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FRONTIER ENERGY LTD

# Annual Report 2025

ABN 64 139 522 553

# Corporate Directory

**Directors**
Guy Chalkley - Non-Executive Chairman
Grant Davey - Executive Director
Chris Bath - Executive Director
Dixie Marshall - Non-Executive Director
Amanda Reid - Non-Executive Director

**Chief Executive Officer**
Adam Kiley

**Company Secretary**
Stuart McKenzie

**Registered Office and Principal Place of Business**
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Perth WA 6000
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E: info@frontierhe.com
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**Securities Exchange Listing**
Frontier Energy Limited securities are listed on the Australian Securities Exchange
ASX Code: FHE – Fully Paid Ordinary Shares

**Share Registry**
Automic Group
Level 5, 126 Philip Street
Sydney NSW 2000
Tel: +61 2 8072 1463
Email: hello@automicgroup.com.au

**Auditors**
Ernst & Young
9 The Esplanade
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FRONTIER ENERGY LTD

# Table of Contents


***Directors' Report*** **1**

Review of activities 1

Remuneration Report (audited) 14

***Sustainability Report*** **24**

***Auditor's Independence Declaration*** **26**

***Consolidated Statement of Profit or Loss and Other Comprehensive Income*** **27**

***Consolidated Statement of Financial Position*** **28**

***Consolidated Statement of Changes in Equity*** **29**

***Consolidated Statement of Cash Flows*** **31**

***Notes to the Consolidated Financial Statements*** **32**

***Consolidated Entity Disclosure Statement*** **66**

***Directors' Declaration*** **67**

***Independent Auditor's Report*** **68**

***ASX Additional Information*** **73**


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# Directors' Report

The Directors present their report together with the consolidated financial statements of the Group comprising Frontier Energy Limited (**the Company** or **Frontier**) and its subsidiaries (**the Group)** for the year ended 31 December 2025.

## Review of activities

### Overview

Frontier owns the Waroona Renewable Energy Project (**Project** or **Waroona Project**) located on 303 hectares of freehold land in the South-West region of Western Australia, approximately 120km from Perth and 8km from the town of Waroona. The Company controls a further 527 hectares of adjoining freehold land.

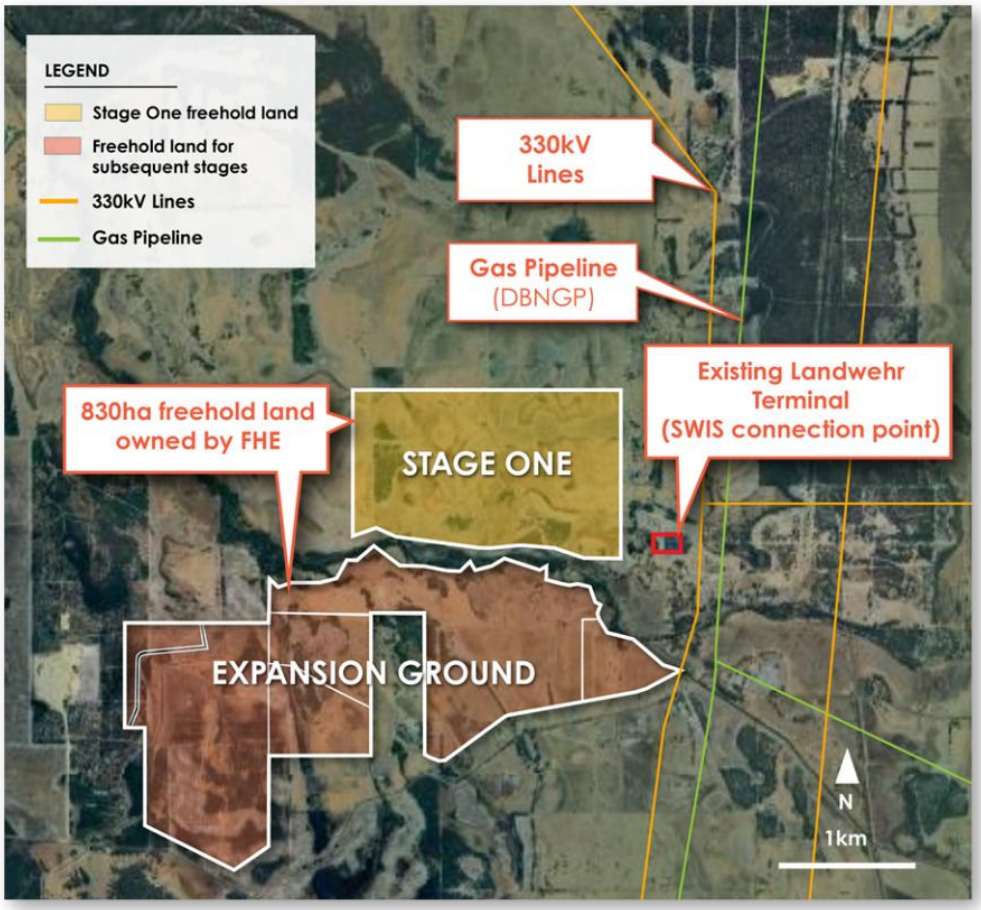


**Figure 1: Frontier freehold land and nearby infrastructure in South-West WA.**

A key strategic advantage is the Project's proximity to Landwehr Terminal, a 330kV grid connection point on one of the strongest transmission corridors in the South West Interconnected System (**SWIS**), WA's main electricity network. The Landwehr Terminal is within 500 metres of the Project, providing access to one of the least constrained portions of the transmission network between Collie, the current coal-fired power generating centre, and metropolitan Perth.

# Directors' Report (continued)

The Project area is surrounded by a world class existing infrastructure, including roads, power infrastructure, the Dampier to Bunbury Natural Gas Pipeline, Australia's largest natural gas pipeline and a highly skilled local workforce located in the Peel region, which give the Project a major competitive advantage compared to many other regional renewable energy projects. Water pipelines, airports and several export ports are also nearby.

The stage one development of the Project comprises a 120MWdc solar farm and integrated 81.5MW 6.9 hour battery (**Stage One)** and is well positioned for development with key permits and approvals in place.

**Western Australian Energy Market**

The Wholesale Electricity Market (**WEM**) serves ~1.2m customers in Western Australia and operates with a capacity market, alongside the day-ahead and balancing wholesale markets.

The SWIS continued to be highly dependent on carbon emissions generation, which accounted for approximately 57% of electricity supply (coal 28%, gas 29%). Renewable energy accounted for approximately 40% of electricity supply, which represented a 1% increase on 2024 however is significantly short of the Australian Government's target of 82% renewable energy generation by 2030.

Average energy prices on the WEM increased to $88/MWh in 2025 (source: Australian Energy Market Operator), an 11% increase on 2024 and a 33% increase on 2022. Energy prices during peak periods (4pm to 10pm) averaged $120/MWh in 2025. This is a decrease compared to the previous year ($152/MWh), driven by an increase in standalone battery storage facilities on the grid during the year.

During the year, there was only one new renewable energy generation facility added to the grid – the Cunderdin solar/BESS Project (128 MW solar, 55 MW 4 hour BESS), which was just the second renewable energy generation facility to be developed on the SWIS since 2021. There was also a significant increase in standalone batteries added to the grid during the year

Combined with the forecast increase in demand by AEMO, as set out in its 2025 WEM Statement of Opportunities, approximately 10.3TWh of additional generation (and additional storage) will be required by 2031. This compares to total generation on the WEM in 2025 of 22.4TWh.

The WA Government has set a target to reduce Government emissions by 80% below the 2020 level by 2030, and to meet net zero by 2050. This has seen the WA Government announce the closure of coal-fired power generation in WA by 2029.

**Waroona Renewable Energy Project**

A key strategic advantage of the Project is its proximity to the Landwehr Terminal, which is located within 500 metres of the Project. The Company has executed an Electricity Transfer Access Contract with Western Power, a key step in enabling the sale of electricity into the SWIS, on one of the least constrained portions of the electricity transmission and distribution system in the South-West of WA.

The Waroona Project comprises 303 hectares of mostly flat, cleared land. It has a development approval granted by the local planning authority and environmental approvals for preparation of the site.

In January 2025, the Company completed an updated Definitive Feasibility Study (**DFS**) to reflect more up to date information, including lower capital costs and changes to independent electricity price forecasts compared to the original DFS.

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# Directors' Report (continued)

**Waroona Renewable Energy Project**

At the end of 2024, the Company carried out an expression of interest process that identified potential Engineering, Procurement and Construction contractors with a track record of developing and delivering industrial scale renewable energy projects.

Following this, in the first half of the year, Frontier awarded an early works contract with engineering, procurement and construction (**EPC**) contractor, Monford Group (**Early Works Contract**). Key deliverables under the Early Works Contract include:

- Engineering, including design of external access site roads, design and optimisation of the solar facility, electrical and mechanical design and confirmation of key plant and equipment.
- Various studies and surveys including topographical and boundary surveys, review of geotechnical and pile information, water flow and drainage study, and a stormwater and drainage management plan.

A major long-dated critical work program for the development of the Project is the design, development and procurement of the connection from the Project substation to Landwehr Terminal (**Connection Works**). This work is required to be undertaken by Westen Power and Western Power progressed procurement of the underground 330kv cable (**Cable**) and the design activities associated with installation of the Cable during the second quarter of the year. Primary plant long lead items for the Connection Works has been delivered.

In July 2025, Frontier applied for reserve capacity credits as a fixed price facility. In September 2025 Stage One was assigned 88.06 MW of certified reserve capacity for the 2027-2028 Reserve Capacity Cycle and in October 2025 the final stage in the reserve capacity allocation process was the determination of the Network Access Quantity (**NAQ**), with Frontier receiving confirmation that Stage One had been assigned 88.06 MW of peak capacity credits and 81.5 MW of flexible capacity credits.

The final Reserve Capacity Price for the 2027/28 year was $360,700/MW, a 67% increase compared to the previous year's price of $216,000/MW.

Based on the assignment of 88.06 MW of peak capacity credits in each of the first five years and the BRCP of $360,700/MW, Stage One expects to receive annual revenue from capacity credits of approximately $32 million, fixed for five years, subject to the Company meeting its reserve capacity obligations (refer ASX announcements dated 2 September 2025 and 19 September 2025). Revenue received from capacity credits represents approximately 50% of the forecast revenue for Stage One. Revenues are also generated via energy sales, Large-scale Generation Certificates and other market opportunities, such as Frequency Co-optimised Essential System Services (**FCESS**).

Following completion of the Definitive Feasibility Study for Stage One of the Project in December 2024, the Company undertook a strategic partnering process for the development of the Project and received a number of non-binding indicative offers (**NBIOs**) in the first half of the year.

In March 2025, the Australian Government selected the Project as one of four WA renewable energy and energy storage projects to secure support under the Capacity Investment Scheme (**CIS**), however after careful consideration, Frontier decided to withdraw from the CIS Tender 2 process and submit an application under CIS Tender 6 as it believed this Tender submission was better suited to the Project.

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# Directors' Report (continued)

**Bristol Springs Project**

The Bristol Springs Project (**BSS Project**) is a large, utility-scale renewable energy project situated adjacent to the Waroona Project.

During the year, the Company completed biodiversity and environmental surveys focused on vegetation and flora and fauna with high conservation value. The surveys, which commenced in late 2024, covered over 525 hectares outside of the Stage One development area.

**Superior Lake Zinc and Copper Project**

The Group retains its 100% ownership of the Superior Lake Zinc and Copper Project in Ontario, Canada (**Superior Lake Zinc Project**). The Superior Lake Zinc Project is located approximately 200km east of Thunder Bay in the province of Ontario, Canada, and is an advanced stage asset surrounded by substantial existing infrastructure.

In June 2025, Pick Lake Mining Limited (**PLM**) entered into an Option and Purchase Agreement (**Option Agreement**) with Panther Metals Canada Limited (**Panther Metals**).

The Option expired unexercised in October 2025 and after reassessing its plans, the Group determined that the Superior Lake Zinc Project should be fully impaired as at 31 December 2025.

**Funding and Capital Management**

In December 2025, the Company announced it had received commitments from professional and sophisticated investors to raise $11.5 million under a placement of 46 million new fully paid ordinary shares (**New Shares**) at a price of $0.25 per New Share, together with the issue of one attaching option for every two New Shares issued exercisable at $0.40, expiring 2-years from the date of issue (**Attaching Options**). The issue of 16 million New Shares and 8 million Attaching Options out of the total of 46 million New Shares and 8 million Attaching Options to Frontier directors was subsequently approved at the general meeting held on 19 January 2026, confirming director participation in the placement.

**Material Business Risks**

*Offtake and commercialisation*

The Company's ability to successfully develop and commercialise the Waroona Project and the BSS Project may be affected by numerous factors including, but not limited to, macro-economic conditions, obtaining required approvals, securing customer offtakes, securing financing, delays in commissioning or ramp up, the solar farm or battery not performing in accordance with expectations and cost overruns.

If the Company is unable to mitigate these factors this could result in delays in the development of the projects or the Company not realising the development plans for the projects, which would have a material adverse effect on the Company's business, financial performance and prospects.

*Future capital requirements*

The development of the Waroona Project and BSS Project will require substantial development expenditure.

No assurances can be given that the Company will be able to raise this funding, which may be a combination of debt and/or equity financing. To meet such funding requirements, the Company may be required to undertake additional equity financing, which would be potentially dilutive to Shareholders depending on their participation in any equity raising. Debt financing, if available, may involve certain restrictions on operating activities or other financings.

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# Directors' Report (continued)

**Material Business Risks (continued)**

The Company's ability to raise equity or debt, and the terms of such transactions, will vary according to a number of factors, including the results achieved by the Company, stock market conditions, the overall risk appetite of investors along with access to credit markets and other funding sources.

An inability to obtain the required finance as and when required would delay progress on the development of the Waroona Project and BSS Project, which would have a material adverse effect on the Company's business, financial performance and prospects.

*Loss of key personnel*

The Company relies heavily on the abilities of key employees and management. The Company's performance is reliant on its ability to both retain and attract skilled individuals and to appropriately incentivise them. Although the Company expects to be able to attract and retain skilled and experienced personnel, there can be no assurance that it will be able to do so. The Company intends to mitigate these risks by entering into service contracts with any new employees and, where appropriate, may utilise existing and establish new employee incentive plans to encourage employees' loyalty to the Company.

*Reliance on third party providers*

There is a risk that goods and services that are required for the Waroona Project and the BSS Project's development are difficult to procure or will not be delivered on time or to the necessary quality or expected cost which may affect the operation of both projects. The deterioration of any such key relationships or a change in the circumstances or requirements of the key suppliers, or market conditions generally, could therefore have significant operational and financial implications for the Company. Moreover, a failure by any one of those suppliers to perform their services, or a disruption to the supply chain, may have an adverse effect on the operations of the Company and its financial performance.

*Changes in energy policy*

Investors in the wholesale electricity market are reliant on stable policy settings by State and Federal Governments. The Australian renewable energy market is currently in its infancy.

The government policies for Australia's renewable energy industry are uncertain. This may reduce new investment in the renewable energy industry in Australia which could reduce the number of available new business prospects for the Company.

Business performance may be impacted by changes in the design and rules of the existing energy market and the uncertainty that arises from debate in relation to the energy market's future design and rules. These changes may be orderly rule changes or in response to political imperatives of the government from time to time.

*Construction*

There is a risk that the Waroona Project and BSS Project may not proceed as planned. This could be the result of matters within or outside the Company's control. Examples may include weather events, natural disasters, contractor risk, regulatory intervention or failure to obtain or retain suitably qualified expertise. The occurrence of any such event could result in the Waroona Project and the BSS Project costing more or not proceeding as planned, including delayed completion, commissioning or failure to perform to technical specifications.

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# Directors' Report (continued)

**Material Business Risks (continued)**

Assets under construction are exposed to risks associated with the Waroona Project and BSS Project not being completed on time, on budget, in accordance with specifications, or at all. Any delays in or failure of construction or increases in costs may adversely affect the yield of the investment and consequently impact the Company's operating and financial performance.

*Climate*

Frontier's activities may be impacted in the future by the effects of climate change, including factors such as increased rainfall and increased cloud cover, and increased severity of weather events. The effects of these risks could materially adversely affect the Group's activities and performance.

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# Directors' Report (continued)

## Directors

The names and details of the Company's directors in office during the financial year and until the date of this report are set out below.

| **Mr Guy Chalkley** | **Non-Executive Chairman**<br>Bachelor of Science, MAICD<br>Appointed 17 February 2025 |
|---|---|
| Experience | Mr Chalkley is Chief Executive Officer of Endeavour Energy, which owns, develops, operates and maintains electricity distribution assets in New South Wales.<br><br>In 2016, Mr Chalkley was appointed Chief Executive Officer of Western Power, a Western Australian State Government-owned transmission and distribution network corporation, after earlier roles including Chief Financial Officer.<br><br>Mr Chalkley is a Fellow of the Association of Chartered Certified Accountants (**FCCA**), a member of the Australian Institute of Company Directors (**AICD**) and a Leadership WA 2013 Alumni. He is a Board Member at Energy Networks Australia and Chair of its Finance, Audit and Risk Management Committee. |
| Other directorships | Nil |
| Former directorships | Nil |

| **Mr Grant Davey** | **Executive Director (from 17 February 2025 to Current)**<br>Executive Chairman (from 22 July 2022 to 17 February 2025)<br>Bachelor of Science, MAICD<br>Appointed 27 February 2018 |
|---|---|
| Experience | Mr Davey is an entrepreneur with 30 years of senior management and operational experience in the development, construction and operation of precious metals, base metals, uranium and bulk commodities in multiple countries.<br><br>More recently, he has been involved in venture capital investments in several exploration and mining projects and has been instrumental in the acquisition and development of the Panda Hill niobium project in Tanzania, the Cape Ray gold project in Newfoundland and the acquisition of the Kayelekera Uranium mine in Malawi from Paladin Energy Limited. He is a member of the AICD. |
| Other directorships | Earth's Energy Limited |
| Former directorships | Lotus Resources Limited from 22 June 2020 to 1 April 2025.<br><br>Waroona Energy Inc. from 16 March 2022 to 15 May 2023. |

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# Directors' Report (continued)

**Directors (continued)**

| **Mr Chris Bath** | **Executive Director and Chief Financial Officer**<br>Chartered Accountant, MAICD<br>Appointed 1 December 2021 |
|---|---|
| Experience | Mr Bath is a Chartered Accountant with over 25 years of senior management experience in the energy and resources sectors both in Australia and South-East Asia. Mr Bath has broad financial and commercial experience, including in the areas of financial reporting, commercial management, mergers & acquisitions, taxation, ASX compliance and governance. He is a member of the AICD. |
| Other directorships | Equus Energy Ltd from 19 June 2025. |
| Former directorships | Earth's Energy Limited from 9 July 2019 to 27 November 2024. |

| **Ms Dixie Marshall** | **Non-Executive Director**<br>Bachelor of Arts<br>Appointed 1 December 2021 |
|---|---|
| Experience | Ms Marshall has 40 years' experience in strategic communications and government relations; this includes crisis communications, editorial media, advocacy, reputation, stakeholder engagement, marketing and policy development.<br><br>Ms Marshall has held senior leadership roles in government, media, sport and advertising.<br><br>Ms Marshall is currently Chair of GRA Partners, and Chief Growth Officer of Marketforce, WA's oldest advertising and communication agency. She worked from the Premier's Office for 6 years as the Director of Strategic Communications for the WA Government. Ms Marshall is currently the Deputy Chair of the WA Football Commission and a Commissioner of the Australian Sports Commission. |
| Other directorships | Nil |
| Former directorships | Lotus Resources Limited from 1 April 2022 to 5 June 2025. |

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# Directors' Report (continued)

**Directors (continued)**

| **Ms Amanda Reid** | **Non-Executive Director**<br>Bachelor of Arts<br>Appointed 8 August 2022 |
|---|---|
| Experience | Ms Reid has a significant background in government relations and corporate communications, providing strategic advice to a wide cross section of companies and organisations. She currently runs her own strategic advisory business. For more than 15 years, Ms Reid worked for two national government relations and corporate communications firms, including five years as a Partner at GRA Partners. She was senior adviser in the previous WA State Governments, including managing a strategic communications unit.<br><br>Ms Reid has held non-executive board positions across both private companies and not-for-profit organisations and is a member of the AICD. Ms Reid is the Chair of the Sustainability Committee. |
| Other directorships | Nil |
| Former directorships | Nil |

**Chief Executive Officer**

Mr Kiley was appointed Chief Executive Officer (**CEO**) on 19 December 2023.

He is an accomplished resources and energy executive, with 20 years' experience. He brings significant experience in a variety of fields, including equity capital markets, debt advisory, project development studies and project evaluation, having previously held a number of senior executive positions.

Mr Kiley was previously the Managing Director and CEO of Waroona Energy Inc.

**Company Secretary**

On 18 March 2024, Mr Stuart McKenzie was appointed Company Secretary.

Mr McKenzie has over 30 years of experience in senior commercial roles. He has been a company secretary with a number of resources companies including Anvil Mining Limited, Lotus Resources Limited, Wia Gold Limited, Evolution Energy Minerals Limited and Ok Tedi Mining Limited. He has also held senior positions with Ernst and Young and HSBC. Mr McKenzie has a Bachelor of Laws, a Bachelor of Economics and is a member of the Governance Institute of Australia.

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# Directors' Report (continued)

### Directors' interests

As at the date of this report, the interests of the Directors in the shares and options of the Company were:

| | Ordinary Shares | | Options over |
|---|---|---|---|
| | Held directly | Held indirectly | Ordinary shares |
| Grant Davey | - | 69,104,214 | 12,117,575 |
| Chris Bath | - | 3,977,735 | 2,769,475 |
| Guy Chalkley | - | - | 3,000,000 |
| Dixie Marshall | 384,615 | - | - |
| Amanda Reid | 68,213 | - | - |

### Principal activities

Frontier is a renewable energy company whose principal activity is the development of a large-scale integrated renewable energy facility.

### Financial results

The net loss of the Group for the year ended 31 December 2025 was $5,167,709, including impairment of exploration and evaluation asset of $1,355,358 (2024: $18,122,872, including impairment of property, plant and equipment of $380,692 and the impairment of exploration and evaluation assets of $14,899,169). The costs incurred for the financial year were primarily corporate, consultancy and employee-related costs and expenses.

### Financial position

Cash and cash equivalents at 31 December 2025 amounted to $5,587,807 (2024: $14,334,978) and the net assets amounted to $84,795,932 (2024: $81,271,776).

### Changes in the state of affairs

There were no other significant or material changes to the Group's state of affairs during the financial year ended 31 December 2025, other than those discussed in the Review of Activities.

### Likely Developments

The Group will continue to pursue its strategy to create a significant vertically integrated renewable energy company in Western Australia.

### Events occurring after the reporting date

On 9 December 2025, the Company announced a capital raising which included a proposed issue of 16,000,000 fully paid ordinary shares at $0.25 per share and 8,000,000 attaching options to directors. These securities were issued in January 2026, following shareholder approval at the general meeting held on 19 January 2026. Further details are disclosed in note 13.

In January 2026, the Group paid the third option fee of $1,500,000 pursuant to the Call Option Deed in relation to the Bristol Springs Project. This payment relates to the Group's sole and exclusive option to acquire the project land at a fixed price of $5,000,000 during the five-year option period. Further details are disclosed in note 12.

There are no other matters or circumstances which have arisen since 31 December 2025, which have 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 subsequent financial years.

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# Directors' Report (continued)

### Environmental regulations

The Group aims to ensure the appropriate standard of environmental care is achieved, and in doing so, that it is aware of, and in compliance with, applicable environmental legislation. The Group has considered relevant environmental impacts and ensured it is compliant with its environmental reporting requirements. The directors of the Company are not aware of any breach of environmental legislation during the financial year.

### Dividends

No dividends were paid or declared during the financial year (2024: None). No recommendation for payment of dividends has been made.

### Directors' meetings

The number of directors' meetings (including meetings of committees of directors) and the number of meetings attended by each of the directors of the Company during the financial year are:

| | Board | | Committee Sustainability | |
|---|---|---|---|---|
| Director | Held | Attended | Held | Attended |
| Guy Chalkley | 7 | 7 | - | - |
| Grant Davey | 8 | 8 | - | - |
| Chris Bath | 8 | 8 | - | - |
| Dixie Marshall | 8 | 7 | 1 | 1 |
| Amanda Reid | 8 | 8 | 1 | 1 |

### Shares under option

As at the date of this report, the Company has unissued shares under option as follows:

| Issue Date | Expiry date | Exercise price | Number |
|---|---|---|---|
| Various | 31/12/2026 | $0.00 | 523,250 |
| Various | 31/12/2026 | $0.00 | 89,300 |
| Various | 23/12/2027 | $0.00 | 15,000,004 |
| Various | 31/12/2027 | $0.00 | 1,230,975 |
| Various | 31/12/2027 | $0.00 | 2,608,800 |
| Various | 18/2/2028 | $0.25 | 3,000,000 |
| Various | 31/12/2028 | $0.00 | 3,871,000 |
| Various | 31/12/2029 | $0.00 | 15,554,000 |
| 19/01/2026 | 19/01/2028 | $0.40 | 8,000,000 |
| **Total** | | | **49,877,329** |

### Shares issued on exercise of options

During the financial year, the Company issued ordinary shares of the Company as a result of the exercise of options as follow:

| Date | Amount paid per share | Number |
|---|---|---|
| 12 February 2025 | $0.00 | 4,550 |
| 11 August 2025 | $0.00 | 146,550 |
| 30 December 2025 | $0.00 | 1,358,125 |
| **Total** | | **1,509,225** |

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# Directors' Report (continued)

**Shares issued on exercise of options (continued)**

There were 20,000,000 options that expired and none were cancelled during the financial year. No options have been cancelled since the end of the 2025 financial year. There were 3,372,850 options that lapsed unexercised during the financial year, with 12,142,225 options lapsing unexercised since the end of the 2025 financial year.

**Indemnification and insurance of directors and officers**

During the financial year, the Company insured the Directors and Officers of the Company and related bodies corporate against those liabilities for which insurance is permitted under section 199B of the of the *Corporations Act 2001*.

The Company has entered into Deeds of Indemnity, Insurance and Access with each director and officer, which in summary, provide for access to corporate records for a period after ceasing to hold office in the Company. The provision includes the directors' and officers' liability insurance and indemnity for legal costs incurred by the directors and officers in carrying out the business affairs of the Company.

During or since the end of the financial year, no amounts have been paid by the Company in relation to the above indemnities. During the financial year, the Company paid insurance premium of $96,707 (2024: $105,949) to provide for adequate insurance cover for directors and officers.

**Indemnification of auditors**

To the extent permitted by law, the Company has agreed to indemnify its auditors, Ernst & Young, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit. No payment has been made to indemnify Ernst & Young during or since the end of the financial year.

**Non-audit services**

The Company's auditors have not provided any non-audit service during the financial year.

Details of amounts paid or payable to the Company's auditor, Ernst & Young, for audit services provided during the year are set out in note 26.

**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 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*.

**Corporate governance**

The Directors of the Company support and have adhered to the principles of corporate governance. Corporate governance information, including the annual corporate governance statement, frameworks, policies and charters are available on the Company's website at https://frontierhe.com/corporate-governance/.

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# Directors' Report (continued)

### Auditor's independence declaration

The Directors received the Auditor's Independence Declaration, as set out on page 24, from Ernst & Young.

### Auditors

Ernst & Young continues in office in accordance with Section 327 of the *Corporations Act 2001*.

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# Directors' Report (continued)

### Remuneration Report (audited)

The Directors present the Remuneration Report (the **Report**), which forms part of the Directors' Report of the Group for the year ended 31 December 2025 and has been audited in accordance with section 300A of the *Corporations Act 2001* and its regulations.

The Report details the remuneration arrangements for Key Management Personnel (**KMP**) being the:

- Non-executive directors; and
- Executive directors and senior executives (the **executives**).

KMP are those, who directly, or indirectly, have authority and responsibility for planning, directing and controlling the major activities of the Group.

Details of KMP are set out below:

| Director | Position | Date Appointed |
|---|---|---|
| Guy Chalkley | Non-Executive Chairman | 17/02/2025 |
| Grant Davey | Executive Director | 27/02/2018 |
| Chris Bath | Executive Director | 1/12/2021 |
| Dixie Marshall | Non-Executive Director | 1/12/2021 |
| Amanda Reid | Non-Executive Director | 8/08/2022 |
| Adam Kiley | Chief Executive Officer | 19/12/2023 |
| Warren King | Chief Operating Officer | 19/12/2023 |

### Remuneration and nomination procedures

The Board considers that the Company is not of a size to justify the formation of a remuneration or nomination Committee. The Board oversees remuneration and nomination and in doing so, adheres to appropriate guidelines and frameworks.

The Board reviews the remuneration of directors and senior executive officers as required. The Board also reviews the composition of the Board to ensure that it comprises persons who have the skill and experience appropriate for the activities and operations undertaken by the Company.

If a vacancy occurs, or if it is considered that the Board would benefit from the services and skills of an additional director, the Board will select and appoint the most suitable candidate. Any such appointee would be required under the Constitution to retire at the next annual general meeting and is eligible for re-election by the shareholders at that meeting.

### Relationship structure

In accordance with best practice corporate governance, the structure of non-executive director and executive compensation is separate and distinct.

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# Directors' Report (continued)

**Non-executive director remuneration**

Fees for non-executive directors are fixed and not linked to the financial performance of the Company. The Board believes this is necessary for non-executive directors to maintain their objectivity and avoid any perceived bias in decision-making.

The Constitution and the ASX Listing Rules specify that the aggregate compensation of non-executive directors shall be determined from time to time by shareholders in a meeting of members. The amount of aggregate compensation sought to be approved by shareholders and the manner in which it is apportioned amongst directors is reviewed annually. The aggregate remuneration has been set at an amount not to exceed $450,000 per annum.

There are no retirement benefits for non-executive directors.

During 2025, the amount paid to each non-executive director increased from $50,000 per annum to $75,000 per annum after considering a number of factors including the time commitment of directors, the size and scale of the Company's business, the skills set of the non-executive directors, the legislated increase in the superannuation guarantee contributions and quantum of fees payable to non-executive directors of comparable companies.

**Executive remuneration**

In determining executive remuneration, the Board aims to ensure that remuneration practices are:

- competitive and consistent with market standards;
- aligned to the Company's strategic and business objectives and the creation of shareholder value;
- transparent and easily understood;
- rewarding superior performance within an objective and measurable incentive framework; and
- acceptable to shareholders.

The Group's approach to remuneration is designed to ensure remuneration is competitive, performance-focused, clearly links appropriate reward with business objectives, is simple to administer and readily understood by executives and shareholders.

KMP remuneration comprises the following components:

- Fixed (base remuneration)
- At risk component:
  - Short-term incentive (**STI**) – described further in the table below; and
  - Long-term incentive (**LTI**) – described further in the table below.
- Termination: Statutory entitlements will be paid as required by law.
- Other benefits: Car parking and reimbursement of mobile phone usage costs.

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# Directors' Report (continued)

**Executive remuneration (continued)**

| Element | Purpose | Performance metrics | Potential value |
|---|---|---|---|
| Base (fixed) remuneration | Provide a market competitive salary, including superannuation. | Nil | Within industry averages for the position's required skill and experience. Third party advice is sought periodically to ensure these are at or close to market median. |
| STI | Equity-based reward for 12-month performance. | Corporate and project development objectives. Company strategy is set at the Board level and is used to determine the KPIs. STI objectives are set out below in detail. | Up to 40% of base remuneration. |
| LTI | Alignment with growth in long-term shareholder value over a three-year period. | Achievement of key Company objectives, linked to long-term performance such as Project milestones and share price performance. | Up to 60% of base remuneration. |

**Balancing short-term and long-term performance**

The Company considers performance-based remuneration to be a critical component of the overall remuneration framework, by providing a remuneration structure that rewards employees for achieving goals that are aligned to the Group's strategy and objectives. Both STIs and LTIs are issued under the Employee Share and Options Plan (**ESOP**).

The purpose of the ESOP is to assist in the reward, retention and motivation of key management personnel, senior executives and other employees (**eligible participants**), link reward to performance and the creation of shareholder value, align the interests of eligible participants more closely with the interests of shareholders and provide an opportunity for eligible participants to share in growth in the value of the Company.

**Short-term incentives**

The STI scheme operates to link performance and reward with key measurable financial and non-financial performance indicators to provide employees with clear and understandable targets that are aligned with the Group's objectives.

STIs are in the form of zero exercise price options, with a three-year term until expiry and are assessed over a one-year performance period. The number of options that vest is determined by an assessment of individual performance against Board approved key performance indicators (**KPIs**) to determine the percentage of the KPIs that has been achieved. This percentage is then applied to the STIs granted in order to determine the number of STIs that vest. Each vested STI represents a right to be issued one share.

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# Directors' Report (continued)

**Short-term incentives (continued)**

The STI performance objectives are communicated to eligible participants, including KMP, at the beginning of the one-year performance period, with performance evaluations conducted following the end of the respective twelve-month performance period. The KPIs for STIs granted during the financial year were as follows:

| Performance Measure | Target | Range | Outcome |
|---|---|---|---|
| Safety & environment | Zero fatalities, life changing events and zero major environmental incidents | 0 or 1 | 1 |
| **Waroona Project** | | | |
| Permits and approvals | Ensure Waroona Project electricity transfer access contract remains in force | 0 or 1 | 1 |
| Supply chain | Receive tenders in line with the Definitive Feasibility Study's (**DFS**) capital estimate | 10% | 0% |
| Financing | Secure binding debt finance proposals | 30% | 0% |
| Project | Reach final investment decision (**FID**) on Stage 1 of the Waroona Project | 35% | 0% |
| **Corporate** | | | |
| Budget | Corporate costs are under budget by > 5% | 5% | 5% |
| Investor Relations | New independent broker research report released (achieved 15% based on stretch threshold of 15%) | 5% | 15% |
| Institutional investor | Minimum target investor of 15% of register | 5% | 0% |
| Share Price (measured using 30-day VWAP) | Share price growth over the year of 15% (closing price on 31 December 2024) | 10% | 10% |
| **Total** | | **100%** | **30%** |

Based on an assessment of performance against the KPIs for 2025, 30% of STIs vested and the balance lapsed.

During the year, the Company issued 5,125,000 STI options, none of which were subsequently cancelled.

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# Directors' Report (continued)

### Long-term incentives

The KMP remuneration structure also seeks to drive performance and align with shareholder interests through long-term equity-based remuneration. This is achieved by ensuring that a significant proportion of an executive's remuneration is "at risk" and tied to the satisfaction of KPIs which relate to the Company's performance and long-term growth.

Eligible participants, including KMP, are issued zero exercise price options as LTIs, that have a five-year term until expiry, with an assessment of performance against agreed KPIs over a three-year performance period to determine vesting. Each vested LTI option represents a right to be issued one share.

The KPIs are aligned to the Group's strategy, which is focused on development of Stage One of the Waroona Project and associated expansion opportunities.

The vesting criteria for LTIs related to KPIs for the 1 January 2023 to 31 December 2025 performance period were:

*LTI Granted 2023*

| Performance Measure | Target (2025) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Land securitisation | Increase landholdings to 1,300 hectares | 15% | 7.5% |
| Solar 114MW Capacity Construction | Substantial commercial terms for expansion for additional 100MW | 15% | 0% |
| **Hydrogen** | | | |
| Hydrogen production plant (36MW) construction | Substantial commercial terms for expansion for additional 36MW | 10% | 0% |
| Hydrogen refuelling station (**HRS**) construction | Received Final Investment Decision (**FID**) to increase HRS to five stations | 10% | 0% |
| **Expansion** | | | |
| New business opportunity | Industrial refuelling hub business case approved. However, the Group changed its strategy in December 2023 to solar following the acquisition of Waroona. | 5% | 0% |
| Merger and acquisition (**M&A**) | Value accretive M&A completed | 20% | 10% |
| Peaking plant | Construction of 30MW peaking plant | 5% | 0% |
| **Corporate** | | | |
| Market capitalisation | ≥ $350m for 30 consecutive trading days within the year | 10% | 0% |
| Sustainability | Report against selected rating agency | 10% | 5% |
| **Total** | | **100%** | **22.5%** |

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# Directors' Report (continued)

*LTI Granted 2024*

| Performance Measure | Target (2026) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Project construction | Practical completion of stage 1 - construction is complete and first sale of electricity onto the grid | 20% | 0% |
| **Expansion** | | | |
| Studies | Development Pipeline/studies completed for 750MW of energy generation | 30% | 15% |
| Land | Increase landholdings by 20% | 30% | 15% |
| **Corporate** | | | |
| Market capitalisation | ≥ $300m for 30 consecutive trading days within the year | 20% | 10% |
| **Total** | | **100%** | **40%** |

*LTI Granted 2025*

| Performance Measure | Target (2027) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Project construction | Practical completion of stage 1 | 20% | 15% |
| **Expansion** | | | |
| Studies | Development Pipeline/studies completed for 600MW of energy generation | 30% | 15% |
| Land | Increase landholdings by 20% | 30% | 15% |
| **Corporate** | | | |
| Market capitalisation | ≥ $300m for 30 consecutive trading days within the year | 20% | 10% |
| **Total** | | **100%** | **55%** |

During the year, the Company issued 13,247,000 LTI options, none of which were subsequently cancelled. Details of all options held by KMP, at the date of this report are set out on page 21.

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# Directors' Report (continued)

### Executive contracts

Remuneration arrangements for executives are formalised in employment or consulting agreements, the key terms of which are summarised below:

| Name | Commencement | Term of agreement | Termination for cause | Termination payment |
|---|---|---|---|---|
| Grant Davey[1] | 1 December 2023 | Two years | No notice | - |
| Chris Bath[1] | 1 December 2023 | Two years | No notice | - |
| Adam Kiley | 19 December 2023 | 6 months' notice | No notice | 6 months |
| Warren King | 19 December 2023 | 3 months' notice | No notice | 3 months |

[1] *Renewed on 1 January 2026; no fixed term and a notice period of six months.*

### Remuneration of Directors and KMP

Actual remuneration earned by KMP during the financial years ended 31 December 2025 and 2024 is set out below.

| | Short-term employee benefits | | Post-employment benefits | Share-based payment | | | Proportion of remuneration performance related |
|---|---|---|---|---|---|---|---|
| 2025 Name | Salary and fees $ | Annual Leave $ | Super-annuation $ | options $ | Non-cash Benefits $ | Total $ | % |
| Guy Chalkley | 113,082 | - | 13,328 | 149,815 | - | 276,225 | - |
| Grant Davey[1] | 270,000 | - | - | 356,727 | - | 626,727 | 57 |
| Chris Bath | 180,000 | - | - | 226,612 | 3,541 | 410,153 | 55 |
| Dixie Marshall | 67,114 | - | 7,886 | - | - | 75,000 | - |
| Amanda Reid | 67,114 | - | 7,886 | - | - | 75,000 | - |
| Adam Kiley | 320,000 | 41,846 | 37,600 | 310,478 | 4,773 | 714,697 | 43 |
| Warren King | 223,500 | - | - | 280,133 | - | 503,633 | 56 |
| **Total** | **1,240,810** | **41,846** | **66,700** | **1,323,765** | **8,314** | **2,681,435** | **-** |

[1] *The Company makes payments to Matador Capital Pty Ltd (**Matador**), a related party of Mr Grant Davey, pursuant to Shared Services and Office Use Agreements in which Matador provides office space, general office administration services, corporate and project personnel, accounting services and IT hardware and infrastructure to the Group. During the financial year, the services provided by Matador were recovered from the Group on a cost-plus basis and totalled $1,220,406 (2024: $1,068,876).*

*During the financial year, the following transactions were entered with Davey Holdings (Aus) Pty Ltd ATF Burnaford Trust, a company related to Mr. Grant Davey:*

*(i) On 5 December 2025, the Group entered into a loan agreement for a loan amount of $6,000,000 to fund working capital and corporate purposes. The bore a fixed daily interest of $1,000 on a non-compounding basis (equivalent to 6.083% per annum) and was unsecured. The loan was fully repaid in December 2025, including $15,000 interest. The Davey Loan did not confer any financial benefit on Mr Davey (or his related entities).*

*(ii) On 20 December 2025, the Company received an advance payment of $4,000,000 which bears interest of $667 per day (equivalent to 6.09% per annum on a non-compounding basis and is unsecured) for the proposed share placement from Mr. Grant Davey. The transaction was subsequently approved by the shareholders in January 2026.*

*The above transactions did not confer any financial benefit on Mr Davey (or his related entities.*

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# Directors' Report (continued)

| 2024 Name | Short-term employee benefits Salary and fees $ | Annual Leave $ | Post-employment benefits Super-annuation $ | Share-based payment options $ | Non-cash Benefits $ | Total $ | Proportion of remuneration performance related % |
|---|---|---|---|---|---|---|---|
| Grant Davey[1] | 270,000 | - | - | 81,234 | - | 351,234 | 23 |
| Chris Bath | 180,000 | - | - | 13,126 | 4,026 | 197,152 | 9 |
| Dixie Marshall | 67,416 | - | 7,584 | - | - | 75,000 | - |
| Amanda Reid | 67,416 | - | 7,584 | - | - | 75,000 | - |
| Adam Kiley | 320,000 | 25,846 | 36,000 | 33,774 | 7,137 | 422,757 | 10 |
| Warren King | 259,238 | - | - | 177,500 | - | 436,738 | 41 |
| **Total** | **1,164,070** | **25,846** | **51,168** | **305,634** | **11,163** | **1,557,881** | **-** |

[1] *The Company makes payments to Matador, pursuant to Shared Services and Office Use Agreements in which Matador provides office space, general office administration services, corporate and project personnel, accounting services and IT hardware and infrastructure to the Group totalling to $1,220,406 (2024: $1,068,876). In addition, on 21 August 2024, Frontier secured short-term funding of $2,605,954 (on an interest-free basis) from an entity associated with Mr Grant Davey (**Davey Loan**). The Davey Loan did not confer any financial benefit on Mr Davey (or his related entities) and the full amount was repaid in September 2025. Refer to note 24 (e) for further details.*

**Key management personnel equity holdings**

(i) Shareholdings of key management personnel

| Name | Balance held at 1 January 2025 | Acquired on option exercise | Shares acquired on market | Conversion of Shares | Balance held at 31 December 2025 |
|---|---|---|---|---|---|
| Guy Chalkley | - | - | - | - | - |
| Grant Davey | 51,131,530 | 477,825 | 942,865 | - | 52,552,220 |
| Chris Bath | 3,659,185 | 318,550 | - | - | 3,977,735 |
| Dixie Marshall | 384,615 | - | - | - | 384,615 |
| Amanda Reid | 68,213 | - | - | - | 68,213 |
| Adam Kiley | 10,090,687 | 105,800 | 180,000 | - | 10,376,487 |
| Warren King | 36,364 | 229,425 | - | - | 265,789 |
| **Total** | **65,370,594** | **1,131,600** | **1,122,865** | **-** | **67,625,059** |

(ii) Option holdings of key management personnel

| Name | Balance at 1 January 2025 | Part of remuneration | Exercised | Lapsed | Balance at 31 December 2025 |
|---|---|---|---|---|---|
| Guy Chalkley | - | 3,000,000 | - | - | 3,000,000 |
| Grant Davey | 8,311,825 | 4,031,000 | (477,825) | (5,196,950) | 6,668,050 |
| Chris Bath | 8,178,550 | 2,687,000 | (318,550) | (6,183,900) | 4,363,100 |
| Dixie Marshall | 1,000,000 | - | - | (1,000,000) | - |
| Amanda Reid | 1,000,000 | - | - | (1,000,000) | - |
| Adam Kiley | 4,778,800 | 5,325,000 | (105,800) | (2,484,000) | 7,514,000 |
| Warren King | 3,384,425 | 3,329,000 | (229,425) | (500,400) | 5,983,600 |
| **Total** | **26,653,600** | **18,372,000** | **(1,131,600)** | **(16,365,250)** | **27,528,750** |

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# Directors' Report (continued)

**Key management personnel equity holdings (continued)**

(iii) Fair value of options of key management personnel

| Name | Grant date | Vesting date | Expiry date | No. of options | Exercise price | Fair value per option |
|---|---|---|---|---|---|---|
| Chris Bath | 31/05/2022 | 31/12/2024 | 31/12/2026 | 55,400 | - | 0.24 |
| Adam Kiley | 10/06/2022 | 31/12/2024 | 31/12/2026 | 27,700 | - | 0.22 |
| Chris Bath | 26/05/2023 | 31/12/2025 | 31/12/2027 | 1,247,000 | - | 0.42 |
| Grant Davey | 26/05/2023 | 31/12/2025 | 31/12/2027 | 2,077,000 | - | 0.42 |
| Adam Kiley | 21/03/2023 | 31/12/2025 | 31/12/2027 | 554,000 | - | 0.43 |
| Warren King | 15/04/2024 | 31/12/2025 | 31/12/2027 | 1,196,000 | - | 0.36 |
| Adam Kiley | 15/04/2024 | 31/12/2025 | 31/12/2027 | 274,000 | - | 0.36 |
| Chris Bath | 24/05/2024 | 31/12/2024 | 31/12/2026 | 70,700 | - | 0.40 |
| Grant Davey | 24/05/2024 | 31/12/2024 | 31/12/2026 | 106,050 | - | 0.40 |
| Adam Kiley | 15/04/2024 | 31/12/2024 | 31/12/2026 | 139,300 | - | 0.36 |
| Warren King | 15/04/2024 | 31/12/2024 | 31/12/2026 | 152,600 | - | 0.36 |
| Chris Bath | 24/05/2024 | 31/12/2026 | 31/12/2028 | 303,000 | - | 0.40 |
| Grant Davey | 24/05/2024 | 31/12/2026 | 31/12/2028 | 454,000 | - | 0.40 |
| Adam Kiley | 15/04/2024 | 31/12/2026 | 31/12/2028 | 1,194,000 | - | 0.36 |
| Warren King | 15/04/2024 | 31/12/2026 | 31/12/2028 | 1,306,000 | - | 0.36 |
| Chris Bath | 28/05/2025 | 31/12/2025 | 31/12/2027 | 896,000 | - | 0.195 |
| Grant Davey | 28/05/2025 | 31/12/2025 | 31/12/2027 | 1,344,000 | - | 0.195 |
| Adam Kiley | 31/01/2025 | 31/12/2025 | 31/12/2027 | 1,775,000 | - | 0.125 |
| Warren King | 30/01/2025 | 31/12/2025 | 31/12/2027 | 1,110,000 | - | 0.115 |
| Chris Bath | 28/05/2025 | 31/12/2027 | 31/12/2029 | 1,791,000 | - | 0.195 |
| Grant Davey | 28/05/2025 | 31/12/2027 | 31/12/2029 | 2,687,000 | - | 0.195 |
| Adam Kiley | 31/01/2025 | 31/12/2027 | 31/12/2029 | 3,550,000 | - | 0.125 |
| Warren King | 30/01/2025 | 31/12/2027 | 31/12/2029 | 2,219,000 | - | 0.115 |
| Guy Chalkley | 17/02/2025 | 17/02/2027 | 18/02/2028 | 3,000,000 | - | 0.115 |
| **Total** | | | | **27,528,750** | | |

Refer to further disclosures in Notes 26 and 27 of the financial report.

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# Directors' Report (continued)

**Performance of Frontier**

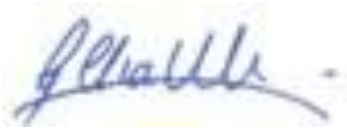
The table below sets out summary information about the Company's results and movements in shareholder wealth for the five years to 31 December 2025.

| Description | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Net (loss)/profit attributable to owners | ($5,207,457) | ($17,993,744) | $2,760,495 | ($5,342,712) | ($2,590,940) |
| Share price at end of year[1] | $0.24 | $0.12 | $0.365 | $0.450 | - |
| Dividends paid | - | - | - | - | - |
| Basic loss per share (cents per share) | ($1.00) | ($3.87) | $0.68 | ($2.13) | ($1.51) |

[1]*The Company's shares were suspended from trading on 31 December 2021.*

End of remuneration report.

Signed in accordance with a resolution of the directors.



**Mr Guy Chalkley**

Chair

Perth, 26 February 2026

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# Sustainability Report

### Introduction

The Waroona Solar Farm and Battery Energy Storage System (**BESS**) (**Waroona Project**) is a long-term renewable energy facility designed to support Western Australia's energy transition, while meeting institutional expectations for governance, environmental stewardship and social responsibility. Located within the Shire of Waroona and approved under the State's Development Assessment Panel framework, the Project integrates utility-scale solar generation with battery storage to provide reliable, dispatchable renewable capacity into the South West Interconnected System.

### Governance and Compliance

Sustainability considerations are embedded at Board and executive level within Frontier's governance framework. Strategic oversight extends beyond regulatory compliance to include risk management, ethical procurement, transparent reporting and stakeholder accountability. The Project's approach reflects globally recognised environmental and social risk management standards consistent with the Western Australian statutory regime under the Environmental Protection Act 1986 and the Planning and Development Act 2005.

Environmental responsibility is addressed through the application of best-practice impact assessment and mitigation principles. Site planning has incorporated ecological considerations, land capability constraints, bushfire risk, noise management and water protection measures. Particular attention has been given to groundwater and surface water protection, with design responses tailored to local soil and hydrological conditions. Environmental controls are supported by monitoring, auditing and adaptive management processes designed to ensure ongoing compliance and continuous improvement over the life of the Waroona Project.

The BESS component has been designed in accordance with contemporary safety and environmental standards. Risk mitigation strategies encompass fire response planning, containment measures and integration with emergency services protocols. The Waroona Project applies internationally recognised testing and national safety methodologies to ensure that energy storage technology is deployed responsibly and is consistent with regulatory expectations.

### Health Safety and Environment

Frontier applies a structured HSE management system focused on hazard identification, workforce competency, contractor accountability and emergency preparedness. This system is designed to protect workers, contractors, visitors and the broader community, while ensuring operational integrity. Continuous performance review and incident management processes provide assurance that lessons learned are integrated into future planning and execution.

### Traditional Owners

The Waroona Project is committed to transparent and respectful engagement with the Traditional Owners. Cultural heritage considerations are incorporated into project planning and operational protocols to ensure respectful land use. Frontier is a party to a Noongar Standard Heritage Agreement with the Gnaala Karla Booja Aboriginal Corporation (**GKBAC**), to ensure that the Company's development of the Waroona Project is carried out in a manner that protects aboriginal heritage to the greatest extent possible.

During the year, Frontier undertook an Aboriginal Archaeological and Ethnographic Heritage Survey with GKBAC. The survey confirmed no recorded surface archaeological sites within the Waroona Project area. Traditional Owners did not object to the proposed development, subject to heritage management safeguards.

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## Sustainability Report (continued)

### Waroona Shire Council

Frontier continues to engage with the Waroona Shire Council, demonstrating adherence to conditions of the development approval for the Waroona Project (**DA**) such as finalising a road maintenance agreement and the amalgamation of titles covering the Waroona Solar Farm project area. A number of requested minor amendments to the DA have been approved, such as fencing standards, environmental buffer locations, and the vegetation screen planting commencement date.

### Social and Procurement Practices

Social responsibility extends beyond construction employment and local procurement, with the Company firmly focused on development of the Waroona Project in a way that respects the local community. Development and operation of the Waroona Project will contribute to regional economic activity through supply chain participation and investment in long-term infrastructure and employment within the Peel region.

From an energy transition perspective, the Project supports Western Australia's decarbonisation objectives by delivering renewable generation combined with dispatchable storage. This integration enhances grid resilience and reliability while contributing to emissions reduction across the SWIS electricity system.

Frontier submitted an application into Tender 6 of the Commonwealth Government's Capacity Investment Scheme (**CIS**). The CIS is an Australian Government revenue-underwriting program designed to accelerate investment in renewable energy generation and storage. Frontier's application into Tender 6 included extensive commitments to local employment and procurement, including with the traditional owners.

Frontier remains committed to maintaining high standards of transparency, regulatory engagement and sustainability performance throughout construction and operations, ensuring that the Project delivers enduring economic, environmental and community value.

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## Auditor's independence declaration to the directors of Frontier Energy Ltd

As lead auditor for the audit of the financial report of Frontier Energy Ltd for the financial year ended 31 December 2025, I declare 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;

b. No contraventions of any applicable code of professional conduct in relation to the audit; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Frontier Energy Ltd and the entities it controlled during the financial year.

Ernst & Young

Pierre Dreyer
Partner
26 February 2026

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# Consolidated Statement of Profit or Loss and Other Comprehensive Income

## For the year ended 31 December 2025

| | Notes | 2025 $ | 2024 $ |
|---|---|---|---|
| Other income | 5 | 667,421 | 797,024 |
| Amortisation of right-of-use asset | | (15,158) | (94,351) |
| Depreciation expense | | (387) | (649) |
| Corporate expenses | 6 | (1,593,416) | (1,948,059) |
| Employee benefit expenses and consultancy fees | 6 | (1,109,638) | (1,032,413) |
| Share-based payments expense | 25 | (1,745,177) | (396,221) |
| Finance costs | | (10,996) | (66,112) |
| Impairment expense | 13 | (1,355,358) | (15,279,861) |
| Other expenses | 6 | (5,000) | (102,230) |
| **Net loss before income tax** | | **(5,167,709)** | **(18,122,872)** |
| Income tax expense | 8 | - | - |
| **Net loss for the year** | | **(5,167,709)** | **(18,122,872)** |
| **Other comprehensive (loss)/ income, net of tax** | | | |
| **Items that may be reclassified subsequently to profit or loss** | | | |
| Foreign exchange differences on translation of foreign operations | | (39,294) | 134,963 |
| **Other comprehensive (loss)/ income for the year** | | **(39,294)** | **134,963** |
| **Total comprehensive loss for the year** | | **(5,207,003)** | **(17,987,909)** |
| **Loss attributable to:** | | | |
| Owners of the Company | | (5,168,163) | (18,128,707) |
| Non-controlling interests | | 454 | 5,835 |
| | | **(5,167,709)** | **(18,122,872)** |
| **Total comprehensive loss attributable to:** | | | |
| Owners of the Company | | (5,207,457) | (17,993,744) |
| Non-controlling interest | | 454 | 5,835 |
| | | **(5,207,003)** | **(17,987,909)** |
| Basic and diluted loss per share (cents per share) | 20 | **(1.00)** | **(3.87)** |
| Basic and diluted loss per share (cents per share) – continuing operations | 20 | **(1.00)** | **(3.87)** |

The above consolidated statement of profit or loss and other comprehensive income is to be read in conjunction with the accompanying notes.

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# Consolidated Statement of Financial Position

## As at 31 December 2025

| | Notes | 2025 $ | 2024 $ |
|---|---|---|---|
| **Current Assets** | | | |
| Cash at banks | 7 | 5,587,807 | 14,334,978 |
| Trade and other receivables | 9 | 364,203 | 352,770 |
| Advances to vendor | 9 | - | 1,139,000 |
| **Total Current Assets** | | **5,952,010** | **15,826,748** |
| | | | |
| **Non-Current Assets** | | | |
| Right-of-use asset | 11 | - | 15,158 |
| Property, plant and equipment | 12 | 76,468,247 | 66,120,293 |
| Exploration & evaluation assets | 13 | - | 1,367,000 |
| Other financial assets | 10 | 8,014,650 | 78,839 |
| **Total Non-Current Assets** | | **84,482,897** | **67,581,290** |
| | | | |
| **Total Assets** | | **90,434,907** | **83,408,038** |
| | | | |
| **Current Liabilities** | | | |
| Trade and other payables | 14 | 5,578,206 | 2,046,926 |
| Provision for annual leave | | 60,769 | 31,615 |
| Loan payable | 15 | - | 57,721 |
| **Total Current Liabilities** | | **5,638,975** | **2,136,262** |
| | | | |
| **Total Liabilities** | | **5,638,975** | **2,136,262** |
| | | | |
| **Net Assets** | | **84,795,932** | **81,271,776** |
| | | | |
| **Equity** | | | |
| Contributed equity | 16 | 128,220,192 | 120,942,414 |
| Reserves | 17 | 4,048,758 | 3,754,134 |
| Accumulated losses | 19 | (46,757,284) | (42,708,584) |
| Equity attributable to owners | | **85,511,666** | **81,987,964** |
| Non-controlling interests | 18 | (715,734) | (716,188) |
| | | | |
| **Total Equity** | | **84,795,932** | **81,271,776** |

The above consolidated statement of financial position is to be read in conjunction with the accompanying notes.

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FRONTIER ENERGY LTD

# Consolidated Statement of Changes in Equity

## For the year ended 31 December 2025

| | Contributed equity $ | Accumulated losses $ | Options reserves $ | Foreign currency translation reserve $ | Non-controlling interests $ | Total $ |
|---|---|---|---|---|---|---|
| **Balance at 1 January 2025** | **120,942,414** | **(42,708,584)** | **3,678,751** | **75,383** | **(716,188)** | **81,271,776** |
| Net (loss) /income for the year | - | (5,168,163) | - | - | 454 | (5,167,709) |
| Foreign exchange translation differences | - | - | - | (39,294) | - | (39,294) |
| **Total comprehensive (loss)/ income for the year** | **-** | **(5,168,163)** | **-** | **(39,294)** | **454** | **(5,207,003)** |
| **Transactions with owners in their capacity as owners:** | | | | | | |
| Issue of shares (note 16) | 7,188,602 | - | - | - | - | 7,188,602 |
| Share issue costs | (514,018) | - | - | - | - | (514,018) |
| Exercise of employee share options (note 17a) | 603,194 | - | (603,194) | - | - | - |
| Expiry of employee share options (note 17a) | - | 1,119,463 | (1,119,463) | - | - | - |
| Capital issued with attaching options (note 17a) | - | - | 311,398 | - | - | 311,398 |
| Share-based payments (note 17a) | - | - | 1,745,177 | - | - | 1,745,177 |
| **At 31 December 2025** | **128,220,192** | **(46,757,284)** | **4,012,669** | **36,089** | **(715,734)** | **84,795,932** |

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

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## Consolidated Statement of Changes in Equity (continued)

### For the year ended 31 December 2025

| | Contributed equity $ | Accumulated losses $ | Share-based payments reserve $ | Foreign currency translation reserve $ | Non-controlling interests $ | Total $ |
|---|---|---|---|---|---|---|
| **Balance at 1 January 2024** | **104,683,243** | **(24,602,172)** | **4,141,683** | **(59,580)** | **(722,023)** | **83,441,151** |
| Net (loss)/ income for the year | - | (18,128,707) | - | - | 5,835 | (18,122,872) |
| Foreign exchange translation differences | - | - | - | 134,963 | - | 134,963 |
| **Total comprehensive (loss)/ income for the year** | **-** | **(18,128,707)** | **-** | **134,963** | **5,835** | **(17,987,909)** |
| **Transactions with owners in their capacity as owners:** | | | | | | |
| Issue of shares (note 16) | 16,768,967 | - | - | - | - | 16,768,967 |
| Share issue costs | (1,123,477) | - | - | - | - | (1,123,477) |
| Adjustment on foreign currency translation reserve | - | (223,177) | - | - | - | (223,177) |
| Exercise of employee share options (note 17a) | 613,681 | - | (613,681) | - | - | - |
| Expiry of employee share options (note 17a) | - | 245,472 | (245,472) | - | - | - |
| Share-based payments (note 17a) | - | - | 396,221 | - | - | 396,221 |
| **At 31 December 2024** | **120,942,414** | **(42,708,584)** | **3,678,751** | **75,383** | **(716,188)** | **81,271,776** |

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

# Consolidated Statement of Cash Flows

## For the year ended 31 December 2025

| | Notes | 2025 $ | 2024 $ |
|---|---|---|---|
| **Cash Flows from Operating Activities** | | | |
| Payments to suppliers and employees (inclusive of GST) | | (2,539,207) | (3,258,749) |
| Interest received | | 259,231 | 419,361 |
| Interest paid | | (8,350) | (7,429) |
| Rent and other income received | | 76,170 | 88,669 |
| Payments for studies | | - | (7,496) |
| **Net cash used in operating activities** | 7 | **(2,212,156)** | **(2,765,644)** |
| | | | |
| **Cash Flows from Investing Activities** | | | |
| Sundry income from option fee received | 13 | 219,126 | - |
| Purchases of property, plant and equipment | 12 | (9,769,112) | (10,371,901) |
| Deposits paid | 10 | (7,940,811) | - |
| Refund received from Revenue WA | 12 | - | 187,405 |
| Research and development tax incentive received | 12 | - | 112,909 |
| **Net cash used in investing activities** | | **(17,490,797)** | **(10,071,587)** |
| | | | |
| **Cash Flows from Financing Activities** | | | |
| Lease payments | | - | (100,000) |
| Loan proceeds | 15 | 14,000,000 | 5,221,396 |
| Loan repayments | 15 | (14,057,721) | (5,163,675) |
| Proceeds from share placement paid in advance | 15 | 4,000,000 | - |
| Proceeds from issue of shares | 16 | 7,500,000 | 16,754,135 |
| Capital raising costs | | (491,250) | (1,123,477) |
| **Net cash from financing activities** | | **10,951,029** | **15,588,379** |
| | | | |
| Net (decrease)/ increase in cash at banks | | (8,751,924) | 2,751,148 |
| Effects of exchange rate changes on cash at banks | | 4,753 | 10,082 |
| Cash at banks at the beginning of the year | | 14,334,978 | 11,573,748 |
| | | | |
| **Cash at banks at the end of the year** | 7 | **5,587,807** | **14,334,978** |

The above consolidated statement of cash flows is to be read in conjunction with the accompanying notes.

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# Notes to the Consolidated Financial Statements

## For the year ended 31 December 2025

### 1. Corporate information

The consolidated financial statements of Frontier Energy Limited (the **Company** or **FHE**) and its subsidiaries (the Group) were authorised for issue in accordance with a resolution of the directors on 27 February 2026. FHE is a for profit company limited by shares incorporated and domiciled in Australia and whose shares are publicly traded on the Australian Securities Exchange.

The nature of the operations and principal activities of the Group are described in the Directors Report.

The registered office is at Level 20, 140 St Georges Terrace, Perth WA 6000.

### 2. Summary of material accounting policies

#### (a) Basis of preparation

The financial report is a general-purpose financial report, which has been prepared in accordance with the requirements of the *Corporations Act 2001*, Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and other authoritative pronouncements of the Australian Accounting Standards Board.

The financial report has been prepared on a historical cost basis. Certain comparative figures have been reclassified to be consistent with current period presentation.

The financial report is presented in Australian dollars.

#### (b) Statement of compliance

The financial report complies with Australian Accounting Standards as issued by the Australian Accounting Standards Board and also International Financial Reporting Standards (**IFRS**) as issued by the international Accounting Standards Board.

*New or amended Accounting Standards and Interpretations adopted*

The Group has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (**AASB**) that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations has not resulted in a significant or material change to the Group's accounting policies.

*New Accounting Standards and Interpretations not yet mandatory or early adopted*

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory have not been early adopted by the Group for the annual reporting period ended 31 December 2025. The Group has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

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### (c) Basis of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of the Company as at 31 December 2025 and the results of all subsidiaries for the year then ended.

Subsidiaries are entities controlled by the Group. Control is achieved when the Group is exposed or has rights to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls and investee if, and only if, the Group has all of the following:

- power over the investee
- exposure or rights to variable returns from its involvement with the investee
- the ability to use its power over the investee to affect its returns.

Generally, there is a presumption that a majority of voting rights results in control. When the Group has less than a majority of the voting, or similar, rights of an investor, it considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- the contractual arrangements with the other vote holders of the investee
- rights arising from other contractual arrangements
- the Group's voting rights and potential voting rights.

The relevant activities are those which significantly affect the subsidiary's returns. The ability to approve the operating and capital budget of a subsidiary and the ability to appoint key management personnel are decisions that demonstrate that the Group has the existing rights to direct the relevant activities of a subsidiary.

The Group reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control.

Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated statement of profit or loss and other comprehensive income from that date the Group gains control until the date the Group ceases to control the subsidiary. Where the Group's interest is less than 100 per cent, the interest attributable to outside shareholders is reflected in non-controlling interest (**NCI**).

Profit or loss and each component of other comprehensive income (**OCI**) are attributed to the equity holders of the parent of the Group and to the NCIs, even if this results in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies in line with the Group's accounting policies. All intragroup assets and liabilities, equity, income expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

A change in the ownership interest of a subsidiary without a loss of control is accounted for as an equity transaction.

If the Group loses control over a subsidiary, it derecognises the related assets, liabilities, non-controlling interest and other components of equity while any resultant gain or loss is recognised in profit or loss. Any investment retained is recognised at fair value.

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### (d) Foreign currency translation

*Functional and presentation currency*

Transactions in foreign currencies are translated into the respective functional currencies of group companies at the exchange rates at the dates of transactions. Both the functional and presentation currency of the parent entity and the Australian-based subsidiaries is in Australian dollars (**$**). Waroona Energy Inc. (**WHE**), which is Canadian-based, has a functional currency of Canadian dollars (**C$**).

*Foreign currency transactions and balances*

Transactions in foreign currencies are initially recorded in the functional currency by applying the exchange rates prevailing at the date of the transaction. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

*Foreign operations*

The assets and liabilities of foreign operations are translated into Australian dollars using the exchange rates at the reporting date. The revenues and expenses of foreign operations are translated into Australian dollars using the average exchange rates, which approximate the rates at the dates of the transactions, for the period. All resulting foreign exchange differences are recognised in other comprehensive income through the foreign currency reserve in equity.

The foreign currency reserve is recognised in profit or loss when the foreign operation or net investment is disposed of.

### (e) Exploration and evaluation assets

Exploration and evaluation assets arising out of acquisition of an area of interest are capitalised as part of Exploration and Evaluation Asset. Subsequent exploration expenditure is expensed as incurred.

Expenditure on acquisition, exploration and evaluation relating to an area of interest is carried forward at cost where rights to tenure of the area are current and:

- it is expected that expenditure will be recouped through successful development and exploitation of the area of interest or alternatively by its sale; and/or
- exploration and evaluation activities are continuing in an area of interest but at reporting date have not yet reached a stage which permits a reasonable assessment of the existence or otherwise of economically recoverable reserves.

A regular review is undertaken at each area of interest to determine the appropriateness of continuing to carry forward costs in relation to that area of interest. Where uncertainty exists as to the future viability of an area, the value of the area of interest is written off to the profit or loss or provided against.

*Impairment*

The carrying value of capitalised exploration and evaluation expenditure is assessed for impairment on a regular basis or whenever impairment indicators are present. When information becomes available suggesting that the recovery of expenditure which had previously been capitalised is unlikely or that the Group no longer holds tenure, the relevant capitalised amount is written off to the profit or loss in the period when the new information becomes available.

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**(f) Property, plant and equipment**

*Recognition and measurement*

Items of plant and equipment, including construction-in-progress are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset.

*Subsequent costs*

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Group and its cost can be measured reliably. The costs of day-to-day servicing of plant and equipment are recognised in profit or loss as incurred.

*Depreciation*

Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values using the straight-line method over their estimated useful lives and is generally recognised in profit or loss. Land is not depreciated.

The estimated useful lives of property, plant and equipment for current and comparative periods are as follows:

- Plant and equipment, including computer equipment: 20% per annum

Depreciation method, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

*Derecognition*

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the Group. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

**(g) Interest income**

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

**(h) Finance costs**

Finance costs attributable to qualifying assets are capitalised as part of the asset (e.g. interest on borrowings). All other finance gains or losses are realised when earned or expensed in the period in which they are incurred, respectively. These are mainly foreign currency gains or losses on financial assets and financial liabilities.

**(i) Government grants**

Government grants are recognised where there is a reasonable assurance the grant will be received, and all attached conditions will be complied with. When the grant relates to an expense item, it is recognised as income on a systematic basis over periods that relates to the costs, for which it is intended to compensate, are expensed. When the grants relate to an asset, it reduces the carrying amount of the asset.

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**(j) Income tax**

Current income tax assets and liabilities for current and prior periods are measured at the amount expected to be recovered from, or paid to, the taxation authorities. The tax rights and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date in the countries where the Group operates and generates taxable income.

Current income tax relating to items recognised directly in other comprehensive income or equity is recognised in other comprehensive income or equity and not in profit and loss. Management periodically evaluates positions taken in the tax returns with respect to situations where applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

Deferred tax is provided for using the balance sheet method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

Deferred tax liabilities are recognised for all taxable temporary differences except to the extent that it is probable that future tax profits will be available against which deductible temporary differences and unused tax losses or tax credits can be utilised.

Deferred income tax assets are recognised for all deductible temporary differences, carry-forward of unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences and carry forward tax losses can be utilised.

The carrying amount of deferred income tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient tax profit will be available to allow all or part of the deferred income tax asset to be utilised. Unrecognised deferred income tax assets are reassessed at the end of each reporting period and are recognised to the extent that it has become probable that future taxable profit will be available to allow the deferred tax asset to be recovered.

In assessing the recoverability of deferred tax asset, the Group relies on the same forecast assumptions used elsewhere in the financial statements and in other management reports.

Deferred income tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability is settled, based on tax rates that have been enacted or substantively enacted by the end of the reporting date.

**(k) Tax consolidation**

Frontier Energy Limited and its Australian wholly-owned subsidiaries Bristol Springs Solar Pty Ltd, Superior Mining Pty Ltd and Superior Energy Pty Ltd formed an income tax consolidated group on 1 January 2023 (Frontier tax consolidated group), with Frontier the head entity.

Current tax expense/income, deferred tax liabilities and deferred tax assets arising from temporary differences of the members of the tax-consolidated group are recognised in the separate financial statements of the members of the tax-consolidated group using the "separate taxpayer within group" approach by reference to carrying amounts in the separate financial statements of each entity and their tax values applied under tax consolidation.

The Company as head tax entity recognises deferred tax assets arising from unused tax losses to the extent that it is probable that future taxable profits of the tax-consolidated group will be available against which the asset can be utilised. The Company assesses the recovery of its unused tax losses and tax credits only in the period in which they arise, in accordance with AASB 112 applied in the context of the tax-consolidated group.

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**(k) Tax consolidation (continued)**

Any subsequent period adjustments to deferred tax assets arising from unused tax losses as a result of revised assessments of the probability of recoverability is recognised by the Company.

Entities within the tax-consolidated group have entered into a tax funding arrangement and a tax sharing agreement with the head entity. Under the terms of the tax funding arrangement, the Company and each of the entities in the tax-consolidated group has agreed to pay a tax equivalent payment to or from the head entity, based on the current tax liability or current tax asset of the entity.

Due to the existence of a tax funding arrangement between the entities in the tax-consolidated group, amounts are recognised as payable to or receivable by the Company and each member of the Company in relation to the tax contribution amounts paid or payable between the parent entity and the other members of the tax-consolidated group in accordance with the arrangement.

**(l) Earnings per share**

Basic earnings per share is calculated as net profit attributable to members of the parent, adjusted to exclude any costs of servicing equity (other than dividends), divided by the weighted average number of ordinary shares, adjusted for any bonus element.

Diluted earnings per share is calculated as net profit attributable to members of the parent entity adjusted for cost of servicing equity, the after-tax effect of dividends and interest associated with dilutive potential ordinary shares that have been recognised and other non-discriminatory changes in revenues or expenses during the period that would result from the dilution of potential ordinary shares divided by the weighted average number of ordinary shares and dilutive potential order shares; adjusted for any bonus element.

**(m) Impairment of non-financial assets**

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Group estimates the asset's recoverable amount. An asset's recoverable amount is the higher of its fair value less costs of disposal and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets and the asset's value in use cannot be estimated to be closed to its fair value less costs of disposal (**FVLCD**). In such cases the asset is tested for impairment as part of the cash generating unit (**CGU**) to which it belongs. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset or cash-generating unit is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and risks specific to the asset or CGU. In determining FVLCD recent market transactions are considered. If no such transactions can be identified, an appropriate valuation model is used.

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**(m) Impairment of non-financial assets (continued)**

An assessment is also made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. If such indication exists, the recoverable amount is estimated. A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case the carrying amount of the asset is increased to its recoverable amount. That increased amount cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in profit or loss. After such a reversal the depreciation charge is adjusted in future periods to allocate the asset's revised carrying amount, less any residual value, on a systematic basis over its remaining useful life.

**(n) Employee benefits**

*Short-term employee benefits*

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

**(o) Share-based payments**

Equity-settled share-based payments are measured at fair value at the date of grant.

Option fair value is measured by use of the Black-Scholes option pricing model. At the end of each reporting period, the Company revises its estimate of expected life of the options issued. The number of equity instruments expected to vest has been adjusted, based on management's best estimate, for the effects of non-transferability, exercise restrictions, and behavioural considerations. At the end of each reporting period, the Company revises its estimate of the number of equity instruments expected to vest.

The fair value determined at the grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period, based on the Company's estimate of the number of equity instruments that will eventually vest.

For cash-settled share-based payments, a liability equal to the portion of the goods or services received is recognised at the current fair value determined at each reporting date.

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**(p) Issued capital**

Issued and paid-up capital is recognised at the fair value of the consideration received by the Company. Any transaction costs arising on the issue of ordinary shares are recognised directly in equity as a reduction in the proceeds received.

**(q) Other taxes**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (**GST**) except:

- when the GST incurred on a purchase of goods and services is not recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable; and
- receivables and payables, which are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the consolidated statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority are classified as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

**(r) Financial instruments**

*Financial assets at initial recognition*

On initial recognition, a financial asset is classified as measured at (i) amortised cost, or (ii) financial assets designated at fair value through other comprehensive income (**FVTOCI**) – equity investment; or financial assets at fair value through profit and loss (**FVTPL**).

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held with an objective to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Group's trade and other receivables and reserve capacity security deposit, excluding prepayments are measured at amortised cost.

On initial recognition of an equity investment that is not held for trading, the Group may irrevocably elect to present subsequent changes in the investment's fair value in other comprehensive income. This election is made on an investment-by-investment basis.

All financial assets not classified as measured at amortised cost or FVTOCI as described above are measured at FVTPL. The Group has no financial assets measured at FVTPL.

*Financial assets – subsequent measurements*

Financial assets at amortised cost are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in profit or loss. Any gain or loss on derecognition is recognised in profit or loss.

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**(r) Financial instruments (continued)**

Financial assets at FVTPL are subsequently measured at fair value. Net gains and losses, including any interest or dividend income, are recognised in profit or loss.

Equity instruments at FVOCI are subsequently measured at fair value. Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are not reclassified to profit or loss.

*Financial liabilities – classification and subsequent measurement*

The Group's financial liabilities are classified as measured at amortised cost. Other financial liabilities are subsequently measured at amortised cost using the effective interest method. Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

*Derecognition*

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire or it transfers the rights to receive the contractual cash flows in a transaction in which either:

- substantially all of the risks and rewards of ownership of the financial asset are transferred; or
- the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

The Group derecognises a financial liability when its contractual obligations are discharged or cancelled, or expired. On derecognition of a financial liability, the difference between the carrying amount extinguished and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognised in profit or loss.

*Write-off*

The gross carrying amount of a financial asset is written off when the Group has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof. However, financial assets that are written off could still be subject to assessment when circumstances exist and warrant that the value are recoverable subject to the guidance of the accounting standards on asset recognition.

**(s) Provisions**

Provisions are recognised when the Group has a present (legal or constructive) obligation as a result of a past event, it is probable the Group will be required to settle the obligation, and a reliable estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.

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**(t) Cash and cash equivalents**

Cash and cash equivalents in the consolidated statement of financial position comprise cash at banks and term deposits. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

**(u) Trade and other receivables**

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

**(v) Trade and other payables**

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

**3. Critical accounting estimates and judgements**

The preparation of the Group's consolidated financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities in the consolidated financial statements. Estimates and assumptions are continually evaluated and are based management's experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

In particular, the Group has identified a number of areas where significant judgments, estimates and assumptions are required. Further information on each of these areas and how they impact the various accounting policies are described below.

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### 3. Critical accounting estimates and judgements (continued)

#### (a) Share-based payment transactions

The Group 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 using an appropriate valuation model considering the terms and conditions upon which the instruments were granted. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact profit or loss and equity.

#### (b) Impairment of Exploration & evaluation assets

The application of the Group's accounting policy for exploration and evaluation expenditure requires judgement to determine whether future economic benefits are likely from either future exploitation or sale, or whether activities have not reached stage that permits a reasonable assessment of the existence of reserves.

The future recoverability of exploration & evaluation assets is dependent on a number of factors, including whether the Group decides to exploit the related lease itself or, if not, whether it successfully recovers the related exploration and evaluation asset through sale. The extent that capitalised exploration & evaluation expenditure is determined not to be recoverable in the future, profits and net assets will be reduced in the period in which determination is made. See Note 13 for disclosure of inputs and judgments used in determining recoverable amount.

#### (c) Property, plant and equipment

The Group performs impairment tests of its property, plant and equipment, including the recoverability of the capitalised-work-in progress. Further details are disclosed in Note 12.

Estimates and assumptions may change as new information becomes available. If, after expenditure is capitalised, information becomes available suggesting that the recovery of expenditure is unlikely the relevant capitalised amount is written off to the consolidated statement of profit or loss and other comprehensive income in the period when the new information becomes available.

### 4. Segment information

The Group has identified its operating segments based on the internal reports that are reviewed and used by the board of directors in assessing performance and determining the allocation of resources. Reportable segments disclosed are based on aggregating operating segments, where the segments have similar characteristics.

The judgements made by management in applying the aggregation criteria in the relevant accounting standard. This includes a brief description of the operating segments that have been aggregated in this way and the economic indicators that have been assessed in determining that the aggregated operating segments share similar economic characteristics.

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## 4. Segment information (continued)

The Group's activities are primarily related to two geographical and business segments being, mineral exploration in Canada, through WHE, and renewable energy in Australia.

| | Operating Loss | | Total Assets | | Total Liabilities | |
|---|---|---|---|---|---|---|
| | 2025 | 2024 | 2025 | 2024 | 2025 | 2024 |
| | $ | $ | $ | $ | $ | $ |
| Renewable energy | (2,690,728) | (3,348,618) | 90,266,274 | 81,798,230 | 5,427,807 | 1,838,857 |
| Impairment charge - renewable energy | - | (380,692) | - | - | - | - |
| Impairment charge -mineral exploration | (1,355,358) | (14,899,169) | | - | - | - |
| Corporate | (1,333,892) | - | 164,209 | - | 206,802 | - |
| Mineral exploration | 212,269 | 505,607 | 4,424 | 1,609,808 | 4,366 | 297,405 |
| | **(5,167,709)** | **(18,122,872)** | **90,434,907** | **83,408,038** | **5,638,975** | **2,136,262** |

## 5. Other income

| | 2025 | 2024 |
|---|---|---|
| | $ | $ |
| Interest income calculated using effective interest method | 283,521 | 387,867 |
| Gain on options received for the Zinc and Copper Project | 219,126 | - |
| Rent income | 78,002 | 77,422 |
| Foreign exchange gains - net | 3,529 | 50,768 |
| Write-off of other costs accruals | 83,243 | 274,999 |
| Others | - | 5,968 |
| | **667,421** | **797,024** |

## 6. Expenses

| | 2025 | 2024 |
|---|---|---|
| | $ | $ |
| **(a) Corporate expenses** | | |
| Accounting, audit and taxation fees | 83,107 | 113,272 |
| Compliance costs | 193,550 | 449,571 |
| Investor relations | 321,682 | 372,711 |
| Occupancy expenses | 132,295 | 96,746 |
| Stakeholder management expenses | 300 | 21,453 |
| Travel and accommodation expenses | 62,695 | 54,312 |
| Other expenses, includes $537,665 (2024: $370,421) shared costs charged by Matador Capital Pty Ltd | 799,787 | 839,994 |
| | **1,593,416** | **1,948,059** |

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## 6. Expenses (Continued)

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| **(b) Employee benefit expenses and consultancy fees** | | |
| Directors' salaries and consulting fees | 1,093,581 | 1,011,990 |
| Salaries and wages | 16,057 | 20,423 |
| | **1,109,638** | **1,032,413** |
| **(c) Other expenses** | | |
| Write-off of deposit paid | 5,000 | 102,230 |
| | **5,000** | **102,230** |

## 7. Cash at banks

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Cash at banks | **5,587,807** | **14,334,978** |
| **Reconciliation of net loss for the year to net cash flows used in operating activities:** | | |
| Net loss before income tax | (5,167,709) | (18,122,872) |
| Non-cash expenses: | | |
| Gain on options received for the Zinc and Copper Project | (219,126) | - |
| Impairment expense | 1,355,358 | 15,279,861 |
| Share-based payments | 1,745,177 | 396,221 |
| Amortisation of right-of-use asset | 15,158 | 94,351 |
| Depreciation expense | 387 | 649 |
| Write-off of deposit paid | 5,000 | - |
| Net foreign exchange differences | (32,405) | (254,740) |
| Changes in working capital: | | |
| Trade and other receivables, excluding prepayments | 1,065,259 | 180,203 |
| Prepayments | 61,568 | 10,381 |
| Trade and other payables | (1,069,977) | (364,002) |
| Provisions and other employee-related liabilities | 29,154 | 14,304 |
| Net cash used in operating activities | **(2,212,156)** | **(2,765,644)** |

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## 8. Income tax

| | 2025 $ | 2024 $ |
|---|---|---|
| **(a) Amount recognised in profit or loss** | | |
| Current tax expense from continuing operations | - | - |
| **(b) Reconciliation of net loss before income tax to income tax expense** | | |
| Net loss before income tax | **(5,167,709)** | **(18,122,872)** |
| At statutory income tax rate of 30% (2024: 30%) | (1,550,313) | (5,436,862) |
| Blackhole expenditures | (195,620) | (35,090) |
| Non-deductible expenses | 690,340 | 318,039 |
| Deferred tax assets not brought to account | 1,055,593 | 5,153,913 |
| Total income tax expense | - | - |
| **(c) Deferred tax assets and liabilities** | | |
| Deferred tax assets have not been recognised in respect of the following items: | | |
| Gross: | | |
| Tax losses[1] | 18,514,075 | 16,601,878 |
| Deductible temporary differences | 17,449,642 | 15,843,199 |
| | **35,963,717** | **32,445,077** |
| Tax effect: | | |
| Tax losses | (5,554,223) | (4,980,563) |
| Deductible temporary differences | (5,234,893) | (4,752,960) |
| Deferred tax assets not brought to account | **(10,789,116)** | **(9,733,523)** |

*[1]Tax losses for 2024 have been amended to reflect the recently filed income tax returns.*

The benefit of deferred tax assets not brought to account will only be brought to account if (i) future assessable income is derived of a nature and of an amount sufficient to enable the benefit to be realised; (ii) the conditions for deductibility imposed by tax legislation continue to be complied with; and (iii) no changes in tax legislation adversely affect the Group in realising the benefit.

## 9. Trade and other receivables and advances to vendor

| | 2025 $ | 2024 $ |
|---|---|---|
| **(a) Trade and other receivables:** | | |
| Trade debtors | 7,221 | 5,390 |
| Interest receivables | 24,290 | - |
| Prepayments | 198,453 | 260,761 |
| GST receivables | 134,239 | 86,619 |
| | **364,203** | **352,770** |
| **(b) Advances to vendor** | **-** | **1,139,000** |

The advances to vendor in the previous financial year represented payment made to a vendor for services performed in January 2025.

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## 10. Other financial assets

| | 2025 $ | 2024 $ |
|---|---|---|
| Office rental deposits | 73,839 | 78,839 |
| Reserve capacity security deposit | 7,940,811 | - |
| | **8,014,650** | **78,839** |

In September 2025, in line with the Electricity System and Market (ESM) Rules maintained by the Western Australian Government and administered by Australian Energy Market Operator (**AEMO**), the Group paid a Reserve Capacity Security of $7,940,811 after being assigned Certified Reserve Capacity (CRC). This requirement applies to new facilities, facilities undergoing major maintenance or upgrades, and demand-side programs. In addition, the deposit forms part of the 2025 Reserve Capacity Cycle, which covers the 2027–28 Capacity Year.

The security is interest-bearing and refundable after the relevant capacity year, subject to operational performance conditions in 2027-28 and AEMO's confirmation of commercial operation. Interest earned on the deposit, amounting to $94,648 was recognised in the consolidated profit or loss.

## 11. Right-of-use asset

| | 2025 $ | 2024 $ |
|---|---|---|
| Land right-of-use | - | 272,853 |
| Less: Accumulated amortisation | - | (257,695) |
| | **-** | **15,158** |

## 12. Property, plant and equipment

| | 2025 $ | 2024 $ |
|---|---|---|
| Land, including land option fees[3] of $3,039,622 (2024: $1,532,604)[4] | 14,245,359 | 12,671,499 |
| Solar Project in progress | 61,567,961 | 52,793,480 |
| Peaking Plant Project in progress | 653,625 | 653,625 |
| Plant and equipment – at cost | 1,936 | 12,289 |
| Accumulated depreciation | (634) | (10,600) |
| Balance at 31 December | **76,468,247** | **66,120,293** |

### (a) Movement in property, plant and equipment

| | | |
|---|---|---|
| Cost: | | |
| Balance at 1 January | 66,511,585 | 60,686,624 |
| Additions | 10,348,341 | 6,125,275 |
| Refund on stamp duty paid and capitalised (land)[3] | - | (187,405) |
| Government grant (hydrogen project-in-progress)[2] | - | (112,909) |
| Balance at 31 December | **76,859,926** | **66,511,585** |
| Accumulated depreciation and impairment: | | |
| Balance at 1 January | (391,292) | (9,951) |
| Impairment charge for the year | - | (380,692) |
| Depreciation charge for the year | (387) | (649) |
| Balance at 31 December | **(391,679)** | **(391,292)** |

# Notes to the Consolidated Financial Statements (continued)

## For the year ended 31 December 2025

### 12. Property, plant and equipment (Continued)

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| **(b) Composition of additions** | | |
| Solar Project-in-progress[1] | 8,774,482 | 5,927,213 |
| Peaking Plant Project | - | 148,491 |
| Land (2024: excluding refund)[3] | 1,573,859 | 47,635 |
| Plant and equipment | - | 1,936 |
| Total additions | **10,348,341** | **6,125,275** |

[1] *During the year $8,774,482 of expenditure relating to the Solar Project in progress was capitalised as it was necessarily incurred in the development of the asset (2024: $5,927,213). Additionally, there was no expenditure relating to the Peaking Plant Project in progress capitalised (2024: Nil) during the financial year.*

[2] *In 2024, a government grant of $112,909 was received for research and development and has been deducted from the total cost capitalised for the Hydrogen Project which was fully impaired in the same financial year.*

[3] *In 2024, the Group received a refund of $187,405 from Revenue WA related to stamp duty paid and capitalised on land acquisition.*

[4] *The Group has a sole and exclusive option to purchase the land associated with the Bristol Springs Project during the five-year period from the completion of the acquisition at a fixed amount of $5,000,000. Option fees totalling* $3,039,622 (including other related charges) *were paid as at the reporting date. In January 2026, the Group also paid the third option fee of $1,500,000 pursuant to the Call Option Deed in relation to the Bristol Springs Project. This payment relates to the Group's sole and exclusive option to acquire the project land at a fixed price of $5,000,000 during the five-year option period.*

### 13. Exploration & evaluation assets

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Balance at 1 January | 1,367,000 | 16,103,227 |
| Foreign exchange adjustment | (11,642) | 162,942 |
| Impairment charged for the year | (1,355,358) | (14,899,169) |
| Balance at 31 December | **-** | **1,367,000** |

*Impairment of Superior Lake Zinc Project*

The Group's primary focus remains the development of the Waroona Project, and there continues to be limited expenditure planned in the current financial year other than compliance costs necessary to maintain its claims and rights over the tenements associated with the Zinc and Copper Project in Canada.

During the previous financial year (**FY2024**), the Group assessed indicators of impairment on its exploration and evaluation assets. The assessment concluded that while the Group continues to maintain its claims and rights over the tenements, the recoverable amount of the exploration and evaluation assets was estimated at $1.4 million. An impairment loss amounting to $14.9 million was recognised in profit or loss in FY2024.

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### 13. Exploration & evaluation assets (continued)

The recoverable amount was determined based on fair value less costs of disposal (**FVLCD**), which was higher than value-in-use, considering the nature of the Superior Lake Zinc Project, volatility in zinc prices and demand, and the fact that the stage of exploration was limited to compliance works and related studies.

In accordance with the relevant accounting standard, the Group calculated FVLCD using a market approach, utilising an indicative third-party offer received in September 2024 (an executable price subject to certain conditional outcomes) and data from studies conducted by an independent expert as key observable inputs. The indicative offer represented a quoted price in an active market for zinc and was categorised as Level 3 input in the fair value hierarchy. A probability estimate was also applied (based on internal metallurgical assessment) to reflect the subjectivity and judgment required due to highly uncertain outcomes and susceptibility to change.

During the financial year, the Group reassessed its position in light of deteriorating surrounding market conditions, including a decline in zinc prices and industry indicators suggesting reduced economic viability for advancement of the Superior Lake Zinc Project. Based on this updated assessment, the Group determined that the exploration and evaluation assets associated with the Superior Lake Zinc Project were fully impaired at 31 December 2025. Accordingly, an impairment loss of $1,355,358 was recognised in the consolidated statement of profit or loss.

In addition, on 16 June 2025, the Group entered into an Option and Purchase Agreement (**Agreement**) with Panther Metals Canada Limited (**Panther Metals**), an external party. Under the Agreement, Panther Metals was required to pay a non-refundable option fee on signing and monthly option payments through to 15 October 2025. The Group received $219,126 in option fee payments in accordance with the Agreement. The option expired unexercised on 15 October 2025.

### 14. Trade and other payables

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Trade creditors | 782,018 | 1,493,274 |
| Sundry creditors and accruals | 753,654 | 531,723 |
| Other payables | 4,042,534 | 21,929 |
| | **5,578,206** | **2,046,926** |

[1] On 20 December 2025, the Company received an advance payment of $4 million which bears interest of $667 per day (equivalent to 6.09% per annum on a non-compounding basis and unsecured) for the proposed share placement from Mr. Grant Davey, a Director of the Company. The share placement was subsequently approved by shareholders in January 2026. Refer to note 29 for details.

### 15. Loans payable

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Loans payable - current | **-** | **57,721** |
| **(a) Movement of loans payable** | | |
| Balance at 1 January | 57,721 | - |
| Additions | 14,000,000 | 57,721 |
| Payments made during the year | (14,057,721) | - |
| Balance at 31 December | **-** | **57,721** |

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**15. Loans payable (continued)**

**(b) Terms and conditions of the loans payable**

(i) The outstanding loan balance of $57,721 in FY2024 was the remaining balance of the amount drawn in August 2024 from a third-party financing company to fund the premium on insurance. The amount was paid in May 2025.

(ii) On 1 September 2025, the Group entered into a secured loan agreement with Rockford Equity Pty Ltd, an external financing company for $8,000,000 to fund development costs and general corporate purposes.

The loan was fully repaid in December 2025, and the total financing charges paid amounted to $566,177, which comprise of interest, establishment fees and line fees.

(iii) On 5 December 2025, the Group entered into a loan agreement with Davey Holdings (Aus) Pty Ltd ATF Burnaford Trust for a loan amount of $6,000,000 to fund working capital and corporate costs. The loan bore a fixed daily interest of $1,000 on a non-compounding basis (equivalent to 6.083% per annum) and unsecured. The loan was fully repaid in December 2025, including interest of $15,000.

The lender, Davey Holdings (Aus) Pty Ltd ATF Burnaford Trust (**Davey Holdings**), is a related party of the Group. Grant Davey, a director of the Group, is associated with the lender.

**16. Issued capital**

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| 546,572,215 (2024: 515,062,990) ordinary shares fully paid | **128,220,192** | **120,942,414** |

Movement in ordinary shares on issue

| Date | Details | No. of shares | $ |
|---|---|---|---|
| 1 January 2024 | Balance at beginning of the year | 446,049,780 | 104,683,244 |
| Various | Issued shares on conversion of ESS options | 1,957,639 | 613,681 |
| 29 February 2024 | Shares issued as part of merger | 39,033 | 14,832 |
| 3 September 2024 | Capital raising | 67,016,538 | 16,754,134 |
| Various | Share issue costs | - | (1,123,477) |
| 31 December 2024 | Balance at end of the year | **515,062,990** | **120,942,414** |
| | | | |
| 1 January 2025 | Balance at beginning of the year | 515,062,990 | 120,942,414 |
| 17 December 2025 | Capital raising | 30,000,000 | 7,188,602 |
| 30 December 2025 | Issued shares on conversion of ESS options | 1,509,225 | 603,194 |
| Various | Share issue costs | - | (514,018) |
| 31 December 2025 | Balance at end of the year | **546,572,215** | **128,220,192** |

All shares issued or on issue are fully paid ordinary shares with the right to receive dividends as declared and, in the event of winding up the Company, to participate in proceeds from the sale of all surplus assets in proportion to the number of and amounts paid up on shares held.

Ordinary shares entitle their holder to one vote, either in person or by proxy, at a meeting of the Company.

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**16. Issued capital (continued)**

*Capital risk management*

When managing capital, management's objective is to ensure the Group continues as a going concern as well as to maintain optimal returns to shareholders and benefits for other stakeholders. Management also aims to maintain a capital structure that ensures the lowest cost of capital available to the Group. In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares, enter into joint ventures or sell assets.

The Group does not have a defined share buy-back plan. The Group is not subject to any externally imposed capital requirements.

*Capital Raising*

On 9 December 2025, the Company announced a capital raising of $11.5 million through the issue of 46,000,000 fully paid ordinary shares at $0.25 per share to professional and sophisticated investors.

Under ASX Listing Rule 7.1, 30,000,000 shares and 15,000,004 attaching options were issued in December 2025, raising approximately $7.5 million before costs. Settlement occurred on 16 December 2025, with allotment completed on 17 December 2025.

Each option is exercisable at $0.40 per share and expires two years from the date of issue. These options were provided solely as part of the financing arrangement and not in exchange for goods or services. The attaching options meet the fixed-for-fixed requirement in AASB 132 and are classified as equity instruments.

Proceeds have been allocated between share capital and option reserve using the relative fair value method and amounting to $7,188,602 and $311,398, respectively. The fair value of shares the issue price of $0.25 per share and options were valued using the Black-Scholes-Merton model. Key assumptions, including spot price, term, risk-free rate, expected volatility and dividend yield, are disclosed below.

- Spot price: $0.25
- Exercise price: $0.40
- Expected term: 2.0 years
- Risk-free rate: Australia government risk free-rate of 4.08%
- Volatility: 42%
- Dividend yield: Nil

The remaining 16,000,000 shares and 8,000,000 attaching options were issued to a director in January 2026, following shareholder approval at the general meeting on 19 January 2026. Refer to note 29 for details.

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## 17. Reserves

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Options reserves | 4,012,669 | 3,678,751 |
| Foreign currency translation reserve | 1,541 | 75,383 |
| | **4,014,210** | **3,754,134** |
| **(a) Options issuance reserve** | | |
| Capital issued with attaching options (note 16) | **311,398** | **-** |
| **(b) Share-based payments reserve** | | |
| Balance at 1 January | 3,678,751 | 4,141,683 |
| Options expense - directors, executives, and contractors | 1,745,177 | 396,221 |
| Exercise of employee share options | (603,194) | (613,681) |
| Expiry of employee share options | (1,119,463) | (245,472) |
| Balance at 31 December | **3,701,271** | **3,678,751** |

The share-based payments reserve is used to recognise the fair value of options issued and shares granted to directors, executives and suppliers as share-based payments.

| | Number of Options | $ |
|---|---|---|
| Balance at 1 January 2024 | 80,395,044 | 4,141,683 |
| Payments to directors, executives, and contractors | 8,411,975 | 396,221 |
| Exercise of employee share options | (2,143,789) | (613,681) |
| Expiry and cancellation of employee share options | (25,127,155) | (245,472) |
| Balance at 31 December 2024 | **61,536,075** | **3,678,751** |
| | | |
| Balance at 1 January 2025 | 61,536,075 | 3,678,751 |
| Payments to directors, executives, and contractors | 27,865,550 | 1,745,177 |
| Exercise of employee share options | (1,509,225) | (603,194) |
| Expiry of employee share options | (23,372,850) | (1,119,463) |
| Balance at 31 December 2025 | **64,519,550** | **3,701,271** |

All share-based payments expenses are recognised over the expected vesting period with reference to the probability that any vesting criteria hurdles will be successfully completed.

During the year, the Company issued 27,865,550 (2024: 8,411,975) unlisted options to directors, executives, and consultants under the Company's Employee Securities and Incentive Plan. The fair value of the options was estimated using a Black Scholes option pricing model. The Company's total share-based payment expense for the relevant year has been recognised in relation to both these options issued during the year as well as unlisted options issued in prior periods which vest over varying time periods.

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## 17. Reserves (Continued)

| | 2025 $ | 2024 $ |
|---|---|---|
| **b) Foreign currency translation reserve** | | |
| Balance at 1 January | 75,383 | (59,580) |
| Foreign exchange translation differences of foreign operations | (39,294) | 134,963 |
| Balance at 31 December | **36,089** | **75,383** |

The foreign currency translation reserve represents the cumulative gain and losses arising on the revaluation of a subsidiary with a functional currency other than Australian Dollars which was recognised in the other comprehensive income.

## 18. Non-controlling interests

| | 2025 $ | 2024 $ |
|---|---|---|
| Balance at 1 January | (716,188) | (722,023) |
| NCI - share of profit | 454 | 5,835 |
| Balance at 31 December | **(715,734)** | **(716,188)** |

## 19. Accumulated losses

| | 2025 $ | 2024 $ |
|---|---|---|
| Balance at 1 January | (42,708,584) | (24,602,172) |
| Net loss for the year | (5,168,163) | (18,128,707) |
| Expiry of employee share options transferred to accumulated losses | 1,119,463 | 245,472 |
| Adjustment on foreign currency translation reserve | - | (223,177) |
| Balance at 31 December | **(46,757,284)** | **(42,708,584)** |

## 20. Loss per share

| | 2025 $ | 2024 $ |
|---|---|---|
| **(a) Loss attributable to the ordinary equity holders of the Company used in calculating basic and diluted loss per share** | **(5,168,163)** | **(18,128,707)** |
| **(b) Weighted average number of shares used as the denominator** | | |
| Weighted average number of ordinary shares used as the denominator in calculating basic loss per share | **515,871,687** | **468,580,787** |
| Weighted average number of ordinary shares used as the denominator in calculating diluted loss per share | **515,871,687** | **468,580,787** |
| **(c) Basic and diluted loss per share – cents per share** | **(1.00)** | **(3.87)** |

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**20. Loss per share (continued)**

At the end of the current financial year, the Group had 64,519,550 unissued shares under option (2024: 61,536,075). For the financial year ended 31 December 2025 and 2024, the options are anti-dilutive as the Group incurred net losses.

**21. Dividends**

No dividends were paid during the financial year (2024: Nil). No recommendation for payment of dividends has been made (2024: Nil).

**22. Commitments**

(a) Exploration commitments

The Group has $2,700 (2024: $10,674) expenditure commitments on its mining tenements held by a subsidiary in Canada.

(b) Purchase commitment

The Group's expenditure commitments due within one year amounted to $2.3 million (2024: $6 million). The expenditure commitments at 31 December 2025 predominately comprise purchase orders issued for the Waroona Renewable Energy Project and land option payable of $1.5 million.

**23. Financial instruments**

**(a) Financial risk management objectives**

The Group's principal financial instruments comprise trade and other receivables and reserve capacity deposit, excluding prepayments, trade and other payables and, cash and cash equivalents. The Company manages its exposure to key financial risk in accordance with the Company's financial risk management policy. The objective of the policy is to support the delivery of the Company's financial targets while protecting future financial security.

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Financial assets | | |
| Cash and cash equivalents | 5,587,807 | 14,334,978 |
| Trade and other receivables, excluding prepayments | 165,750 | 92,009 |
| Other financial assets | 8,014,650 | 78,839 |
| | **13,768,207** | **14,505,826** |
| | | |
| Financial liabilities | | |
| Trade and other payables | 5,578,206 | 2,046,926 |
| Loan payable | - | 57,721 |
| | **5,578,206** | **2,104,647** |

The main risks arising from the Group's financial instruments are interest rate risk, credit risk and liquidity risk. The Group does not speculate in the trading of derivative instruments. The Group uses different methods to measure and manage different types of risks to which it is exposed. These include monitoring levels of exposure to interest rates and assessments of market forecasts for interest rates.

Ageing analysis of and monitoring of receivables are used to manage credit risk. Liquidity risk is monitored through the development of future rolling cash flow forecasts.

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### 23. Financial instruments (Continued)

The Board reviews and agrees policies for managing each of these risks as summarised below.

Primary responsibility for identification and control of financial risks rests with the Board. The Board reviews and agrees policies for managing each of the risks identified below, including for interest rate risk, credit allowances and cash flow forecast projections.

### (b) Market risk management

*(i) Interest rate risk*

The Company's exposure to risks of changes in market interest rates relates primarily to the Company's cash and cash equivalents and short-term loans payable. The Company constantly analyses its interest rate exposure. Within this analysis, consideration is given to potential renewals of existing positions, alternatives financing positions and the mix of fixed and variable interest rates.

| 2025 | Floating Interest Rate $ | Fixed Interest Rate 1 Year or Less $ | Fixed Interest Rate 1 to 5 Years $ | Non-Interest Bearing $ | Total $ | Weighted Effective Interest Rate |
|---|---|---|---|---|---|---|
| **Financial Assets** | | | | | | |
| Cash and cash equivalents | 5,587,807 | - | - | - | 5,587,807 | 4.03% |
| Trade and other receivables[1] | - | - | - | 165,750 | 165,750 | - |
| Other financial assets | 8,014,650 | - | - | - | 8,014,650 | 3.6% |
| Total Financial Assets | **13,602,457** | **-** | **-** | **165,750** | **13,768,207** | |
| **Financial Liabilities** | | | | | | |
| Trade and other payables | - | - | - | 5,578,206 | 5,578,206 | - |
| Total Financial Liabilities | **-** | **-** | **-** | **5,578,206** | **5,578,206** | |

*(ii) Fair value sensitivity analysis for fixed-rate instruments*

The Group does not account for any fixed-rate financial assets or financial liabilities as FVTPL, therefore the change in interest rates at the reporting dates would not affect profit or loss.

In addition, due to short-term nature of the fixed-rate instruments the carrying amount approximates fair value; the impact of the 1% change in interest rate would be negligible.

*(iii) Cash flow sensitivity analysis for variable-rate instruments*

As at 31 December 2025, the Group held cash at banks amounting to $5,587,807 (2024: $14,334,978) earning interest at a variable rate of approximately 4.03% (2024: 4.28%).

A 1% increase or decrease in interest rates at year-end would change annual interest income and cash inflows by approximately $55,878 (2024: $143,350), assuming the balance and all other variables remains constant.

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### 23. Financial instruments (Continued)

| 2024 | Floating Interest Rate $ | Fixed Interest Rate 1 Year or Less $ | Fixed Interest Rate 1 to 5 Years $ | Non-Interest Bearing $ | Total $ | Weighted Effective Interest Rate |
|---|---|---|---|---|---|---|
| **Financial Assets** | | | | | | |
| Cash and cash equivalents | 14,334,978 | - | - | - | 14,334,978 | 4.28% |
| Trade and other receivables[1] | - | - | - | 92,009 | 92,009 | - |
| Other financial assets | - | - | - | 78,839 | 78,839 | - |
| Total Financial Assets | **14,334,978** | **-** | **-** | **170,848** | **14,505,826** | |
| **Financial Liabilities** | | | | | | |
| Trade and other payables | - | - | - | 2,046,926 | 2,046,926 | - |
| Loan payable | - | 57,721 | - | - | 57,721 | 3.8% |
| Total Financial Liabilities | **-** | **57,721** | **-** | **2,046,926** | **2,104,647** | |

[1]*Excluding prepayments*

*(iv) Foreign currency risk*

The Group undertakes certain transactions denominated in foreign currency and is exposed to foreign currency risk through foreign exchange rate fluctuations.

Foreign exchange risk arises from future commercial transactions and recognised financial assets and financial liabilities denominated in a currency that is not the individual entity's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting. The Group does not believe that foreign currency risk is material.

*(v) Liquidity risk management*

Prudent liquidity risk management implies maintaining sufficient cash, the availability of funding through and adequate amount of committed credit facilities and the ability to close out market positions. The Group manages liquidity risk by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities.

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**23. Financial instruments (Continued)**

*(vi) Maturities of financial liabilities*

The following are the contractual maturities of financial liabilities, including estimated interest payments and excluding the impact of netting agreements.

The tables below have been drawn up based on the undiscounted cash flows (including both interest and principal cash flows expected) using contractual maturities of financial assets and the earliest date on which the Group can be required to pay financial liabilities. Amounts for financial assets include interest earned on those assets except where it is anticipated the cash flow will occur in a different period.

| | 2025 | | | | 2024 | | | |
|---|---|---|---|---|---|---|---|---|
| | ≤6 mos. $ | 6 – 12 mos. $ | 1-5 Years $ | Total $ | ≤6 mos. $ | 6 – 12 mos. $ | 1-5 Years $ | Total $ |
| Trade and other payables | 5,578,206 | - | - | 5,578,206 | 2,046,926 | - | - | 2,046,926 |
| Loan payable | - | - | - | - | 57,721 | - | - | 57,721 |
| | **5,578,206** | **-** | **-** | **5,578,206** | **2,104,647** | **-** | **-** | **2,104,647** |

*(vii) Credit risk*

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Group. The Group's potential concentration of credit risk consists mainly of cash deposits with banks. The Group's short-term cash surpluses are placed with banks that have investment grade ratings. The maximum credit risk exposure relating to the financial assets is represented by the carrying value as at the reporting date. The Group considers the credit standing of counterparties when making deposits to manage the credit risk.

Considering the nature of the business at present, none of such financial assets are past due, the Group believes that the credit risk is not material to the Group's operations.

*(viii) Fair value*

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

Details of the accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which revenues and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in note 2 to the financial statements.

The carrying amount of financial assets and financial liabilities recorded in the financial statements represents their respective fair values.

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## 24. Key management personnel

### (a) Details of key management personnel

The following persons were directors and officers of Frontier Energy Limited during the financial year:

| Name | Position |
|---|---|
| Mr G Chalkley | Non-Executive Chairman |
| Mr G Davey | Executive Director |
| Mr C Bath | Executive Director |
| Ms D Marshall | Non-Executive Director |
| Ms A Reid | Non-Executive Director |
| Mr A Kiley | Chief Executive Officer |
| Mr W King | Chief Operating Officer |

### (b) Compensation of key management personnel

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Short-term benefits | 1,290,970 | 1,201,079 |
| Post-employment benefits | 66,700 | 51,168 |
| Share-based payments | 1,323,765 | 305,634 |
| | **2,681,435** | **1,557,881** |

### (c) Loans to key management personnel

There were no outstanding loans to key management personnel during the current or previous financial year.

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### 24. Key management personnel (continued)

#### (d) Interest held by key management personnel under the Employee Share and Option Plan

Share options held by key management personnel under the Company's Employee Share and Options Plan.

| Name | Type | Grant date | Vesting date | Expiry date | No. of options | Fair value per option |
|---|---|---|---|---|---|---|
| Chris Bath | LTI | 31/05/2022 | 31/12/2024 | 31/12/2026 | 55,400 | 0.240 |
| Adam Kiley | LTI | 10/06/2022 | 31/12/2024 | 31/12/2026 | 27,700 | 0.220 |
| Chris Bath | LTI | 26/05/2023 | 31/12/2025 | 31/12/2027 | 1,247,000 | 0.420 |
| Grant Davey | LTI | 26/05/2023 | 31/12/2025 | 31/12/2027 | 2,077,000 | 0.420 |
| Adam Kiley | LTI | 21/03/2023 | 31/12/2025 | 31/12/2027 | 554,000 | 0.430 |
| Warren King | LTI | 15/04/2024 | 31/12/2025 | 31/12/2027 | 1,196,000 | 0.360 |
| Adam Kiley | LTI | 15/04/2024 | 31/12/2025 | 31/12/2027 | 274,000 | 0.360 |
| Chris Bath | STI | 24/05/2024 | 31/12/2024 | 31/12/2026 | 70,700 | 0.400 |
| Grant Davey | STI | 24/05/2024 | 31/12/2024 | 31/12/2026 | 106,050 | 0.400 |
| Adam Kiley | STI | 15/04/2024 | 31/12/2024 | 31/12/2026 | 139,300 | 0.360 |
| Warren King | STI | 15/04/2024 | 31/12/2024 | 31/12/2026 | 152,600 | 0.360 |
| Chris Bath | LTI | 24/05/2024 | 31/12/2026 | 31/12/2028 | 303,000 | 0.400 |
| Grant Davey | LTI | 24/05/2024 | 31/12/2026 | 31/12/2028 | 454,000 | 0.400 |
| Adam Kiley | LTI | 15/04/2024 | 31/12/2026 | 31/12/2028 | 1,194,000 | 0.360 |
| Warren King | LTI | 15/04/2024 | 31/12/2026 | 31/12/2028 | 1,306,000 | 0.360 |
| Chris Bath | STI | 28/05/2025 | 31/12/2025 | 31/12/2027 | 896,000 | 0.195 |
| Grant Davey | STI | 28/05/2025 | 31/12/2025 | 31/12/2027 | 1,344,000 | 0.195 |
| Adam Kiley | STI | 31/01/2025 | 31/12/2025 | 31/12/2027 | 1,775,000 | 0.125 |
| Warren King | STI | 30/01/2025 | 31/12/2025 | 31/12/2027 | 1,110,000 | 0.115 |
| Chris Bath | LTI | 28/05/2025 | 31/12/2027 | 31/12/2029 | 1,791,000 | 0.195 |
| Grant Davey | LTI | 28/05/2025 | 31/12/2027 | 31/12/2029 | 2,687,000 | 0.195 |
| Adam Kiley | LTI | 31/01/2025 | 31/12/2027 | 31/12/2029 | 3,550,000 | 0.125 |
| Warren King | LTI | 30/01/2025 | 31/12/2027 | 31/12/2029 | 2,219,000 | 0.115 |
| Guy Chalkley | LTI | 17/02/2025 | 17/02/2027 | 18/02/2028 | 3,000,000 | 0.115 |
| **Total** | | | | | **27,528,750** | |

#### (e) Transactions with related parties

Mr Grant Davey is a director and shareholder of Matador Capital Pty Ltd (**Matador**). The Company makes payments to Matador under a Shared Services Agreement in which Matador provides office space, general office costs, bookkeeping services, and technical staff to the Company. During the financial year, the services provided by Matador are recovered from the Company on a cost-plus basis and totalling to $1,220,406 (2024: $1,068,876). As at 31 December 2025, the Company had an amount outstanding in trade creditors of $176,541 (2024: $185,632) for services rendered under this arrangement to Matador.

In addition, in August 2024, Frontier secured short term funding of $2.6m (on an interest free basis) from an entity associated with Frontier director Mr Grant Davey (**Davey Loan**). The Davey Loan did not confer any financial benefit on Mr Davey (or his related entities) and was repaid in September 2024.

On 5 December 2025, the Group entered into a loan agreement with Davey Holdings (Aus) Pty Ltd ATF Burnaford Trust for an amount of $6,000,000. Refer to note 15 for details.

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## 25. Share based payments

### (a) Recognised share-based payments expense

The expense recognised for services received during the year is shown in the table below:

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Expense arising from equity-settled share-based payments | **1,745,177** | **396,221** |

### (b) Employee share option plan

The purpose of the Employee Share and Option Plan (**ESOP**) is to assist in the reward, retention and motivation of key management personnel, senior executives and other employees (**eligible participants**), link reward to performance and the creation of shareholder value, align the interests of eligible participants more closely with the interests of shareholders and provide an opportunity for eligible participants to share in the future growth in value of the Company.

ESOP grants are delivered in the form of share options which vest over periods as determined by the Board of Directors. The Board sets both short-term and long-term incentives to be satisfied by the issue of options under the ESOP.

### (c) Valuation of share-based payments

The fair value of the equity-settled share-based payments granted under the ESOP is estimated at the date of grant using a Black Scholes option pricing model, which considers factors including the exercise price, the risk-free interest rate, market price of the underlying share at grant date, historical and expected dividends and the expected life of the option.

Below are the options granted by the Company where the vesting criteria contains both performance and market conditions.

***2025***

| Grant date | Vesting date | Expiry date | Exercise price | Fair value at grant date | Spot price at grant date | Dividend Yield | Risk-free interest rate | Number of options |
|---|---|---|---|---|---|---|---|---|
| 29/01/2025 | 29/01/2025 | 31/12/2026 | $0.00 | $0.12 | $0.12 | Nil | 3.77% | 7,700 |
| 29/01/2025 | 29/01/2026 | 31/12/2028 | $0.00 | $0.12 | $0.12 | Nil | 3.89% | 44,000 |
| 03/02/2025 | 03/02/2025 | 31/12/2026 | $0.00 | $0.12 | $0.12 | Nil | 3.74% | 24,850 |
| 30/01/2025 | 31/12/2025 | 31/12/2027 | $0.00 | $0.12 | $0.12 | Nil | 3.81% | 1,193,000 |
| 31/01/2025 | 31/12/2025 | 31/12/2027 | $0.00 | $0.13 | $0.13 | Nil | 3.81% | 4,156,000 |
| 07/02/2025 | 31/12/2025 | 31/12/2027 | $0.00 | $0.12 | $0.12 | Nil | 3.76% | 1,646,000 |
| 28/05/2025 | 31/12/2025 | 31/12/2027 | $0.00 | $0.20 | $0.20 | NIl | 3.41% | 2,240,000 |
| 30/01/2025 | 31/12/2027 | 31/12/2029 | $0.00 | $0.12 | $0.12 | Nil | 3.93% | 2,219,000 |
| 31/01/2025 | 31/12/2027 | 31/12/2029 | $0.00 | $0.13 | $0.13 | Nil | 3.95% | 5,566,000 |
| 07/02/2025 | 31/12/2027 | 31/12/2029 | $0.00 | $0.12 | $0.12 | Nil | 3.88% | 3,291,000 |
| 28/05/2025 | 31/12/2027 | 31/12/2029 | $0.00 | $0.20 | $0.20 | NIl | 3.63% | 4,478,000 |
| 17/02/2025 | 17/02/2027 | 18/02/2028 | $0.25 | $0.12 | $0.12 | Nil | 0.25% | 3,000,000 |

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### 25. Share based payments (continued)

***2024***

| Grant date | Vesting date | Expiry date | Exercise price | Fair value at grant date | Spot price at grant date | Dividend Yield | Risk-free interest rate | Number of options |
|---|---|---|---|---|---|---|---|---|
| 24/05/2024 | 31/12/2024 | 31/12/2026 | $0.00 | $0.40 | $0.40 | Nil | 4.06% | 505,000 |
| 15/04/2024 | 31/12/2024 | 31/12/2026 | $0.00 | $0.36 | $0.36 | Nil | 3.97% | 1,756,000 |
| 24/05/2024 | 31/12/2026 | 31/12/2028 | $0.00 | $0.40 | $0.40 | Nil | 4.02% | 757,000 |
| 15/04/2024 | 31/12/2026 | 31/12/2028 | $0.00 | $0.36 | $0.36 | Nil | 3.98% | 3,070,000 |

#### (d) Vesting conditions of the STI and LTI

Vesting of the STI's and LTI's are dependent on completion of targets set and assessed by the Board.

*STI*

The Board approved key performance indicators (**KPI**s) for STIs granted were as follows:

***2025***

| Performance Measure | Target | Range | Outcome |
|---|---|---|---|
| Safety & environment | Zero fatalities, life changing events and zero major environmental incidents | 0 or 1 | 1 |
| **Waroona Project** | | | |
| Permits and approvals | Ensure Waroona Project electricity transfer access contract remains in force | 0 or 1 | 1 |
| Supply chain | Receive tenders in line with the Definitive Feasibility Study's (**DFS**) capital estimate | 10.0% | 0% |
| Financing | Secure binding debt finance proposals | 20.0% | 0% |
| Project | Reach FID on Stage 1 of the Waroona Project | 12.0% | 0% |
| **Corporate** | | | |
| Budget | Corporate costs are under budget by > 5% | 5.0% | 5% |
| Investor Relations | New independent broker research report released (achieved 15% based on stretch threshold of 15%) | 5.0% | 15% |
| Institutional investor | Minimum target investor of 15% of register | 5.0% | 0% |
| Share Price (measured using 30-day VWAP) | Share price ≥ $0.40 based on 30-day volume weighted average price during the year and share price ≥ $0.40 on the last trading day of the year | 10.0% | 10% |
| **Total** | | **100%** | **30%** |

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### 25. Share based payments (continued)

***2024***

| Performance Measure | Target | Range | Outcome |
|---|---|---|---|
| **Safety & environment** | Zero fatalities, life changing events and zero major environmental incidents | 0 or 1 | 1 |
| **Waroona Project** | | | |
| Permits and approvals | Ensure Waroona Project electricity transfer access contract remains in force | 0 or 1 | 1 |
| Completion of DFS | Stage One DFS achieves minimum economic hurdle to support FID | 15.0% | 15.0% |
| Supply chain | Receive tenders in line with DFS capital estimate | 10.0% | 10.0% |
| Financing | Secure binding debt finance proposals | 20.0% | 0% |
| Project | Reach FID on Stage 1 of the Waroona Project | 12.0% | 0% |
| **Peaker Plant** | | | |
| Studies | Complete Peaker plant study | 3.0% | 0% |
| **Expansion** | | | |
| Permits and approvals | Environmental studies completed on expansion ground | 5.0% | 5.0% |
| Studies | Concept Stage 2 feasibility study completed | 5.0% | 0% |
| Land | Acquire/option additional 20% land holding | 5.0% | 0% |
| **Corporate** | | | |
| Budget | Corporate costs are under budget by > 5% | 5.0% | 0% |
| Investor Relations | Independent broker research report released | 5.0% | 5.0% |
| Institutional investor | 15% of register | 5.0% | 0% |
| Share Price (measured using 30-day VWAP) | Share price ⩾ $0.40 based on 30-day volume weighted average price during the year and share price ⩾ $0.40 on the last trading day of the year | 10.0% | 0% |
| **Total** | | **100%** | **35%** |

Based on an assessment of performance against the KPIs for 2025, 30% (2024: 35%) of STIs vested and the balance lapsed.

During the year, the Company issued 9,235,000 (2024: 2,670,975) STI options, none of which were subsequently cancelled.

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### 25. Share based payments (continued)

*LTI*

The vesting criteria for LTIs for the performance period from 2023 to 2025 were:

*LTI Granted 2023*

| Performance Measure | Target (2025) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Land securitisation | Increase landholdings to 1,300 hectares | 15% | 7.5% |
| Solar 114MW Capacity Construction | Substantial commercial terms for expansion for additional 100MW | 15% | 0% |
| **Hydrogen** | | | |
| Hydrogen production plant (36MW) construction | Substantial commercial terms for expansion for additional 36MW | 10% | 0% |
| Hydrogen refuelling station (**HRS**) construction | Received Final Investment Decision (**FID**) to increase HRS to five stations | 10% | 0% |
| **Expansion** | | | |
| New business opportunity | Industrial refuelling hub business case approved. However, the Group changed its strategy in December 2023 to solar following the acquisition of Waroona. | 5% | 0% |
| Merger and acquisition (**M&A**) | Value accretive M&A completed | 20% | 10% |
| Peaking plant | Construction of 30MW peaking plant | 5% | 0% |
| **Corporate** | | | |
| Market capitalisation | ≥ $350m for 30 consecutive trading days within the year | 10% | 0% |
| Sustainability | Report against selected rating agency | 10% | 5% |
| **Total** | | **100%** | **22.5%** |

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### 25. Share based payments (continued)

*LTI Granted 2024*

| Performance Measure | Target (2026) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Project construction | Practical completion of stage 1 - construction is complete and first sale of electricity onto the grid | 20% | 0% |
| **Expansion** | | | |
| Studies | Development Pipeline/studies completed for 750MW of energy generation | 30% | 15% |
| Land | Increase landholdings by 20% | 30% | 15% |
| **Corporate** | | | |
| Market capitalisation | ≥ $300m for 30 consecutive trading days within the year | 20% | 10% |
| **Total** | | **100%** | **40%** |

*LTI Granted 2025*

| Performance Measure | Target (2027) | Range | Outcome |
|---|---|---|---|
| **Waroona Project** | | | |
| Project construction | Practical completion of Stage One | 20% | 15% |
| **Expansion** | | | |
| Studies | Development Pipeline/studies completed for 600MW of energy generation | 30% | 15% |
| Land | Increase landholdings by 20% | 30% | 15% |
| **Corporate** | | | |
| Market capitalisation | ≥ $300m for 30 consecutive trading days within the year | 20% | 10% |
| **Total** | | **100%** | **55%** |

During the year, the Company issued 18,630,550 (2024: 5,741,000) LTI options, none of which were subsequently cancelled.

The following table sets out the Company's outstanding balance of options as at 31 December 2025:

| | | | | | | | Number of options at the end of year | |
|---|---|---|---|---|---|---|---|---|
| Grant date | Vesting date | Expiry date | Exercise price | Number of options | Options lapsed / forfeited | Options exercised | On issue | Vested |
| Various | 31/12/2025 | 31/12/2027 | $0.00 | 6,747,000 | - | - | **6,747,000** | 6,747,000 |
| Various | 31/12/2024 | 31/12/2026 | $0.00 | 2,293,550 | (1,676,150) | (94,150) | **523,250** | 523,250 |
| Various | 31/12/2026 | 31/12/2028 | $0.00 | 3,871,000 | - | - | **3,871,000** | - |
| Various | Various | 31/12/2026 | $0.00 | 1,786,000 | (1,696,700) | - | **89,300** | 89,300 |
| Various | 31/12/2025 | 31/12/2027 | $0.00 | 9,235,000 | - | - | **9,235,000** | 9,235,000 |
| Various | 31/12/2027 | 31/12/2029 | $0.00 | 15,554,000 | - | - | **15,554,000** | - |
| 17/02/2025 | 17/02/2027 | 18/02/2028 | $0.25 | 3,000,000 | - | - | **3,000,000** | - |
| **Total** | | | | **42,486,550** | **(3,372,850)** | **(94,150)** | **39,019,550** | **16,594,550** |

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### 25. Share based payments (continued)

#### (e) Weighted average remaining contractual life of share-based payments

The weighted average remaining contractual life for the share-based payments outstanding at 31 December 2025 is 2.8 years (2024: 1.3 years).

#### (f) Range of exercise price of share-based payments

The range of exercise price for share-based payments outstanding at the end of the year is $0.00 to $0.25 (2024: $0.00 to $0.40).

#### (g) Weighted average fair value of share-based payments

The weighted average fair value of share-based payments granted during the year was $0.21 (2024: $0.18).

### 26. Remuneration of auditors

Amounts received or due and receivable by the auditors for services provided by the auditor of the Company:

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| Fees for auditing/reviewing the statutory financial reports of the Company[1] | 77,109 | 75,031 |

[1]*Ernst & Young Australia*

During the financial year, the auditors have not provided any non-audit services.

### 27. Parent entity information

As at, and throughout, the financial year ended 31 December 2025, the parent entity of the Group was Frontier Energy Limited. Details of its financial information is summarised below:

| | 2025<br>$ | 2024<br>$ |
|---|---|---|
| **Statement of Financial Position** | | |
| **Assets** | | |
| Current assets | 6,159,966 | 14,564,756 |
| Non-current assets | 30,199,564 | 32,671,336 |
| Total assets | **36,359,530** | **47,236,092** |
| **Liabilities** | | |
| Current liabilities | 5,831,111 | 1,050,107 |
| Total liabilities | **5,831,111** | **1,050,107** |
| **Equity** | | |
| Contributed equity | 128,220,192 | 120,942,414 |
| Reserves | 4,012,669 | 3,678,751 |
| Accumulated losses | (101,704,442) | (78,435,180) |
| Total equity | **30,528,419** | **46,185,985** |
| **Statement of Comprehensive income** | | |
| Net loss for the year | (24,388,725) | (34,529,143) |
| Total comprehensive loss for the year | **(24,388,725)** | **(34,529,143)** |

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### 27. Parent entity information (continued)

***Details of controlled entities***

Set out below is a list of subsidiaries of the Group.

| Entity Name | Country of Incorporation | Percentage Owned % 2025 | 2024 |
|---|---|---|---|
| Superior Mining Pty Ltd | Australia | 100.0 | 100.0 |
| Bristol Springs Solar Pty Ltd | Australia | 100.0 | 100.0 |
| Ophiolite Holdings Pty Ltd | Australia | 87.50 | 87.50 |
| FHE S1 Development Pty Ltd | Australia | 100.0 | 100.0 |
| WRP Stage 1 Hold Pty Ltd | Australia | 99.99 | 99.99 |
| WRP Stage 1 Hold Trust | Australia | 99.99 | 99.99 |
| WRP Stage 1 Project Pty Ltd | Australia | 99.99 | 99.99 |
| WRP Stage 1 Project Trust | Australia | 99.99 | 99.99 |
| Waroona Energy Inc. | Canada | 100.0 | 100.0 |
| Waroona Energy Pty Ltd | Australia | 100.0 | 100.0 |
| SE Waroona Development Pty Ltd | Australia | 100.0 | 100.0 |
| Pick Lake Mining Limited | Canada | 100.0 | 100.0 |

### 28. Events occurring after the reporting date

On 9 December 2025, the Company announced a capital raising which included a proposed issue of 16,000,000 fully paid ordinary shares at $0.25 per share and 8,000,000 attaching options to directors. These securities were issued in January 2026, following shareholder approval at the general meeting held on 19 January 2026. Further details are disclosed in note 13.

In January 2026, the Group paid the third option fee of $1,500,000 pursuant to the Call Option Deed in relation to the Bristol Springs Project. This payment relates to the Group's sole and exclusive option to acquire the project land at a fixed price of $5,000,000 during the five-year option period. Further details are disclosed in note 12.

There are no other matters or circumstances which have arisen since 31 December 2025, which have 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 subsequent financial years.

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## Consolidated Entity Disclosure Statement

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

| Entity Name | Country of Incorporation | Entity type | Ownership Interest (%) | Tax Residency | Foreign Jurisdiction |
|---|---|---|---|---|---|
| Frontier Energy Limited | Australia | body corporate | - | Australia | - |
| Bristol Springs Solar Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| FHE S1 Development Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| Ophiolite Holdings Pty Ltd | Australia | body corporate | 87.50 | Australia | - |
| Pick Lake Mining Limited | Canada | body corporate | 100.0 | Canada | Canada |
| SE Waroona Development Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| Superior Mining Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| Superior Energy Australia Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| Waroona Energy Inc. | Canada | body corporate | 100.0 | Canada | Canada |
| Waroona Energy Pty Ltd | Australia | body corporate | 100.0 | Australia | - |
| WRP Stage 1 Hold Pty Ltd | Australia | body corporate | 99.99 | Australia | - |
| WRP Stage 1 Hold Trust | Australia | Unit trust | 99.99 | Australia | - |
| WRP Stage 1 Project Pty Ltd | Australia | body corporate | 99.99 | Australia | - |
| WRP Stage 1 Project Trust | Australia | Unit trust | 99.99 | Australia | - |

**Reporting Entity Information**

In accordance with section 295(3A)(a)(iii) of the *Corporations Act 2001*, the Group discloses that WRP Stage 1 Hold Pty Ltd and WRP Stage 1 Project Pty Ltd each act as trustee of the WRP Stage 1 Hold Trust and WRP Stage 1 Project Trust, respectively, which forms part of the consolidated entity for the financial year.

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## Directors' Declaration

In the opinion of the directors:

(a) the financial statements and notes of the Group are in accordance with the *Corporations Act 2001*, including:

(i) giving a true and fair view of the Group's financial position as at 31 December 2025 and of its performance for the year ended on the date; and

(ii) complying with the Australian Accounting Standards (including the Australian Accounting Interpretations) and *Corporations Regulations 2001*; and

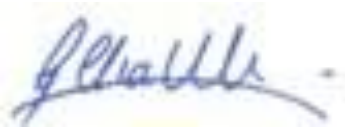
(b) the financial statements and notes also comply with International Financial Reporting Standards;

(c) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable;

(d) the consolidated entity disclosure statement as required by Section 295(3A) of the *Corporations Act 2001* is true and correct; and

(e) this declaration has been made after receiving the declarations required to be made to the Directors in accordance with section 295A of the *Corporations Act 2001* for the year ended 31 December 2025.

Signed in accordance with a resolution of the directors of Frontier Energy Limited.



**Guy Chalkley**

Chair

Perth, 26 February 2026

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# Independent auditor's report to the members of Frontier Energy Ltd

## Report on the audit of the financial report

### Opinion

We have audited the financial report of Frontier Energy Ltd (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 31 December 2025, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a. Giving a true and fair view of the consolidated financial position of the Group as at 31 December 2025 and of its consolidated financial performance for the year ended on that date; and

b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

### 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 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 and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to audits of the financial report of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

### Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

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We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to this matter. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the accompanying financial report.

## Impairment of exploration and evaluation assets

| Why significant | How our audit addressed the key audit matter |
|---|---|
| As at 31 December 2025, the Group fully impaired its capitalised exploration and evaluation assets, recognising an impairment loss of $1,355,358 as disclosed in Note 13 to the financial report.<br><br>The carrying amount of capitalised exploration and evaluation assets is assessed for impairment by the Group when facts and circumstances indicate that the carrying amount of capitalised exploration and evaluation assets may exceed its recoverable amount.<br><br>The determination as to whether there are any indicators of impairment and subsequent quantification of impairment amount, involved a number of judgements. These include whether the Group has tenure, will be able to perform ongoing expenditure, whether there is sufficient information for a decision to be made that the area of interest is not commercially viable and the determination of recoverable amount if impairment indicators are identified.<br><br>The Directors' assessment identified impairment indicators as at 31 December 2025. Accordingly, they undertook an impairment assessment to estimate the recoverable amount of the exploration and evaluation assets. The impairment assessment determined that the estimated recoverable amount was below its carrying amount and, accordingly, the Group recognised an impairment charge of $1,355,358 in the consolidated profit and loss.<br><br>Due to the judgment involved in determining whether any indicators of impairment existed at balance date and the subsequent determination of the estimated recoverable amount of exploration and evaluation assets, we consider this to be a key audit matter. | Our audit procedures included the following:<br><br>▪ Assessing the Group's determination that impairment indicators were present in relation to exploration and evaluation assets.<br>▪ As indicators of impairment were identified, we assessed the reasonableness of the Group's impairment process. Our audit procedures included the following:<br>  ▪ Obtaining an understanding of the impairment assessment process and assessing the reasonableness of the methodology used in the determination of recoverable amount, and whether this was in accordance with the requirements of Australian Accounting Standard AASB 136 *Impairment of Assets*.<br>  ▪ Recalculating the impairment charge in the consolidated profit and loss by comparing the carrying amount of exploration and evaluation assets to their estimated recoverable amount.<br>  ▪ Assessing the adequacy and appropriateness of the disclosures included in Note 13 to the financial report. |

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## Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2025 annual report 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, with the exception of the Remuneration Report and our related assurance opinion.

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, 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.

## Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
- The consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001;* and

for such internal control as the directors determine is necessary to enable the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- The consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating 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.

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## 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 this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.

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We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## Report on the audit of the Remuneration Report

### Opinion on the Remuneration Report

We have audited the Remuneration Report included in the directors' report for the year ended 31 December 2025.

In our opinion, the Remuneration Report of Frontier Energy Ltd for the year ended 31 December 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.

Ernst & Young

Ernst & Young

Pierre Dreyer
Partner
Perth
26 February 2026

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# ASX Additional Information

## As at 20 February 2026

### 1. Top Twenty shareholders

| | Name | Number of Shares | % |
|---|---|---|---|
| 1 | Davey Holdings (Aus) Pty Ltd <Burnaford A/C> | 69,104,214 | 12.28 |
| 2 | HSBC Custody Nominees (Australia) Limited | 25,432,284 | 4.52 |
| 3 | Mrs Alicia Jane Goyder <The J & A Goyder Family A/C> | 20,000,001 | 3.56 |
| 4 | Mrs Pamela Julian Sargood | 19,773,358 | 3.51 |
| 5 | UBS Nominees Pty Ltd | 17,354,031 | 3.08 |
| 6 | Citicorp Nominees Pty Limited | 13,848,041 | 2.46 |
| 7 | Mr Benjamin Kent Kay | 12,000,000 | 2.13 |
| 8 | Mr Samuel David Gillham & Mrs Kate Rebecca Gillham <Gillham Family A/C> | 11,733,333 | 2.09 |
| 9 | RI Holdings Pty Ltd <Airlie A/C> | 10,000,000 | 1.78 |
| 10 | Pearl Clean Energy Pty Ltd | 8,333,333 | 1.48 |
| 11 | Annaeus Pty Ltd <Mark Landau Family A/C> | 8,319,414 | 1.48 |
| 12 | Mr James Gardiner | 8,000,000 | 1.42 |
| 13 | Mr Michael Robert Morrison | 7,800,000 | 1.39 |
| 14 | J P Morgan Nominees Australia Pty Limited | 7,733,990 | 1.37 |
| 15 | Mrs Emma Morrison | 7,150,000 | 1.27 |
| 16 | Mrs Tara Elizabeth Kiley & Mr Adam Lee Kiley <Kiley Family A/C> | 6,818,109 | 1.21 |
| 17 | Bella Brodie Pty Ltd <Bella Brodie Family A/C> | 6,594,193 | 1.17 |
| 18 | Netwealth Investments Limited <Wrap Services A/C> | 6,357,076 | 1.13 |
| 19 | Shandong Ishine Mining Industry Co | 6,315,130 | 1.12 |
| 20 | MR Thomas James Hudson & Mrs Carol Ann Hudson | 6,292,020 | 1.12 |
| | **Total** | **278,958,527** | **49.57** |
| | **Total issued capital** | **562,572,215** | **100.00** |

***Voting rights***

The voting rights attached to the ordinary shares of the Company are set out below:

(i) at a meeting of members or classes of members each member entitled to vote may vote in person or by proxy or by attorney; and

(ii) on a show of hands every person present who is a member has one vote, and on a poll every person present in person or by proxy or attorney has one vote for each ordinary share held.

Options do not carry any voting rights.

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# ASX Additional Information (continued)

## As at 20 February 2026

### 2. Distribution of quoted ordinary shares

Analysis of numbers of ordinary shares by size of holding:

| Range | Holders | Total Units |
|---|---|---|
| above 0 up to and including 1,000 | 224 | 140,633 |
| above 1,000 up to and including 5,000 | 1,053 | 2,925,445 |
| above 5,000 up to and including 10,000 | 413 | 3,332,423 |
| above 10,000 up to and including 100,000 | 782 | 27,810,340 |
| above 100,000 | 379 | 528,363,374 |
| **Totals** | **2,851** | **562,572,215** |

There are 719 holders of a less than marketable parcel of shares (as at 20 February 2026), a less than marketable parcel is 2,381 shares), representing a total of 998,899 shares.

### 3. Substantial shareholders

| Holder name | No. shares | % |
|---|---|---|
| Grant Davey | 69,104,214 | 12.28% |

### 4. Performance shares

| | No. shares | % |
|---|---|---|
| **Tranche A** | | |
| Alicia Jane Goyder | 6,993,167 | 54.85 |
| Sector One Pty Ltd | 3,542,667 | 27.78 |
| Pearl Clean Energy Pty Ltd | 2,214,166 | 17.37 |
| | **12,750,000** | **100.00** |
| **Tranche B** | | |
| Alicia Jane Goyder | 6,993,167 | 54.85 |
| Sector One Pty Ltd | 3,542,666 | 27.78 |
| Pearl Clean Energy Pty Ltd | 2,214,167 | 17.37 |
| | **12,750,000** | **100.00** |

The Performance Shares are comprised of the following two tranches:

Tranche A: 12,750,000 performance shares that convert into Shares upon the Company or Bristol Springs Solar Pty Ltd having received a binding offer from Western Power to provide the BSS Project with access to the grid which contains the terms of the Electricity Transfer Access Contract; and

Tranche B: 12,750,000 performance shares that convert into Shares on the date that all approvals have been received, all studies have been completed and a final investment decision is taken in respect of the BSS Project.

### 5. ASX Listing Rule 4.10.19

The Company advises that in accordance with Listing Rule 4.10.19, it has used the cash and assets in a form readily convertible to cash that it had at the time of its re-admission to the Official List of ASX on 3 March 2022, in a way consistent with its business objectives during the year ended 31 December 2025.

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# ASX Additional Information (continued)

## As at 20 February 2026

### 6. Unquoted equity securities

| Holding Ranges | Holders | Total Units | % Issued Share Capital |
|---|---|---|---|
| above 0 up to and including 1,000 | - | - | - |
| above 1,000 up to and including 5,000 | - | - | - |
| above 5,000 up to and including 10,000 | 2 | 16,200 | 0.02 |
| above 10,000 up to and including 100,000 | 47 | 2,461,761 | 3.27 |
| above 100,000 | 43 | 72,899,368 | 96.71 |
| **Total** | **92** | **75,377,329** | **100.00** |

### 7. Unquoted securities by class[1]

| Class | Holders | Number |
|---|---|---|
| Performance shares | 3 | 25,500,000 |
| ESOP UNL OPT - LTI @$0 EXP 31/12/2027 | 6 | 1,230,975 |
| ESOP UNL OPT - STI @ $0 EXP 31/12/2026 | 8 | 523,250 |
| ESOP UNL OPT - LTI @ $0 EXP 31/12/2028 | 9 | 3,871,000 |
| ESOP UNL OPT - STI @ $0 EXP 31/12/2027 | 10 | 2,608,800 |
| ESOP UNL OPT - LTI @ $0 EXP 31/12/2029 | 8 | 15,554,000 |
| UNLISTED OPTIONS - LTI's EXP 31/12/26 | 3 | 89,300 |
| UNL OPTIONS @ $0.679 EXP 20/04/2024 | 1 | 8,000,000 |
| UNLISTED OPTIONS @ $0.25 EXP 18/02/2028[2] | 1 | 3,000,000 |
| UNLISTED OPTIONS @ $0.40 EXP 23/12/2027[3] | 69 | 15,000,004 |
| Total | **118** | **75,377,329** |

[1] Except for UNL OPTIONS @ $0.679 EXP 20/04/2024 and UNLISTED OPTIONS @ $0.40 EXP 23/12/2027, all unquoted securities were issued under employee incentive scheme.

[2] On 19 January 2026, the Company issued 16,000,000 shares and 8,000,000 attaching options to Grant Davey, a Company director following shareholder approval at the general meeting held that day.

[3] On 16 December 2025, the Company issued 30,000,000 shares and 15,000,004 attaching options to various shareholders, with HSBC Custody Nominees holding 22% of the attaching options.

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# ASX Additional Information (continued)

## As at 20 February 2026

### 8. List of Tenements in Canada

| Country | Entity | Tenement | Interest | Status |
|---|---|---|---|---|
| Ontario, Canada | Pick Lake Mining Ltd | 117859 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 152325 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 168944 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 169024 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 172104 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 181763 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 198338 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 206270 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 209404 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 264851 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 272321 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 275425 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 284404 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 284407 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 291726 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 311369 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 321021 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 320935 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 343927 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535117 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535108 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535016 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535116 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535119 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535120 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535121 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535106 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535109 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535110 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535111 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535118 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535113 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535115 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535107 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535112 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535017 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 535015 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 101307 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 103721 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 110861 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 110862 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 116128 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 135278 | 100% | Granted |

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# ASX Additional Information (continued)

## As at 26 February 2026

### 8. List of Tenements in Canada (continued)

| Country | Entity | Tenement | Interest | Status |
|---|---|---|---|---|
| Ontario, Canada | Pick Lake Mining Ltd | 135279 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 143152 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 157778 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 161749 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 167794 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 181227 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 202441 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 209168 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 214845 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 216569 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 216570 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 216571 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 235678 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 236644 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 238387 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 238292 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 238293 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 263763 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 264878 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 270269 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 275050 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 282565 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 284423 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 284424 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 300308 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 312363 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 312364 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 318298 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 320958 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 320959 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 342212 | 100% | Granted |
| Ontario, Canada | Pick Lake Mining Ltd | 344450 | 100% | Granted |

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