | \$      | \$      | \$             |
| <b>30 June 2025</b>                                   |                |         |         |                |
| Financial assets at fair value through profit or loss | 338,740        | -       | -       | 338,740        |
|   | <b>338,740</b> | -       | -       | <b>338,740</b> |
| <b>30 June 2024</b>                                   |                |         |         |                |
| Financial assets at fair value through profit or loss | 243,158        | -       | -       | 243,158        |
|   | <b>243,158</b> | -       | -       | <b>243,158</b> |

## 2. FINANCIAL RISK MANAGEMENT

The Company's activities expose it to a variety of financial risks: market risk (including currency risk, interest rate risk and price risk), credit risk and liquidity risk. The Company's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Company.

Risk management is carried out by the full Board of Directors as the Company believes that it is crucial for all board members to be involved in this process. The Managing Director, with the assistance of senior management as required, has responsibility for identifying, assessing, treating and monitoring risks and reporting to the Board on risk management.

### A) MARKET RISK

#### (I) FOREIGN EXCHANGE RISK

The Company operates internationally and is exposed to foreign exchange risk arising from various currency exposures, primarily with respect to the United States Dollar.

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities denominated in a currency that is not the entity's functional currency. The Company does not have a formalised foreign currency risk management policy, however it monitors its foreign currency expenditure considering exchange rate movements.

##### Sensitivity Analysis

At 30 June 2025, if the value of the assets held in foreign currency had increased/decreased by 5% with all other variables held constant, post-tax loss for the Company would have been \$76, lower/higher, with no changes to other equity balances, as a result of gains/losses on financial assets and liabilities (2024: \$413,001 lower/higher post-tax loss).

#### (II) COMMODITY RISK

The Company is exposed to commodity risk arising from fluctuations of the Manganese market price and sales volume. The Company has entered into long-term customer offtake and sales agreements for supplying Manganese Ore to its major customer to minimise the risk caused by unexpected reduction in market demand. The Company closely monitors the Manganese market price and modifies operations if necessary.

##### Sensitivity analysis

At 30 June 2025, if the value of the Manganese stock held had increased / decreased by 15% with all other variables held constant, post-tax loss for the Company would have been \$7,523 lower/higher with no changes to other equity balances, as a result of cost of sales of Manganese (2024: \$110,123 lower/higher post-tax loss).

### (III) PRICE RISK

The Company is exposed to equity securities price risk. This arises from investments held by the Company and classified in the statement of financial position as financial assets at fair value through profit or loss.

To minimise the risk, the Company's investments are of high quality and are publicly traded on the ASX. The investments are managed on a day-to-day basis to pick up any significant adjustments to market prices.

#### Sensitivity analysis

At 30 June 2025 if the value of the equity instruments held had increased/decreased by 15% with all other variables held constant, post-tax loss for the Company would have been \$50,811 lower/higher, with no changes to other equity balances, as a result of gains/losses on equity securities classified as financial assets at fair value through profit or loss (2024: \$36,474 lower/higher post-tax loss).

### (IV) INTEREST RATE RISK

The Company is exposed to movements in market interest rates on cash and cash equivalents. The Company policy is to monitor the interest rate yield curve out to six months to ensure a balance is maintained between the liquidity of cash assets and the interest rate return. The entire balance of cash and cash equivalents for the Company \$2,162,007 (2024: \$11,326,929) is subject to interest rate risk. The proportional mix of floating interest rates and fixed rates to a maximum of six months fluctuate during the year depending on current working capital requirements. The weighted average interest rate received on cash and cash equivalents by the Company was 3.71% (2024: 4.67%).

#### Sensitivity analysis

At 30 June 2025, if interest rates had changed by +/- 50 basis points from the weighted average rate for the year with all other variables held constant, post-tax profit for the Company would have been \$10,810 higher/lower (2024: \$56,635 higher/lower post-tax loss on +/- 50 basis points) as a result of higher/lower interest income from cash and cash equivalents.

## B) CREDIT RISK

The maximum exposure to credit risk at reporting date is the carrying amount (net of provision for impairment) of those assets as disclosed in the Consolidated Statement of Financial Position and Notes to the financial statements. The Company has an exposure to credit risk arising from cash and cash equivalents, restricted cash held with financial institutions and trade receivables. All material deposits are held with the major Australian banks for which the Board evaluate credit risk to be minimal.

## C) LIQUIDITY RISK

The Company manages liquidity risk by continuously monitoring forecast and actual cash flows and ensuring sufficient cash and marketable securities are available to meet the current and future commitments of the Company. Due to the nature of the Company's activities, being mineral exploration, the Company does not have ready access to credit facilities, with the primary source of funding being equity raisings. The Board of Directors constantly monitor the state of equity markets in conjunction with the Company's current and future funding requirements, with a view to initiating appropriate capital raisings as required.

The focus of the Company's capital risk management is the current working capital position against the requirements of the Company to meet Butcherbird expansion expenditure and corporate overheads. The Company's strategy is to ensure appropriate liquidity is maintained to meet anticipated operating requirements. The working capital position of the Company at 30 June 2025 and 30 June 2024 are as follows:

|   | 2025             | 2024             |
|---|------------------|------------------|
|   | \$               | \$               |
| Cash and cash equivalents                             | 2,162,007        | 11,326,929       |
| Restricted cash                                       | 528,560          | 528,560          |
| Trade and other receivables                           | 486,840          | 854,035          |
| Financial assets at fair value through profit or loss | 338,740          | 243,158          |
| Trade and other payables                              | (1,578,679)      | (5,566,671)      |
| Employee benefit obligations (current)                | (570,541)        | (627,857)        |
| <b>Working capital position</b>                       | <b>1,366,927</b> | <b>6,758,154</b> |

The financial liabilities of the Company are confined to trade and other payables as disclosed in the Consolidated Statement of Financial Position. All trade and other payables are non-interest bearing and due within 12 months of the reporting date.

### 3. SEGMENT INFORMATION

The Company has identified its operating segments based on the internal reports that are reviewed and used by the Board of Directors (chief operating decision makers) in assessing performance and determining the allocation of resources. The Company is managed primarily on the basis of geographic location of assets given that the type of work done in each location is of a similar nature. Operating segments are therefore determined on this basis, with one segment being identified: Australia. The segment details are therefore fully reflected in the results and balances reported in the Consolidated Statement of Comprehensive Income and the Consolidated Statement of Financial Position.

### 4. REVENUE

|                   | 2025             | 2024              |
|-------------------|------------------|-------------------|
|                   | \$               | \$                |
| Sale of manganese | 1,879,759        | 13,209,178        |
| Shipment revenue  | 3,494            | 87,723            |
|                   | <b>1,883,253</b> | <b>13,296,901</b> |

The Company primarily generates revenue from the sales of manganese ore to customers. Revenue is recognised when the performance obligations are met and the control of the product has passed to the customer. The material performance obligations to be met are the delivery of the contracted quantity of manganese ore to the vessel at the contracted grade. Shipment revenue is recognised separately to reflect the allocation of revenue between its performance obligations.

Customer sales contracts are denominated in United States Dollars (US\$) with the final pricing determined by product grade and quantity of the product passed to the customer. The Company has a long-term sales agreement with OM Materials (Singapore) Pte Ltd for the supply of manganese ore on a Free On Board basis.

### 5. OTHER INCOME

|                                 | 2025           | 2024           |
|---------------------------------|----------------|----------------|
|                                 | \$             | \$             |
| Research and development refund | 628,071        | -              |
| Bank interest and other income  | 174,692        | 611,273        |
|                                 | <b>802,763</b> | <b>611,273</b> |

### 6. COST OF SALES

|                                      | 2025               | 2024                |
|--------------------------------------|--------------------|---------------------|
|                                      | \$                 | \$                  |
| Mining costs                         | (30,537)           | (3,381,948)         |
| Processing costs                     | (259,882)          | (9,637,692)         |
| Site administration costs            | (1,012,665)        | (2,996,893)         |
| Haulage costs                        | (1,341,797)        | (5,974,314)         |
| Port and shipping                    | (1,247,238)        | (1,931,831)         |
| Sales and marketing costs            | (41,307)           | (207,949)           |
| Royalty costs                        | (134,940)          | (769,670)           |
| Depreciation of processing equipment | (454)              | (822,438)           |
| Depreciation of mining equipment     | -                  | (175,730)           |
| Depreciation of restoration          | (81,651)           | (102,866)           |
| Depreciation of right of use assets  | (241,195)          | (261,300)           |
| Inventory movement                   | (967,220)          | (4,180,171)         |
|                                      | <b>(5,358,886)</b> | <b>(30,442,802)</b> |

Inventory movement mainly includes movement in manganese ore stockpiles and warehouse stores and net realisable value (**NRV**) adjustment on Manganese held by the Company. Where there is an indication that inventories are obsolete, damaged or recorded above NRV, these inventories are written down to NRV. NRV is the estimated selling price in the ordinary course of business less the estimated costs of completion and estimated costs necessary to make the sale. The Company reviews Manganese stock on a monthly basis and adjusts accordingly.

## 7. EXPLORATION AND FEASIBILITY EXPENDITURE

|                             | 2025 | 2024             |
|-----------------------------|------|------------------|
|                             | \$   | \$               |
| Exploration                 | -    | (5,299)          |
| Product Development General | -    | (184,375)        |
|                             | -    | <b>(189,674)</b> |

## 8. GENERAL AND ADMINISTRATION EXPENSES

|   | 2025               | 2024               |
|---|--------------------|--------------------|
|   | \$                 | \$                 |
| Plant, Property and Equipment depreciation expense          | (116,139)          | (465,008)          |
| Gain of foreign exchange                                    | 52,469             | 309,109            |
| Loss of disposal of assets                                  | (393,211)          | (437,843)          |
| Fair value gain/(loss) on remeasurement of financial assets | 95,582             | (408,283)          |
| Share-based payment expense                                 | 40,702             | (133,084)          |
| Director fees, salaries and wages and other staff costs     | (671,978)          | (1,260,887)        |
| Consultants   | (1,471,549)        | (785,159)          |
| ASX and other compliance costs                              | (134,821)          | (271,322)          |
| Insurance   | (263,895)          | (467,125)          |
| Occupancy   | (100,534)          | (128,962)          |
| Investor relation expenses                                  | (64,766)           | (74,547)           |
| Depreciation of right of use assets                         | (30,101)           | (58,017)           |
| Other administration expenses                               | (98,124)           | (545,321)          |
|   | <b>(3,156,365)</b> | <b>(4,726,449)</b> |



## 9. INCOME TAX

|   | 2025<br>\$         | 2024<br>\$         |
|---|--------------------|--------------------|
| <b>a) Income tax benefit</b>  |                    |                    |
| Current tax   | (90)               | (188)              |
| Deferred tax  | -                  | -                  |
|   | (90)               | (188)              |
| <b>b) Reconciliation of income tax expense/(benefit) to prima facie tax payable</b>       |                    |                    |
| (Loss) from continuing operations before income tax expense                               | (5,867,776)        | (21,514,763)       |
| Prima facie tax (benefit)/expense at the Australian tax rate of 25.0% (2024: 25.0%)       | (1,466,944)        | (5,378,691)        |
| Difference in overseas tax rate   | 309                | 336                |
| Tax effect of amounts which are not deductible/(taxable) in calculating taxable income:   |                    |                    |
| Share-based payments  | (10,175)           | 33,271             |
| Non-assessable amounts  | (156,810)          | 39,399             |
| Gains/losses on investments   | (23,896)           | 102,071            |
| Others  | -                  | -                  |
|   | <b>(1,657,516)</b> | <b>(5,203,614)</b> |
| Movements in unrecognised temporary differences   | (114,094)          | 66,598             |
| Tax effect of current year tax losses for which no deferred tax asset has been recognised | 1,771,520          | 5,136,828          |
| <b>Income tax expense/(benefit)</b>   | <b>(90)</b>        | <b>(188)</b>       |
| <b>c) Recognised temporary differences</b>  |                    |                    |
| <b>Deferred Tax Assets at 25.0% (2024: 25.0%)</b>   |                    |                    |
| On Income Tax Account   |                    |                    |
| Capital raising expenses  | 181,588            | 385,590            |
| Accruals and provisions   | 171,207            | 164,916            |
| Lease liabilities   | 70,593             | 45,006             |
| Capitalised project expenditure   | 1,101,879          | 1,156,615          |
| Australian carry forward tax losses   | 8,695,390          | 6,984,468          |
| Rehabilitation provision  | 422,646            | 420,750            |
|   | <b>10,643,303</b>  | <b>9,157,345</b>   |
| <b>Deferred Tax Liabilities at 25.0% (2024: 25.0%)</b>                                    |                    |                    |
| Unrealised FX on cash balances  | 28,016             | 69,464             |
| Prepayments   | 11,315             | 10,426             |
| Property, Plant & Equipment   | 10,159,309         | 8,640,887          |
| Right of use asset  | 68,146             | 41,534             |
| Rehabilitation asset  | 376,517            | 395,034            |
|   | <b>10,643,303</b>  | <b>9,157,345</b>   |
| <b>d) Unrecognised temporary differences</b>  |                    |                    |
| <b>Deferred Tax Assets at 25.0% (2024: 25.0%)</b>   |                    |                    |
| Foreign carry forward tax losses  | 224,071            | 224,071            |
| Australian carry forward tax losses   | 12,435,305         | 12,158,255         |
|   | <b>12,659,376</b>  | <b>12,382,326</b>  |

|  | 2025              | 2024              |
|--|-------------------|-------------------|
|  | \$                | \$                |
| <b>e) Total Deferred Tax Assets at 25% (2024: 25.0%)</b> |                   |                   |
| On Income Tax Account                                    |                   |                   |
| Capital raising expenses                                 | 181,588           | 385,590           |
| Accruals and provisions                                  | 171,207           | 164,916           |
| AASB 16 lease liability                                  | 70,593            | 45,006            |
| Project pool   | 1,101,879         | 1,156,615         |
| Foreign carry forward tax losses                         | 224,071           | 224,071           |
| Australian carry forward tax losses                      | 21,130,695        | 19,142,723        |
| Rehabilitation provision                                 | 422,646           | 420,750           |
|  | <b>23,302,679</b> | <b>21,539,671</b> |
| <b>Total Net Deferred Tax Asset / Deferred Tax Loss</b>  | <b>12,659,376</b> | <b>12,382,326</b> |

Net deferred tax assets were not brought to account as it was not considered probable within the immediate future that tax profits would be available against which deductible temporary differences and tax losses could be utilised.

The Company's ability to use losses in the future is subject to each Group company satisfying the relevant tax authority's criteria for using these losses.

In April 2017, the Australian Government enacted legislation which reduces the corporate rate for small and medium business (base rate) entities from 30% to 25% over the next decade. For the 2021 financial year, the tax rate decreased to 26% and then 25% for the 2022 and later financial years. Element 25 Limited satisfies the criteria to be a base rate entity.

## 10. CASH AND CASH EQUIVALENTS

|  | 2025             | 2024              |
|--|------------------|-------------------|
|  | \$               | \$                |
| Cash at bank and in hand   | 2,162,007        | 11,326,929        |
| <b>Cash and cash equivalents as shown in the Consolidated Statement of Financial Position and the Consolidated Statement of Cash Flows</b> | <b>2,162,007</b> | <b>11,326,929</b> |

Cash at bank and in hand earns interest at floating rates based on daily bank deposit rates.

Short-term deposits are made for varying periods of between one day and three months depending on the immediate cash requirements of the Company and earn interest at the respective short-term deposit rates.

## 11. TRADE AND OTHER RECEIVABLES

|                    | 2025           | 2024           |
|--------------------|----------------|----------------|
|                    | \$             | \$             |
| Trade receivables  | 101,743        | 190,035        |
| Sundry receivables | 208,937        | 426,400        |
| Prepayments        | 176,160        | 237,600        |
|                    | <b>486,840</b> | <b>854,035</b> |

## 12. INVENTORY

|   | 2025             | 2024             |
|---|------------------|------------------|
|   | \$               | \$               |
| Manganese ore stockpiles                        | 6,827,578        | 7,110,820        |
| Finished goods at fair value less costs to sell | 50,156           | 734,154          |
| Warehouse stores and materials                  | -                | 100,646          |
|   | <b>6,877,734</b> | <b>7,945,620</b> |

Manganese ore stockpiles represent manganese ore that has been extracted and is available for further processing or sale. For partly processed and saleable manganese, cost is based on the weighted average cost method and includes material and production costs directly attributable to the extraction, processing and transportation of manganese to the existing location and depreciation of property, plant and equipment used in the extraction, processing and transportation of manganese. Warehouse stock and Manganese inventory are recorded at the lower of cost and net realised value (NRV). NRV is determined using the estimated selling price in the ordinary course of business less estimated costs of completion and estimated costs necessary to make the sale. NRV is estimated using the most reliable evidence available at the time reflecting the amount that the inventories are expected to be realised at. The Company reviews and adjusts NRV if required at each end of reporting date or earlier if indicators of impairment exist.

At the year ended 30 June 2025, the Company performed the assessment and determined that no indicators of impairment exist.

## 13. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

|                                     | 2025           | 2024           |
|-------------------------------------|----------------|----------------|
|                                     | \$             | \$             |
| Australian listed equity securities | 338,740        | 243,158        |
|                                     | <b>338,740</b> | <b>243,158</b> |

## 14. RESTRICTED CASH

|                                   | 2025           | 2024           |
|-----------------------------------|----------------|----------------|
|                                   | \$             | \$             |
| Bank guarantees and term deposits | 528,560        | 528,560        |
|                                   | <b>528,560</b> | <b>528,560</b> |

## 15. PROPERTY, PLANT AND EQUIPMENT

|   | Buildings          | IT Equipment     | Mine Properties and Development | Plant and Equipment | Assets Under Construction | Total              |
|---|--------------------|------------------|---------------------------------|---------------------|---------------------------|--------------------|
|   | \$                 | \$               | \$                              | \$                  | \$                        | \$                 |
| <b>Carrying amount – at cost</b>                  |                    |                  |                                 |                     |                           |                    |
| At 30 June 2023                                   | 4,655,668          | 279,205          | 9,633,886                       | 12,034,437          | 1,026,401                 | 27,629,597         |
| Additions   | 76,631             | 22,181           | 922,130                         | 417,525             | 20,955,210                | 22,393,677         |
| Disposals   | -                  | (3,999)          | (605,025)                       | (94,813)            | -                         | (703,837)          |
| Change in restoration and rehabilitation estimate | -                  | -                | (374,317)                       | -                   | -                         | (374,317)          |
| Other   | -                  | -                | -                               | -                   | (1,026,358)               | (1,026,358)        |
| At 30 June 2024                                   | 4,732,299          | 297,387          | 9,576,674                       | 12,357,149          | 20,955,253                | 47,918,762         |
| Additions   | 1,550              | 11,969           | -                               | 2,502               | 8,446,526                 | 8,462,547          |
| Disposals   | -                  | -                | -                               | -                   | (1,421,564)               | (1,421,564)        |
| Change in restoration and rehabilitation estimate | -                  | -                | 7,582                           | -                   | -                         | 7,582              |
| Other   | -                  | -                | -                               | -                   | -                         | -                  |
| <b>At 30 June 2025</b>                            | <b>4,733,849</b>   | <b>309,356</b>   | <b>9,584,256</b>                | <b>12,359,651</b>   | <b>27,980,215</b>         | <b>54,967,327</b>  |
| <b>Accumulated depreciation</b>                   |                    |                  |                                 |                     |                           |                    |
| At 30 June 2023                                   | (996,691)          | (197,913)        | (471,975)                       | (2,472,218)         | -                         | (4,138,797)        |
| Depreciation expense                              | (379,602)          | (85,407)         | (278,596)                       | (822,438)           | -                         | (1,566,043)        |
| Disposals   | -                  | 3,999            | 100,837                         | 68,757              | -                         | 173,593            |
| Change in restoration and rehabilitation estimate | -                  | -                | -                               | -                   | -                         | -                  |
| Other   | -                  | -                | -                               | -                   | -                         | -                  |
| At 30 June 2024                                   | (1,376,293)        | (279,321)        | (649,734)                       | (3,225,899)         | -                         | (5,531,247)        |
| Depreciation expense                              | (105,615)          | (10,524)         | (81,650)                        | (454)               | -                         | (198,243)          |
| Disposals   | -                  | -                | -                               | -                   | -                         | -                  |
| Change in restoration and rehabilitation estimate | -                  | -                | -                               | -                   | -                         | -                  |
| Other   | -                  | -                | -                               | -                   | -                         | -                  |
| <b>At 30 June 2025</b>                            | <b>(1,481,908)</b> | <b>(289,845)</b> | <b>(731,384)</b>                | <b>(3,226,353)</b>  | <b>-</b>                  | <b>(5,729,490)</b> |
| <b>Net book value</b>                             |                    |                  |                                 |                     |                           |                    |
| At 30 June 2023                                   | 3,658,977          | 81,292           | 9,161,911                       | 9,562,219           | 1,026,401                 | 23,490,800         |
| Additions   | 76,631             | 22,181           | 922,130                         | 417,525             | 20,955,210                | 22,393,677         |
| Depreciation expense                              | (379,602)          | (85,407)         | (278,596)                       | (822,438)           | -                         | (1,566,043)        |
| Disposals   | -                  | -                | (504,188)                       | (26,056)            | -                         | (530,244)          |
| Change in restoration and rehabilitation estimate | -                  | -                | (374,317)                       | -                   | -                         | (374,317)          |
| Other   | -                  | -                | -                               | -                   | (1,026,358)               | (1,026,358)        |
| At 30 June 2024                                   | 3,356,006          | 18,066           | 8,926,940                       | 9,131,250           | 20,955,253                | 42,387,515         |
| Additions   | 1,550              | 11,969           | -                               | 2,502               | 8,446,526                 | 8,462,547          |
| Depreciation expense                              | (105,615)          | (10,524)         | (81,650)                        | (454)               | -                         | (198,243)          |
| Disposals   | -                  | -                | -                               | -                   | (1,421,564)               | (1,421,564)        |
| Change in restoration and rehabilitation estimate | -                  | -                | 7,582                           | -                   | -                         | 7,582              |
| Other   | -                  | -                | -                               | -                   | -                         | -                  |
| <b>At 30 June 2025</b>                            | <b>3,251,941</b>   | <b>19,511</b>    | <b>8,852,872</b>                | <b>9,133,298</b>    | <b>27,980,215</b>         | <b>49,237,837</b>  |



In accordance with AASB - 136 Impairment of Assets, the Company assessed whether there were any indicators of impairment. The assessment considered the Company's statement of financial position, historical manganese prices, validity of historical data, the suspension of the Butcherbird operations and the market capitalisation in comparison to its net asset value. As the result of the assessment, management determined that indicators of impairment do not exist.

Assets under construction at the end of the year of \$27,980,215 (2024: \$20,955,253) includes costs directly attributable to bringing assets to a working condition so they are ready for their intended use. The assets which are currently under construction mainly include \$22,306,790 for HPMSM Project (2024: \$19,759,268) and \$5,642,542 (2024: \$1,161,050) for Butcherbird Expansion.

During the year ended 30 June 2025, the Group performed a review of the Assets Under Construction. As a result, an amount of \$1,421,564 in relation to HPMSM project has been decided no longer to meet the capitalisation criteria and therefore derecognised from Assets Under Construction.

## 16. DEFERRED EXPLORATION AND EVALUATION EXPENDITURE

|   | 2025             | 2024             |
|---|------------------|------------------|
|   | \$               | \$               |
| Balance at the beginning of the period  | 1,737,058        | 890,340          |
| Expenditure incurred                    | 628,694          | 846,718          |
| Disposal expense                        | (36,246)         | -                |
| <b>Balance at the end of the period</b> | <b>2,329,506</b> | <b>1,737,058</b> |

The recoupment of costs carried forward in relation to areas of interest in the exploration and evaluation phases is dependent upon the successful development and commercial exploitation or sale of the respective areas.

## 17. RIGHT OF USE ASSET

|   | 2025           | 2024           |
|---|----------------|----------------|
|   | \$             | \$             |
| Cost  | 359,939        | 1,296,105      |
| Accumulated depreciation                                      | (87,354)       | (1,129,967)    |
|   | <b>272,585</b> | <b>166,138</b> |
| Balance as at beginning of year                               | 166,138        | 504,549        |
| Acquisition of plant and equipment by means of finance leases | 359,940        | -              |
| Depreciation of right of use assets                           | (253,493)      | (338,411)      |
| <b>Balance at end of year</b>                                 | <b>272,585</b> | <b>166,138</b> |

Leased assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. On initial adoption of AASB 16 the Company has adjusted the right-of-use assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment, and an impairment loss is recognised against any right of use lease assets that is impaired.

For the financial year ended 30 June 2025, there was a derecognition of right of use asset due to the termination of the old lease.

## 18. TRADE AND OTHER PAYABLES

|                             | 2025             | 2024             |
|-----------------------------|------------------|------------------|
|                             | \$               | \$               |
| Trade payables              | 125,094          | 4,488,497        |
| Other payables and accruals | 1,453,585        | 1,078,174        |
|                             | <b>1,578,679</b> | <b>5,566,671</b> |

## 19. PROVISIONS

|                                  | 2025             | 2024             |
|----------------------------------|------------------|------------------|
|                                  | \$               | \$               |
| <b>Current</b>                   |                  |                  |
| Provision for annual leave       | 406,679          | 473,595          |
| Provision for long service leave | 163,862          | 154,262          |
| Provision for HPMSM project      | 3,040,258        | -                |
|                                  | <b>3,610,799</b> | <b>627,857</b>   |
| <b>Non-Current</b>               |                  |                  |
| Rehabilitation provision         | 1,690,582        | 1,683,000        |
|                                  | <b>1,690,582</b> | <b>1,683,000</b> |

|                                       | Annual leave   | Long service leave | HPMSM Project    | Rehabilitation   |
|---------------------------------------|----------------|--------------------|------------------|------------------|
|                                       | \$             | \$                 | \$               | \$               |
| Balance at beginning of the year      | 473,595        | 154,262            | -                | 1,683,000        |
| Changes in estimate                   |                |                    |                  |                  |
| Additional amount during the year     | 254,619        | 9,600              | 3,040,258        | 7,582            |
| Used amount during the year           | (321,535)      | -                  | -                | -                |
| <b>Balance at the end of the year</b> | <b>406,679</b> | <b>163,862</b>     | <b>3,040,258</b> | <b>1,690,582</b> |

During the year ended 30 June 2025, the Group recognised \$3,040,258 of provision for an estimate of potential expenditure in relation to HPMSM project including consulting, engineering and legal costs. The Company reviews the costs associated with the HPMSM project on a regular basis and will adjust the provision as required with disclosure of any material changes. The provision is expected to be fully utilised over the next 12 months.

The cost of rehabilitation is recorded at the present value of the estimated future costs of legal and constructive obligations to restore the Butcherbird mine site. The discount rate used reflects current market assessments of time value of money and risks. Factors such as change in discount rate, change in policies or regulations, change in the life of the mine plan and change in market prices of associated costs may significantly impact measurement and value of the rehabilitation cost. The Company reviews the rehabilitation provision on an annual basis and will disclose any material changes.

## 20. LEASE LIABILITIES

|                    | 2025           | 2024           |
|--------------------|----------------|----------------|
|                    | \$             | \$             |
| <b>Current</b>     |                |                |
| Lease liabilities  | 175,970        | 180,023        |
|                    | <b>175,970</b> | <b>180,023</b> |
| <b>Non-Current</b> |                |                |
| Lease liabilities  | 106,403        | -              |
|                    | <b>106,403</b> | <b>-</b>       |

## 21. ISSUED CAPITAL

|                             | 2025               | 2025                | 2024               | 2024               |
|-----------------------------|--------------------|---------------------|--------------------|--------------------|
|                             | Number of Shares   | \$ Number of Shares | Number of Shares   | \$                 |
| Ordinary shares fully paid  | 230,612,401        | 138,008,278         | 219,530,335        | 134,533,276        |
| <b>Total issued capital</b> | <b>230,612,401</b> | <b>138,008,278</b>  | <b>219,530,335</b> | <b>134,533,276</b> |

|  | 2025               | 2025                | 2024               | 2024               |
|--|--------------------|---------------------|--------------------|--------------------|
|  | Number of Shares   | \$ Number of Shares | Number of Shares   | \$                 |
| <b>a) Movement in ordinary share capital</b>   |                    |                     |                    |                    |
| Balance at the beginning of the financial year | 219,530,335        | 134,533,276         | 194,960,368        | 111,448,309        |
| Placement (i), (ii) & (iii)                    | 11,082,066         | 3,493,145           | 22,569,967         | 22,569,967         |
| Exercise of options                            | -                  | -                   | 2,000,000          | 522,000            |
| Transaction costs                              | -                  | (18,143)            | -                  | (7,000)            |
| <b>Total issued capital</b>                    | <b>230,612,401</b> | <b>138,008,278</b>  | <b>219,530,335</b> | <b>134,533,276</b> |

- (i) On 3 July 2024, the Company issued 2,382,066 fully paid ordinary shares at an issue price of A\$0.2700 upon the placement.
- (ii) On 30 January 2025, the Company agreed to issue 8,700,000 fully paid ordinary shares with Acuity Capital Investment Management Pty Ltd (Acuity Capital) at an issue price of AU\$0.3275 per share.
- (iii) On 30 January 2025, the Company issued 8,700,000 fully paid ordinary shares at nil cash consideration as security to Acuity Capital Investment Management Pty Ltd as part of an At-the-Market Subscription Agreement (ATM) facility.

|  | 2025              | 2024              |
|--|-------------------|-------------------|
|  | Number of Options | Number of Options |
| <b>b) Movement in options on issue</b>                   |                   |                   |
| Beginning of the financial year                          | 9,180,000         | 10,930,000        |
| Issued during the year                                   |                   |                   |
| – Exercisable at \$0.6700, on or before 27 November 2028 | -                 | 500,000           |
| – Exercisable at \$0.6000, on or before 21 December 2028 | -                 | 500,000           |
| Exercised during the year                                |                   |                   |
| – At \$0.2610, on or before 28 November 2023             | -                 | (2,000,000)       |
| Forfeited during the year                                |                   |                   |
| – At \$1.2806, on or before 23 September 2027            | -                 | (250,000)         |
| Expired during the year                                  |                   |                   |
| – At \$0.2600, on or before 22 February 2024             | -                 | (500,000)         |
| – At \$0.2730, on or before 20 November 2025             | (2,000,000)       | -                 |
| – At \$0.5000, on or before 25 June 2025                 | (500,000)         | -                 |
|  | <b>6,680,000</b>  | <b>9,180,000</b>  |

Ordinary shares entitle the holder to participate in dividends and the proceeds on winding up of the Company in proportion to the number of and amounts paid on the shares held.

On a show of hands every holder of ordinary shares present at a meeting in person or by proxy, is entitled to one vote, and upon a poll each share is entitled to one vote.

Ordinary shares have no par value and the Company does not have a limited amount of authorised capital.

## 22. RESERVES

|                                      |     | 2025             | 2024             |
|--------------------------------------|-----|------------------|------------------|
|                                      |     | \$               | \$               |
| Foreign currency translation reserve | (a) | 1,684            | (1,461)          |
| Share-based payments reserve         | (b) | 7,622,698        | 7,293,065        |
|                                      |     | <b>7,624,382</b> | <b>7,291,604</b> |

### (a) Foreign currency translation reserves

Exchange differences arising on translation of the foreign controlled entity are recognised in other comprehensive income as described in note 1(d) and accumulated within a separate reserve within equity. The cumulative amount is reclassified to profit or loss when the net investment is disposed of.

### (b) Share-based payments reserve

The share-based payments reserve is used to recognise the fair value of options and rights granted.

## 23. DIVIDENDS

No dividends were paid during the financial year. No recommendation for payment of dividends has been made.

## 24. REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for services provided by the auditor of the parent entity, its related practices and non-related audit firms:

|  | 2025           | 2024           |
|--|----------------|----------------|
|  | \$             | \$             |
| PricewaterhouseCoopers - audit and review of financial reports | 145,700        | 143,192        |
| <b>Total remuneration for audit services</b>                   | <b>145,700</b> | <b>143,192</b> |

## 25. CONTINGENCIES

There are no material contingent assets or liabilities of the Company at balance date.

## 26. COMMITMENTS

### A) EXPLORATION COMMITMENTS

The Company has certain commitments to meet minimum expenditure requirements on the mineral exploration assets it has an interest in. Outstanding exploration commitments are as follows:

|   | 2025             | 2024             |
|---|------------------|------------------|
|   | \$               | \$               |
| Within one year                                   | 472,000          | 372,700          |
| Later than one year but not later than five years | 849,300          | 985,800          |
| Later than five years                             | 1,748,400        | 1,894,100        |
|   | <b>3,069,700</b> | <b>3,252,600</b> |



## 27. RELATED PARTY TRANSACTIONS

### A) PARENT ENTITY

The ultimate parent entity within the Group is Element 25 Limited.

### B) SUBSIDIARIES

Interests in subsidiaries are set out in note 28.

### C) KEY MANAGEMENT PERSONNEL COMPENSATION

|                          | 2025           | 2024           |
|--------------------------|----------------|----------------|
|                          | \$             | \$             |
| Short-term benefits      | 659,478        | 545,758        |
| Post-employment benefits | 57,194         | 47,005         |
| Other long-term benefits | 5,833          | 20,460         |
| Share-based payments     | 56,083         | 56,716         |
|                          | <b>778,588</b> | <b>669,939</b> |

### D) LOANS TO RELATED PARTIES

There were no loans to related parties, including key management personnel, during the year.

## 28. SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1 B):

| Name                                   | Country of Incorporation | Class of Shares | 2025             | 2024             |
|--|--------------------------|-----------------|------------------|------------------|
|  |                          |                 | Equity Holding % | Equity Holding % |
| Element 25 (Malaysia) SDN. BHD.        | Malaysia                 | Ordinary        | 100              | 100              |
| Element 25 Butcherbird Project Pty Ltd | Australia                | Ordinary        | 100              | 100              |
| Butcherbird Operations Pty Ltd         | Australia                | Ordinary        | 100              | -                |
| Element 25 (USA) LLC                   | United States of America | Ordinary        | 100              | 100              |
| Element 25 (Louisiana) LLC             | United States of America | Ordinary        | 100              | 100              |
| Element 25 (HPMSM) LLC                 | United States of America | Ordinary        | 100              | 100              |

## 29. SUBSEQUENT EVENTS

On 22 July 2025, the Company lodged National Patent Applications in multiple key jurisdictions to obtain global protection for its proprietary lithium-ion battery grade high purity manganese sulphate monohydrate processing technology.

On 18 September 2025, the Company raised A\$10.2 million by issuing 36,323,146 fully paid ordinary shares at an issue price of A\$0.28 per share via a placement to fund Butcherbird Expansion and the Company's working capital.

No other matter or circumstance has arisen since 30 June 2025, which has significantly affected, or may significantly affect the operations of the Company, the result of those operations, or the state of affairs of the Company in subsequent financial years.

### 30. CASHFLOW INFORMATION

|  | 2025<br>\$         | 2024<br>\$          |
|--|--------------------|---------------------|
| <b>Reconciliation of loss after income tax to net cash outflow from operating activities</b>                           |                    |                     |
| Loss for the year  | (5,867,866)        | (21,514,951)        |
| Non-cash items   |                    |                     |
| – Depreciation of non-current assets   | 199,878            | 1,566,043           |
| – Net exchange differences and other   | 100,741            | (140,124)           |
| – Modification of Right of Use   | (2,703)            | -                   |
| – Gain of revaluation of share-based payment   | (342,585)          | -                   |
| – Loss on disposal of assets   | 393,211            | 437,843             |
| – Depreciation of right of use assets  | 322,026            | 338,411             |
| – (Increase)/Decrease in fair value movement on remeasurement of financial assets at fair value through profit or loss | (95,582)           | 408,282             |
| Change in operating assets and liabilities   |                    |                     |
| – Decrease in trade and other receivables  | 368,118            | 121,516             |
| – Decrease in inventory  | 1,067,886          | 4,190,170           |
| – Increase / (decrease) in trade and other payables  | (3,939,566)        | (5,332,917)         |
| – Decrease in employee benefit obligations   | (57,316)           | (79,681)            |
| – Decrease in other current provisions   | 3,040,258          | -                   |
| <b>Net cash outflow from operating activities</b>  | <b>(4,813,500)</b> | <b>(20,005,408)</b> |

### 31. LOSS PER SHARE

#### A) RECONCILIATION OF EARNINGS USED IN CALCULATING LOSS PER SHARE

|   | 2025<br>\$  | 2024<br>\$   |
|---|-------------|--------------|
| Loss attributable to the owners of the Company used in calculating basic and diluted loss per share | (5,867,866) | (21,514,951) |

#### B) WEIGHTED AVERAGE NUMBER OF SHARES USED AS THE DENOMINATOR

|  | 2025        | 2024        |
|--|-------------|-------------|
| Weighted average number of ordinary shares used as the denominator in calculating basic and diluted loss per share | 225,508,379 | 218,111,980 |

#### C) BASIC AND DILUTED LOSS PER SHARE

|  | 2025<br>\$ | 2024<br>\$ |
|--|------------|------------|
| Basic and diluted loss per share (cents per share) | (2.60)     | (9.86)     |

#### D) INFORMATION ON THE CLASSIFICATION OF OPTIONS AND RIGHTS

As the Company made a loss for the year ended 30 June 2025, the options on issue were considered anti-dilutive and were not included in the calculation of diluted earnings per share. The options and rights currently on issue could potentially dilute basic earnings per share in the future.

## 32. SHARE-BASED PAYMENTS

### A) RECONCILIATION OF OPTIONS AND RIGHTS USED IN CALCULATING SHARE-BASED PAYMENTS

The Company provides benefits to employees (including Directors) and contractors of the Company in the form of share-based payment transactions, whereby employees render services in exchange for options / rights to acquire ordinary shares.

Options and rights granted carry no dividend or voting rights. When exercisable, each option is convertible into one ordinary share of the Company with full dividend and voting rights.

#### Fair value of options granted

The price of options granted was calculated by using the Black-Scholes European Option Pricing Model applying the following inputs:

|   | 2025 | 2024     |
|---|------|----------|
|   | \$   | \$       |
| Weighted average exercise price   | -    | \$0.6350 |
| Weighted average life of the option (years)   | -    | 4.46     |
| Weighted average underlying share price (cents)   | -    | 43.50    |
| Expected share price volatility   | -    | 80%      |
| Risk free interest rate   | -    | 4.10%    |
| Historical volatility has been used as the basis for determining expected share price volatility as it assumed that this is indicative of future trends, which may not eventuate. |      |          |

During the financial year ended 2025, there was no option granted.

Set out below is a summary of the share-based payment options granted.

|  | 2025              | 2025                                  | 2024              | 2024                                  |
|--|-------------------|---------------------------------------|-------------------|---------------------------------------|
|  | Number of options | Weighted average exercise price cents | Number of options | Weighted average exercise price cents |
| Outstanding at the beginning of the year | 9,180,000         | 84.83                                 | 10,930,000        | 72.00                                 |
| Granted                                  | -                 | -                                     | 1,000,000         | 63.50                                 |
| Forfeited                                | -                 | -                                     | (250,000)         | 128.06                                |
| Exercised                                | -                 | -                                     | (2,000,000)       | 26.10                                 |
| Expired                                  | (2,500,000)       | 31.84                                 | (500,000)         | 26.00                                 |
| <b>Outstanding at year-end</b>           | <b>6,680,000</b>  | <b>104.66</b>                         | <b>9,180,000</b>  | <b>84.83</b>                          |

The weighted average remaining contractual life of share options outstanding at the end of the financial year was 1.5 years (2024: 1.9 years), and the exercise prices range from 44.00 cents to \$1.58 (2024: 27.30 cents to \$1.58).

#### Fair value of rights granted

The value of rights granted was calculated by using the Black-Scholes European Option Pricing Model applying the following inputs:

|   | 2025   | 2024 |
|---|--------|------|
|   | \$     | \$   |
| Weighted average exercise price                 | \$0.00 | -    |
| Weighted average life of the option (years)     | 3.02   | -    |
| Weighted average underlying share price (cents) | 23.00  | -    |
| Expected share price volatility                 | 80%    | -    |
| Risk free interest rate                         | 3.78%  | -    |

Historical volatility has been used as the basis for determining expected share price volatility as it assumed that this is indicative of future trends, which may not eventuate.

|  | 2025             |  | 2024             |  |
|--|------------------|--|------------------|--|
|  | Number of rights | Weighted average price cents at grant date | Number of rights | Weighted average price cents at grant date |
| Outstanding at the beginning of the year | -                | -  | -                | -  |
| Granted                                  | 4,925,503        | 23.00                                      | -                | -  |
| Forfeited                                | -                | -  | -                | -  |
| Exercised                                | -                | -  | -                | -  |
| Expired/Lapsed                           | (1,827,124)      | 23.00                                      | -                | -  |
| <b>Outstanding at year-end</b>           | <b>3,098,379</b> | <b>23.00</b>                               | <b>-</b>         | <b>-</b>                                   |

The rights granted during the year ending 30 June 2025 includes performance rights granted through the Performance Rights Plan approved at the Company's AGM held 28 November 2023, and service rights granted upon approval at the Company's AGM held 22 November 2024. No performance rights or service rights have vested during the financial year ended 30 June 2025.

The price of rights granted at 30 June 2025 are Nil consideration, with expiry dates ranging from 31 August 2026 to 31 August 2028.

## B) EXPENSES ARISING FROM SHARE-BASED PAYMENT TRANSACTIONS

Total expenses arising from share-based payment transactions recognised during the period were as follows:

|   | 2025           | 2024           |
|---|----------------|----------------|
|   | \$             | \$             |
| Options granted to employees and contractors expensed to profit or loss | 34,625         | 133,084        |
| Rights granted to employees and contractors expensed to profit or loss  | 267,258        | -              |
|   | <b>301,883</b> | <b>133,084</b> |

## 33. PARENT ENTITY INFORMATION

The following information relates to the parent entity, Element 25 Limited, as at 30 June 2025. The information presented here has been prepared using accounting policies consistent with those presented in note 1.

|  | 2025               | 2024                |
|--|--------------------|---------------------|
|  | \$                 | \$                  |
| Current assets                               | 9,793,606          | 20,341,806          |
| Non-current assets                           | 52,469,570         | 44,920,350          |
| <b>Total assets</b>                          | <b>62,263,176</b>  | <b>65,262,156</b>   |
| Current liabilities                          | 5,392,959          | 6,444,380           |
| Non-current liabilities                      | 1,796,985          | 1,683,000           |
| <b>Total liabilities</b>                     | <b>7,189,944</b>   | <b>8,127,380</b>    |
| Issued capital                               | 138,008,279        | 134,533,276         |
| Share-based payments reserve                 | 7,622,698          | 7,293,065           |
| Accumulated losses                           | (90,557,745)       | (84,691,565)        |
| <b>Total equity</b>                          | <b>55,073,232</b>  | <b>57,134,776</b>   |
| Loss for the year                            | (5,866,180)        | (21,512,669)        |
| <b>Total comprehensive loss for the year</b> | <b>(5,866,180)</b> | <b>(21,512,669)</b> |

## CONSOLIDATED ENTITY DISCLOSURE STATEMENT

AS AT 30 JUNE 2025

| Name of entity                         | Type of entity | Trustee, partner, or participant in joint venture | % of share capital held | Country of incorporation | Australian resident or foreign resident | Foreign jurisdiction(s) of foreign residents |
|--|----------------|---|-------------------------|--------------------------|---|--|
| Element 25 Limited                     | Body corporate | -   | 100                     | Australia                | Australian                              | N/A  |
| Element 25 Butcherbird Project Pty Ltd | Body corporate | -   | 100                     | Australia                | Australian                              | N/A  |
| Butcherbird Operations Pty Ltd         | Body Corporate | -   | 100                     | Australia                | Australian                              | N/A  |
| Element 25 (Malaysia) SDN. BHD.        | Body corporate | -   | 100                     | Malaysia                 | Australian                              | N/A*   |
| Element 25 (USA) LLC                   | Body corporate | -   | 100                     | United States of America | Australian                              | N/A*   |
| Element 25 (Louisiana) LLC             | Body corporate | -   | 100                     | United States of America | Australian                              | N/A*   |
| Element 25 (HPMSM) LLC                 | Body corporate | -   | 100                     | United States of America | Australian                              | N/A*   |

\* These entities are also a tax resident in their respective countries of incorporation. However, they are assessed as an Australian resident under the Income Tax Assessment Act 1997 and therefore not classified as a foreign resident under that Act.

## BASIS OF PREPARATION

This Consolidated Entity Disclosure Statement (**CEDS**) has been prepared in accordance with the *Corporations Act 2001* and includes information for each entity that was part of the consolidated entity as at the end of the financial year in accordance with AASB 10 Consolidated Financial Statements.

### Determination of tax residency

Section 295(3A)(vi) of the Corporation Act 2001 defines tax residency as having the meaning in the *Income Tax Assessment Act 1997*. The determination of tax residency involves judgement as there are different interpretations that could be adopted, and which give rise to a different conclusion of residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

### A) AUSTRALIAN TAX RESIDENCY

The consolidated entity has applied current legislation and judicial precedent, including having regard to the Tax Commissioner's public guidance in Tax Ruling TR 2018/5.

### B) FOREIGN TAX RESIDENCY

Where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in its determination of tax residency to ensure applicable foreign tax legislation has been complied with (see section 295(3A)(vii) of the *Corporations Act 2001*).



## DIRECTOR'S DECLARATION

In the Directors' opinion:

- (a) the financial statements and notes set out on pages 36 to 65 are in accordance with the Corporations Act 2001, including:
  - i. complying with Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
  - ii. giving a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the financial year ended on that date;
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and the Consolidated Entity Disclosure Statement on page 66 is true and correct; and
- (c) a statement that the attached financial statements are in compliance with International Financial Reporting Standards has been included in the notes to the financial statements.

The Directors have been given the declarations by the Chief Executive Officer and Chief Financial Officer required by section 295A of the Corporations Act 2001.

This declaration is made in accordance with a resolution of the Directors.



**Justin Brown**  
Managing Director

24 September 2025

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## Independent auditor's report

To the members of Element 25 Limited

### Report on the audit of the financial report

#### Our opinion

In our opinion:

The accompanying financial report of Element 25 Limited (the Company) and its controlled entities (together the Group) is in accordance with the *Corporations Act 2001*, including:

- a. giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year then ended
- b. complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

#### What we have audited

The financial report comprises:

- the consolidated statement of financial position as at 30 June 2025
- the consolidated statement of comprehensive income for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated statement of cash flows for the year then ended
- the notes to the consolidated financial statements, including material accounting policy information and other explanatory information
- the consolidated entity disclosure statement as at 30 June 2025
- the directors' declaration.

PricewaterhouseCoopers, ABN 52 780 433 757  
Brookfield Place, Level 15, 125 St Georges Terrace, PERTH WA 6000,  
GPO Box D198, PERTH WA 6840  
T: +61 8 9238 3000, F: +61 8 9238 3999, [www.pwc.com.au](http://www.pwc.com.au)

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## Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Independence

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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## Our audit approach

An audit is designed to provide reasonable assurance about whether the financial report is free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

We tailored the scope of our audit to ensure that we performed enough work to be able to give an opinion on the financial report as a whole, taking into account the geographic and management structure of the Group, its accounting processes and controls and the industry in which it operates.

## Audit Scope

Our audit focused on where the Group made subjective judgements; for example, significant accounting estimates involving assumptions and inherently uncertain future events.

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## Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. The key audit matters were addressed in the context

of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. Further, any commentary on the outcomes of a particular audit procedure is made in that context. We communicated the key audit matters to the Audit and Risk Committee.

### Key audit matter

### How our audit addressed the key audit matter

#### Impairment indicator assessment of the Group's Property, Plant and Equipment

(Refer to note 15)

For the financial year ended 30 June 2025, the Group held \$49.2m in Property Plant and Equipment. In accordance with Australian Accounting Standards and internal policies, the Group is required to assess at each reporting date whether there is any indication that its Property, Plant and Equipment assets may be impaired.

The Group's assessment identified no indicators of impairment and concluded that an impairment test was not required.

We consider the impairment indicator assessment, a key audit matter given the significance of the Property Plant and Equipment to the consolidated statement of financial position and the significant judgement required to assess whether there are any indicators of impairment.

To evaluate the Group's assessment for impairment indicators, we performed the following procedures amongst others:

- Developed an understanding of the process by which the Group conducted the impairment indicator assessment, including the identification of Cash Generating Units (CGUs) and whether it was appropriate under the Australian Accounting Standards.
- Performed an independent assessment of indicators of impairment, by:
  - considering future manganese ore prices, exchange rates, discount rates and other inputs, by reviewing both internal information and that published by external economic and industry analysts and participants;
  - considering the status of the projects to which assets under construction relate, the associated funding for and cost estimates to complete these projects;
  - evaluating the completeness of the Group's assessment of whether there were any other external or internal sources of information that could indicate that the Groups assets may be impaired.
- Assessed the disclosures made in the financial report against the requirements of Australian Accounting Standards.

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## Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon through our opinion on the financial report. We have issued a separate opinion on the remuneration report.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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## Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report in accordance with Australian Accounting Standards and the *Corporations Act 2001*, including giving a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

---

## Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if,





individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [https://auasb.gov.au/media/bwvjcgre/ar1\\_2024.pdf](https://auasb.gov.au/media/bwvjcgre/ar1_2024.pdf). This description forms part of our auditor's report.

## Report on the remuneration report

### Our opinion on the remuneration report

We have audited the remuneration report included in the directors' report for the year ended 30 June 2025.

In our opinion, the remuneration report of Element 25 Limited for the year ended 30 June 2025 complies with section 300A of the *Corporations Act 2001*.

### Responsibilities

The directors of the Company are responsible for the preparation and presentation of the remuneration report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the remuneration report, based on our audit conducted in accordance with Australian Auditing Standards.

A stylized, handwritten-style signature of the PricewaterhouseCoopers firm.

PricewaterhouseCoopers

A handwritten signature of Adam Thompson.

Adam Thompson  
Partner

Perth  
24 September 2025

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## ASX ADDITIONAL INFORMATION

Additional information required by Australian Stock Exchange Ltd and not shown elsewhere in this report is as follows. The information is current as at 19 September 2025.

### A. DISTRIBUTION OF EQUITY SECURITIES

|         |           | Ordinary shares   |                  |
|---------|-----------|-------------------|------------------|
|         |           | Number of holders | Number of shares |
| 1       | - 1,000   | 686               | 352,440          |
| 1,001   | - 5,000   | 1,161             | 3,130,875        |
| 5,001   | - 10,000  | 479               | 3,839,066        |
| 10,001  | - 100,000 | 961               | 31,535,437       |
| 100,001 | and over  | 247               | 228,077,730      |
|         |           | 3,534             | 266,935,548      |

The number of equity security holders holding less than a marketable parcel of securities are: 975 746,191

### B. TWENTY LARGEST SHAREHOLDERS

The names of the twenty largest holders of quoted ordinary shares are:

|    |  | Listed ordinary shares |                               |
|----|--|------------------------|-------------------------------|
|    |  | Number of shares       | Percentage of ordinary shares |
| 1  | CITICORP NOMINEES PTY LIMITED                | 33,320,060             | 12.48                         |
| 2  | FARJOY PTY LTD                               | 17,857,143             | 6.69                          |
| 3  | BNP PARIBAS NOMINEES PTY LTD                 | 17,437,227             | 6.53                          |
| 4  | ACUITY CAPITAL INVESTMENT MANAGEMENT PTY LTD | 9,500,000              | 3.56                          |
| 5  | MR LIAM RAYMOND CORNELIUS                    | 7,489,720              | 2.81                          |
| 6  | ARADIA VENTURES PTY LTD                      | 6,698,215              | 2.51                          |
| 7  | RANGUTA LIMITED                              | 6,585,440              | 2.47                          |
| 8  | BNP PARIBAS NOMS PTY LTD                     | 6,327,998              | 2.37                          |
| 9  | BNP PARIBAS NOMINEES PTY LTD                 | 5,055,997              | 1.89                          |
| 10 | DUKETON CONSOLIDATED PTY LTD                 | 5,041,170              | 1.89                          |
| 11 | DUKETON MINING LIMITED                       | 4,177,974              | 1.57                          |
| 12 | HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED    | 4,068,927              | 1.52                          |
| 13 | MERRILL LYNCH (AUSTRALIA) NOMINEES PTY LTD   | 4,055,352              | 1.52                          |
| 14 | MRS YULIAN LIU                               | 3,238,759              | 1.21                          |
| 15 | MR SEAMUS IAN CORNELIUS                      | 2,845,548              | 1.07                          |
| 16 | BUTTONWOOD NOMINEES PTY LTD                  | 2,540,822              | 0.95                          |
| 17 | SINO WEST ASSETS PTY LTD                     | 2,528,586              | 0.95                          |
| 18 | MR SHENCHEN GU                               | 2,332,348              | 0.87                          |
| 19 | HAJEK FT CUSTODIANS PTY LTD                  | 2,303,102              | 0.86                          |
| 20 | HAYES PASTORAL CORPORATION PTY LTD           | 2,038,917              | 0.76                          |
|    |  | 145,443,305            | 54.49                         |

## C. SUBSTANTIAL SHAREHOLDERS

There were no substantial shareholders at 30 June 2025 who have notified the Company in accordance with section 671B of the Corporations Act 2001.

## D. VOTING RIGHTS

All ordinary shares (whether fully paid or not) carry one vote per share without restriction.

## E. SCHEDULE OF INTERESTS IN MINING TENEMENTS

As at 19 September 2025:

| Tenement reference | Location              | Percentage held/earning |
|--------------------|-----------------------|-------------------------|
| E20/659            | Eelya Hill WA         | 10%                     |
| L45/871            | Wodgina WA            | 100%                    |
| E52/1529           | Mt Padbury WA         | 100% (Note 1)           |
| E52/2350           | Butcher Bird WA       | 100%                    |
| E52/3606           | Yanneri Bore WA       | 100%                    |
| E52/3706           | Yanneri Pool WA       | 100%                    |
| E52/3735           | Limestone Bore WA     | 100%                    |
| E52/3769           | Kumarina WA           | 100%                    |
| E52/3779           | Beyondie Bluff WA     | 100%                    |
| E52/3858           | Yanneri Well WA       | 100%                    |
| E52/4064           | Neds Gap WA           | 100%                    |
| E52/4149           | Neds Gap WA           | 100%                    |
| E52/4358           | Butcherbird North WA  | 100%                    |
| E52/4417           | Weelarrana WA         | 100%                    |
| E52/4441           | 701 Mile WA           | 100%                    |
| L52/211            | Limestone Bore WA     | 100%                    |
| L52/215            | Butcherbird East 1 WA | 100%                    |
| L52/216            | Butcherbird East 2 WA | 100%                    |
| L52/217            | Butcherbird East 3 WA | 100%                    |
| L52/218            | Butcherbird East 4 WA | 100%                    |
| L52/220            | Butcherbird East 5 WA | 100%                    |
| L52/221            | Butcherbird East 6 WA | 100%                    |
| L52/225            | Butcherbird East 7 WA | 100%                    |
| L52/254            | Butcherbird North WA  | 100%                    |
| L52/255            | Butcherbird North WA  | 100%                    |
| L52/256            | Butcherbird North WA  | 100%                    |
| L52/257            | Butcherbird North WA  | 100%                    |
| L52/258            | Butcherbird East WA   | 100%                    |
| L52/275            | Butcherbird North WA  | 100%                    |
| L52/276            | Butcherbird East WA   | 100%                    |
| M52/1074           | Yaneri Ridge WA       | 100%                    |
| E57/1060           | Victory Well WA       | 20%                     |
| E63/2027           | Lake Johnston WA      | 100%                    |
| E63/2429           | Lake Johnston WA      | 100%                    |

Notes:

- 1) 100% interest held in all minerals other than iron ore and manganese.

## F. UNQUOTED SECURITIES

As at 19 September 2025, the Company had the following unlisted options on issue:

| Name                    | Unlisted options<br>exercisable at<br>\$1.209 expiring<br>4/11/25 | Unlisted options<br>exercisable at<br>\$0.654 expiring<br>01/07/27 | Unlisted options<br>exercisable at<br>\$1.281 expiring<br>23/09/27 | Unlisted options<br>exercisable at<br>\$1.175 expiring<br>29/09/27 |
|-------------------------|---|--|--|--|
| Aradia Ventures Pty Ltd | 500,000   | -  | -  | -  |
| Mr John George Ribbons  | 250,000   | -  | -  | -  |
| Holders < 20%           | 1,230,000   | 500,000  | 250,000  | 1,000,000  |
|                         | 1,980,000   | 500,000  | 250,000  | 1,000,000  |

| Name                    | Unlisted options<br>exercisable at<br>\$1.580 expiring<br>25/11/27 | Unlisted options<br>exercisable at<br>\$1.468 expiring<br>23/12/27 | Unlisted options<br>exercisable at<br>\$0.670 expiring<br>27/11/28 | Unlisted options<br>exercisable at<br>\$0.600 expiring<br>21/12/28 |
|-------------------------|--|--|--|--|
| Aradia Ventures Pty Ltd | 500,000  | -  | 500,000  | -  |
| Mr John George Ribbons  | 200,000  | -  | -  | -  |
| Holders < 20%           | 200,000  | 50,000   | -  | 500,000  |
|                         | 900,000  | 50,000   | 500,000  | 500,000  |

As at 19 September 2025, the Company had the following unlisted rights on issue:

| Name                     | Unlisted rights<br>exercisable at<br>\$nil expiring<br>30/09/26 | Unlisted rights<br>exercisable at<br>\$nil expiring<br>31/08/27 | Unlisted rights<br>exercisable at<br>\$nil expiring<br>31/08/28 |
|--------------------------|---|---|---|
| Aradia Ventures Pty Ltd  | 158,991   | 158,991   | 289,074   |
| Mr Rudolph van Jaarsveld | 37,037  | -   | -   |
| Mr Salvatore Lancuba     | 37,037  | -   | -   |
| Holders < 20%            | 705,197   | 705,197   | 1,006,855   |
|                          | 938,262   | 864,188   | 1,295,929   |





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# CORPORATE DIRECTORY

## DIRECTORS

John Ribbons (Non-Executive Chair)  
Justin Brown (Managing Director)  
Fanie van Jaarsveld (Non-Executive Director)  
Sam Lancuba (Non-Executive Director)

## SECRETARY

Michael Jordon

## PRINCIPAL PLACE OF BUSINESS

Level 1, Building B, Garden Office Park  
355 Scarborough Beach Road,  
Osborne Park, Western Australia 6017  
Australia  
Telephone: +61 8 6375 2525  
Email: [admin@e25.com.au](mailto:admin@e25.com.au)  
Website: [www.element25.com.au](http://www.element25.com.au)

## REGISTERED OFFICE

Level 1, Building B, Garden Office Park  
355 Scarborough Beach Road  
Osborne Park, Western Australia 6017  
Australia

## SOLICITORS

HFW Australia  
Level 15, Brookfield Place  
Tower 2, 123 St Georges Terrace  
Perth, Western Australia 6000  
Australia

## AUDITORS

Pricewaterhouse Coopers (PwC)  
Brookfield Place  
15/125 St Georges Terrace  
PERTH, Western Australia 6000  
Australia

## SHARE REGISTRY

Automic Group  
Level 5 / 191 St Georges Terrace  
PERTH, Western Australia 6000  
Australia  
Phone: 1300 288 664 (within Australia)  
Phone from overseas: +612 9698 5414 (International)  
Email: [hello@automicgroup.com.au](mailto:hello@automicgroup.com.au)  
Website: [www.automicgroup.com.au](http://www.automicgroup.com.au)

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