



## **Arafura Rare Earths Limited**

**ABN 22 080 933 455**

# **2025**

### **NOTICE OF ANNUAL GENERAL MEETING**

**AND**

### **EXPLANATORY MEMORANDUM TO SHAREHOLDERS**

**DATE OF MEETING**  
30 October 2025

**TIME OF MEETING**  
10.00am WST

**PLACE OF MEETING**  
BDO  
Level 9  
Mia Yellagonga Tower 2  
5 Spring Street  
Perth WA 6000

and online at  
<https://meetings.openbriefing.com/ARU25>

**A PROXY FORM IS ATTACHED**

**Please read the Notice and Explanatory Memorandum carefully.**

If you are unable to attend the meeting, please complete and return the attached proxy form in accordance with the specified instructions.

Notice is given that the 2025 Annual General Meeting of the Company will be held at the offices of BDO at **Level 9, Mia Yellagonga Tower 2, 5 Spring Street, Perth WA 6000**, on **30 October 2025 at 10.00am WST**.

The meeting will also be held online. Enter <https://meetings.openbriefing.com/ARU25> into a web browser on your computer or online device:

- Shareholders will need their Securityholder Reference Number (**SRN**) or Holder Identification Number (**HIN**) printed on the Proxy Form or their holding statement; and
- Proxyholders will need their proxy code which MUFG Corporate Markets will provide via email no later than 48 hours prior to the Meeting.

Shareholders will be able to view the Meeting live, vote in real time and ask questions or make comments (both orally and in writing) through the online platform.

Voting on all Resolutions at the Meeting will be by poll. More information regarding virtual attendance at the Meeting (including how to vote, comment and ask questions virtually during the Meeting) is available in the Online Meeting Guide which can be found at <https://www.arulld.com/investor/shareholder-meetings/>. We recommend logging into the online platform at least 15 minutes prior to the scheduled start time of the Meeting.

The Company will update Shareholders if changing circumstances will impact the planning or arrangements for the Meeting by way of announcement on ASX and the details will also be made available on the Company's website.

## Agenda

### Ordinary Business

An Explanatory Memorandum containing information in relation to each of the following resolutions accompanies this Notice of Annual General Meeting.

### Annual Report

To receive and consider the consolidated financial statements of the Company and its controlled entities and the reports of the Directors and auditors for the financial year ended 30 June 2025.

### Resolution 1 – Remuneration Report

To consider and, if thought fit, to pass the following as a non-binding resolution:

*"That for the purposes of section 250R(2) of the Corporations Act and for all other purposes, the Remuneration Report for the year ended 30 June 2025 be adopted."*

**Note:** The vote on this Resolution is advisory only and does not bind the Directors or the Company.

### Voting Exclusion Statement

To the extent required by section 250R of the Corporations Act, votes must not be cast (in any capacity) on Resolution 1 by, or on behalf of:

- (a) a member of the key management personnel details of whose remuneration are included in the Remuneration Report; or
- (b) a closely related party of such a member.

However a person described above (the 'voter') may cast a vote on Resolution 1 as a proxy if the vote is not cast on behalf of a person described in paragraph (a) or (b) above and either:

- (c) the voter is appointed as a proxy by writing that specifies the way the proxy is to vote on Resolution 1; or
- (d) the voter is the Chairperson of the meeting and the appointment of the Chairperson as proxy:
  - (i) does not specify the way the proxy is to vote on Resolution 1; and
  - (ii) expressly authorises the Chairperson to exercise the proxy even if Resolution 1 is connected directly or indirectly with the remuneration of a member of the key management personnel.

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### Resolution 2 – Re-election of Ms Cathy Moises as Director

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

*“That Ms Cathy Moises, a Director of the Company who retires in accordance with rule 7.1(d)(4) of the Company’s Constitution, be re-elected as a Director of the Company with effect from the close of the Meeting.”*

### Resolution 3 – Cancellation of 2024 Performance Rights

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

*“That for the purposes of Listing Rule 6.23.2 and for all other purposes, Shareholders approve the cancellation of up to 36,283,504 Performance Rights issued to employees pursuant to the Incentive Plan, for the purposes and on the terms set out in the Explanatory Memorandum.”*

#### Voting Exclusion Statement

The Company will disregard any votes cast on in favour of this Resolution by or on behalf of any person who holds a Performance Right the subject of this Resolution, or any of their associates.

However, the Company need not disregard a vote cast in favour of this Resolution by:

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (b) the Chairperson of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chairperson to vote on the Resolution as the Chairperson decides; or
- (c) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
  - (ii) the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

### Resolution 4 – Issue of Performance Rights to Mr Darryl Cuzzubbo

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

*“That for the purposes of Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 10,638,510 Performance Rights under the Incentive Plan to the Managing Director and CEO of the Company, Mr Darryl Cuzzubbo, or his nominee, for the purposes and on the terms set out in the Explanatory Memorandum”.*

#### Voting Exclusion Statement

The Company will disregard any votes cast in favour of this Resolution by or on behalf of a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Incentive Plan or any associates of those persons.

However, the Company need not disregard a vote cast in favour of this Resolution by:

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or

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- (b) the Chairperson of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chairperson to vote on the Resolution as the Chairperson decides; or
- (c) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
  - (ii) the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

### Other business

To deal with any other business which may be brought forward in accordance with the Company's Constitution or the Corporations Act.

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## **Explanatory Memorandum**

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### **Explanatory Memorandum**

Shareholders are referred to the Explanatory Memorandum accompanying and forming part of this Notice of Annual General Meeting.

Capitalised terms which are not otherwise defined in this Notice of Annual General Meeting and Explanatory Memorandum are defined in **Annexure A** to the Explanatory Memorandum.

### **Resolutions are not inter-dependent**

The Resolutions are not inter-dependent. This means that a Resolution may be passed notwithstanding that one or more of the other Resolutions are not passed.

### **Snapshot date**

It has been determined that in accordance with regulation 7.11.37 of the *Corporations Regulations 2001* (Cth), for the purposes of the Annual General Meeting, Shares will be taken to be held by the persons who are the registered holders at **4:00pm WST on 28 October 2025**. Accordingly, Share transfers registered after that time will be disregarded in determining entitlements to vote at the Meeting.

Holders of Options or other convertible securities issued by the Company who are not Shareholders but who wish to vote as Shareholders at the Meeting are required to lodge valid exercise notices with the Company no later than 1 week before the Meeting to allow sufficient time for the Shares to be issued by the Company.

### **Chairperson and Chairperson's voting intentions for undirected proxies**

It is proposed that the Meeting be chaired by Mr Mark Southey, the Chairperson of the Board of Directors of the Company. It is the Chairperson's intention to vote undirected proxies which he holds as proxy in favour of all Resolutions where possible. In exceptional circumstances, the Chairperson may change his voting intention on any Resolution, in which case an ASX announcement will be made.

### **How to vote**

You may vote by attending the Meeting in person, attending the Meeting online, vote by proxy or by authorised representative. A corporate Shareholder may also appoint a corporate representative.

### **Voting in person**

To vote in person, attend the Meeting on the date and at the place set out above. The Meeting will commence at **10.00am WST on 30 October 2025**.

### **Voting online through the platform**

You may vote online at <https://meetings.openbriefing.com/ARU25>. We recommend logging into the online platform at least 15 minutes prior to the scheduled start time of the Meeting.

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### **Voting by proxy**

A Shareholder entitled to attend and vote has a right to appoint a proxy to attend and vote instead of the Shareholder. A proxy need not be a Shareholder and can be either an individual or a body corporate. If a Shareholder appoints a body corporate as a proxy, that body corporate will need to ensure that it:

- appoints an individual as its corporate representative to exercise its powers at the Meeting, in accordance with section 250D of the Corporations Act; and
- provides satisfactory evidence of the appointment of its corporate representative.

If such evidence is not received, then the body corporate (through its representative) will not be permitted to act as a proxy.

A Shareholder that is entitled to cast two or more votes may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If no proportion or number is specified, each proxy may exercise half of the Shareholder's votes.

The Proxy Form also provides further details on appointing proxies and lodging Proxy Forms.

### **Proxy voting online**

Proxy votes may also be lodged online by accessing the following link: <https://au.investorcentre.mpms.mufg.com>, and then either:

1. Select 'Login' (to vote via your portfolio) and follow the prompts; or
2. Select 'View single holding' and enter Arafura Rare Earths Limited or ASX code ARU in the field 'Issuer Name'. Enter your Security Reference Number (SRN) or Holder Identification Number (HIN) and postcode, complete the verification process and click 'Submit'. Select the 'Voting' tab and then follow the prompts.

You will be taken to have signed and returned your Proxy Form if you vote online in accordance with the instructions given on the website.

If you choose to vote online, you must vote by no later than 10.00am WST on 28 October 2025.

### **Proxy voting by mobile**

Shareholders may submit a proxy vote by mobile by scanning the QR code on their Proxy Form and following the prompts. You will be taken to have signed and returned your Proxy Form if you vote by mobile in accordance with the instructions given. If you choose to vote by mobile, you must vote by no later than 10.00am WST on 28 October 2025.

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### **Lodgement of physical Proxy Forms**

Shareholders who wish to lodge physical proxy forms must return their Proxy Forms by:

- mail to Arafura Rare Earths Limited, C/- MUFG Corporate Markets (AU) Limited, Locked Bag A14, Sydney South NSW 1235 Australia;
- facsimile to +61 2 9287 0309; or
- hand to MUFG Corporate Markets (AU) Limited, Parramatta Square, Level 22, Building 6&8, 10 Darcy Street, Parramatta NSW 2150 Australia,

so that they are received no later than 10.00am WST on 28 October 2025.

Proxy Forms or proxy voting instructions received after this time will be invalid.

If a proxy is executed by an attorney of a Shareholder, then the original of the relevant power of attorney or a certified copy of the relevant power of attorney, if it has not already been noted by the Company, must also be received by the Company by the above deadline.

### **Voting by corporate representative**

To appoint a corporate representative, download and fill out the 'Appointment of Corporate Representation' form available from MUFG Corporate Markets (AU) Limited's website – <https://www.mpms.mufig.com/en/for-individuals/au/shareholders/forms/> – then submit the form in accordance with the instructions on the 'Appointment of Corporate Representation' form.

### **Voting prohibition by proxy holders (remuneration of key management personnel)**

To the extent required by section 250BD of the Corporations Act, a person appointed as a proxy must not vote, on the basis of that appointment, on Resolutions 1, 3 or 4 if the person is either a member of key management personnel or a closely related party of such a member and the appointment does not specify the way the proxy is to vote on the Resolution. However, the proxy may vote if the proxy is the Chairperson and the appointment expressly authorises the Chairperson to exercise the proxy even if the Resolution is connected directly or indirectly with the remuneration of a member of key management personnel.

If the Chairperson is appointed as your proxy and you have not specified the way the Chairperson is to vote on Resolutions 1, 3 or 4 by signing and returning the proxy form (including via an online voting facility), you are considered to have provided the Chairperson with an express authorisation for the Chairperson to vote the proxy in accordance with the Chairperson's intention, even though the Resolution is connected directly or indirectly with the remuneration of key management personnel.

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### Questions and comments by Shareholders at the Meeting

In accordance with the Corporations Act, a reasonable opportunity will be given to Shareholders to ask questions about, or make comments on, the management of the Company at the Meeting.

Similarly, a reasonable opportunity will be given to Shareholders to ask the Company's external auditor, BDO Audit Pty Ltd (**BDO**), questions relevant to:

- the conduct of the audit;
- the preparation and content of the auditor's report;
- the accounting policies adopted by the Company in relation to the preparation of its financial statements; and
- the independence of the auditor in relation to the conduct of the audit.

Shareholders may also submit written questions to BDO if the questions are relevant to the content of the BDO audit report or the conduct of its audit of the Company's financial report for the period ended 30 June 2025. Relevant written questions for BDO must be received by mail at the PO Box of the Company (PO Box 5773, St Georges Terrace, Perth, WA 6831) or via email at [arapura@arultd.com](mailto:arapura@arultd.com) no later than the fifth business day before the date of the Meeting.

A list of the relevant written questions will be made available to Shareholders attending the Meeting. They will also be placed on the Company's website.

The following details should be included with written questions:

- the **Shareholder's Name**; and
- either the Shareholder's **Securityholder Reference Number (SRN)** or **Holder Identification Number (HIN)**.

**By order of the Board**

Dated 30 September 2025



**Matthew Foy**  
Company Secretary



## **Explanatory Memorandum**

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### **Introduction**

This Explanatory Memorandum has been prepared to assist Shareholders to understand information in relation to the business to be put to Shareholders at the forthcoming Annual General Meeting.

This Explanatory Memorandum should be read in conjunction with the accompanying Notice of Annual General Meeting. Please refer to **Annexure A** for definitions of capitalised terms in the Notice of Annual General Meeting and Explanatory Memorandum.

### **Business**

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#### **Annual Report**

The Corporations Act requires the following reports in respect of the year ended 30 June 2025 to be laid before the Meeting:

- (a) the annual financial report, including the Company's financial statements; and
- (b) the reports of the Directors and auditors.

Neither the Corporations Act nor the Company's Constitution requires a vote of Shareholders on the statements or reports.

Each of these reports are contained in the Company's 2025 Annual Report which has been sent to Shareholders and which is available at [www.arultd.com](http://www.arultd.com).

Shareholders will have a reasonable opportunity at the Meeting to ask questions and make comments on these reports and on the business and operations of the Company. Shareholders will also be given a reasonable opportunity to ask the auditor questions about the auditor's report and the conduct of the audit of the financial report.

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#### **1 Resolution 1 – Remuneration Report**

The Remuneration Report of the Company for the financial year ended 30 June 2025 is set out in the Directors' Report on pages 38 to 53 of the Company's 2025 Annual Report which was released to the market on 22 August 2025.

The Remuneration Report sets out the Company's remuneration arrangements for Executive and Non-Executive Directors and executive employees of the Company.

Shareholders attending the Meeting will be given a reasonable opportunity to ask questions about, or make comments on, the Remuneration Report.

The Corporations Act requires that a resolution be put to the vote that the Remuneration Report be adopted. The Corporations Act expressly provides that the vote is advisory only and the Resolution itself does not bind the Directors or the Company. However, whilst the Resolution itself does not bind the Directors or the Company, if at least 25% of the votes cast on Resolution 1 are against the Resolution in two consecutive years, starting at this 2025 Annual General Meeting, Shareholders will be required to vote at the second of those annual general meetings on a resolution (a "spill resolution") that another meeting be held within 90 days at which all of the Company's Directors (other than the Managing Director) must stand for re-election. The Company encourages all Shareholders to cast their votes on Resolution 1.

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### 2 Resolution 2 – Re-election of Ms Cathy Moises as Director

Ms Cathy Moises was initially appointed by the Directors on 1 December 2019 and was re-elected as a Director at the Company's 2020 and 2023 Annual General Meetings.

Ms Moises retires in accordance with rule 7.1(d)(4) of the Company's Constitution, which stipulates that the Director (other than the Managing Director) who has been a Director the longest without re-election must retire and stand for re-election at the Annual General Meeting. If two or more Directors have been a Director the longest and for an equal time without re-election, then in default of agreement, the Director to retire will be determined by lot. Mr Mark Southey and Ms Moises are the Directors who have held office for an equal time since their last re-election at the Company's 2023 Annual General Meeting. Ms Moises has agreed to retire and, being eligible, offers herself for re-election.

Ms Moises holds a Bachelor of Science with Honours in Geology from the University of Melbourne and a Diploma in Finance and Investment from the Securities Institute of Australia. She has extensive experience in the resources sector having worked as a senior resource analyst for several major stockbroking firms including McIntosh (now Merrill Lynch), County Securities (now Citigroup) and Evans and Partners where she was a partner of that firm. In 2017-2019, Ms Moises was Head of Research at Patersons Securities Limited.

Ms Moises brings substantial experience to Arafura in company management, capital markets and institutional investor engagement. Her key areas of industry experience include gold, base metals, mineral sands and the rare earths sector. Ms Moises is a Non-Executive Director of WA Kaolin Limited and APC Minerals Limited and is an advisory panel member for Argonaut Resources Fund.

As at the date of this Notice, Ms Moises has been a Director of the Company for approximately 5 years and 10 months. Ms Moises is Chairman of the Sustainability Committee and a member of the People, Remuneration and Nomination Committee, Risk Committee and the Audit Committee.

The Board (excluding Ms Moises) considers that Ms Moises' independence has not been impaired during her tenure as a Director and that she is therefore considered to be an independent Director.

After appropriate consideration, and taking into account her past performance, contributions to the Company and the current and future needs of the Board and the Company, the Board's members (excluding Ms Moises) unanimously resolved that Ms Moises' distinct set of skills and experience, including in company management, capital markets and institutional investor engagement, and her extensive experience in the resources sector, is of obvious and on-going benefit to the Board.

#### ***Board recommendation***

The Board (other than Ms Moises) recommends that Shareholders vote in favour of Resolution 2.

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### 3 Resolution 3 – Cancellation of 2024 Performance Rights

#### **Background**

A total of 36,283,504 of the Company's Performance Rights on issue were issued to various employees in FY2024 (**2024 Performance Rights**). The 2024 Performance Rights have a Measurement Period of 7 December 2023 to 6 December 2028 (or, for Mr Peter Sherrington, the Company's Chief Financial Officer, 3 April 2024 to 2 April 2029), and have the following Performance Conditions attached to them:

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Tranche	Performance Condition	% Weighting
Tranche 1	Commencement of Main Construction	20%
Tranche 2	First Draw down of Debt	20%
Tranche 3	First Ore delivered to ROM Pad	20%
Tranche 4	First NdPr Oxide Production	20%
Tranche 5	Project Close Out	20%

Other than Tranche 5, 50% of each tranche will vest on satisfaction of the relevant Performance Condition with the remaining 50% vesting twelve months later. All of the Tranche 5 Performance Rights will vest upon satisfaction of the Tranche 5 Performance Condition. Should Tranche 5 vest, all prior tranches will also vest (if not already vested).

The above milestones were chosen because, at the time of the Offer, the Company was focussed on the delivery of major construction and ramp up of the Nolans Project.

Since then, various external factors have caused the funding landscape required to commence construction at the Nolans Project to change, which has (in-turn) pivoted the Company's focus towards achieving different key project delivery milestones.

The Board would therefore like to issue a new suite of Performance Rights that are better aligned with the Company's current focus areas and, in doing so, would like to cancel the 2024 Performance Rights with the agreement of the holders of those Performance Rights, and with Shareholder approval for the purposes of Listing Rule 6.23.2. A key driver for the Board seeking to cancel the 2024 Performance Rights is to avoid a situation where the Company has two suites of Performance Rights on issue that could technically both vest (or some of which could vest) during their respective Measurement Periods. In order to streamline the nature of the Performance Rights the Company has on issue, it would like to have the 2024 Performance Rights cancelled and issue Performance Rights with more appropriate and relevant Performance Conditions in the circumstances.

The Performance Conditions to be attached to the new Performance Rights that the Company proposes to issue to the holders of the 2024 Performance Rights in consideration for the cancellation of their 2024 Performance Rights (**New Performance Rights**) will relate to capital costs, equity funding and construction readiness.

The issue of the New Performance Rights to the holders of the 2024 Performance Rights will be made under the Company's existing capacity under its Listing Rule 7.2, Exception 13 approval which was obtained at the Company's 2023 Annual General Meeting (**Exception 13 Approval**).

### **Listing Rule requirements**

Listing Rule 6.23.2 provides (among other things) that a change which has the effect of cancelling an option for consideration can only be made if holders of ordinary securities approve the change.

Listing Rule 6.23.3 provides (among other things) that a change which has the effect of reducing the exercise price, increasing the period for exercise or increasing the number of securities received on exercise cannot be made.

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The New Performance Rights will have Performance Conditions attached to them that are different to the Performance Conditions that were attached to the 2024 Performance Rights. Accordingly, the cancellation of the 2024 Performance Rights in consideration for the issue of New Performance Rights will not have the effect of reducing the exercise price, increasing the period for exercise or increasing the number of securities received on exercise of the 2024 Performance Rights and is therefore permitted under Listing Rule 6.23.2 provided Shareholder approval is obtained.

If Resolution 3 is passed, the Company will be able to proceed with the cancellation of the 2024 Performance Rights (for all holders of those Performance Rights that agree to have their 2024 Performance Rights cancelled) in consideration for the issue of New Performance Rights. If Resolution 3 is passed but a holder of 2024 Performance Rights does not agree to have their 2024 Performance Rights cancelled, those 2024 Performance Rights will continue to exist and that holder will not be issued New Performance Rights. For clarity, the issue of any New Performance Rights will be made under the Exception 13 Approval and will therefore be excluded from the calculation of the Company's 15% limit under Listing Rule 7.1.

If Resolution 3 is not passed, the Company will not be able to proceed with the cancellation of the 2024 Performance Rights, and those Performance Rights will continue to exist.

A voting exclusion applies to Resolution 3 in the terms set out in the Notice.

### **Board recommendation**

The Board unanimously recommends that Shareholders vote in favour of Resolution 3.

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## **4 Resolution 4 – Issue of Performance Rights to Mr Darryl Cuzzubbo**

### **Listing Rule requirements**

The Company is proposing to issue 10,638,510 Performance Rights under the Incentive Plan to the Managing Director and CEO of the Company, Mr Darryl Cuzzubbo, or his nominee (the **Proposed Issue**).

Listing Rule 10.14 provides that a listed company must not permit a director (or certain other persons) to acquire equity securities under an employee incentive scheme unless it obtains the approval of its shareholders.

The Proposed Issue falls within Listing Rule 10.14.1 and therefore requires the approval of Shareholders.

If Resolution 4 is passed, the Company will be able to proceed with the Proposed Issue.

If Resolution 4 is not passed, the Company will not be able to proceed with the Proposed Issue and would need to consider alternative remuneration arrangements for Mr Cuzzubbo.

The Board has formed the view that Shareholder approval under section 208 of the Corporations Act is not required for the Proposed Issue as the issue, which forms part of the remuneration package for Mr Cuzzubbo, is considered reasonable remuneration for the purposes of section 211 of the Corporations Act (taking into account the Company's and Mr Cuzzubbo's circumstances).

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### Information required by Listing Rule 10.15

Listing Rule 10.15 sets out the information that must be provided to Shareholders in order to obtain Shareholder approval under Listing Rule 10.14. The following information is provided in accordance with Listing Rule 10.15:

- (i) The person to acquire Performance Rights under the Incentive Plan is Mr Darryl Cuzzubbo, the Managing Director and CEO of the Company (or his nominee).
- (ii) Mr Cuzzubbo falls within Listing Rule 10.14.1 as he is the Managing Director and CEO of the Company. His nominee (if applicable) would fall within Listing Rule 10.14.2, as his associate.
- (iii) Mr Cuzzubbo (or his nominee) will be issued 10,638,510 Performance Rights under the Incentive Plan, which may vest into a maximum of 10,638,510 Shares.
- (iv) Mr Cuzzubbo's current total remuneration package is:
  - (a) total fixed remuneration (**TFR**) of \$709,234, comprising of a base salary of \$679,234 and superannuation of \$30,000; and
  - (b) the Performance Rights the subject of this Resolution 4.
- (i) As at the date of this Notice, no securities have previously been issued to Mr Cuzzubbo under the Incentive Plan.
- (ii) A summary of the material terms of the Performance Rights (including the Performance Conditions attached to them) to be issued under the Incentive Plan is set out in Annexure B. No issue price is payable for the Performance Rights, and no payment is required on vesting or exercise of a Performance Right.
- (iii) The Performance Rights are being used to provide cost effective remuneration for Mr Cuzzubbo as an incentive, alignment and retention tool.
- (iv) The number of Performance Rights to be granted to Mr Cuzzubbo was calculated by dividing 300% of his TFR (\$2,127,702) by \$0.20 (which was the 5-day volume weighted average price (**VWAP**) of the Company's Shares that was utilised for the purposes of the grant of the 2024 Performance Rights to employees). However, the indicative fair value of the Performance Rights is in fact \$1,968,124 based on a fair value of \$0.185 per Performance Right, which is the Company's 5-day VWAP up to and including 29 August 2025.
- (v) It is proposed that Mr Cuzzubbo (or his nominee) will be issued the Performance Rights as soon as practicable (and in any event within 3 years) after the date of the Meeting (unless an ASX waiver is obtained).
- (vi) The Performance Rights will be issued to Mr Cuzzubbo (or his nominee) for nil cash consideration (in line with the terms of the Incentive Plan, which is summarised in Annexure C of this Explanatory Memorandum) as part of his remuneration package.
- (vii) No loan will be provided in relation to the acquisition of the Performance Rights.

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- (viii) Details of any Performance Rights issued under the Incentive Plan will be published in the annual report of the Company relating to the period in which they were issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14.
- (ix) Any additional persons covered by Listing Rule 10.14 who become entitled to participate in the Incentive Plan after the resolution is approved and who were not named in the Notice will not participate until approval is obtained under that rule.
- (x) A voting exclusion applies to Resolution 4 in the terms set out in the Notice.

If approval is given under Listing Rule 10.14, approval is not required under Listing Rule 7.1 in relation to the securities to be issued.

### **Board recommendation**

The Board (other than Mr Darryl Cuzzubbo, who abstains) unanimously recommends that Shareholders vote in favour of this Resolution.

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## Annexure A – Definitions

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The meanings of capitalised terms used in this Notice of Annual General Meeting and Explanatory Memorandum are set out below:

**2024 Performance Right** has the meaning given in the Explanatory Memorandum in respect of Resolution 3.

**Annual General Meeting** or **Meeting** means the Company's annual general meeting to be held on 30 October 2025 at 10.00 am WST.

**ASX** means the ASX Limited or the Australian Securities Exchange operated by ASX Limited, as the context requires.

**BDO** means BDO Audit Pty Ltd.

**Board** means the board of Directors of the Company.

**Chairperson** means the chair of the Meeting.

**Company** or **Arafura** means Arafura Rare Earths Limited (ABN 22 080 933 455).

**Corporations Act** means the *Corporations Act 2001* (Cth).

**Director** means a Director of the Company.

**Explanatory Memorandum** means the explanatory memorandum to the Notice.

**Incentive Plan** or **Plan** means the Arafura Incentive Plan Rules.

**July 2024 Announcement** means the Company's ASX announcement dated 23 July 2024, "Arafura achieves major debt funding milestone presentation".

**Listing Rules** means the Listing Rules of ASX.

**Measurement Period** means a period for satisfaction of a Performance Condition, as specified in the Offer, which shall be determined by the Board in its absolute discretion.

**New Performance Right** has the meaning given in the Explanatory Memorandum in respect of Resolution 3.

**Notice** or **Notice of Annual General Meeting** means this Notice of Annual General Meeting.

**Offer** means an offer made under the Incentive Plan.

**Option** means an option to acquire a Share.

**Performance Right** means an entitlement to be issued a Share that vests based on satisfaction of a Performance Condition.

**Performance Condition** means one or more conditions based on performance or other criteria which must be satisfied or circumstances which must exist before a Performance Right or Option vests and which is set out in the Offer.

**Proxy Form** means the proxy form attached to the Notice.

**Remuneration Report** means the report commencing on page 38 of the Company's 2025 Annual Report which was released to the market on 22 August 2025.

**Resolution** means a resolution contained in the Notice.

**Share** means a fully paid ordinary share in the capital of the Company.

**Shareholder** means a shareholder of the Company.

**WST** means Australian Western Standard Time.

## Annexure B – Key terms of Performance Rights

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### Key terms of Performance Rights

- (a) The Performance Rights will have a Measurement Period of 1 July 2025 to 30 June 2026.
- (b) The Performance Conditions (other than Performance Condition 3) will be tested over the Measurement Period at 30 June 2026 or, if a Final Investment Decision (**FID**) is announced prior to that date, on that date. Performance Condition 3 will be tested at 30 June 2026 or, if FID is announced prior to that date, one month following FID.
- (c) Vesting of Performance Rights will be subject to three separate Performance Conditions (set out in the 'Performance Conditions' table below). The percentage weightings for Mr Darryl Cuzzubbo, the Managing Director and CEO, are noted in the 'Performance Conditions' table below.
- (d) Each Performance Condition will have a threshold, target and stretch hurdle.
- (e) For each Performance Condition, the percentage of Performance Rights that will be eligible to vest is as follows:
  - (i) if the threshold hurdle for that Performance Condition is not met: 0%;
  - (ii) if the threshold hurdle for that Performance Condition is met: 33%;
  - (iii) if the target hurdle for that Performance Condition is met: 66%;
  - (iv) if the stretch hurdle for that Performance Condition is met: 100%;
  - (v) where performance is between the threshold and target hurdle for that Performance Condition: 33% plus a straight line increase in percentage until the target hurdle is achieved; and
  - (vi) where performance is between the target and stretch hurdle for that Performance Condition: 66% plus a straight line increase in percentage until the stretch hurdle is achieved.<sup>1</sup>
- (f) Once vested, holders of the Performance Rights will be restricted from exercising 50% of the vested Performance Rights into Shares for one year from the vesting date, with the remaining 50% restricted from being exercised for two years from the vesting date (**Restriction Periods**).
- (g) During the Restriction Periods, the Board reserves the right to forfeit vested Performance Rights that are subject to a Restriction Period in the event of material changes in the Nolans Project's capital and operating costs since the date of vesting where such material changes are deemed by the Board to have been within the control of the Company.
- (h) Subject to the Restriction Periods, Participants will have 15 years from the grant date to exercise vested Performance Rights into Shares. Vested Performance Rights not exercised within this period will lapse.
- (i) In the event that the total shareholder return of the Company for FY2026<sup>2</sup> is negative, the Board reserves the right to forfeit up to 50% of all vested Performance Rights.

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<sup>1</sup> Excluding Performance Condition 2. Once the target hurdle of Performance Condition 2 is achieved (66% vesting) no further vesting will occur until the stretch hurdle is achieved.

<sup>2</sup> Total shareholder return will be calculated as the difference between the Company's 30-day VWAP to 30 June 2026 and 30-day VWAP to 30 June 2025.



# Arafura Rare Earths Limited

ABN 22 080 933 455

## Annexure B – Key terms of Performance Rights

### Performance Conditions

	Threshold hurdle (33% vesting)	Target hurdle (66% vesting)	Stretch hurdle (100% vesting)	% Weighting for MD and CEO
<b>1. CAPEX</b>	Total forecast capital costs = July 2024 Announcement. <sup>1</sup>	Total forecast capital costs < July 2024 Announcement by 2.5%. <sup>1</sup>	Total forecast capital costs < July 2024 Announcement by 5% or more. <sup>1</sup>	25%
<b>2. Equity Funding</b>	50% cornerstone equity investment conditionally secured and announced to ASX.	75% cornerstone equity investment conditionally secured and announced to ASX.	All equity funding is unconditionally secured and announced to ASX.	45%
<b>3. Construction Readiness</b>	a. Nolans Project Prime Construction Contract ready for award one month post FID.	a. Nolans Project Prime Construction Contract ready for award at FID.	a. Nolans Project Prime Construction Contract ready for award two months before FID.	15%
	b. Contracting/Execution strategies for sub-contractors ready to execute one month post FID. <sup>2</sup>	b. Contracting/Execution strategies for sub-contractors ready to execute at FID. <sup>2</sup>	b. Contracting/Execution strategies for sub-contractors ready to execute two months before FID. <sup>2</sup>	15%

<sup>1</sup> The CAPEX base measurement being that shown in the Nolans Project financial model update in the July 2024 Announcement, as adjusted for inflation and any scope changes that have been approved by the Board and announced to ASX.

<sup>2</sup> Requires Board approved pre-FID project activity ramp up and expenditure.

## **Annexure C – Summary of Incentive Plan**

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### **1 Key Terms**

The key terms of the Rules are as follows:

- (a) The Board may offer Incentive Securities to Eligible Executives in the form of an “Offer Document”, having regard to (among other things) the Eligible Executive’s seniority and position in the Group, length of service, contribution to the Group and any other matters which the Board considers relevant.
- (b) Each Offer will be contained in an Offer Document which must specify (among other things) the vesting conditions or Performance Conditions and that the Offer is made under Division 1A of Part 7.12 of the Corporations Act.
- (c) No amount is payable on the issue of Incentive Securities.
- (d) Upon receipt of an Offer, an Eligible Executive may nominate a Nominee in whose favour the Eligible Executive wishes to renounce the Offer. The Board may, in its absolute discretion, resolve not to allow a renunciation without giving any reason for that decision.
- (e) Incentive Securities may not be transferred unless by force of law upon death to the Participant’s legal personal representative or upon bankruptcy to the Participant’s trustee in bankruptcy.
- (f) Each Performance Right which vests will entitle a Participant to be issued one Share.
- (g) Unless the Offer specifies that Performance Rights will be automatically exercised when the Performance Rights vest, a Performance Right is exercisable by the Participant lodging with the Company Secretary a properly completed notice of exercise, together with the relevant certificate.
- (h) The Board may, in its absolute discretion, increase or decrease the level of vesting, or vest some or all of a grant, of an Incentive Security prior to the end of the Measurement Period, if in the circumstances it considers it appropriate to do so.
- (i) Each Option entitles a Participant to be issued one Share at the Exercise Price. Unvested Options will vest when any Performance Conditions prescribed in the relevant Offer have been satisfied, in which case, subject to the Rules (and payment of any Exercise Price), a Participant will be issued one Share.
- (j) An Option is exercisable by the Participant lodging with the Company Secretary a properly completed notice of exercise, together with the relevant certificate and payment of the full amount of the Exercise Price. Options may also be exercised pursuant to a “cashless exercise” method in accordance with the exercise formula set out in the Plan.
- (k) The Company will make an application to ASX for official quotation of Shares issued on the exercise of Incentive Securities, if other Shares of the Company are listed at that time. The Company may, in its discretion, defer applying for official quotation of any Shares until such time as any restrictions on trading of those Shares under the Plan cease to apply (to the extent permitted under the Listing Rules).

## **Annexure C – Summary of Incentive Plan**

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- (l) Incentive Securities:
- (i) will not be quoted on ASX;
  - (ii) carry no right to a dividend and no right to vote;
  - (iii) do not confer any right to a return of capital, whether in a winding up, upon a reduction of capital or otherwise;
  - (iv) do not confer any right to participate in the surplus profit or assets of the Company upon a winding up; and
  - (v) do not confer any right to participate in new issues of securities such as bonus issues or entitlement issues,
- unless and until the Incentive Security converts into a Share.
- (m) A Participant may only participate in new issues of securities if the Incentive Security has been exercised and Shares have been issued before the record date for determining entitlements to the issue.
- (n) In the event of any reorganisation of the capital of the Company, the rights of a holder of Incentive Securities will be changed to the extent necessary to comply with the Listing Rules applying to such reorganisation at the time of the reorganisation.
- (o) Prior to the issue of Shares to a Participant upon exercise of Incentive Securities, the Board may make any adjustments it considers appropriate to the terms of an Incentive Security granted to that Participant in order to minimise or eliminate any material advantage or disadvantage to a Participant resulting from a corporate action such as a capital raising.
- (p) If Shares are issued pro rata to the Company's shareholders generally by way of bonus issue or rights issue, the number of Incentive Securities, or the number of Shares to which each Participant is entitled upon exercising of Incentive Securities, or any amount payable on exercise of Incentive Securities, will be adjusted in the manner determined by the Board, having regard to the Listing Rules and the general principles set out in the Rules.
- (q) The Board may determine (at any time) that some or all Incentive Securities will vest or will become exercisable immediately if:
- (i) a takeover bid (as defined in the Corporations Act) is made in respect of Shares and both the bidder obtains Voting Power in the Company of 50% or more and the takeover offers are made or declared unconditional;
  - (ii) a transaction by way of compromise or arrangement under Part 5.1 of the Corporations Act is approved by the requisite majorities of members of the Company at a meeting convened in accordance with the order of a court under section 411(1) of the Corporations Act; or
  - (iii) an event or transaction by which an entity becomes or is to become the registered holder of more than 50% of the total issued Shares is approved or accepted by a majority of members of the Company.

## Annexure C – Summary of Incentive Plan

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- (r) An Incentive Security not exercised will lapse on the first to occur of:
- (i) an unauthorised dealing in, or hedging of, the Incentive Security;
  - (ii) a Performance Condition in relation to the Incentive Security not being satisfied by the due date, or becoming incapable of satisfaction, as determined by the Board in its absolute discretion, unless the Board otherwise exercises its discretion under the Plan;
  - (iii) the expiry date of the Incentive Security as set out in the Offer Document;
  - (iv) the expiry of 30 days, or any longer period which the Board determines, after the Relevant Person ceases to be employed or engaged by any member of the Group for any reason; and
  - (v) a determination of the Board that the Participant or Relevant Person has acted fraudulently, dishonestly or in breach of the Participant's or Relevant Person's obligations to the Company or any member of the Group and that the Incentive Security is to be forfeited.
- (s) The Board may, in its absolute discretion, before an Incentive Security expires, determine that an Incentive Security will not lapse if the Relevant Person has ceased to be employed or engaged by any member of the Group as a result of:
- (i) Total and Permanent Disablement, ill health, death, economic necessity or any other factor not attributable to the conduct or performance of that person; or
  - (ii) Retirement under circumstances that are not related to the conduct or performance of that person,
- in which case the Incentive Security will, subject to the Plan, remain exercisable by the Participant (or, where applicable, the Participant's executor, administrator or legal personal representative) until the date determined by the Board or until the Incentive Security otherwise lapses in accordance with the Rules.
- (t) If, when making an Offer of Options under the Plan, the Company does so under section 1100Q of the Corporations Act, it must, at the time of making the Offer, comply with the issue cap contained in section 1100V of the Corporations Act. This does not apply to the issue of Performance Rights under the Plan.
- (u) Shares issued on the exercise of Incentive Securities will rank equally with all existing Shares on issue.
- (v) Subject to the Plan, the Listing Rules and all applicable laws, the Board may amend all or any of the rules of the Plan. The decision of the Board as to the interpretation of the Rules will be final and conclusive.

### **2 Definitions**

In this Annexure C, capitalised terms not otherwise defined in Annexure A have the meaning indicated below:

**Associated Entity** has the meaning given to that term in section 9 of the Corporations Act.

**Company Secretary** means the person (or persons) holding the office of company secretary of the Company from time to time.

**Eligible Executive** means a person that is a "primary participant" (within the meaning of that term as defined in section 1100L of the Corporations Act) in relation to the Group and who has been determined by the Board to be eligible to participate in the Incentive Plan from time to time.

**Exercise Price** means the exercise price for an Option, which is set out in the Offer Document (and which may be zero).

**Group** means the Company and its Associated Entities.

**Incentive Security** means a Performance Right or an Option.

## **Annexure C – Summary of Incentive Plan**

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**Nominee** means a nominee of an Eligible Executive that is one of the following:

- (a) a spouse, parent, child or sibling of the Eligible Executive;
- (b) another body corporate controlled by the Eligible Executive or a person mentioned in paragraph (a);
- (c) a body corporate that is the trustee of a self-managed superannuation fund (within the meaning of the *Superannuation Industry (Supervision) Act 1993* (Cth)) where the Eligible Executive is a director of the body corporate; or
- (d) a person prescribed in relation to the Eligible Executive by the *Corporations Regulations 2001* (Cth) for the purposes of section 1100L(1)(b)(iv) of the Corporations Act.

**Offer Document** means a document that contains the Offer.

**Participant** means an Eligible Executive who is deemed to have accepted an Offer and to whom an incentive security is (or is to be) issued under the Incentive Plan, or its Nominee (as the context requires).

**Relevant Person** means:

- (a) in respect of an Eligible Executive, that person; and
- (b) in respect of a Nominee of an Eligible Executive, that Eligible Executive.

**Retirement** in relation to a Relevant Person means retirement by the Relevant Person from employment or engagement by any member of the Group.

**Rules** means the rules of the Plan.

**Total and Permanent Disablement** in relation to a Relevant Person means that the Relevant Person has, in the opinion of the Board, after considering such medical and other evidence as it sees fit, become incapacitated to such an extent as to render the Relevant Person unlikely ever to engage in any occupation for which he or she is reasonably qualified by education, training or experience.

**Voting Power** has the meaning given in section 610 of the Corporations Act.



ABN 22 080 933 455

## LODGE YOUR VOTE



### ONLINE

<https://au.investorcentre.mpms.mufg.com>



### BY MAIL

Arafura Rare Earths Limited  
C/- MUFG Corporate Markets (AU) Limited  
Locked Bag A14  
Sydney South NSW 1235 Australia



### BY FAX

+61 2 9287 0309



### BY HAND

MUFG Corporate Markets (AU) Limited  
Parramatta Square, Level 22, Tower 6,  
10 Darcy Street, Parramatta NSW 2150



### ALL ENQUIRIES TO

Telephone: 1300 554 474

Overseas: +61 1300 554 474



X99999999999

## PROXY FORM

I/We being a member(s) of Arafura Rare Earths Limited (**Company**) and entitled to attend and vote hereby appoint:

### APPOINT A PROXY

☐ the Chairperson of the Meeting (mark box)

OR if you are **NOT** appointing the Chairperson of the Meeting as your proxy, please write the name and email of the person or body corporate you are appointing as your proxy. An email will be sent to your appointed proxy with details on how to access the virtual meeting,

Name

Email

or failing the person or body corporate named, or if no person or body corporate is named, the Chairperson of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at **10:00 am (WST) on Thursday, 30 October 2025 (the Meeting)** and at any postponement or adjournment of the Meeting.

The Meeting will be conducted as a hybrid event. You can participate by attending in person at **BDO Level 9, Mia Yellagonga Tower 2, 5 Spring Street, Perth WA 6000** or logging in online at <https://meetings.openbriefing.com/ARU25> (refer to details in the Virtual Annual General Meeting Online Guide).

**Important for Resolutions 1, 3 & 4:** If the Chairperson of the Meeting is your proxy, either by appointment or by default, and you have not indicated your voting intention below, you expressly authorise the Chairperson of the Meeting to exercise the proxy in respect of Resolutions 1, 3 & 4, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (**KMP**).

**The Chairperson of the Meeting intends to vote undirected proxies in favour of each item of business.**

### VOTING DIRECTIONS

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting.

Please read the voting instructions overleaf before marking any boxes with an ☒

#### Resolutions

For Against Abstain\*

1 Remuneration Report

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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2 Re-election of Ms Cathy Moises as Director

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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3 Cancellation of 2024 Performance Rights

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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4 Issue of Performance Rights to Mr Darryl Cuzzubbo

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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\* If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf on a show of hands or on a poll and your votes will not be counted in computing the required majority on a poll.

### SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual)

Joint Shareholder 2 (Individual)

Joint Shareholder 3 (Individual)

<input type="text"/>
----------------------

<input type="text"/>
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<input type="text"/>
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Sole Director and Sole Company Secretary

Director/Company Secretary (Delete one)

Director

This form should be signed by the shareholder. If a joint holding, either shareholder may sign. If signed by the shareholder's attorney, the power of attorney must have been previously noted by the registry or a certified copy attached to this form. If executed by a company, the form must be executed in accordance with the company's constitution and the *Corporations Act 2001* (Cth).

ARU PRX2503N

## HOW TO COMPLETE THIS SHAREHOLDER PROXY FORM

### YOUR NAME AND ADDRESS

This is your name and address as it appears on the Company's share register. If this information is incorrect, please make the correction on the form. Shareholders sponsored by a broker should advise their broker of any changes. **Please note: you cannot change ownership of your shares using this form.**

### APPOINTMENT OF PROXY

If you wish to appoint the Chairperson of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chairperson of the Meeting as your proxy, please write the name and email of that individual or body corporate in Step 1. A proxy need not be a shareholder of the Company.

### DEFAULT TO CHAIRPERSON OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chairperson of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chairperson of the Meeting will be voted according to the instructions set out in this Proxy Form, including where the Resolutions are connected directly or indirectly with the remuneration of KMP.

### VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

### APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Proxy Form may be obtained by telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

- on each of the first Proxy Form and the second Proxy Form state the percentage of your voting rights or number of shares applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded; and
- return both forms together.

### SIGNING INSTRUCTIONS

You must sign this form as follows in the spaces provided:

**Individual:** where the holding is in one name, the holder must sign.

**Joint Holding:** where the holding is in more than one name, either shareholder may sign.

**Power of Attorney:** to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, please attach a certified photocopy of the Power of Attorney to this form when you return it.

**Companies:** where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the *Corporations Act 2001*) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please indicate the office held by signing in the appropriate place.

### CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate "Certificate of Appointment of Corporate Representative" must be received at support@cm.mpms.mufg.com prior to admission in accordance with the Notice of Meeting. A form of the certificate may be obtained from the Company's share registry or online at www.mpms.mufg.com/en/mufg-corporate-markets.

### LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **10:00 am (WST) on Tuesday, 28 October 2025**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting.

Proxy Forms may be lodged using the reply paid envelope or:



#### ONLINE

<https://au.investorcentre.mpms.mufg.com>

Login to the Investor Centre using the holding details as shown on the Voting/Proxy Form. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, shareholders will need their "Holder Identifier" - Securityholder Reference Number (SRN) or Holder Identification Number (HIN).



#### BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your vote by scanning the QR code adjacent or enter the voting link

<https://au.investorcentre.mpms.mufg.com> into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

#### QR Code



To scan the code you will need a QR code reader application which can be downloaded for free on your mobile device.



#### BY MAIL

Arafura Rare Earths Limited  
C/- MUFG Corporate Markets (AU) Limited  
Locked Bag A14  
Sydney South NSW 1235  
Australia



#### BY FAX

+61 2 9287 0309



#### BY HAND

delivering it to MUFG Corporate Markets (AU) Limited\*  
Parramatta Square  
Level 22, Tower 6  
10 Darcy Street  
Parramatta NSW 2150  
\*During business hours Monday to Friday (9:00am - 5:00pm)



### COMMUNICATIONS PREFERENCE

We encourage you to receive all your shareholder communication via email. This communication method allows us to keep you informed without delay, is environmentally friendly and reduces print and mail costs.



#### ONLINE

<https://au.investorcentre.mpms.mufg.com>

Login to the Link website using the holding details as shown on the Proxy Form. Select 'Communications' and click the first button to receive all communications electronically and enter your email address. To use the online facility, securityholders will need their "Holder Identifier" (Securityholder Reference Number (SRN) or Holder Identification Number (HIN) as shown on the front of the Proxy Form).

IF YOU WOULD LIKE TO ATTEND AND VOTE AT THE ANNUAL GENERAL MEETING, PLEASE BRING THIS FORM WITH YOU.  
THIS WILL ASSIST IN REGISTERING YOUR ATTENDANCE.

For personal use only