Announcement Summary

Entity name

BATHURST RESOURCES LIMITED.

Date of this announcement

Monday December 22, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
BRLAD	PERFORMANCE RIGHTS	576,266	22/12/2025

Refer to next page for full details of the announcement

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Part 1 - Entity and announcement details

1.1 Name of entity

BATHURST RESOURCES LIMITED.

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ARBN

Registration number

164306905

1.3 ASX issuer code

BRL

1.4 The announcement is

New announcement

1.5 Date of this announcement

22/12/2025

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:
+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:
has an existing ASX security code ("existing class")

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

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

BRLAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

22/12/2025

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

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Craig Pilcher	Craig Pilcher	109,513
Samuel Johnstone	Sarah Johnstone	108,687
Ian Harvey	Ian Harvey	104,751
Fiona Bartier	Fiona Bartier	95,228
Carmen Dunick	Carmen Dunick	80,055
Kieran McColl	Kieran McColl	78,032

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03023294-2A1636264&v=undefined

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

Performance Rights granted to KMPs on the same terms as to Directors, which were approved at the 2025 AGM.

Issue details

Number of +securities

576,266

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
BRL : ORDINARY FULLY PAID	239,975,075

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
BRLAAA : SERVICE RIGHTS	77,905
BRLAD : PERFORMANCE RIGHTS	1,751,082

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Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

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

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