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VULCAN ENERGY

Annual Report



Empowering the European energy transition

2025

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Vulcan's annual reporting suite

Overview

This Annual Report (Report) forms part of the Company's Annual Reporting Suite for the period 1 January 2025 to 31 December 2025. The Annual Reporting Suite includes the Annual Report, Sustainability Report, Group Management Report (Konzernlagebericht) and Corporate Governance Statement. The Annual Report covers Vulcan's operations, including those under exploration, development and execution and those operated through subsidiaries, as well as our strategic approach to sustainability.

The Annual Reporting Suite includes our updated Sustainability Report for 1 January 2025 to 31 December 2025, developed with reference to industry standards. The Company is committed to transparent and robust sustainability reporting and intends to progressively align its disclosures with frameworks that align with stakeholder expectations. The sustainability data provided in this Report has not been externally assured.

Vulcan is dual listed on the Australian Securities Exchange (ASX), and the regulated market of the Frankfurt Stock Exchange (FSE), in the Prime Standard market segment. Consistent with the regulatory and reporting obligations of the FSE, Vulcan's Annual Reporting Suite also includes the Group Management Report (Konzernlagebericht). The Konzernlagebericht has been prepared in accordance with the Deutscher Rechnungslegungs Standard Nr. 20 (DRS 20).

All references to Vulcan Energy Resources, Vulcan, the Company, Vulcan Group, or the Group are in reference to Vulcan Energy Resources Ltd (ABN 38 624 223 132) and its subsidiaries.

All information and references in this Report are related to the full financial year, 1 January 2025 to 31 December 2025, unless otherwise stated.

For further information, please contact info@v-er.eu or visit www.v-er.eu.

Currency references

Currency is expressed in Euros (€) unless otherwise stated. An average AUD/EUR exchange rate of 0.57 has been used in the Annual Reporting Suite for the financial year ended 31 December 2025.

Forward-looking statements

This Report contains certain forward-looking statements. Often, but not always, forward-looking statements may be identified by the use of forward-looking words such as "may", "will", "expect", "intend", "plan", "estimate", "target", "propose", "anticipate", "continue", "outlook" and "guidance", or other similar words.

By their nature, forward-looking statements inherently involve known and unknown risks, uncertainties and other factors that may cause actual results, performance and achievements to be materially greater or less than estimated, including those generally associated with the lithium industry and/or resources exploration companies. Any such forward-looking statements, opinions and estimates in this Report (including any statements about market and industry trends) are based on assumptions and contingencies, all of which are subject to change without notice, and may ultimately prove to be materially incorrect. Forward-looking statements are provided as a general guide only and should not be relied upon as, and are not, an indication or guarantee of future performance.

Neither Vulcan nor any of its directors, officers, agents, consultants, employees or advisors give any representation or warranty, express or implied, as to the fairness, accuracy, completeness or correctness of the information, opinions, forward-looking statements and conclusions contained in this Report.

Definition of sustainable lithium

Vulcan Energy defines "sustainable lithium" as lithium produced to enable the clean energy transition using processes designed to significantly reduce environmental and social impacts when compared with legacy methods of lithium extraction.

Vulcan's use of the term "sustainable lithium" is grounded in intentional design choices across the entire process flowsheet to drive a more sustainable outcome, including using Adsorption-type Direct Lithium Extraction (A-DLE) technology with lithium-rich brine and Vulcan's closed-loop process, which significantly reduces water use. This is combined with renewable geothermal energy that lowers reliance on fossil fuels and substantially reduces carbon emissions. Vulcan's method is efficient, avoids tailings, produces less waste, and results in minimal land disturbance with reduced impacts on native habitats.

Sustainable lithium also provides local co-benefits such as renewable heat supply and employment for the community, supported by lower-impact, transparent and responsible supply chains. While no industrial activity is entirely impact-free, this approach aims to deliver materially lower impacts across the life cycle.

Approval

This Report has been approved for release by the Board of Directors.

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Acknowledgement of Country

We acknowledge the traditional custodians of the land on which Vulcan's Australian office is situated, the Whadjuk-Noongar people. Vulcan recognises their continuing connection to this country and pays respect to elders, past and present. Vulcan operates principally in the Upper Rhine Valley of Germany and France, an area of rich cultural heritage and local peoples. Vulcan cherishes this cultural inheritance and takes all steps necessary to preserve and protect cultural heritage in its operations.

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About Vulcan

Vulcan Energy (ASX: VUL, FSE: VUL) is building the world's first integrated carbon neutral lithium and renewable energy business to decarbonise battery production. Located in the Upper Rhine Valley Brine Field between Germany and France, Vulcan's Lionheart Project (Lionheart) is a lighthouse project for Europe's energy and critical raw material resilience.

Lithium is to be extracted from low impurity geothermal subsurface brines using Vulcan's industry-leading VULSORB® technology. Naturally heated, the brine powers production and conversion of lithium to battery-quality material by creating a renewable energy co-product for use in operations, with surplus sold into the local energy market. This integration, technology and favourable brine chemistry collectively enables one of the lowest cost lithium operations globally.

Extraction is only the starting point for Vulcan. The Company has reimagined mining using innovation to integrate and capture more of the value chain. The Company has made its positive Final Investment Decision on Lionheart, construction is underway, offtake contracted and further phases of production are in planning.

For more information, please go to www.v-er.eu.



Europe's first fully domestic and carbon neutral lithium value chain with targeted lowest quartile cost of production.



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OUR PURPOSE

We will empower a carbon neutral future

OUR MISSION

Becoming Europe's leading sustainable lithium business and enabling energy security through geothermal energy.

VULCAN'S FIVE-YEAR STRATEGIC OBJECTIVES

Vulcan refreshed its corporate strategy in late 2025 which sets a focused, execution-ready plan to transition the business from development and financing into fully integrated commercial operations. The strategy is guided by clear five-year objectives that define what Vulcan must deliver to execute the Lionheart Project, secure long-term financial sustainability, drive growth and uphold its foundational commitments to strong sustainability and stakeholder value. Together, these objectives create a clear pathway for scaling operations and strengthening the organisation for long-term success.

Deliver Lionheart Project	Secure & maintain financial sustainability	Deliver growth	Differentiate through strong sustainability	Deliver on commitments to stakeholders
• Project execution • HSEQ • Operational	• Financial • Compliance & legal	• Strategic growth • Technology	• Environmental • Social & community • Reputational • Governance IT/OT	• Customers • Government • Investors

OUR VALUES

CLIMATE CHAMPION

We will empower a carbon neutral future.

We stand up for what truly matters.

DETERMINED

We are eager to succeed and determined to shape tomorrow.

We tackle any challenge in front of us.

INSPIRING

We are united in our passion for a better world.

We rise and inspire ourselves and others.

Vulcan's Value Recognition program highlights exceptional employee achievements. Team members who demonstrate the Company's core values receive special awards, helping to reinforce a positive company culture.



OneVulcan award winners

OneVulcan is who we are. It's our shared culture, the way we work together, and the mindset that drives us forward. It unites us across teams, locations, and challenges, ensuring that we stay true to what makes Vulcan Energy unique.

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Our location

The Upper Rhine Valley Brine Field (URVBF) is a brine-producing geothermal field which contains a globally significant tier one lithium resource. Vulcan's project within the URVBF includes a global total Resource Estimate of 29.1 million tonnes (Mt) of contained lithium carbonate equivalent (LCE)[1].

Vulcan's flagship Lionheart Project (Lionheart) is located within the centre of the URVBF, where Vulcan now has five existing geothermal wells, four of which are in operation already, with plans to add more to increase production as part of the Lionheart development.

In addition to high lithium grades, the URVBF's geothermal brine reservoir is capable of generating baseload renewable heat. The process of pumping brine to the surface at a geothermal plant generates renewable heat which can be used by Vulcan or sold directly. Alternatively, the renewable heat can be used to produce electricity for consumption by the Company.

The location of the Company's integrated lithium and renewable energy project, in the heart of Europe's automotive and battery industry, gives Lionheart the advantage of short transport distances to European product markets.

Vulcan holds 17 lithium and geothermal licence areas in the URVBF, for a total secured licence area of 2,408km^2. The significant scale of Vulcan's resource creates an opportunity to significantly grow production in a phased manner beyond Lionheart.



Upper Rhine Valley

A lighthouse project for Europe, Lionheart is set to redefine lithium production, delivering Europe's first fully domestic and carbon neutral lithium value chain. It will also provide a clean and reliable source of baseload renewable energy for local communities and industries in Germany's Upper Rhine Valley.

[1] The 29.1Mt LCE global total lithium Resource is comprised of 2.1 Mt LCE of Measured Resource @ 181 mg/l Li, 9.7 Mt LCE of Indicated Resource @ 177 mg/l Li and 17.3 Mt LCE of Inferred Resource @174mg/l Li. See the Competent Person Statement contained in the Appendix and the Key Risks in Appendix 3 of the Investor Presentation dated 3 December 2025 regarding the risks associated with resource exploration and development projects for further information.

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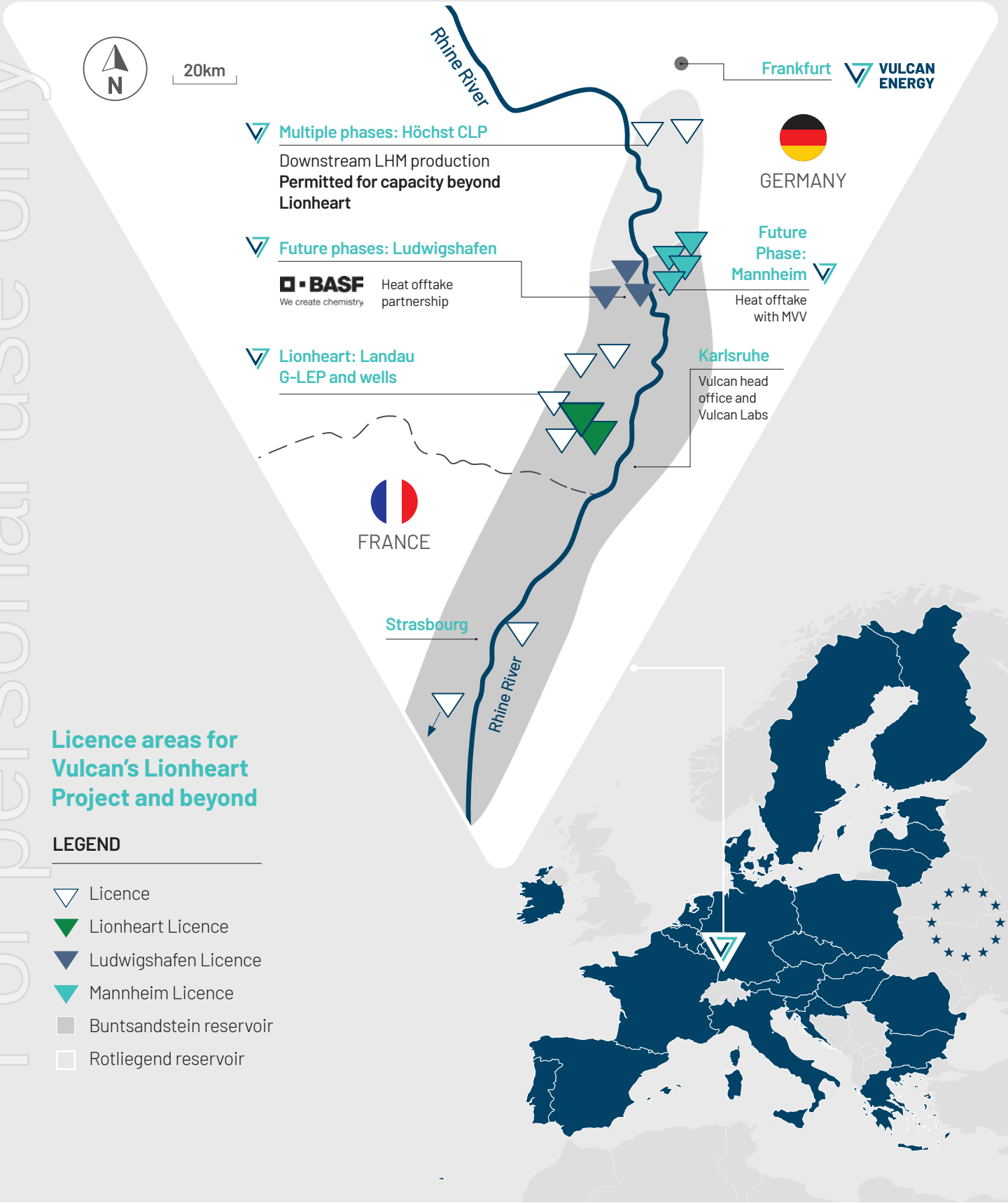


Figure 1: Overview map of Vulcan's licence areas in the Upper Rhine Valley Brine Field bordering Germany and France.

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V-LiON™

The Company is building an integrated renewable energy and lithium production business using naturally heated lithium brine and converting it into carbon-neutral lithium chemicals – the initial end product of which is V-LiON™, Vulcan's carbon neutral lithium hydroxide product, and a core component in electric vehicle (EV) batteries.



Global lithium production is currently CO_2 intensive. V-LiON™ has been designed as a solution to this problem. Vulcan's proprietary, high-performance lithium adsorbent technology, VULSORB®, combined with a renewable heat source, allows for highly efficient, low cost, high purity and carbon neutral lithium chloride (LiCl) production. This intermediate material can be converted to high purity lithium hydroxide monohydrate (LHM) that is suitable for use in high performance EV batteries. This product is called V-LiON™.

Production of V-LiON™ is targeted to have the lowest carbon footprint of any lithium production globally by using Vulcan's integrated brine to battery solution.



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Chair's message



Dr Francis Wedin
Executive Chair

Dear Shareholders,

On behalf of the Board of Directors, I am pleased to present Vulcan Energy's 2025 Annual Report.

2025 will be remembered as a defining year for Vulcan. After securing a world-leading €2.2 billion (A$3.9 billion) project financing package – and subsequent positive Final Investment Decision (FID) by the Vulcan Board – the Company officially transitioned from the project development to the project construction phase.

Importantly, construction is now underway, with a groundbreaking ceremony at the Company's commercial Geothermal-Lithium Extraction Plant (G-LEP) in Landau taking place days after financing agreements were signed. Vulcan has gone from start-up - a mere whiteboard idea - to offtake, financing, FID and start of construction, in just 7.5 years: a momentous achievement in our industry. The speed of progress remains swift, and we intend to maintain this work ethic and momentum over the coming year and beyond.

This milestone was the culmination of many years of hard work and determination by our team, capably led by Managing Director and CEO, Cris Moreno, and the expertise of our leadership team across Australia and Germany. Vulcan has a strong, motivated team, getting stronger by the day as recruitment continues in parallel with start of construction.

A lighthouse project for Europe, Lionheart is intended to position Vulcan as a key enabler of Europe's battery and electric vehicle value chain and a climate champion, delivering highly competitive lithium and renewable energy from Europe, for Europe. In unstable geopolitical times, with supply chain security for the automotive and battery industries being front of mind, there has arguably never been a better time to build a critical raw materials project in Germany and Europe. This was evidenced by the ca. €1.4 billion of public-backed funding across debt, equity and grants which formed part of the Phase One Project financing package, and the incredibly strong vocal support across all sides of politics which we continue to be very grateful for. We believe these tailwinds will continue as supply for locally manufactured, carbon neutral and low-cost lithium products continues to be tight in the years ahead.

With financing secured, a strong executive team, healthy lithium market and significant geopolitical tailwinds, your Company enters 2026 in a strong position. As a Board, we will continue to apply the strongest governance as we progress through this new phase, and look forward to another transformative year ahead. Step by step, we are moving closer to full commercial production.

On behalf of the Vulcan Board of Directors, I extend my sincere, heartfelt thanks to our shareholders and other stakeholders for their continued and unwavering support. The Vulcan team have entered the new year with strong momentum and clarity of purpose. We are more determined than ever to deliver on the objectives of Lionheart and deliver value to shareholders.



Dr Francis Wedin
Executive Chair



Vulcan's Board members at the Schleidberg drill rig

CEO's message



Cris Moreno
Managing Director and CEO

Dear Vulcan Shareholders,

2025 stands as the most transformative chapter in Vulcan Energy's short history; a year when our collective vision, ambition and commitment yielded exceptional progress.

It was the year when our flagship Lionheart Project – the first of many targeted phases - progressed from development stage into construction phase, with shovels in the ground a matter of days following the announcement of our financing package.

The €2.2 billion package – almost $4 billion – has been funded through a combination of strategic equity investments, government grants, debt and equity. Securing the financing package also enabled the Vulcan Board to take a Final Investment Decision (FID) on Lionheart. FID was the culmination of many milestones over the last few years, and a brilliant way to conclude the reporting period.

Safety is embedded into every facet of our culture, and pleasingly, our health and safety record over the period reflects this level of focus. When we prioritise safety, we protect our people, strengthen operational reliability, and build confidence with our shareholders and stakeholders. Safe operations are productive operations, and they remain central to our day-to-day life at Vulcan.

During the reporting period, the Company recorded One Lost-Time Injury (LTI) - equal to that of the prior year – and we continue to progress through the execution phase of Lionheart, this commitment will become even more important given the increased number of personnel at our sites and plants.

We began the year by successfully producing battery quality lithium hydroxide monohydrate (LHM) at our Central Lithium Electrolysis Optimisation Plant (CLEOP) in Frankfurt. The material was made using high purity lithium chloride extracted from geothermal brine at our upstream Lithium Extraction Optimisation Plant (LEOP) in Landau. This achievement marks the first time Europe has produced fully integrated, battery quality lithium - from raw brine feedstock through to final chemical product - using a domestic and secure supply chain.



Groundbreaking ceremony at upstream geothermal-lithium extraction plant

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Lithium Extraction Optimisation Plant (LEOP) in Landau



Vulcan's Schleidberg drill rig

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Vulcan was also announced as a Strategic Project under the EU's Critical Raw Materials Act (CRMA). The European Commission assessed 170 applications on technical, financial, ESG, and UN resource classification criteria, with Lionheart recognised as aligning with the CRMA's goal of strengthening Europe's secure, sustainable supply of critical raw materials.

Operationally, we commenced drilling at the Company's first new geothermal lithium well at the Schleidberg well site near Landau, marking the start of our subsurface execution program for Lionheart. We were already operating four wells in the area, with this new well representing the fifth in our Lionheart Project Field Development Plan.

We also secured our final offtake partner for Lionheart, Glencore - one of the world's largest natural resource and trading companies. The binding lithium offtake agreement will supply Glencore with 36,000–44,000 tonnes of battery quality LHM over an initial eight-year term. Glencore joins Stellantis, Umicore and LG Energy Solution as Vulcan's phase one offtake partners, all with a European focus.

2025 has built incredible momentum, and the foundation has been laid for success as we deliver Lionheart in the coming years. Every milestone gets us closer to delivering Europe's most competitive and sustainable lithium project.

We will remain steadfast in our focus to deliver excellence in our execution of Lionheart, and will continue our commitment to effective processes and controls, including tight cost controls.

I would like to thank the OneVulcan community – my fellow Directors, OneVulcan team and contractors, partners and local communities in which we operate – for the unwavering support of Lionheart. Your championing of this project has enabled us to reach this important stage, and we remain confident in our future success.

Finally, to our shareholders – thank you. Your trust empowers us to execute our strategy with confidence and to build a stronger, more sustainable future.



Cris Moreno

Managing Director and CEO

2025 key achievements

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JAN
Production of battery-quality LHM, the first fully integrated production of battery-quality lithium chemicals in Europe, from resource to final product

MAR
Lionheart awarded Strategic Project status under the European Commission's Critical Raw Materials Act (CRMA)

MAY
Vulcan's 100%-owned drilling subsidiary, Vercana, commenced drilling the first new well for Lionheart at the Schleidberg well site near Landau, Germany – the fifth well in the project area

Jan | Feb | Mar | Apr | May | Jun

FEB
Start of execution works on Lionheart, with mobilisation of the V20 drilling rig (V20) to the Schleidberg well site near Landau, Germany

APR
Completion of upstream lithium and renewable energy asset consolidation following the acquisition of Geox

JUN
Building permit approval received for the 30MW geothermal renewable energy plant and electrical substation that form part of Lionheart

Heat offtake agreement signed with German municipal energy supplier, EnergieSüdwest AG (ESW), for the supply of geothermal renewable heat

Named the Winner of the 2025 Australian Financial Review (AFR) Sustainability Leaders Award in the Resources, Energy & Utilities category

2025 key achievements

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JULY

Successful completion of an updated lithium brine Resource estimation, together with a maiden geothermal energy Resource estimation for the Mannheim licence area in Germany's URVBF

€30 million (~A$53.6 million) strategic placement to BNP Paribas' Clean Energy Solutions Fund and a select group of strategic corporate and institutional investors

Approval of two grants totalling up to ~€104m (~A$186m) by the German Federal Government and the states of Rhineland-Palatinate and Hesse

SEP

Major contracts for Lionheart signed with NORAM Electrolysis Systems (NESI) and Turboden and ROM Technik

Secured permit to build and operate the Central Lithium Plant (CLP) for Lionheart and to produce battery-quality LHM at Industrial Park Höchst, Frankfurt

Secured approval to purchase the land for the G-LEP after the City of Landau Council voted in favour of the acquisition

NOV

Permit secured to build the upstream LEP for Lionheart in Landau, with all major construction permits now received

ABB appointed as the Main Electrical Contractor (MEC) partner for the LEP, CLP and well sites

Strong drilling performance and positive subsurface results from the LSC-1 vertical well in the Lionheart Field Development Plan (FDP)

Jul | Aug | Sep | Oct | Nov | Dec

OCT

Signing of binding lithium offtake agreement with Glencore, one of the world's largest natural resource and trading companies, to provide battery-quality LHM from Lionheart

Australian company, JordProxa, awarded as technology and equipment partner for the lithium purification, concentration and conversion process for Lionheart

DEC

Secured a comprehensive €2.2 billion ($3.9 billion) financing package to fund the construction and development of Lionheart, including positive Final Investment Decision (FID) by the Board

Commenced construction of Lionheart by laying the foundation stone at the G-LEP site in Landau

Signed key supply contract with a Sedgman and HOCHTIEF joint venture (SHJV) for engineering, procurement, and construction management (EPCM) services for the LEP and CLP

Successful completion of a fully underwritten institutional placement and fully underwritten institutional entitlement offer, and a retail entitlement offer of new fully paid shares (as part of the financing package).

Full details of all FY25 achievements can be found at **Announcements - Vulcan Energy Resources**

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Operating review

Health, safety, environment and quality (HSEQ)

At Vulcan, safety and well-being is central to the workplace, fostering an environment where people feel safe, valued and supported.

Vulcan operates an integrated management system aligned with international standards and maintains certification to ISO 45001 Occupational Health and Safety Management System across its operations.

These systems provide the foundation for policy development, risk management, training, performance monitoring and continuous improvement.

Vulcan's Health and Safety Policy prioritises the well-being of employees, contractors, partners, visitors and local communities, committing to proactive risk management, safe work environments, and continuous improvement in line with ISO 45001 standards.

The Company's Occupational Health and Safety (OHS) Plan provides risk management guidelines for construction and drilling activities, aligns with German regulations and International Association of Oil & Gas Producers (IOGP) standards, and is continuously updated based on feedback and emerging risks.

Vulcan implements Care Moments, guided by the well-known nine IOGP Life-Saving Rules (LSR) aimed at preventing fatal incidents during high-risk activities, with company-wide guidance and videos showing how to integrate the rules into daily operations.

Health and safety initiatives

Training is delivered through a combination of structured online learning and task-specific, in-person sessions. Operational training is linked to risk assessments, with employees receiving practical instruction on safe work practices relevant to their roles. In 2025, approximately 13,000 individual training sessions were completed (40–60 sessions per operator), representing a significant investment in workforce capability and awareness.



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Health and safety performance

Health and safety performance is monitored through a central HSE reporting dashboard that consolidates key leading and lagging indicators, including incidents, training completions, and management safety visits. This data supports internal reporting, trend analysis and ongoing management review.

One Lost-Time Injury (LTI) was recorded in 2025. Given the low number of incidents over recent years, meaningful trend analysis remains limited. However, continued focus is being placed on maintaining safe operations as activities transition into the project execution phase.

Looking ahead, Vulcan's primary health and safety focus will continue to be on strengthening construction safety as project activity increases. Priorities for 2026 and beyond include expanding leadership engagement on construction sites, enhancing specialist capability and completing a psychosocial risk assessment with external medical support, followed by targeted mitigation measures. These initiatives are intended to further embed a proactive safety culture and support employee wellbeing across all operations.

Resources and Reserves

In July 2025, the Company announced that its total lithium brine Resource (Indicated and Inferred) for the Mannheim sector increased to 3,225kt LCE @ 155 mg/l Li. At the same time, the Company announced a large-scale, in place maiden geothermal Resource of 2,848 PJ (Indicated) and 10,539 PJ (Inferred) estimate for the Mannheim sector of which 171 PJ (Indicated) and 377 PJ (Inferred) are considered recoverable.

The Company's other Reserve and Reserve estimates remained unchanged during the reporting period. Vulcan's global total Resource Estimate is 29.1 million tonnes (Mt) of contained lithium carbonate equivalent (LCE)[2].

The total licence area increased following the granting of a licence in the Alsace region of France[3], with Vulcan's licence area increasing from 1,771 km^2 to 2,408 km^2.

The Company reports on its estimates of Mineral Resources and Ore Reserves in compliance with the JORC Code, the ASX Listing Rules, German Securities Trading Act, European Regulation No. 596/2014, and other applicable regulations.

The Company's Resource and Reserves are estimated, reviewed and signed off by external consultants and Competent Persons GLJ Ltd. Refer to the Ore Reserve and Mineral Resource Statement, Governance Arrangements and Internal Controls and Competent Person Statement for further details.



[2] The 29.1Mt LCE total global lithium Resource is comprised of 2.1 Mt LCE of Measured Resource @ 181 mg/l Li, 9.7 Mt LCE of Indicated Resource @ 177 mg/l Li and 17.3 Mt LCE of Inferred Resource @174mg/l Li. See the Competent Person Statement contained in the Appendix and the Key Risks in Appendix 3 of the Investor Presentation dated 3 December 2025 regarding the risks associated with resource exploration and development projects for further information.

[3] The Company notes the decision of the Nancy Administrative Court of Appeal against the geothermal permit, and for the lithium exploration permit grant validation and will continue to work in consultation with the government and local authorities.

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Lionheart execution

Well sites

Throughout 2025, Vulcan Energy advanced the execution of its Lionheart Project in Germany's URVBF. In February 2025, the V20 drill rig was mobilised at Schleidberg, Landau, following successful completion of key infrastructure works, including well pad construction, crew camp establishment, and building of access roads. The work was undertaken by the Company's in-house drilling subsidiary, Vercana.

Routine commissioning procedures and technical testing were then carried out for the safe operation of the rig and associated equipment, before drilling of the first new well commenced in May 2025. This represented the fifth well – a vertical well known as LSC-1 - in the Field Development Plan (FDP) and start of project execution of subsurface works. A total measured depth of 3530m was reached, with the well drilled safely, under budget and ahead of schedule.

Following completion of LSC-1, the Company proceeded with the drilling of a sidetrack well, LSC-1a, and reported strong drilling performance and positive subsurface results from both the LSC-1 vertical well and LSC-1a sidetrack, with lithium grade, heat, reservoir quality and matrix permeability confirmed as consistent with the FDP, and consistent with Vulcan's existing operational wells in the Lionheart area.

The LSC-1a sidetrack completion was kept open hole (largely not cased) in order to also test the reservoir behaviour and performance of the overlying Muschelkalk and Keuper formations, which proved unstable and caused localised wellbore collapse and blockages during clean-up. Therefore a planned production test from the LSC-1a side could not be properly completed and the sidetrack was plugged and abandoned. Another sidetrack, LSC-1b, was later drilled and with results showing strong productivity, the LSC-1 well was therefore successfully concluded.

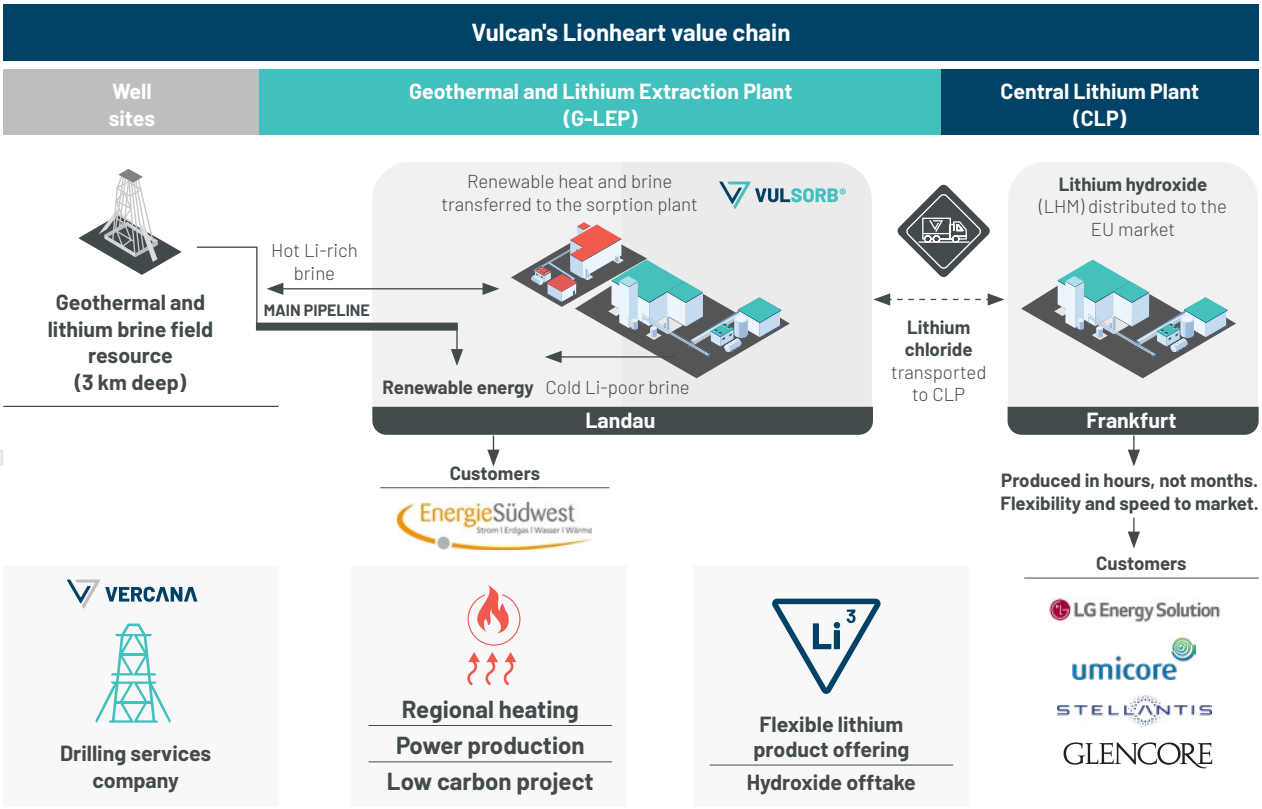


Figure 2: Lionheart Project integrated supply chain

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Inter-connected pipeline and power (ICPP)

The ICPP is a large-scale infrastructure network of pipelines and cables that will transport brine from the well sites to the G-LEP and back to the well sites.

The Engineering, Procurement and Construction (EPC) contract for the ICPP sections one and two was executed in December 2025, and the railway crossing on the southern side of the D12 plot of land also progressed. This will enable the connection between the ICPP and the G-LEP at D12 in Landau.

Integrated Geothermal-Lithium Extraction Plant (G-LEP)

The G-LEP is the Company's upstream commercial facility, designed to produce both renewable geothermal energy and high purity lithium chloride (LiCl) from deep geothermal brine.

During the reporting period, the Company signed the purchase agreement for the G-LEP site in the Messegelände Südost D12 industrial park in Landau, acquiring approximately ten hectares for the construction of the commercial G-LEP.

The Company also marked the start of construction at the D12 site in December 2025, holding an official groundbreaking ceremony by laying a foundation stone. The event was attended by 120 delegates, including national and local politicians, regional stakeholders and economic representatives. These included Nicola Beer, Vice President of the European Investment Bank; Petra Dick-Walther, State Secretary in the Ministry of Economics, Transport, Agriculture, and Viticulture of Rhineland-Palatinate; and Landau's Mayor, Dr Dominik Geißler.

The works for the relocation of the overhead HV power cable at D12 have started and trenching for installation of the replacement cable underground is ongoing.

The building permit for the LEP was secured with the Company now in receipt of all major construction permits. Building permits for the 30MW geothermal power plant and electrical substation were received in June 2025, with land acquisition approval for the G-LEP received from the City of Landau in September 2025.

The geothermal power plant will utilise ORC (Organic Rankine Cycle) technology in generating renewable power from Vulcan's geothermal brine. The renewable power is produced as a co-product, alongside lithium, which is also produced from the same brine source, at Vulcan's upstream G-LEP.

During the reporting period, the Turboden and ROM Technik consortium commenced the engineering and procurement for the ORC power plant, with early works planned to commence on site in H1 2026.



Construction of the ICPP network at the G-LEP site in Landau

There are two operating wells located at Natürlich Insheim, one for the production of the 165°C hot brine and one for reinjection of cooled brine. The wells were drilled between 2008 and 2010, with the plant operational since 2012.

Central Lithium Plant (CLP)

The CLP will be the Company's commercial downstream lithium processing facility at Infraserv Park Höchst in Frankfurt, one of Germany's largest major chemical and energy precincts. The CLP will convert LiCl from geothermal brine into battery-quality LHM, supporting Europe's push for locally sourced, low carbon battery materials.

During the reporting period, the Company secured a permit to build and operate its CLP for Lionheart, as well as the permit to build a future, second phase.

In December 2025, the Company also signed four contracts with Infraserv, the CLP site developer and operator. The contracts include the land lease, development agreement, substation and grid connection and energy supply agreement.



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Contracts and procurement

Lionheart has moved decisively into execution, marked by a series of major contracting milestones that lock in the project's technical backbone, delivery partners, and commercial foundations.

The Company signed agreements and issued a Notice to Proceed (NTP) with a Sedgman and HOCHTIEF joint venture (SHJV) for EPCM services for the LEP and CLP. The scope of the contracts with SHJV includes full project management of the LEP and CLP execution, detailed engineering and design, procurement management and expediting, construction management and site co-ordination, quality management, materials management, inspections, certifications, and commissioning support. It also includes the integration of proprietary technology packages into the overall LEP and CLP delivery.

JordProxa was appointed as the technology and equipment partner for Lionheart, with an NTP issued in early December 2025. The scope of the agreement includes the design, fabrication, modularisation, and delivery of the core process units for lithium extraction, purification and concentration at the LEP and conversion at the CLP. JordProxa will be a major contract supplier and deliver an integrated scope across the Project that covers the core extraction, purification, crystallisation and evaporation technologies required to transform high purity LiCl into high-purity LHM for use in battery electric vehicles.

The Company signed a contract and issued an NTP with ABB as the Main Electrical Contractor (MEC) partner for Lionheart, responsible for the design, engineering, manufacture, testing, and delivery of the electrical infrastructure systems covering the LEP, CLP, and well sites. As the MEC, ABB will provide the high, medium, and low-voltage power distribution systems, variable frequency drives, transformers, UPS, and protection equipment required to energise all process and utility systems.

The contracts with NESI and the Turboden/ROM Technik consortium commenced in early December 2025, following the issue of an NTP. NESI is the exclusive CLP electrolysis technology supplier for Lionheart, with Turboden and ROM Technik responsible for developing, procuring and constructing the commercial geothermal power plant.

The Company signed an offtake agreement with Glencore, one of the world's largest natural resource and trading companies. The agreement is to supply Glencore between 36,000 tonnes and 44,000 tonnes of LHM over a duration of an initial eight-year period. Glencore joins Stellantis, Umicore and LG Energy Solution as the Company's offtake partners for Phase One, with all agreements binding, take-or-pay and with agreed pricing mechanisms across six to ten years duration.

Production: Insheim, Landau

Operations also continued at Vulcan's existing Natürlich Insheim geothermal renewable energy plant, part of Phase One Lionheart, with production of approximately 19.51 GWh of gross baseload, renewable power, at an average selling price of €0.26/kWh, generating €4.1m gross revenue.

In April 2025, the Company announced it had completed the acquisition of geox GmbH (Geox), including its geothermal wells, renewable energy generation assets and a geothermal and lithium licence around Landau.

Optimisation plants

In January 2025, the Company's downstream CLEOP, also located in Industrial Park Höchst, Frankfurt, started production of battery-quality LHM, by processing high purity lithium chloride concentrate extracted from brine at the upstream, A-DLE optimisation plant in Landau. The product is domestically produced using an integrated and secure supply chain, including upstream raw material production from the LEOP, strengthening Europe's raw material independence and advancing the green mobility transition.

Having demonstrated battery-quality LHM production via Vulcan's integrated brine to battery supply chain, the Company dispatched first samples of battery-quality LHM material, branded V-LiON™, to offtake partners, from Vulcan's qualification plant, prior to the full commercial plant completion and start of commercial production. Previous internal and external lab analysis indicated the Company's product is within battery-quality specification.

Both the upstream and downstream plants continued to be used for process optimisation and training of personnel.

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Future phase development

Vulcan continues to develop its licence areas in a phased approach. After Lionheart, further phases are planned to fully leverage the large licence area that Vulcan has secured in the URVBF.

During the reporting period, the Company advanced multiple licence areas aimed at developing future integrated geothermal energy and lithium production within the URVBF. Progress included resource upgrades, seismic exploration, permitting, partnership negotiations, and long-term licence security.

In Mannheim, the Company made significant technical and commercial progress. Updated Resource estimates confirmed a substantial increase in lithium brine volumes and established a large maiden geothermal Resource. The lithium brine Resource estimation update for the Mannheim sector estimates the total lithium brine Resource (Indicated and Inferred) has increased from 1,833kt LCE @ 153 mg/l Li to 3,225kt LCE @ 155 mg/l Li, which is an increase of 1,392kt LCE.

Negotiations with MVV Energie AG (MVV), one of Germany's leading energy companies, for revised heat offtake terms continued, while site selection for the first well neared completion.

A large-scale in place maiden geothermal Resource of 2,848 PJ (Indicated) and 10,539 PJ (Inferred) has also been estimated for the Mannheim sector of which 171 PJ (Indicated) and 377 PJ (Inferred) are considered recoverable. The Company intends to continue to complete geothermal energy Resource estimations under the Australian Geothermal Reporting Code for all its development areas within the URVBF.

The Company is progressing a Pre-Feasibility Study for the Mannheim licence. The study will consider all development options to add further production, in addition to the Phase One integrated lithium and geothermal renewable energy development.

The BASF joint project in Ludwigshafen advanced through completion and interpretation of a 2D seismic survey and development of a new 3D subsurface model. The Company also submitted a funding proposal for the planned 3D seismic survey to the energy research funding program of the Federal Ministry of Economy and Energy (BMWE). The research and development consortium, led by Vulcan, includes BASF and the Karlsruhe Institute of Technology as partners. Permitting and stakeholder engagement activities are ongoing.

In Ortenau, the Company secured a three-year licence extension to 2028 from the mining authority of Baden-Württemberg LGRB. The Company also completed interpretation of 2D seismic data confirming high regional prospectivity, and progressed planning for a largescale 3D seismic survey.

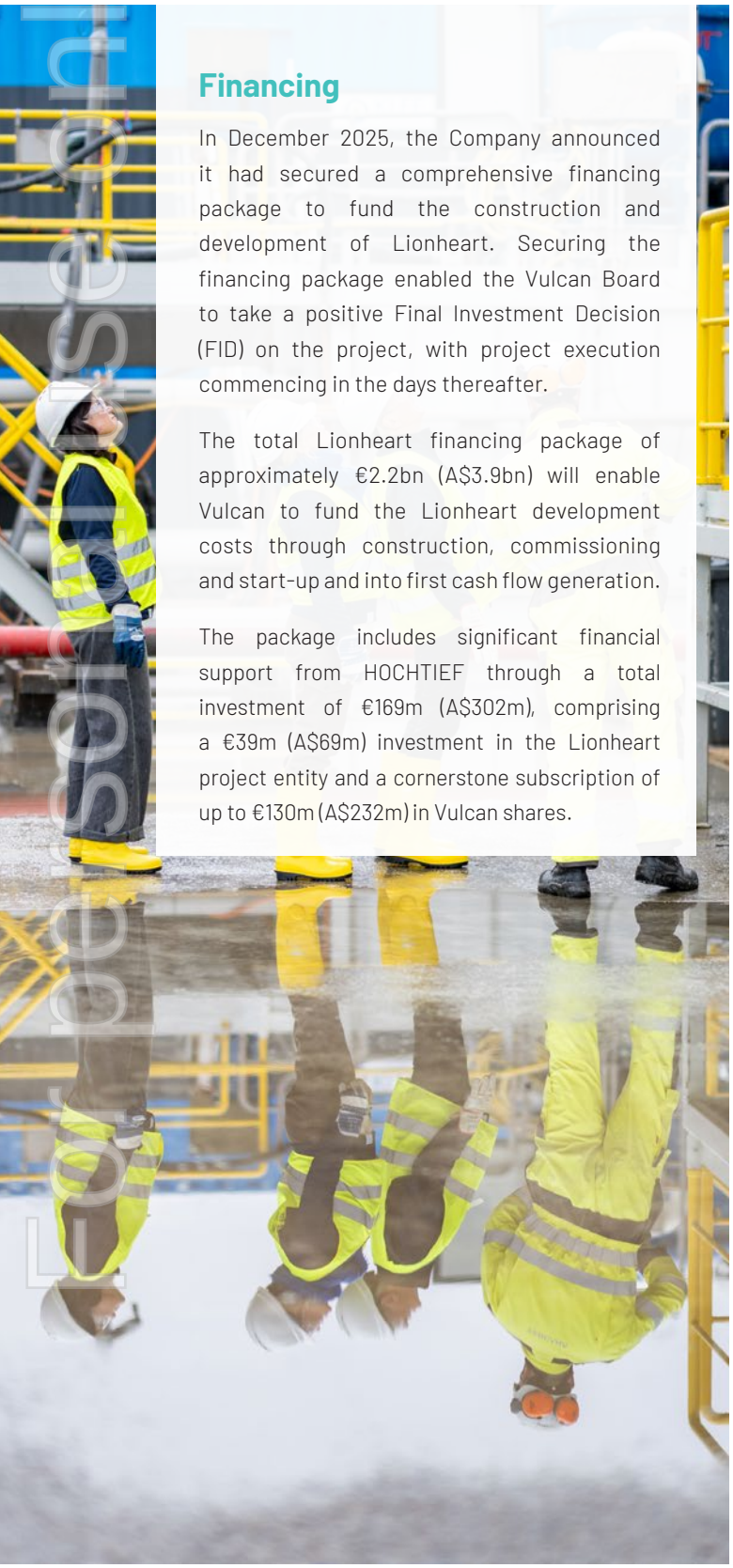
In Rüsselsheim, the Company and Opel Stellantis agreed to reshape their co-operation to enable Vulcan to supply renewable heat to multiple customers, with offtake negotiations and investor discussions continuing.

Additionally, a basin-wide airborne gravimetry and magnetic survey commenced in November 2025, designed to enhance geological understanding and support long-term exploration and development planning across the URVBF. The survey will provide an enhanced regional overview of the geological and structural properties of the subsurface, to map fault structures in the subsurface over a large area, and to create an improved planning basis for exploration activities.



Upper Rhine Valley

Corporate update



Financing

In December 2025, the Company announced it had secured a comprehensive financing package to fund the construction and development of Lionheart. Securing the financing package enabled the Vulcan Board to take a positive Final Investment Decision (FID) on the project, with project execution commencing in the days thereafter.

The total Lionheart financing package of approximately €2.2bn (A$3.9bn) will enable Vulcan to fund the Lionheart development costs through construction, commissioning and start-up and into first cash flow generation.

The package includes significant financial support from HOCHTIEF through a total investment of €169m (A$302m), comprising a €39m (A$69m) investment in the Lionheart project entity and a cornerstone subscription of up to €130m (A$232m) in Vulcan shares.

The financing package also includes strong support from European and German government agencies, commercial banks and strategic industrial partners, and comprises:

- €1,185m (A$2,116m) in senior debt funding by a syndicate of 13 financial institutions including the European Investment Bank (EIB), international export credit agencies from Australia, Canada, France, Italy and Denmark and seven commercial banks
- €204m (A$364m) in German government grants
- €150m (A$268m) equity investment in Vulcan's primary German holding subsidiary, Vulcan Energie Ressourcen GmbH (GermanSubCo), by the KfW Raw Materials Fund (KfW) to acquire a 14% interest in Vulcan's German subsidiary
- €133m (A$238m) investment by a consortium of strategic investors comprising HOCHTIEF, Siemens Financial Services and Demeter to acquire a 15% equity interest in the Lionheart project entity
- €528m (A$943m) in proceeds from the underwritten component of an equity raising by Vulcan at €2.24/(A$4.00) per share, comprising:
  - €137m (A$245m) fully underwritten institutional placement
  - €261m (A$465m) fully underwritten 1-for-1.128 accelerated non-renounceable institutional entitlement offer
  - €205m (A$366m) 1-for-1.128 non-accelerated retail entitlement offer, allowing all eligible Vulcan shareholders to participate, partially underwritten to €130m (A$232m).



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In July 2025, the Company announced the approval of two grants totalling up to €104m (~A$186m) for the Clean Lithium for Battery Cell Production funding project (Li4BAT). The grants are funded by the German Federal Government and the states of Rhineland-Palatinate and Hesse under the lead of the Federal Ministry of Economy and Energy (BMWE) within the Temporary Crisis and Transition Framework (TCTF) scheme by the European Union, together with the Resilience and Sustainability of the Battery Cell Production Ecosystem funding of the German government.

Li4BAT will be applied towards building industrial-scale lithium production and processing, which is part of Lionheart. Li4BAT is designed to assist with building Germany and Europe's critical raw materials supply chain resilience, to supply lithium raw materials and battery-quality LHM to service the European battery EV industry.

The Company successfully completed a €30m (~A$53.6m) strategic placement, including to the BNP Paribas' Clean Energy Solutions Fund (Fund). The placement was corner stoned by the Fund with a €15m (~A$26.8m) subscription, with a group of strategic investors participating for the remaining €15m (~A$26.8m), including existing strategic corporate shareholders in Vulcan.

Gefördert durch:

Bundesministerium für Wirtschaft und Energie

aufgrund eines Beschlusses des Deutschen Bundestages

HESSEN
Hessisches Ministerium für Wirtschaft, Energie, Verkehr, Wohnen und ländlichen Raum

RheinlandPfalz
MINISTERIUM FÜR WIRTSCHAFT, VERKEHR, LANDWIRTSCHAFT UND WEINBAU

Types of products and services

- **Germany:** The supply of geothermal energy, exploration, and development relating to Lionheart and future phases of the integrated sustainable lithium and renewable energy project, engineering services, drilling personnel outsourcing and technology development
- **France:** Exploration relating to geothermal energy and lithium
- **Australia:** Corporate services.

Segment information

The consolidated entity is organised into three operating segments based on geographical location: Germany, other European countries, and Australia.

These operating segments are based on the internal reports that are reviewed and used by the Key Management Personnel (who are identified as the Chief Operating Decision Makers, or CODM) in assessing performance and in determining the allocation of resources.

There is no aggregation of operating segments. The CODM reviews EBITDA (earnings before interest, tax, depreciation, and amortisation).

The accounting policies adopted for internal reporting to the CODM are consistent with those adopted in the financial statements. The information reported to the CODM is provided on a monthly basis.



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Corporate governance

The Company is committed to complying with the highest standards of corporate governance to ensure all of its business activities are conducted fairly, honestly and with integrity in accordance with all applicable laws. To achieve this, the Company's Board of Directors (Board) has adopted a number of charters and policies which aim to ensure that value is created while accountability and controls are commensurate with the risks involved.

As a company admitted to the official list of the ASX, the Company is subject to the Corporate Governance Principles and Recommendations published by the ASX Corporate Governance Council Fourth Edition (Recommendations).

Each year the Company is required to give the ASX a corporate governance statement, which sets out the extent to which the Company has followed the Recommendations.

The Board believes that the Company's policies and practices materially comply with the Recommendations and, as Vulcan continues to grow, the Company will regularly review its corporate governance policies, practices and controls, so this compliance is not only maintained but enhanced.

Vulcan continues to build its documentation pyramid. A full copy of the Company's corporate governance policies, charters and its most recent Corporate Governance Statement can be found on the Company's website - www.v-er.eu.

The Board of Directors considers the Company has established corporate governance policies and procedures that are appropriate in light of the Company's size, nature and activities.



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Sustainability update

Creating shared value

Vulcan's long-term success and licence to operate fundamentally depends on strong, inclusive engagement with our stakeholders. Through its role in supporting Europe's transition to low-carbon energy and mobility, Vulcan aims to ensure that the shift away from fossil fuels delivers real and lasting benefits for people and communities. This approach to shared value extends beyond shareholder returns to include wider societal benefits, including local employment, enhanced energy security, cost savings, and improved public health.

Outlook for sustainability

A key focus for sustainability is the development of the Climate Transition Action Plan (CTAP) in 2026. The CTAP will define Vulcan's strategic framework for addressing climate-related risks and opportunities, outlining pathways for emissions reduction and science-based targets.

This initiative represents a key step in converting Vulcan's climate commitments into actionable measures that inform operational decisions and provide transparent accountability to stakeholders.

Performance against 2025 sustainability targets

Pillar	2025 Targets	Target achieved	Result
Environment	Zero significant environmental incidents	✓	No significant environmental incidents occurred in the reporting year.
	Achieve 100% debt financing and close out environmental action plan	✓	All environmental actions completed to plan and 100% debt financing achieved.
	Commence commercial delivery of renewable heat to local communities	✓	Commercial delivery of renewable heat commenced 29 April 2025.
	LCA updated at each study phase and commencement of operations	N/A	Scheduled for next engineering study with timing to be confirmed.
	Lionheart Project physical climate change risk assessment	✓	Completed with results summary published in this Report and further details to be included in future ASRS aligned reports.
Social and safety	Zero work-related fatalities	✓	No work-related fatalities occurred during the reporting year.
	Year-on-year improvement of Lost-Time Injury frequency rates	✓	One LTI was recorded during the reporting year, however the target was maintained with a reduction in rate of 1.5 at the end of 2024 to 1.36 at 31 December 2025.
	Zero significant community incidents	✓	No significant community incidents occurred during the reporting year.
	20 HSE leadership rounds	✓	An average of 24 rounds per month completed.
	Deliver 100% debt financing social action items to plan	✓	All social actions completed to plan and 100% debt financing achieved.
Governance	Sustainable supply chain assessments and process for all major suppliers	✓	All pre-qualification ESG assessments for major suppliers completed.
	Minimum 40% female board representation	✓	Female board diversity maintained in 2025 at 43%.
	Appointment of Lead Independent Non-Executive Director	✓	Mr Angus Barker appointed as Lead Non-Executive Director on 1 January 2025.
	Ecovadis sustainability ratings assessment	✓	2025 assessment completed establishing a solid baseline and provides a credible starting point for improving year-on-year.

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Directors' report

The Directors of Vulcan Energy present their report, together with the financial statements of the consolidated entity consisting of Vulcan Energy Resources Limited and its controlled entities for the year ended 31 December 2025.

The names of the Company's Directors in office during the financial period and at the date of this report are as follows. The Board considers Angus Barker, Josephine Bush, Dr Heidi Grön and Dr Günter Hilken as independent directors during FY25.





Battery materials and renewable energy

Dr Francis Wedin

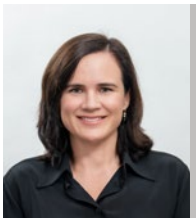
Executive Chair



Energy and chemicals

Mr Cris Moreno

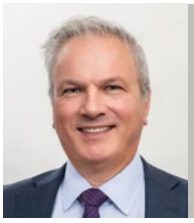
Managing Director and Chief Executive Officer



Finance and mining

Ms Felicity Gooding

Executive Director and Group Chief Financial Officer



Capital markets and government

Mr Angus Barker

Lead Independent Director and Deputy Chair



Sustainability and renewable energy

Ms Josephine Bush

Non-Executive Director, Audit, Risk and ESG Committee Chair



Chemical engineering

Dr Heidi Grön

Non-Executive Director



Chemicals and renewable energy

Dr Günter Hilken

Non-Executive Director, Projects Oversight Committee Chair

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Interest in shares and other company securities

The following table sets out each current Director's relevant interest in shares and performance rights of the Company as at the date of this report and based on publicly available information.

Director	Ordinary shares	Performance rights
Dr Francis Wedin	16,458,561	125,724
Mr Cris Moreno	119,808	701,027
Ms Felicity Gooding	70,445	469,177
Mr Angus Barker	47,405	49,531
Dr Heidi Grön	21,196	32,555
Ms Josephine Bush	54,665	32,555
Dr Günter Hilken	14,491	29,162
Total	**16,786,571**	**1,439,731**



Principal activities

The principal activities of the Company during the year were the development and execution of an integrated lithium and renewable energy project in Europe.



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Information on Directors

The names and particulars of the Company's Directors in office during the financial year and at the date of this report are as follows. Directors held office for the entire period unless otherwise stated.



Dr Francis Wedin

Executive Chair
PhD & BSc (Hons) Geology & Mineral Exploration,
MBA in renewable energy

Dr Wedin is a battery raw materials and renewable energy industry executive, with an international career spanning four continents and multiple commodities. Dr Wedin founded Vulcan Energy's Lionheart in Germany's Upper Rhine Valley and was instrumental in driving Vulcan Group's successful growth as CEO, and latterly as Executive Chairman, over the last 8 years. Dr Wedin was previously Executive Director of successful ASX-listed Exore Resources Ltd, where he defined and developed the Lynas Find Lithium Project, subsequently bought by Pilbara Minerals to become part of its Pilgangoora Lithium Project, now in production. Dr Wedin has a PhD and BSc (Hons) in geology and mineral exploration, and an MBA in renewable energy. He is a Fellow of the Geological Society, London, and a Fellow of the Australasian Institute of Mining and Metallurgy.



Cris Moreno

Managing Director and Chief Executive Officer
BASc (Hons) BChE (Hons)

Mr Moreno has over 23 years' global experience in successfully delivering and operating major capital projects, including in the lithium chemicals, cathode, upstream exploration and production, and liquified natural gas (LNG) sectors. In the LNG sector, he has held senior leadership roles with Shell, Woodside, and Santos. Prior to joining Vulcan Energy, Mr Moreno worked in the lithium chemicals and battery cathode sector in Europe, where he successfully led several start-up and scale-up companies, taking them from pilot scale into commercial production. He has also led major project financing packages from both a debt and equity perspective.



Felicity Gooding

Executive Director and Group Chief Financial Officer
BCom (Accounting and Finance), Chartered Accountant

Ms Gooding is a senior finance executive and leader with over 20 years' experience in strategic and financial analysis, debt funding, corporate finance, mergers and acquisitions, management and financial accounting and governance in Australia, Singapore, London, and Washington D.C. Her experience has been gained across multiple industries relevant to Vulcan including energy, mining and infrastructure. Prior to joining Vulcan Energy, Ms Gooding was CFO and Global Head of Commercial at Fortescue Future Industries, where she led the finance team, including the specialist project financing team responsible for securing finance to enable financial investment decisions for green energy projects.

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Angus Barker

Lead Independent Director and Deputy Chair

BCom (Hons) Economics, Finance

Mr Barker is Deputy Chair and Lead Independent Director of Vulcan Energy Resources, Chair of rare earths and uranium company Australian Rare Earths and a Director of listed investment company WAM Capital. Prior to this, he served as Chief of Staff or Senior Adviser to Australian Government ministers in the key economic portfolios of trade and investment, and superannuation and financial services. Previously, he held senior executive roles at top-tier global investment banks across Australia, the United Kingdom and Asia, including 12 years based in Hong Kong. He holds a Master of Philosophy from the University of Cambridge and a Bachelor of Commerce (Honours) from the University of Melbourne.



Josephine Bush

Non-Executive Director

CTA, MA (Hons) Law, CFA ESG investing, Sustainable Finance Certification

Ms Bush is a qualified solicitor, and chartered tax adviser, as well as earning the CFA ESG investing qualification and a sustainable finance certification. She has an MA in Law from Cambridge University. Ms Bush was a senior partner at EY for 14 years specialising in the renewable energy sector. She built and led the UK and Ireland Renewables Tax Practice, led on market-leading transactions such as structuring for the initial public offerings of several environmental yieldcos, and developed the EY global renewables business plan. She was a member of the Ernst & Young Power and Utilities Board and UK&I Governance Board.



Dr Heidi Grön

Non-Executive Director

PhD Chemical Process Engineering, Dip. Chemical Engineering

Dr Grön is a chemical engineer and accomplished business leader with over 25 years of experience in the global chemical industry. She has held senior executive roles at Evonik, where she successfully led global specialty chemical businesses, initiated strategic transformations toward sustainable practices, and enhanced operational excellence across diverse business lines. Her expertise spans technology, production, M&A, and business development, with a proven track record in delivering large-scale CapEx projects, achieving efficiency improvements, and driving strategic repositioning. In addition to her executive roles, Dr Grön has served as president and board member of several European industry associations, contributing her leadership and vision to advancing the sector.

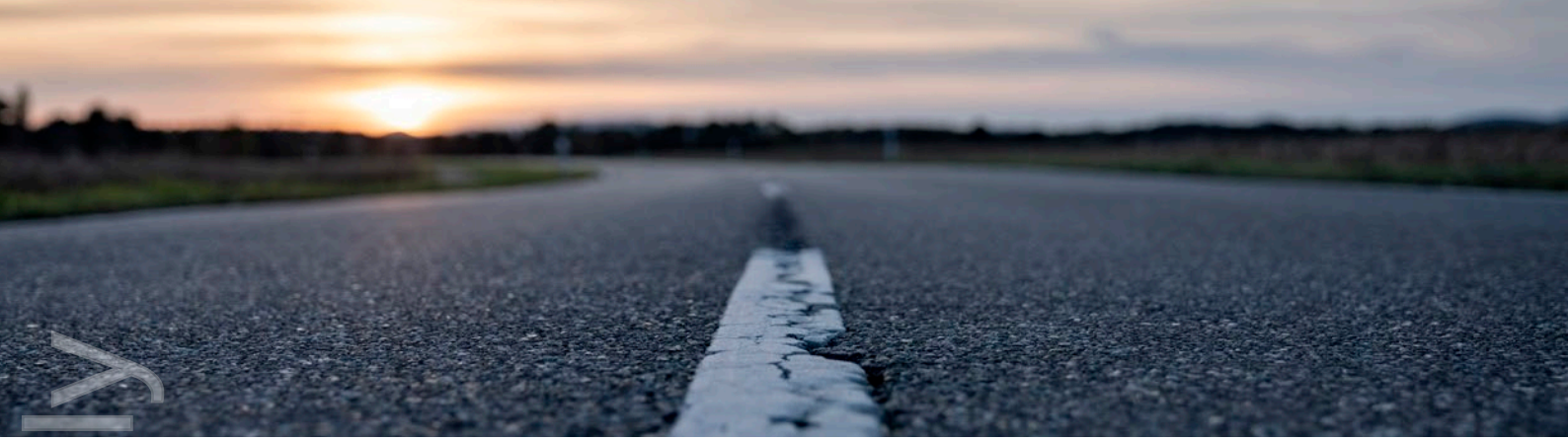


Dr Günter Hilken

Non-Executive Director

PhD in Organic Chemistry, master's degree in chemistry

Dr Hilken has over 35 years' experience in the German chemicals, renewables and infrastructure investment sectors and in leading industry advocacy associations, and in the German government at the state and federal level. Dr Hilken's experience and connections help Vulcan Group ensure that geothermal energy becomes a foundation of Germany's supply of sustainable and secure renewable energy as Germany diversifies away from local carbon-based energy sources and Russian energy. Dr Hilken is also a member of the Board of the German Federation of Industrial Energy Consumers (VIK) as well as a former Director of Currenta and member of the Supervisory Board of Currenta. He was previously CEO of Currenta for nine years, held senior executive roles with Bayer in Germany, the US, Canada and Asia, and was a member of the supervisory board of RWE Power AG.



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Directors' meetings and participation

The number of meetings held during the year and the number of meetings attended by each Director is contained in the table below.

	Full Board			Audit, Risk and ESG Committee			People and Performance Committee			Project Oversight Committee[4]			Nomination Committee		
	Attended	Eligible to attend[5]	Held	Attended	Eligible to attend[5]	Held	Attended	Eligible to attend[5]	Held	Attended	Eligible to attend[5]	Held	Attended	Eligible to attend[5]	Held
Dr Francis Wedin	8	8	8	5	0	5	2	0	4	0	0	6	1	0	1
Cris Moreno	8	8	8	4	0	5	3	0	4	0	0	6	1	0	1
Felicity Gooding	8	8	8	4	0	5	3	0	4	0	0	6	1	0	1
Angus Barker	8	8	8	5	5	5	4	4	4	0	0	6	1	1	1
Josephine Bush	8	8	8	5	5	5	4	4	4	0	0	6	1	1	1
Dr Günter Hilken	8	8	8	0	0	5	4	4	4	6	6	6	1	1	1
Dr Heidi Grön	8	8	8	4	5	5	0	0	4	6	6	6	0	0	1

During the year, the various Committee members were as follows:

ARESG Committee
Josephine Bush I **Chair**
Angus Barker
Dr Heidi Grön

People and Performance Committee
Angus Barker I **Chair**
Josephine Bush
Dr Günter Hilken

Project Oversight Committee
Dr Günter Hilken I **Chair**
Dr Heidi Grön

Nomination Committee
Angus Barker I **Chair**
Josephine Bush
Dr Günter Hilken

Vulcan's Board and Committee members also regularly engage outside of scheduled meetings through electronic and telephone communications, with circular resolutions used where necessary to progress and approve decisions.

[4] As of FID on 3 December 2025, the Project Oversight Committee has been replaced with more operational committees at a management level.

[5] Whilst all Directors can attend any committee meeting, subject to conflict of interests, for the purposes of this table a Director is only eligible to attend a meeting if they are also a member of the particular committee.

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Board capability & expertise

The Board is responsible for overseeing the Company's strategy, performance and management, and holds overall accountability for Vulcan's sustainability strategy. In 2025, the Board engaged in specialist training to maintain and enhance capability in response to emerging sustainability and regulatory developments. These topics included:

- Physical climate change risk
- Transition climate change risk and opportunities
- Enterprise risk management.

Vulcan's Nomination Committee regularly assesses Board composition against the Company's skills matrix to ensure an appropriate balance of relevant and multidisciplinary expertise. This process guides appointment and succession decisions, helping ensure the Board is well equipped to provide effective strategic oversight and address evolving business and governance matters. The composition of skills and experience of Vulcan's Board is detailed in the table below:

Board-level skills matrix

	Level of experience / knowledge and skills		
Experience	**Low**	**Medium**	**High**
Corporate leadership Successful experience in CEO and/or other senior corporate leadership roles.		2	5
International experience Senior experience in multiple international locations.		3	4
Resources or technology industry experience Relevant industry (resources, energy, power, mining, exploration, processing) experience.		1	6
Other Board level experience Membership of other listed entities (last 3 years).	2	2	3
Capital projects Major resources capital project development and management.	1	2	4
Knowledge and skills	**Low**	**Medium**	**High**
Strategic Expertise Experience setting & reviewing strategy and/or business development		2	5
Marketing & Communications Media, stakeholder communication, investor relations, public relations	1	5	1
Risk and Compliance Risk management & mitigation experience		4	3
Capital Markets Capital raising, mergers and acquisitions	1	4	2
Environmental Proven experience with climate change policy, sustainability, carbon reduction	1	3	3
Social Positive human resource management	1	3	3
Governance Relevant exposure to controlling & operating organisational procedures & processes	1	2	4

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Additional expertise



Dr Horst Kreuter

Chief Representative Germany and Board advisor

PhD in Geology

Dr Kreuter is a highly experienced businessman and engineering geologist, with an extensive and distinguished record of project development and consulting in the geothermal sector. Dr Kreuter is co-founder of Lionheart, alongside Dr Francis Wedin. Prior to Vulcan, Dr Kreuter spent over 15 years as leader of GeoThermal Engineering GmbH, a consulting firm based in Karlsruhe, with work extending both domestically and internationally. Notably, Dr Kreuter was actively involved in countries such as Tanzania, Turkey, Italy and Indonesia.



Daniel Tydde

Company Secretary and General Counsel

Bachelor of Laws, Bachelor of Commerce

Mr Tydde is an experienced corporate lawyer with approximately 20 years' experience across a wide range of corporate, commercial and finance areas including corporate regulatory compliance; corporate governance; equity and debt capital raisings; asset and share sales and purchases; initial public offerings; corporate restructuring and reorganisations; and litigation. Prior to joining Vulcan, he held a senior position at Steinepreis Paganin and, prior to that, worked at Clayton Utz and Phillips Fox (now DLA Piper). Mr Tydde holds a Bachelor of Laws and a Bachelor of Commerce from the University of Notre Dame Australia.



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Material business risks

Supply chain

Vulcan recognises that inadequate procurement policies and processes could expose it to human rights violations such as modern slavery and child labour, as well as adverse environmental impacts.

Vulcan maintains a procurement framework aligned with international ESG, human rights, and anti-slavery standards. This includes robust supplier due-diligence and audit processes, the integration of sustainability and ethical criteria into vendor selection and contract management, and mandatory training for procurement teams on human rights, modern slavery, and environmental compliance.

Financial

Vulcan faces several financial risks that may affect its ability to fund operations and execute its strategic objectives. Limited profitability may increase reliance on equity financing during periods when internal cash flows are insufficient. Investor sentiment also poses a risk, as increased selling activity from disillusioned shareholders could place downward pressure on the share price, reducing market confidence and constraining future capital-raising capacity. In addition, the Company is exposed to foreign exchange volatility, particularly depreciation of the Australian dollar and other non-Euro currencies, as the majority of project expenditure is Euro-denominated.

To manage these risks, Vulcan closely monitors cash flow and frequently reviews and updates Company budgets which are signed off by the Board. Investor confidence is supported through proactive investor relations and transparent communication on strategy, milestones, and performance. Foreign exchange exposure is mitigated through ongoing review and analysis of currency movements and assessments of hedging options for reducing FX-related impacts.

Reserves estimate and Resource recovery

Vulcan's Resource and Reserves estimates rely on geological assumptions and interpretations that may prove inaccurate, potentially affecting future project viability. Confidence in these estimates continues to improve through ongoing temporal data collection and analysis across multiple brine sampling periods.

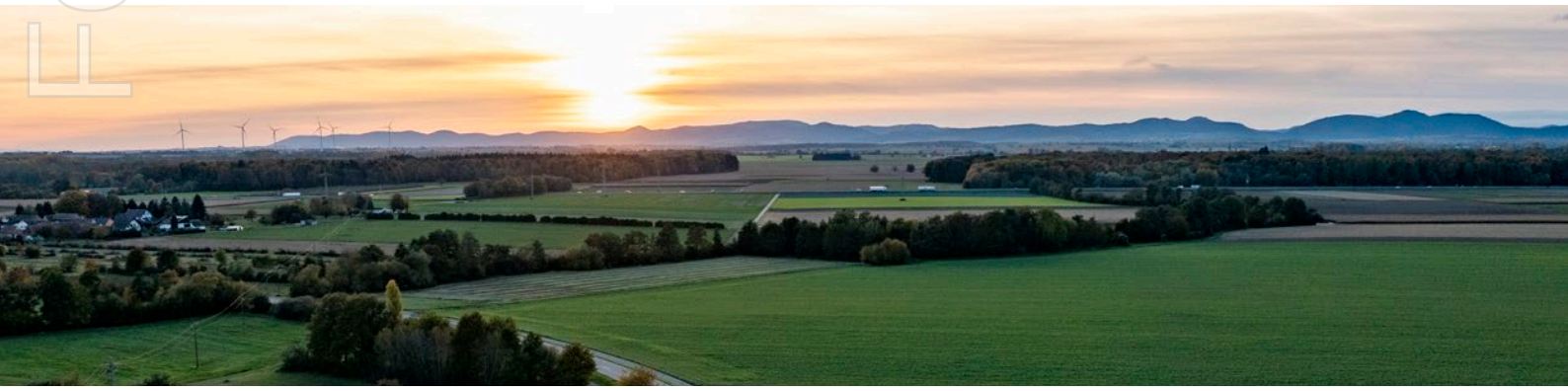
Subsurface performance also presents operational risks. Limited permeability in the rock matrix may restrict the effective movement, injection, or disposal of fluids within the reservoir, reducing overall resource recovery. Mitigations include increasing matrix disposal where porosity allows, optimising well spacing and placement during the Field Development Plan, and reconfiguring wells to avoid low-permeability zones.

In addition, high connectivity within hydraulic fault damage zones can increase fluid migration risks and complicate subsurface management, potentially reducing lithium production efficiency and leading to costly design adjustments. These risks are managed through the application of advanced technologies in horizontal injectors to improve distribution control and the use of isolation techniques to minimise exposure to fault zones.

Global lithium market

Lithium prices are subject to significant volatility driven by global supply–demand dynamics and broader economic and geopolitical conditions, which may negatively impact the Group's financial performance.

To manage this risk, Vulcan monitors market pricing trends, and will monitor and maintain long-term offtake relationships to support revenue stability, and, where possible, includes floor and fixed pricing mechanisms into its lithium offtake contracts. The Vulcan Group is also exploring complementary revenue streams to strengthen its financial position.



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Geopolitical

Geopolitical instability, global sanctions, and shifts in major-economy trade, public health, and defence policies may disrupt supply chains, increase costs, and create financial or cybersecurity vulnerabilities. These factors can affect equipment availability, energy pricing, financing conditions, and overall market stability, potentially impacting Vulcan's operations and profitability.

To mitigate these risks, Vulcan diversifies suppliers and logistics routes to reduce exposure to high-risk regions, applies hedging strategies and closely monitors pricing trends, and strengthens counterparty risk assessments, adjusting credit limits where appropriate.

Project delivery and drilling

Construction-phase risks such as defective work, contractual disputes, and safety incidents may result in schedule delays and cost increases. Vulcan mitigates these risks through clearly defined Engineering, Procurement and Construction (EPC) contracts with experienced contractors, supported by structured progress monitoring, audits, site inspections, and performance-tracking systems.

Delays to drilling activities may occur due to shortages of rigs, skilled personnel, and critical drilling services. To reduce this risk, Vulcan maintains long-term relationships with drilling service providers and has accelerated the recruitment and onboarding of experienced drilling staff to support timely project delivery.

Sustainability

Vulcan's sustainability linked obligations, including debt package requirements and the accuracy of its ESG disclosures may carry financial, regulatory, and reputational implications if not met. Vulcan's climate risk assessment has concluded that no climate related risks meet the threshold of financial materiality at this time; however, climate and transition risk drivers are monitored through the enterprise risk management framework to ensure early detection of any future material impacts. To mitigate ESG related risks, Vulcan maintains transparent and evidence based ESG disclosures, applies robust controls to prevent greenwashing, and aligns reporting with recognised standards.

Community concerns regarding potential property impacts from Vulcan's activities may affect social acceptance and delay project progress, including permitting. To address this, Vulcan engages local stakeholders in co designing mitigation measures, has established property protection and compensation frameworks, and actively monitors community sentiment. Regular engagement and transparent communication support early identification of issues, helping to reduce risks associated with permitting, land acquisition and project timelines.

Commercial

Growing competition for Adsorption-type Direct Lithium Extraction (A-DLE) projects and licences may limit Vulcan's ability to secure strategic resources and expand its portfolio. Vulcan mitigates this risk by proactively identifying and securing high-potential licences, monitoring competitor activity, and building strategic partnerships with local authorities and industry stakeholders.

There is also a risk that emerging competitors may develop more environmentally efficient or cost-effective extraction or processing technologies, potentially eroding Vulcan's competitive advantage. To address this, Vulcan conducts continuous technology benchmarking, invests in research and development, strengthens intellectual property protection, and forms strategic alliances where beneficial.

Long-term demand for lithium may be affected by the development of alternative battery chemistries such as sodium-ion or multivalent-ion technologies. Vulcan monitors technology and investment trends, leverages current market fundamentals, and maintains strategic partnerships to reinforce the ongoing relevance of lithium in future energy-storage markets.

Market confidence in A-DLE may also be affected by the underperformance of other A-DLE projects, potentially influencing perceptions of Vulcan's technology and its ability to attract investment or strategic partners. Vulcan mitigates this risk through independent third-party validation (including audits and certifications), demonstrating technology leadership and a strong operational track record, and collaborating with reputable industry participants to reinforce confidence in A-DLE.

Cybersecurity

Cybersecurity threats including data theft, manipulation, and operational disruption may compromise the integrity and resilience of Vulcan's IT systems, exposing the organisation to security breaches or accidental system failures.

To mitigate these risks, Vulcan employs layered security measures, including firewalls, intrusion-detection systems, continuous system monitoring, regular vulnerability assessments, and ongoing application of security patches to strengthen protection against emerging cyber threats.

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Significant changes in the state of affairs

There were no significant changes to the state of affairs other than those noted elsewhere in this Report.

Matters subsequent to the reporting period

First lithium production permit secured for Lionheart

On 17 March 2026, the Company announced it had been issued its first lithium production permit for its flagship Lionheart Project, the first such licence to be granted in URVBF and in the state of Rhineland-Palatinate. The licence, designated LiThermEx, covers Vulcan's Insheim geothermal production permit area within Lionheart, a licence area that is already producing renewable heat and power. The LiThermEx licence has been granted for an initial six years, following which time the Company will look to extend the permit to a minimum of 30 years' duration, consistent with the Lionheart Project FDP.

Successful production test results from first new Lionheart well

On 21 January 2026, the Company reported strong production flow test performance of its LSC-1b sidetrack from the LSC-1 vertical well, in the Lionheart FDP. Production test equipment operated at maximum capacity, confirming strong well deliverability with production potential range of 105 to 125 l/s. During a planned operating drawdown of approximately 50 bars, the measured PI range indicates a potential production capacity of approximately 105 to 125 l/s, supporting the Phase One FDP which has an average well production of ca. 84 to 94 l/s. Lithium grade, temperature, reservoir quality and matrix permeability were previously confirmed as meeting or exceeding Field Development Plan assumptions and remain consistent with these production results.

Administrative update

The Company held an Extraordinary General Meeting (EGM) on 12 January 2026 to ratify the prior issue of institutional placement shares in December 2025. The resolution was passed by poll.

The Company also announced the Board had approved remuneration changes for the Chief Executive Officer and Chief Financial Officer, effective 1 January 2026. The changes considered the Company's progression from development to execution phase, with delivery of its upstream FDP and construction of the Company's commercial G-LEP in Landau, which commenced in December 2025. The changes also reflect the increased size and complexity of international operations and governance, as the Company progresses towards its target of first commercial lithium production in 2028, while still maturing the rest of the Vulcan resource and technology portfolio.



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Remuneration report (Audited)

The Remuneration Report outlines the remuneration arrangements for the Vulcan Energy Resources Limited (Vulcan, or the Company) Key Management Personnel (KMP) for the year ended 31 December 2025 (FY25) in accordance with the requirements of the *Corporations Act 2001 (Cth)* (the Act) and its regulations. This information has been prepared in accordance with section 300A and audited as required by section 308(3C) of the Act.

The Remuneration Report is presented under the following sections:

1. Introduction
2. Remuneration governance
3. Remuneration principles and strategy
4. Executive KMP remuneration arrangements for FY25
5. Executive KMP remuneration outcomes
6. Non-Executive Director remuneration arrangements
7. Looking forward to FY26
8. Additional disclosures relating to rights and shares
9. Loans to key management personnel and their related parties
10. Other transactions and balances with key management personnel and their related parties
11. Auditor's Independence Declaration.



Committee Chair's message

Dear Shareholders,

On behalf of the Board and the People and Performance Committee (PPC), I am pleased to present the Remuneration Report for the year ended 31 December 2025.

The reporting period was one of outstanding strategic progress for Vulcan as we secured the $3.9bn (€2.2bn) financing package for the Lionheart Project. In just 7.5 years, Lionheart has evolved from concept to successfully raising the debt and equity capital to enable the Board to take a positive Final Investment Decision (FID) – this is an extraordinary achievement for any company, particularly so for a multi-billion-dollar critical minerals project.

In pace with this, we continue to evolve Vulcan's remuneration framework, to reflect our stage of development and continue to support long-term value creation for shareholders.

Our remuneration framework is designed to attract and retain the highly skilled leadership required to construct and deliver Lionheart, our flagship integrated geothermal and lithium project. A lighthouse project for Europe, Lionheart is set to redefine lithium production, delivering Europe's first fully domestic and sustainable, low-cost integrated lithium value chain. It will also provide a clean and reliable source of renewable energy for local communities and industries in Germany's Upper Rhine Valley.



The remuneration outcomes for FY25 reflect a year of outstanding strategic progress for Vulcan, with remuneration decisions closely aligned to the Company's transition into construction and the achievement of major financing, permitting, offtake and ESG milestones.

The PPC oversaw a comprehensive review of the executive remuneration framework during the reporting period supported by independent market data, to ensure settings remain competitive, performance linked and appropriate for the Company's stage of operation and development. The review covered the Short-Term Incentive and Long-Term Incentive mix to ensure a more balanced weighting between these incentives and alignment with market practice.

Remuneration outcomes in 2025

2025 was a defining period in the history of the Company, with a number of commercial and operational objectives achieved. The Company secured a $3.9 billion (€2.2 billion) financing package and all major permits for Lionheart, enabling construction to begin alongside substantial government grant approvals and key supply chain contracts. We also strengthened commercial foundations through a binding Glencore offtake agreement, advanced product qualification with partners, and achieved major technical milestones including successful drilling progress, updated resource estimates, and Europe's first fully integrated production of battery-quality lithium hydroxide. Together, these achievements position Lionheart firmly on the path to commercial operation and reinforce Vulcan's leadership in sustainable lithium development.

The Company has transformed from a development business to one of the most strategically significant projects for Europe moving into construction, showcasing future facing solutions for domestic battery value chain resilience that support both innovation and security.

Lionheart has faced the due diligence scrutiny of some of the world's biggest and most pre-eminent experts and financiers, and its bankable status should be considered as a significant de-risking event.

With the above in mind, remuneration targets for the Managing Director and CEO (MD-CEO) and Group Chief

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Financial Officer and Executive Director (CFO) have been adjusted from the prior year to allow a more balanced approach towards short and long-term goals which aligns with market practice and reflects Lionheart's formal EU Strategic Project Status. Incentives were tied to critical project, financing and ESG milestones, reflecting the Company's strategic priorities as it moved towards start of construction, which was achieved in December 2025.

Pleasingly, ESG outcomes were fully achieved (20% of STI), including zero significant environmental incidents and strong safety performance.

No LTI Plans were scheduled to vest in FY25, which is to be expected given the multi-year awards. The LTI structure continues to reinforce long term alignment with shareholder value, sustainability outcomes and disciplined project execution.

Consistent with the expectations of shareholders, we have incentivised and rewarded executives appropriately throughout the reporting period, ensuring performance aligns with shareholder interest and expectations, including providing increased disclosure on the outcomes of individual milestones in this year's Remuneration Report to increase transparency.

In conjunction with the review of remuneration for the MD-CEO and CFO, the Board undertook a review of Non-Executive Director fees, benchmarking against industry peers and similar sized companies, anticipating Vulcan's entry into the ASX 200.

After considering the results of the review, the Board resolved to increase NED fees after successful execution of the major December 2025 capital raise and taking the FID for Lionheart, with the increase taking effect as of January 2026. Aggregate NED fees after this change can be accommodated within the existing NED fee cap. However, to provide headroom for potential NED additions in future, we will seek shareholder approval for an increase in the NED fee cap at the 2026 Annual General Meeting. The last time Vulcan's NED fee cap was increased was in November 2022. If approved, no further increase in the NED fee cap will be sought until after the construction of Lionheart is completed.

Looking ahead

As the Company progresses the construction of Lionheart, the PPC will continue to ensure Vulcan's remuneration framework reflects key milestones and developments appropriately.

For this year, taking into account shareholder feedback and reviewing proxy adviser guidelines, Vulcan has made a number of changes to its remuneration framework for FY26, including:

- An increase to the STI opportunity from 25% to 50% of Fixed Remuneration for the MD-CEO and CFO, to balance focus between long-term and shorter-term priorities, reflecting our stage of development;
- All of the increased portion of the STI for the MD and CFO (i.e. half the STI outcome) to be deferred for a further 12-month vesting period, i.e. a 24-month vesting period in total;
- Removing the multipliers for future awards within the STI and LTI milestones;
- Adjusted the weighting of the LTI measures, by increasing the shareholder return metrics from 20% to 80%;
- Moving towards annual awards of service rights for NEDs with a 12-month vesting period issued in a single tranche, to be made once the existing tranches vest or expire, and for all future NED appointments; and
- Implementation of a Minimum Shareholding Policy for all directors and any other Key Management Personnel (KMP).

The remuneration arrangements are expected to continue to evolve in line with the Company's transformation from a development-focused model to one centred on large-scale project delivery, capital deployment and operational readiness.

The Company's Executive Chair, Dr Francis Wedin, elected to not receive STI or LTI rights in 2025. As founder of the business, Dr Wedin already has a material shareholding in the Company.

On behalf of the PPC, I thank our shareholders for their ongoing support and engagement. We remain committed to maintaining a remuneration framework that is transparent, responsible, performance-driven, and aligned with long term value creation.

I invite you to read the full Remuneration Report and welcome any comments or feedback.

Sincerely,



Angus Barker

Chair, People and Performance Committee

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1. Introduction

This Remuneration Report details the remuneration arrangements for Key Management Personnel (KMP) who are defined as those persons having authority and responsibility for planning, directing and controlling the major activities of the Company, directly or indirectly, including any director (whether executive or otherwise) of the Company.

Each KMP was appointed for the entire year 1 January 2025 to 31 December 2025. For the purposes of this Remuneration Report, the term 'Executive' includes Executive KMP of the Group as detailed in the table below.

(i) Non-Executive directors (NEDs)	
Mr Angus Barker[1]	Lead Independent Director & Deputy Chair
Ms Josephine Bush	Non-Executive Director & Chair of the ARESG Committee
Dr Heidi Grön	Non-Executive Director
Dr Günter Hilken	Non-Executive Director & Chair of the POC

(ii) Executive (Executive KMP)	
Dr Francis Wedin	Executive Chair
Mr Cris Moreno	Managing Director & Chief Executive Officer (MD-CEO)
Ms Felicity Gooding[2]	Executive Director & Group Chief Financial Officer (CFO)

[1] Mr Angus Barker was appointed as Lead Independent Director and Deputy Chair on 1 January 2025.
[2] Ms Felicity Gooding was appointed as Executive Director on 1 January 2025

There were no other changes to the KMP after the reporting date and before the date the financial report was authorised for issue.

Financial values referenced throughout this Remuneration Report are translated from Australian dollars to Euro using an exchange rate of 0.57.

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2. Remuneration governance

Remuneration decision making

The following diagram represents the Company's remuneration decision making framework:

Board

Reviews and approves Executive remuneration and incentives.
Sets aggregate NED fees, subject to shareholder approval.

People and Performance Committee (PPC, the Committee)

Develops remuneration strategy, framework and policy and provides Executive & NED remuneration recommendations to the Board.

MD-CEO and Executive Chair	Remuneration Consultants	Audit, Risk and ESG Committee
Executive remuneration input and implementation.	External, independent remuneration advice and information as required.	Input to financial, risk and ESG measures and outcomes as required.

The People and Performance Committee (PPC) is comprised of three Non-Executive Directors (NEDs) and is composed entirely of independent directors. The Executive Chair, MD-CEO and CFO attend certain Committee meetings by invitation, where management input is required. The Executive Chair, MD-CEO and CFO were not involved in the final decisions related to their own remuneration arrangements.

Use of independent remuneration consultants

To ensure the PPC is fully informed when making remuneration decisions, it seeks independent external remuneration advice where required. Independent remuneration consultants are engaged by, and report directly to, the PPC. In selecting remuneration consultants, the PPC considers potential conflicts of interest and requires independence from the Company's KMP and other executives as part of their terms of engagement.

During the financial year ended 31 December 2025, the PPC undertook a review of Executive KMP remuneration and of NED fees. Loftswood, a leading advisor in executive reward, performance and governance, were used to provide market data and commentary on market practice, trends and good governance[1].

Remuneration report approval at 2025 AGM

The Remuneration Report for the period ended 31 December 2024 received positive shareholder support at the 2025 AGM with a vote of 89.8% in favour.

[1] No remuneration recommendations as defined in Section 9B of the Corporations Act 2001 were provided in FY25.

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3. Remuneration Principles and Strategy

Remuneration principles and strategy

The following diagram illustrates how the Company's remuneration strategy aligns with its strategic direction and links remuneration outcomes to performance.

Vulcan Mission

To become Europe's leading sustainable lithium business and enabling energy security through geothermal energy

Guiding Principles for our Remuneration Strategy

Market competitive	Alignment to performance	Sustainability	Culture	Alignment to shareholder value
We ensure our reward is competitive compared to companies of a similar size and complexity, to attract and retain talented Executives.	At-risk remuneration including both short and long-term elements, subject to performance in alignment with business objectives and shareholder returns.	Performance measures and incentive structures are designed to encourage responsible environmental and operational outcomes, balanced financial performance and long-term value creation for shareholders.	Our culture is key to how we operate and deliver our strategy. Our approach to performance and reward promotes a positive culture that champions Vulcan's values.	Our Reward Framework focuses executives and management on delivering superior total shareholder returns. We do this through share ownership and LTI performance measures aligned to the shareholder experience.

Vulcan's Values



Climate Champion



Determined



Inspiring

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4. Executive KMP remuneration arrangements for FY25

Remuneration approach

Vulcan's executive remuneration strategy is designed to attract, retain and motivate the best people to create a positive culture that delivers the Company's business strategy and contributes to sustainable long-term returns.

The executive remuneration framework includes fixed remuneration, short and long term incentives with different reward focus. In FY25, incentives were aligned to key corporate, financing and ESG milestones to support talent retention and long-term shareholder value (summarised in the table below)[2].

Remuneration Component	Vehicle	Purpose	Opportunity / Mix	Performance Link & Key Features
Fixed remuneration (FR)	**Base salary plus statutory superannuation or equivalent**	Attract and retain Executives with the capability and experience to deliver Vulcan's strategy, based upon the competitive landscape among relevant peers.	Forms the fixed component of total remuneration.	Reviewed annually by the Board following consideration of recommendations from the PPC and, as required, from remuneration advisers with respect to market practice, trends and good governance. Set having regard to market positioning, individual capability, experience and performance, and the Company's size and business operations.
Short-Term Incentives (STI)	**Performance rights**	Reward Executives for achievement of short term objectives aligned to the Company's annual business priorities and individual performance.	Target opportunity was 25% of fixed remuneration for both the MD-CEO & CFO. An additional one-off issue of 100,000 Performance Rights each to the MD-CEO and CFO occurred in FY25, to recognise exceptional efforts during the FY24 period, and was approved by Shareholders at the 2025 AGM.	Performance Rights are granted at the start of the performance year, based on maximum STI Opportunity. The Board assesses vesting outcomes at the end of the financial year, subject to performance against defined KPIs including: • Corporate milestones (50%) • ESG milestones (20%) • Individual objectives (30%). The portion of Performance Rights that meet the performance hurdles will vest, with the remaining Rights lapsing immediately. Granting the Performance Rights at the start of the performance period provides additional leverage during the period. While the Executives may enjoy the upside potential, they must also wear the downside risk associated with share price movements through the period. This arrangement has the benefit of focusing Executive effort on share price growth right from the outset and of further alignment to the shareholder experience.
			STI multipliers	1.5x multipliers if project construction starts during the calendar year 2025.

[2] Further information is in the following paragraphs.

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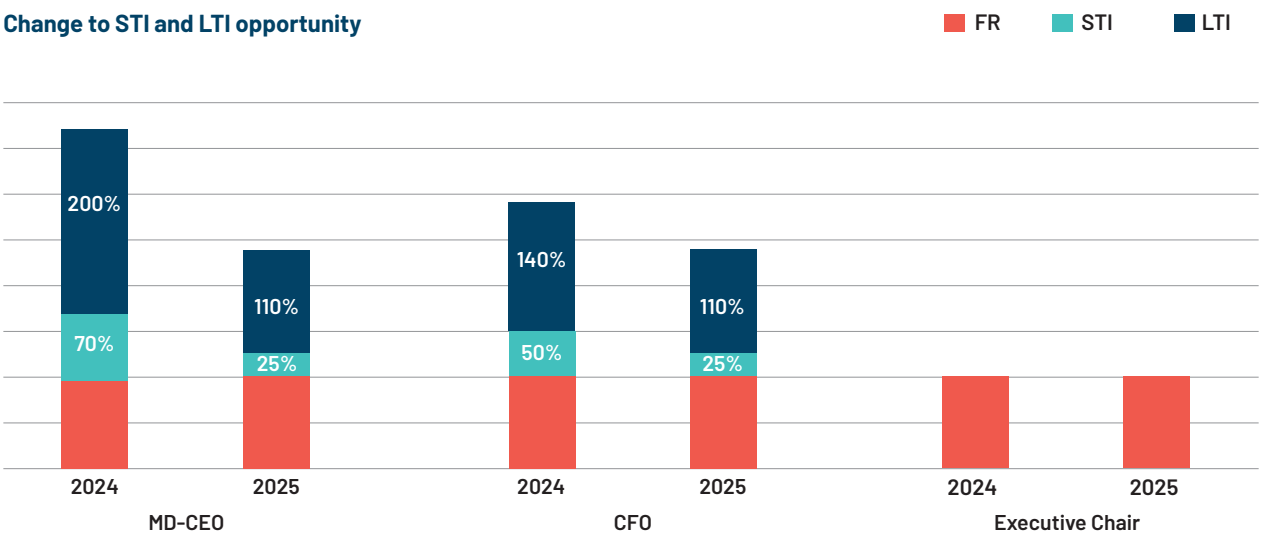
Remuneration Component	Vehicle	Purpose	Opportunity / Mix	Performance Link & Key Features
Long-Term Incentives (LTI)	**Performance rights**	Align Executive remuneration with long term shareholder value creation and promote sustainable long term performance through equity ownership.	Target opportunity was 110% of fixed remuneration for both the MD-CEO & CFO. LTI rights may be subject to approved multipliers.	Vesting is subject to performance measured over a three year period against: • Business returns (60%) • Sustainability returns (20%) • Relative Total Shareholder Return (20%). Performance is tested at the end of the performance period with no re testing. Unvested rights do not attract dividends.
			LTI multipliers	1.5x multipliers if there is exceptional (and measurable) performance relative to the board approved scope, budget and timeframes for the Lionheart Project.

The following diagrams set out the current Executive remuneration structure.

	Fixed remuneration	STI	LTI
			Unvested rights subject to forfeitures
Year 1	Base Salary, Superannuation and Other benefits.	Annual award of rights under the STI plan subject to achievement of annual objectives. Vesting at end of the relevant year.	Performance rights which vest after three years subject to the achievement of long-term performance hurdles.
Year 3			

During FY25, remuneration targets were adjusted from the prior year to allow a more balanced approach towards short- and long-term goals which aligns with market practice. Changes to the remuneration mix of the MD-CEO & CFO, are represented below:

Change to STI and LTI opportunity



An additional one-off issue of 100,000 Performance Rights each to the MD-CEO and CFO occurred in FY25, in recognition of their exceptional efforts during the FY24 period which were instrumental in the significant process made by the Company during this period. This one-off issue was approved by shareholders at the 2025 AGM, with 93% of the votes cast in favour of these resolutions.

5. Executive KMP remuneration outcomes

Remuneration outcomes are structured to align executive performance with Vulcan's strategic objectives and shareholder interests, taking into account the Company's development stage and the execution challenges faced during the year.

Key FY25 achievements aligned to performance milestones

Key achievements of the Company in FY25 were as follows:

- Secured a comprehensive €2.2 billion ($3.9 billion) financing package to fund the construction and development of Lionheart, including positive Final Investment Decision (FID) by the Board
- Commenced construction of Lionheart by laying the foundation stone at the upstream integrated geothermal and lithium extraction plant in Landau, Germany
- Approval of grants totalling up to ~€104m (~A$186m) by the German Federal Government and the states of Rhineland-Palatinate and Hesse
- Major supply contracts for Lionheart signed with NORAM Electrolysis Systems, Turboden and ROM Technik, JordProxa, ABB, and a Sedgman and HOCHTIEF joint venture
- Securing of major building permits, including those for the downstream Central Lithium Plant at Industrial Park Höchst, Frankfurt, and the upstream integrated geothermal and lithium extraction plant
- Signing of binding lithium offtake agreement with Glencore, one of the world's largest natural resource and trading companies
- Commenced provision of samples to offtake partners to prequalify Lithium Hydroxide Monohydrate (LHM) before full commercial production,
- Vulcan's 100%-owned drilling subsidiary, Vercana, commenced drilling the first new well for Lionheart at the Schleidberg well site near Landau – the fifth well in the project area. Strong drilling performance and positive subsurface results from the LSC-1 vertical well in the Lionheart Field Development Plan was also reported
- Successful completion of an updated lithium brine Resource estimation, together with a maiden geothermal energy Resource estimation for the Mannheim licence area in Germany's URVBF
- Production of battery-quality LHM from our upstream (LEOP) and downstream (CLEOP) optimisation plants, the first fully integrated production of battery-quality lithium chemicals in Europe, from resource to final product.

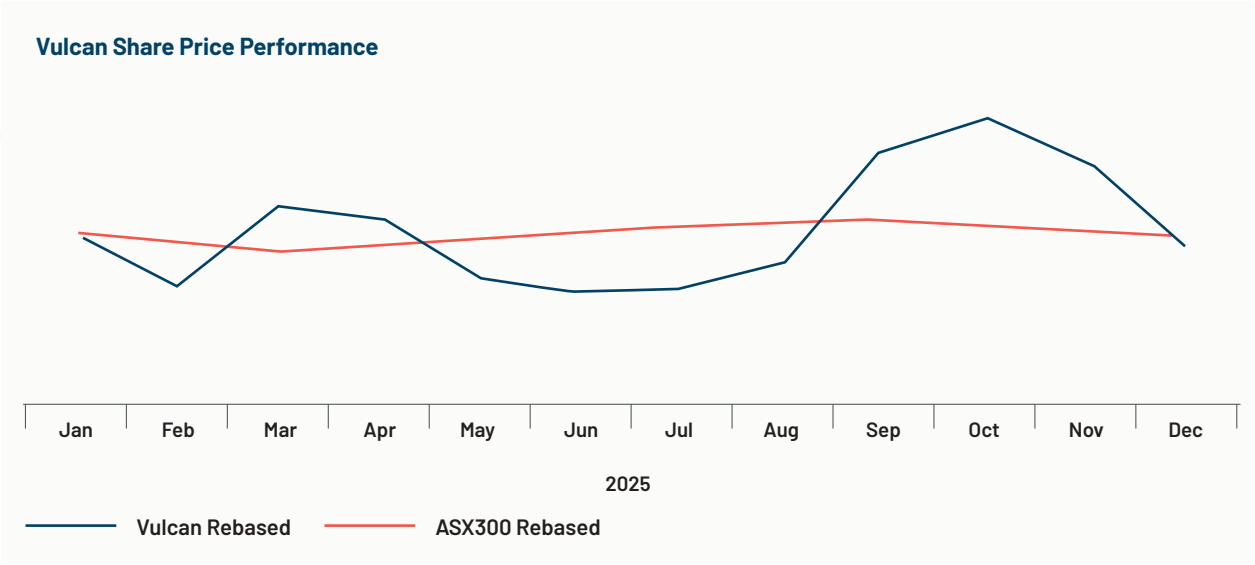
Company performance

A summary of Company performance as measured by its earnings per share and share price for the prior five reporting periods, including disclosure required by the Corporations Act 2001, is outlined in the table below.

Measure	31 Dec 2025	31 Dec 2024	31 Dec 2023	6 months ended 31 Dec 2022	30 June 2022
Revenue (€'000)	7,350	8,119	6,783	3,622	3,799
Net Loss After Tax (NPAT) (€'000)	69,575	42,358	26,963	13,450	18,851
Loss per share (Euro cents)	29.57	23.27	16.92	9.52	15.12
Closing Vulcan security price ($)	4.41	5.35	2.85	6.33	5.42

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The chart below illustrates Vulcan's share price performance over the past year compared to the ASX 300.



Fixed Remuneration

Executive KMP received a 3.0% increase in fixed remuneration for FY25, comprising a 2.5% CPI linked adjustment and the rise in the Superannuation Guarantee rate from 11.5% to 12%. The CPI adjustment was measured over the 12-month period to 31 December 2024, per the Australian Bureau of Statistics.

The following table provides the fixed remuneration for Executives KMP for FY25 compared to FY24.

Executive	Effective Date	FY25	FY24	% Change
Executive Chair Dr Francis Wedin	1 March 2025	$688,800 (€393,511)	$669,000 (€382,200)	3.0%
MD- CEO Mr Cris Moreno	1 March 2025	$688,800 (€393,511)	$669,000 (€382,200)	3.0%
CFO Ms Felicity Gooding	1 March 2025	$574,000 (€327,926)	$557,500 (€318,500)	3.0%

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STI rights issued during the period

To align performance measures with the Company's strategic objectives, the Company issued 137,459 STI Rights to the MD-CEO and 131,215 STI Rights to the CFO at the AGM held on 28 May 2025. Included in the STI Rights was a one-off award of 100,000 Performance Rights granted to each of the MD-CEO and CFO in recognition of their exceptional contributions in FY24.

A summary of STI performance is provided below.

Vulcan Energy FY25 Scorecard

The table below illustrates Group milestones which apply to the MD-CEO and CFO during FY25. Corporate Milestones include corporate (50% weighting) and ESG (20% weighting) milestones, comprising a total 70% weighting of STI performance.

The remaining 30% of STI performance is determined by individual milestones.

Measure	Weighting	Outcome	Performance targets and vesting criteria
Corporate Milestones – 50%			
The Company has closed financing for Lionheart Project (Financing Milestone).	8.3%	7.9%	Comprehensive €2.2bn financing package secured in December 2025, including senior debt, government grants, strategic equity and underwritten equity raising.
The Company has started construction at the Geothermal and Lithium Extraction Plant (G-LEP) and the Central Lithium Plant (CLP)	8.3%	8.3%	With FID in December 2025, notice to proceed was signed with major contractors, and construction of Lionheart commenced in December 2025.
The Company has commenced drilling	8.3%	8.3%	Commencement of drilling the first new production well at the Schleidberg well site commenced in May 2025.
The Company has commenced V-LiON™ qualification with offtake partners	8.3%	8.3%	The qualification of V-LiON™ with offtake partners commenced in June 2025. The Lithium Extraction Optimisation Plant (LEOP) successfully produced Lithium Chloride (LiCl) solution from artesian brine to specifications suitable for further processing into lithium hydroxide monohydrate (LHM) at Central Lithium Electrolysis Optimisation Plant (CLEOP).
The Company has secured all land and received permits for Lionheart according to the permitting action plan	8.4%	8.4%	All land and major construction permits for Lionheart sites according to the permitting action plan for 2025 were secured.
The Company has secured funding for new project development and technology division (Development and Technology Funding)	8.4%	7.6%	Grant funding and letters of intent for future phase development secured. Technology division investment process commenced, however de-prioritised due to focus on Lionheart financing.
Total Corporate Milestones	**50.0%**	**48.8%**	

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Measure	Weighting	Outcome	Performance targets and vesting criteria
ESG Milestones – 20%			
Environment			
Environment: zero significant environmental incidents	4.0%	4.0%	There were no significant environmental incidents in 2025.
Safety: meet year-on-year improvement of lost time injury frequency rate (LTIFR) (Safety Target)	4.0%	4.0%	The 2025 Safety Target for LTIFR was <1.5, achieved LTIFR was 1.36 for 2025 and therefore the target was met.
Social: sign a binding agreement with a local utility to supply the local community with renewable heat in area	4.0%	4.0%	Heat offtake agreement signed with EnergieSüdwest AG for the supply of geothermal renewable heat Project Lionheart.
Governance			
No material breaches with local authorities or regulatory authorities	4.0%	4.0%	No material breaches with local or regulatory authorities occurred in 2025.
Obtain material cyber security improvements during the period.	4.0%	4.0%	No reportable cyber instances in 2025.
Total ESG Milestones	**20%**	**20%**	
Total Group Milestones	**70.0%**	**68.8%**	

The outcomes of Mr Cris Moreno's individual STI milestones (30% weighting) are detailed below.

Measure	Weighting	Outcome	Performance targets and vesting criteria
The Company has satisfied the Financing Milestone.	6.0%	5.7%	Comprehensive €2.2bn financing package secured in December 2025, including senior debt, government grants, strategic equity and underwritten equity raising.
The Company has secured funding for new project development and technology division.	6.0%	5.4%	Grant funding and letters of intent for future phase development secured. Technology division investment process commenced, however de-prioritised due to focus on Lionheart financing.
The Company has successfully delivered Lionheart project execution milestones in line with the current financing timeline.	6.0%	6.0%	All Lionheart project milestones were completed on time according to the financing schedule. Post FID, key execution milestones were completed including signing notices to proceed with major contractors and completion of LSC1.
The Company has delivered material capital expenditure ("Capex") reduction initiatives (>€10 million) across the Company's projects.	6.0%	6.0%	Material Capex reduction initiatives of >€10 million were achieved across the Company's projects.
The Company has satisfied the Retention Milestone[3].	3.0%	3.0%	Employee retention within target.
The Company has satisfied the Safety Milestone[4].	3.0%	3.0%	The 2025 Safety Target for LTIFR was <1.5, achieved LTIFR was 1.36 for 2025 and therefore the target was met.
Total individual milestones	**30.0%**	**29.1%**	

[3] 80% employee retention across the whole organisation (not including those renewed by good reason or in line with strategic planning)

[4] Meet the Safety Target and complete 240 leadership rounds, constituting 20 leadership rounds per month. A leadership round is a visit by the executive leaders to Vulcan's work sites with accompanying briefings by the HSE team.

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The outcomes of Ms Felicity Gooding's individual STI milestones (30% weighting) are detailed below.

Measure	Weighting	Outcome	Performance targets and vesting criteria
The Company has satisfied the Financing Milestone.	6.0%	5.7%	Comprehensive €2.2bn financing package secured in December 2025, including senior debt, government grants, strategic equity and underwritten equity raising.
Corporate service teams deliver value add support in a cost effective and efficient manner as appropriate for the level of operations, including completion of finance transformation.	6.0%	6.0%	Demonstrated strong financial management and transformation, successfully supporting complex project funding, reporting, compliance needs, and ERP go live on 1 January 2026.
The Company has maintained minimum group cash position including by proactively securing funding solutions for the company, while ensuring funds are available to support project developments.	6.0%	6.0%	Comprehensive financing package including debt, equity, and government grants secured. The Company maintained funds available to support project development.
The Company has achieved material operating cost saving initiatives (>€5 million) across the Company.	6.0%	6.0%	Material operating cost saving initiatives of >€5 million were achieved across the Company.
The Company has satisfied the Retention Milestone.	1.5%	1.5%	Employee retention within target.
The Company has obtained material improvement in cyber-security measures.	1.5%	1.5%	No reportable cyber security during the year, companywide training completed and regular phishing testing underway, security operations centre implementation underway, network hardening continued and security expertise in-housed.
The Company has satisfied the Safety Milestone.	1.5%	1.5%	The 2025 Safety Target for LTIFR was <1.5, achieved LTIFR was 1.36 for 2025 and therefore the target was met.
No material breaches of applicable Australian laws or regulations and no material corrections or clarifications issued on the Australian Securities Exchange.	1.5%	1.5%	No material breaches of Australian law or regulations and no material corrections or clarifications issued on ASX.
Total individual milestones	**30.0%**	**29.7%**	

FY25 STI share outcomes

Based on the assessed outcomes for the year ended 31 December 2025, and reflecting strong performance against key milestones, the Board determined that 98.0% of STI Rights for the MD CEO and 98.6% for the CFO should vest.

The number of STI performance rights granted in FY25 has been determined as follows:

Executive	Role	FY25 STI (25%)	VWAP[1]	Multiplier[2]	STI rights	Additional one-off issue	Total FY25 STI rights
Mr Cris Moreno	MD-CEO	$153,750 (€87,837)	$6.16 (€3.52)	1.5x	37,459	100,000	137,459
Ms Felicity Gooding	CFO	$128,125 (€73,198)	$6.16 (€3.52)	1.5x	31,215	100,000	131,215

[1] Volume weighted average price of the Company's shares listed on the Australian Securities Exchange for the 30 days to 31 December 2024.
[2] The 1.5x multiplier applied as Project construction started during the calendar year 2025.

The following table outlines the proportion of maximum STI that was achieved and forfeited in relation to the 2025 financial year, inclusive of the 1.5x multiplier (for project construction starting during the 2025 calendar year). The maximum STI rights are established at the start of the financial year and outcomes are determined by the People and Performance Committee at the end of the financial year. Achieved STIs vested at 31 December 2025 subject to their terms.

Executive	Role	Performance Rights Granted	Achieved STI (%)	Forfeited STI (%)	Number of rights vested	Value of rights vested (€'000)[1]
Mr Cris Moreno	MD-CEO	137,459	98.0%	2.0%	134,710	317
Ms Felicity Gooding	CFO	131,215	98.6%	1.4%	129,329	304

[1] Based on the fair value of rights issued at grant date, being €2.35. Changes in the Company share price may impact the value of rights vested.

There were no LTI performance rights that were scheduled to vest in FY25, and therefore no outcomes measured during the period.

LTI rights issued in FY25 (vesting in FY27)

To align performance measures with business objectives, the Company issued 164,817 LTI rights to the MD-CEO and 137,348 LTI rights to the CFO during the period ended 31 December 2025.

The number of LTI performance rights granted in FY25 has been determined as follows:

Executive	Role	FY25 LTI (110%)	VWAP[1]	Multiplier[2]	Total FY25 LTI rights
Mr Cris Moreno	MD-CEO	$676,500 (€386,484)	$6.16 (€3.52)	1.5x	164,817
Ms Felicity Gooding	CFO	$563,750 (€322,070)	$6.16 (€3.52)	1.5x	137,348

[1] Volume weighted average price of the Company's shares listed on the Australian Securities Exchange for the 30 days to 31 December 2024.
[2] The 1.5x multiplier applied as Project construction started during the calendar year 2025.

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These grants were approved at the AGM held on 28 May 2025 and are subject to the metrics that are outlined in the table below:

Measure	Weighting	Fair value of each right (€)	Number of Rights Issued to MD-CEO	Valuation (€'000)	Number of Rights Issued to Group CFO	Valuation (€'000)
Business Returns:						
The Company will achieve future phase business objectives without materially diluting shareholders at the end of the Measurement Period.	20%	2.35	32,964	78	27,470	65
The Company will make a final investment decision in relation to a future phase project.	20%	2.35	32,963	78	27,470	65
The Company will execute the Lionheart Project in line with Board approved scope, budget and timeframes.	20%	2.35	32,963	78	27,469	65
Sustainability Returns:						
The Company will designate and successfully apply material Project greenhouse gas reductions relative to 2024 Project Life Cycle Assessment figures.	20%	2.35	32,963	78	27,469	65
Market Based Measures:						
Absolute Total Shareholder Rights ("ATSR Rights")- vest is based on the Total Shareholder Return (TSR) of Vulcan over the performance period.	10%	1.41	16,482	23	13,735	19
Relative Total Shareholder Return Rights ("RTSR Rights") - vest is based on the TSR of Vulcan over the performance period, relative to the returns of the Peer Group.	10%	1.54	16,482	25	13,735	21

LTIs that were granted in FY25 to Executive KMPs will be tested at the end of the performance period which is 31 December 2027. Market based measures are measured as follows:

Absolute TSR (ATSR) (10%)

ATSR compound annual growth rate (CAGR)	% to Vest
Less than 0%	0%
Between 5% and 7.5%	50% to 74% on a straight line
Between 7.5% and 10%	75% to 99% on a straight line
Greater than 10%	100%

Relative TSR (RTSR) (10%)

RTSR performance	% to Vest
Less than 50th percentile	0%
Between 50th percentile and 75th percentile	50% to 99% on a straight line
Greater than 75th percentile	100%

Relative TSR assesses our TSR against a custom peer group with constituents being determined by the Board and reviewed on a regular basis to ensure appropriateness for the purpose of assessment.

For LTI grants made for the period ending 31 December 2025, the customised peer group comprises companies in lithium and the wider resource sector, as follows:

Paladin Energy Limited, Genesis Energy Limited, Iluka Resources Limited, Liontown Resources Limited, Adriatic Metals Plc, Karoon Energy Ltd, Boss Energy Limited, Deep Yellow Limited, Alpha HPA Limited, Tamboran Resources Limited, Strike Energy Limited, Chalice Mining Limited, Patriot Battery Metals and Bannerman Energy Limited.

6. Non-Executive Director remuneration arrangements

Policy

The Board seeks to set aggregate remuneration at a level that that is commensurate with industry best practice against relevant peers to ensure the Company has the ability to attract and retain directors of the highest calibre.

The fee structure is typically reviewed annually against fees paid to NEDs of comparable ASX listed companies with a similar market capitalisation to Vulcan, as well as similar sized industry comparators. The Board considers advice from other independent external consultants when undertaking the review process. As noted earlier, a review of NED remuneration was undertaken in 2025, with the assistance of independent external remuneration consultant, Loftswood, with the changes implemented as of 1 January 2026.

Changes in 2026 reflect the Company's desire to ensure optimum board performance where renewal and expansion opportunities can be considered immediately as human capital opportunities arise. Vulcan is a rapidly developing company, and 2026 will see construction and major project delivery require continuing oversight on the Board-level skills matrix and expanding commitments of Directors.

The Company's constitution and the ASX Listing Rules specify that the NED fee pool shall be determined from time to time by a general meeting. The latest determination with respect to the NED fee pool was at the annual general meeting (AGM) held in November 2022 when shareholders approved an aggregate fee pool of $950,000 (€628,470) per year. An increase in the NED fee pool provides scope to competitively remunerate both existing NEDs and potential new Directors as we continually assess our skills matrix with expanding development priorities, and accordingly we will seek an increase in the NED fee pool at Vulcan's 2026 AGM. As noted below, if the increase in the fee pool is approved, other than for CPI-linked adjustments, we will not seek to increase in base NED fees beyond those now prevailing from 1 January 2026 until end of construction of the Lionheart Project.

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Structure

The fee for NEDs consists of directors' fees and committee fees. The payment of additional fees for serving on a committee recognises the additional time commitment required by NEDs to fulfil this role.

The NED and committee fees for FY2025 remained the same as in FY2024. The table below summarises the NED fee policy for FY2025.

Board fees	
Directors	$81,000 (€46,275)
Committee fees	
Committee Chair	$15,000 (€8,570)
Committee Members	$10,000 (€5,713)

Australian-based NEDs have superannuation included as part of their fees.

In addition to directors' fees and separate committee fees, NEDs are issued securities in the Company to a value of A$35,000 (€20,000) each year, with the intention being to issue the equivalent of three years' worth of securities every three years (i.e. a total value of A$105,000 (€59,987)). However it is intended that this will change to annual awards of the same quantum in the future. Each annual tranche (i.e. one third of the total award) vests 12 months from the date of issue, and the vesting criteria for each tranche is that NEDs are still a Director on the vesting date. However it is intended that this will change to annual awards of the same quantum for future issues of NED service rights. Refer to section 7 (Non-Executive Director share rights) for further information regarding the updated structure of future NED equity awards.

At the AGM on 28 May 2025, Shareholders approved the issuance of Company securities valued at A$213,000 (€121,687) to Mr Angus Barker, vesting in three equal tranches over three years, subject to continuous service. This amount comprises the standard A$35,000 (€20,000) annual grant and an additional A$36,000 (€20,567) per annum awarded in recognition of his appointment as Lead Independent Director and Deputy Non-Executive Chair effective 1 January 2025, bringing his total annual securities value to A$71,000 (€40,562).

Shareholders also approved the issuance of Company securities valued at A$105,000 (€59,987) to Dr Günter Hilken, with the securities vesting in three equal tranches of A$35,000 (€20,000) each over three years, subject to continuous service.

Additionally, Shareholders approved the issuance of Company securities valued at A$140,000 (€79,982) to each of Dr Heidi Grön and Ms Josephine Bush for a three-year period, which includes additional securities to the value of A$35,000 (€20,000) as neither Ms Josephine Bush nor Dr Heidi Grön received securities for the previous year. Of this amount, A$70,000 (€39,991) will vest 12 months after the issue date, with the remaining A$35,000 (€20,000) vesting at 24 and 36 months respectively, subject to continuous service.

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7. Looking forward to FY26

Business transformation

As Vulcan enters FY2026, remuneration settings are expected to continue evolving in line with the Company's ongoing business transformation and progression into an active construction and execution phase. During this period, with the successful A$3.9bn (€2.2bn) financing in December 2025 and subsequent FID, the Company is transitioning from a development-focused model to one centred on large-scale project delivery, construction and operational readiness, as it advances Lionheart with its integrated lithium and renewable geothermal energy strategy. The remuneration framework will remain focused on supporting the attraction and retention of key talent, aligning executive incentives with delivery of key corporate, financing and ESG milestones, and ensuring outcomes remain closely linked to industry norms and sustainable long-term value creation for shareholders.

Executive roles

Upon Financial Close of the equity and debt financing, the MD-CEO will, upon their creation, be appointed to the role of Chair of the Advisory Boards of Vulcan Energie Ressourcen GmbH, the Company's primary German holding subsidiary; and VER GEO LIO GmbH, Vulcan's asset level entity operating entity that owns Lionheart. In addition, Mr Barker and Ms Bush will be appointed to the Advisory Board of Vulcan Energie Ressourcen GmbH and Ms Gooding and Dr Hilken will be appointed to the Advisory Board of VER GEO LIO GmbH.

On 10 December 2025, Ms Gooding was also appointed joint Managing Director of the Company's German holding entity, Vulcan Energie Ressourcen GmbH.

FY26 Fixed Annual Remuneration

Effective 1 January 2026, the Board of Vulcan approved remuneration changes for the MD-CEO and CFO, following a review prompted by the Company's financing and move into construction of its Lionheart Project in December 2025. The review was conducted following an external review of market data. The remuneration adjustments are expected to reflect the increasing scale and international complexity of the business, associated governance requirements, heightened responsibilities placed on executives during this phase, and the need to maintain a competitive and sustainable remuneration structure. In addition, the remuneration changes reflect additional future board responsibilities of the MD-CEO and CFO. The Executive Chair was granted a 3.8% adjustment, reflecting a modest, economic adjustment over the period, noting the Executive Chair's remuneration was also adjusted by CPI in the prior financial year.

Minimum Shareholding Requirement Policy

The Company has adopted a Minimum Shareholding Requirement Policy (MSRP) to further align the interests of the Company's directors and Key Management Personnel (KMP) with the interests of the Company's shareholders, to support long-term value creation and performance as well as reinforce the Company's remuneration and governance framework. Pursuant to the MSRP:

a) Vulcan NEDs are encouraged to progress to holding their average fixed annual remuneration in shares or vested share rights within five years from the date of their appointment or a reasonable period of time;

b) Vulcan's CEO is encouraged to progress to holding two times their average fixed annual remuneration in shares or vested share rights within five years from the date of their appointment or a reasonable period of time; and

c) Vulcan's Executive Directors (or other KMP if relevant) are encouraged to progress to holding their average fixed annual remuneration in shares or vested share rights within five years from the date of their appointment or a reasonable period of time.

The changes in director's holdings for the years 2024 and 2025 are contained in section 8 of this Report.

The Fixed Remuneration changes for executives compared to FY2025 are reflected below:

Executive	FY26 FR[1]	FY25 FR	% Change
Executive Chair **Dr Francis Wedin**	$715,008 (€408,484)	$688,800 (€393,511)	3.8%
MD- CEO **Mr Cris Moreno**	$900,480 (€514,444)	$688,800 (€393,511)	30.7%
CFO **Ms Felicity Gooding**	$750,400 (€428,704)	$574,000 (€327,926)	30.7%

[1] Fixed Remuneration is inclusive of 12.0% superannuation and is expected to be indexed to CPI from FY2026 until first production.

Short-term incentives

The FY26 STI changes for executives compared to FY25 are reflected below:

Executive	FY26 STI Opportunity[1]	FY25 STI Opportunity
Executive Chair **Dr Francis Wedin**[2]	Nil	Nil
MD- CEO **Mr Cris Moreno**	50.0%	25.0%
CFO **Ms Felicity Gooding**	50.0%	25.0%

[1] Half of the STI opportunity (representing 25% of Fixed Remuneration), is deferred and subject to a 12-month additional vesting period post determination, bringing the total vesting period to 24 months.

[2] The Co-Founder and Executive Chair continues to decline take up of STI or LTI opportunity, as he believes he already has a meaningful founder's stake in the business, and wants to limit shareholder dilution.

For FY26, these STIs are broken down into corporate milestones (50%), ESG milestones (20%) and individual milestones (30%), the full terms of which will be contained in the Notice of Annual General Meeting.

Long- term incentives

No changes have been made to the LTI opportunity as a percentage of Fixed Remuneration, as reflected below:

Executive	FY26 STI Opportunity[1]	FY25 STI Opportunity
Executive Chair **Dr Francis Wedin**[1]	Nil	Nil
MD- CEO **Mr Cris Moreno**	110.0%	110.0%
CFO **Ms Felicity Gooding**	110.0%	110.0%

[1] The Co-Founder and Executive Chair continues to decline take up of STI or LTI opportunity, as he believes he already has a meaningful founder's stake in the business, and wants to limit shareholder dilution.

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For FY26, these LTIs have been broken down into business returns (10%) and sustainability returns (10%) and market-based measures (80%), consisting of 30% absolute total shareholder returns and 50% relative total shareholder returns based on a peer list; the full terms of which will be contained in the Notice of Annual General Meeting.

Pursuant to the terms of the Incentive Awards Plan, if, in the Board's reasonable opinion, a person engages in serious wrongdoing (e.g., fraud or dishonesty, gross negligence, material breach of duties, or serious misconduct), causes reliance on a false or misleading statement, harms the company's reputation or financial position, is terminated for cause, improperly transfers or disposes of awards or shares, or becomes legally disqualified from office, then the Board may act. The Board may act, by written notice and without liability to lapse unvested (or vested but unexercised) awards or convertible securities; cancel or forfeit shares for nil consideration (including requiring actions to effect cancellation); prohibit disposal of awards and impose a holding lock; and require repayment of cash amounts (net of tax) paid under the plan or proceeds from disposal of awards.

Non-Executive Director fees

Following the aforementioned review conducted with the support of external remuneration consultants, NED fees increased from $81,000 (€46,275) to $100,000 (€57,130), effective 1 January 2026, and the fees for the Chair of Audit/ESG Committee rose by $5,000 (€2,856) to $20,000 (€11,426) to reflect the additional workload associated with the role post-financing, as the Company moves into full-scale construction phase.

The remuneration changes for NEDs compared to FY2025 are reflected below:

Board fees	FY26	FY25	% Change
Director fees	$100,000 (€57,130)	$81,000 (€46,275)	23.5%
Committee fees			
Chair of the Audit, Risk & ESG Committee	$20,000 (€11,426)	$15,000 (€8,570)	33.3%
Other Committee Chair	$15,000 (€8,570)	$15,000 (€8,570)	-
Committee Members[1]	$10,000 (€5,713)	$10,000 (€5,713)	-

[1] No fees are received by Nomination Committee members due to the infrequency of meetings

This was the first increase since April 2023. Other than for CPI-linked adjustments, Vulcan does not propose an increase in base NED fees beyond those now prevailing from January 2026 until end of construction of Lionheart Project.

Non-Executive Director share rights

In order to preserve cash for the Company, Non-Executive Directors have traditionally been issued equity awards in the form of service rights (vesting pro-rata over time, and convertible into ordinary shares) as part of their remuneration, with each NED being issued with three years' worth of service rights at a time.

While the Company remains focused on cash preservation during the construction phase - and therefore wishes to continue to provide a portion of NED remuneration in the form of equity awards - following engagement with shareholders and proxy advisers, the Company has updated the structure of future NED equity awards so that they are awarded on an annual basis only. This will allow shareholders to vote on such awards on an annual basis.

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8. Additional disclosures relating to rights and shares

Statutory Executive KMP remuneration

The following table sets out total remuneration for Executive KMP for the year ended 31 December 2025 (Dec-25) and for the year ended 31 December 2024 (Dec-24), calculated in accordance with statutory accounting requirements and presented in Euro (€).

		Short-term benefits		Post-employment benefits			
	Year/Period	Cash Salary	Non-monetary	Superannuation	Share-based payments	Total (€)	Performance related %
Executive KMP							
Dr Francis Wedin[1]	**Dec-25**	**356,126**	**-**	**41,119**	**11,677**	**408,922**	**3%**
	Dec-24	366,119	-	41,182	54,150	461,451	12%
Mr Cristobal Moreno	**Dec-25**	**376,362**	**-**	**41,120**	**664,958**	**1,082,440**	**61%**
	Dec-24	371,021	-	41,182	371,688	783,891	47%
Ms Felicity Gooding[2]	**Dec-25**	**301,354**	**-**	**34,585**	**543,983**	**879,922**	**62%**
	Dec-24	299,310	-	25,809	247,651	572,770	43%
Mr Robert Ierace[3]	**Dec-25**	**-**	**-**	**-**	**-**	**-**	**0%**
	Dec-24	3,687	-	741	-	4,428	0%
Totals	**Dec-25**	**1,033,842**	**-**	**116,824**	**1,220,618**	**2,371,284**	**51%**
	Dec-24	1,040,137	-	108,914	673,489	1,822,540	37%

[1] The Co-Founder and Executive Chair continues to decline take up of STI or LTI opportunity, as he believes he already has a meaningful founder's stake in the business, and wants to limit shareholder dilution.

[2] Ms Felicity Gooding was appointed as Executive Director on 1 January 2025 and as Managing Director of Vulcan Energie Ressourcen GmbH on 10 December 2025

[3] Mr Robert Ierace ceased to be an Executive KMP on 15 January 2024 and stepped down from the role of CFO on 31 March 2024.

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Executive KMP Contracts

Remuneration arrangements for Executive KMP are formalised in employment agreements. All Executive KMP are employed under an ongoing contract. Key terms of the agreements for Executive KMP in the current financial year are as follows:

Executive KMP	Role	Fixed remuneration (inclusive of superannuation)	Termination notice period by the Company[1]	Termination notice period by the Executive KMP[2]	Termination benefits (in lieu of notice)[3]
Dr Francis Wedin	Executive Chair	$688,800 (€393,511)	6 months	6 months	1 or 6 months
Mr Cris Moreno	MD-CEO	$688,800 (€393,511)	6 months	6 months	1 or 6 months
Ms Felicity Gooding[4]	CFO	$574,000 (€327,926)	6 months	6 months	1 or 6 months

1. Unless the Company terminates the KMP Contract for circumstances relating to a serious breach of their appointment agreement (1 month) or summarily without notice in extreme circumstances.
2. Unless the KMP terminates the KMP Contract for circumstances relating to the Company committing a serious breach of their appointment agreement, whereby 28 days' notice is required.
3. In the event of a material reduction or downgrade in Mr Moreno's or Ms Gooding's respective roles with the Company, they may elect to terminate their employment by providing six months' notice, at the end of which notice period they will be entitled to an additional payment equal to six months' salary.
4. Ms Felicity Gooding was appointed as Executive Director on 1 January 2025 and as Managing Director of Vulcan Energie Ressourcen GmbH on 10 December 2025.

All Executive KMP are eligible to participate in Vulcan's STI and LTI structure on terms as determined by the Board, subject to receiving any required shareholder approval.

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Statutory NED remuneration

The remuneration of NEDs for the year 1 January 2025 to 31 December 2025 (Dec-25) and for the year 1 January 2024 to 31 December 2024 (Dec-24) is detailed below, denominated in Euro (€).

		Short-term benefits (€)	Post-employment (€)	Share Based Payments (€)		
	Year/Period	Fees	Superannuation (€)		Total (€)	Share based payment %
Non - Executive Directors						
Dr Heidi Grön	**Dec-25**	**57,701**	**-**	**29,180**	**86,881**	**34%**
	Dec-24	61,620	-	3,285	64,905	5%
Ms Josephine Bush	**Dec-25**	**60,558**	**-**	**29,180**	**89,738**	**33%**
	Dec-24	58,570	-	3,285	61,855	3%
Dr Günter Hilken	**Dec-25**	**60,558**	**-**	**24,957**	**85,515**	**29%**
	Dec-24	58,061	-	16,887	74,948	23%
Mr Angus Barker[1]	**Dec-25**	**54,190**	**6,367**	**38,300**	**98,857**	**39%**
	Dec-24	13,126	1,510	-	14,636	0%
Mr Mark Skelton[2]	**Dec-25**	**-**	**-**	**-**	**-**	**0%**
	Dec-24	4,600	506	-	5,106	0%
Mr Gavin Rezos[3]	**Dec-25**	**-**	**-**	**-**	**-**	**0%**
	Dec-24	104,940	-	-	104,940	0%
Ms Ranya Alkadamani[3]	**Dec-25**	**-**	**-**	**-**	**-**	**0%**
	Dec-24	65,284[4]	5,923	(1,751)	69,455	(3)%
Ms Annie Liu[5]	**Dec-25**	**-**	**-**	**-**	**-**	**0%**
	Dec-24	43,954[6]	-	3,286	47,240	7%
Totals	**Dec-25**	**233,007**	**6,367**	**121,617**	**360,991**	**34%**
	Dec-24	410,155	7,938	24,992	443,086	6%

[1] Mr Angus Barker joined the Board as Non-Executive Director on 13 September 2024 and was appointed Lead Independent Director and Deputy Chair on 1 January 2025.
[2] Mr Mark Skelton retired on 1 February 2024.
[3] Mr Gavin Rezos and Ms Ranya Alkadamani retired from the Board on 31 December 2024.
[4] This amount includes the pro-rata annual service fee for $20,712 (€12,636) in lieu of ordinary shares for continuing on the Board until retirement date of 31 December 2024.
[5] Ms Annie Liu retired on 13 September 2024.
[6] This amount includes the pro-rata annual service fee for $7,767 (€4,739) in lieu of ordinary shares for continuing on the Board until retirement date of 13 September 2024.

Rights awarded, vested and cancelled/lapsed during the year

The table below discloses the number of rights that were awarded, vested, exercised or cancelled during the year in relation to Executive Key Management Personnel.

Rights do not carry any voting or dividend rights and can be exercised once the vesting conditions have been met and until their expiry date.

Executive KMP	Balance at start of year	Granted as remuneration	Performance rights exercised during the year	Performance rights cancelled/ lapsed	Balance at end of year[3]	Performance rights vested during the year	Number of performance rights vested and exercisable at
	1-Jan-25				31-Dec-25		31-Dec-25
Dr Francis Wedin	125,724	-	-	-	125,724	-	9,724
Mr Cris Moreno[1]	521,308	302,276	(119,808)	(2,749)	701,027	134,710	134,710
Ms Felicity Gooding[1,2]	272,945	268,563	(70,445)	(1,886)	469,177	129,329	129,329
	919,977	**570,839**	**(190,253)**	**(4,635)**	**1,295,928**	**264,039**	**273,763**

[1] As approved by Shareholders at the 2025 AGM, Mr Cris Moreno and Ms Felicity Gooding received an additional one-off issue of 100,000 performance rights each, and had the following multipliers applied to their performance rights: a 1.5x multiplier on STI performance rights if Project construction started during the 2025 calendar year; and a 1.5x multiplier on LTI performance rights for exceptional and measurable performance relative to the Board approved scope, budget and timeframes for the Lionheart Project. An adjusted number of performance rights may still vest if the multiplier(s) are not met, subject to satisfaction of the other terms.

[2] Ms Felicity Gooding was appointed as Executive Director on 1 January 2025 and as Managing Director of Vulcan Energie Ressourcen GmbH on 10 December 2025.

[3] Includes any performance rights held directly, indirectly and beneficially by Executive Key Management Personnel.

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The table below discloses the number of rights that were awarded, vested, exercised or cancelled during the year in relation to Non-Executive Directors.

Rights do not carry any voting or dividend rights and can be exercised once the vesting conditions have been met until their expiry date.

NED	Balance at start of year	Granted as remuneration	Performance rights exercised during the year	Performance rights lapsed/ forfeited	Balance[1] at end of year	Performance rights vested during the year	Number of performance rights vested and exercisable at
	1-Jan-25			31-Dec-25		31-Dec-25	31-Dec-25
Dr Heidi Grön	4,298	32,555	(4,298)	-	32,555	-	-
Ms Josephine Bush	4,298	32,555	(4,298)	-	32,555	-	-
Dr Günter Hilken	9,492	24,416	(4,746)	-	29,162	4,746	4,746
Mr Angus Barker[2]	-	49,531	-	-	49,531	-	-
	18,088	**139,057**	**(13,342)**	**-**	**143,803**	**4,746**	**4,746**

[1] Includes any performance rights held directly, indirectly and beneficially by NEDs.
[2] Mr Angus Barker joined the Board as Non-Executive Director on 13 September 2024 and was appointed Lead Independent Director and Deputy Chair on 1 January 2025.

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The terms and conditions of each grant of rights affecting remuneration of Executive Key Management Personnel in this financial year or future reporting years are as follows:

		Number of performance rights granted	Grant date	Vesting date	Fair value per performance right at grant date (€)	Total value of performance rights at grant date (€)	Value of performance rights forfeited during the year (€)	Value of performance rights exercised during the year (€)
Executive KMP								
Dr Francis Wedin	Class AA	26,000	29/11/2022	30/06/2024	4.52	117,520	-	-
	Class AB	81,200	29/11/2022	30/06/2026	4.52	367,024	-	-
	Class AB	11,600	29/11/2022	30/06/2026	3.46	40,136	-	-
	Class AB	23,200	29/11/2022	30/06/2026	3.69	85,608	-	-
Mr Cris Moreno	Class AA	11,000	13/12/2022	30/06/2024	4.30	47,300	-	(17,690)
	Class AB	37,450	13/12/2022	30/06/2026	4.30	161,035	-	-
	Class AB	5,350	13/12/2022	30/06/2026	3.24	17,334	-	-
	Class AB	10,700	13/12/2022	30/06/2026	3.50	37,450	-	-
	Class IP	119,500	5/08/2024	31/12/2024	2.28	272,896	-	(263,782)
	Class IP	208,800	5/08/2024	31/12/2026	2.28	476,826	-	-
	Class IP	69,600	5/08/2024	31/12/2026	1.33	92,840	-	-
	Class IP	69,600	5/08/2024	31/12/2026	1.72	119,372	-	-
	Class IP	137,459	28/05/2025	31/12/2025	2.35	323,693	(6,460)	-
	Class IP	131,853	28/05/2025	31/12/2027	2.35	310,492	-	-
	Class IP	16,482	28/05/2025	31/12/2027	1.41	23,287	-	-
	Class IP	16,482	28/05/2025	31/12/2027	1.54	25,369	-	-
Ms Felicity Gooding[1]	Class IP	72,500	17/06/2024	31/12/2024	2.63	190,977	-	(185,270)
	Class IP	121,500	17/06/2024	31/12/2026	2.63	320,051	-	-
	Class IP	121,500	17/06/2024	31/12/2026	2.63	320,051	-	-
	Class IP	40,500	17/06/2024	31/12/2026	1.88	76,203	-	-
	Class IP	40,500	17/06/2024	31/12/2026	2.14	86,696	-	-
	Class IP	131,215	28/05/2025	31/12/2025	2.35	308,989	(4,432)	-
	Class IP	109,878	28/05/2025	31/12/2027	2.35	258,744	-	-
	Class IP	13,735	28/05/2025	31/12/2027	1.41	19,406	-	-
	Class IP	13,735	28/05/2025	31/12/2027	1.54	21,141	-	-

[1] Ms Felicity Gooding was appointed as Executive Director on 1 January 2025 and as Managing Director of Vulcan Energie Ressourcen GmbH on 10 December 2025.

The terms and conditions of each grant of rights affecting remuneration of Non-Executive Directors in this financial year or future reporting years are as follows:

		Number of performance rights granted	Grant date	Vesting date	Fair value per performance right at grant date (€)	Total value of performance rights at grant date (€)	Value of performance rights forfeited during the year (€)	Value of performance rights exercised during the year (€)
NED								
Ms Josephine Bush	Class S	4,298	24/06/2021	24/06/2024	4.95	21,275	-	(21,275)
	Class AD	16,277	28/05/2025	28/05/2026	2.35	38,330	-	-
	Class AD	8,139	28/05/2025	28/05/2027	2.35	19,166	-	-
	Class AD	8,139	28/05/2025	28/05/2028	2.35	19,166	-	-
Dr Heidi Grön	Class S	4,298	24/06/2021	24/06/2024	4.95	21,275	-	(21,275)
	Class AD	16,277	28/05/2025	28/05/2026	2.35	38,330	-	-
	Class AD	8,139	28/05/2025	28/05/2027	2.35	19,166	-	-
	Class AD	8,139	28/05/2025	28/05/2028	2.35	19,166	-	-
Mr Angus Barker[1]	Class AD	16,510	28/05/2025	28/05/2026	2.35	38,878	-	-
	Class AD	16,510	28/05/2025	28/05/2027	2.35	38,878	-	-
	Class AD	16,511	28/05/2025	28/05/2028	2.35	38,881	-	-
Dr Günter Hilken	Class AC	4,746	29/11/2022	29/11/2024	4.76	22,591	-	(22,591)
	Class AC	4,746	29/11/2022	29/11/2025	4.76	22,591	-	-
	Class AD	8,139	28/05/2025	28/05/2026	2.35	19,166	-	-
	Class AD	8,139	28/05/2025	28/05/2027	2.35	19,166	-	-
	Class AD	8,138	28/05/2025	28/05/2028	2.35	19,164	-	-

[1] Mr Angus Barker joined the Board as Non-Executive Director on 13 September 2024 and was appointed Lead Independent Director and Deputy Chair on 1 January 2025.

Performance rights granted carry no dividend or voting rights.

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All performance rights were granted over unissued fully paid ordinary shares in the Company. The number of performance rights that vest was determined having regard to the satisfaction of performance measures and weightings as described in section 5. Performance rights vest based on the provision of service over the vesting period or satisfaction of performance measures. There are no amounts paid or payable by the recipient in relation to the granting of such performance rights or their exercise.

Shareholdings

The table below details the number of Vulcan shares held by NEDs and Executive KMP and the movement during the year ended 31 December 2025.

	Class of shares	Balance at start of year	Exercise of performance rights	On market purchase/(sale)	Balance at end of year[1]
		1-Jan-25			31-Dec-25
Non-Executive Directors[1]					
Dr Heidi Grön[2]	Ordinary	10,398	4,298	6,500	21,196
Ms Josephine Bush[3]	Ordinary	40,367	4,298	10,000	54,665
Dr Günter Hilken[4]	Ordinary	4,745	4,746	5,000	14,491
Mr Angus Barker[5, 6]	Ordinary	20,000	-	27,405	47,405
Executive KMP					
Dr Francis Wedin[7]	Ordinary	16,458,561	-	-	16,458,561
Mr Cris Moreno[8]	Ordinary	-	119,808	-	119,808
Ms Felicity Gooding[9,10]	Ordinary	-	70,445	-	70,445
Totals		**16,534,072**	**203,595**	**48,905**	**16,786,571**

1 Includes shares held directly, indirectly and beneficially by directors.
2 Subject to testing under the Minimum Shareholding Policy in FY 2026
3 Subject to testing under the Minimum Shareholding Policy in FY 2026
4 Subject to testing under the Minimum Shareholding Policy in FY 2027
5 Subject to testing under the Minimum Shareholding Policy in FY 2029
6 Mr Angus Barker joined the Board as Non-Executive Director on 13 September 2024 and was appointed Lead Independent Director and Deputy Chair on 1 January 2025.
7 Subject to testing under the Minimum Shareholding Policy in FY 2026
8 Subject to testing under the Minimum Shareholding Policy in FY 2028
9 Subject to testing under the Minimum Shareholding Policy in FY 2029
10 Ms Felicity Gooding was appointed as Executive Director on 1 January 2025 and as Managing Director of Vulcan Energie Ressourcen GmbH on 10 December 2025.

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9. Loans to key management personnel and their related parties

There were no loans to KMP and their related parties during the financial year.

10. Other transactions and balances with key management personnel and their related parties

Other than the customary payment of Board and Committee fees to Non Executive Directors for services rendered in their capacity as directors, the Group did not engage in any related party transactions during the reporting period (31 December 2024: nil).

11. Auditor's independence declaration

The auditor's independence declaration is set out immediately following this report and forms part of the Director's Report for the year ended 31 December 2025.

End of Remuneration Report.

Signed in accordance with a resolution of the Directors made pursuant to S.298(2) of the *Corporations Act 2001.*

On behalf of the Directors



Dr Francis Wedin
Executive Chair
PERTH, Western Australia

26 March 2026

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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Vulcan Energy Resources Limited for the year ended 31 December 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(i) the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(ii) any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA

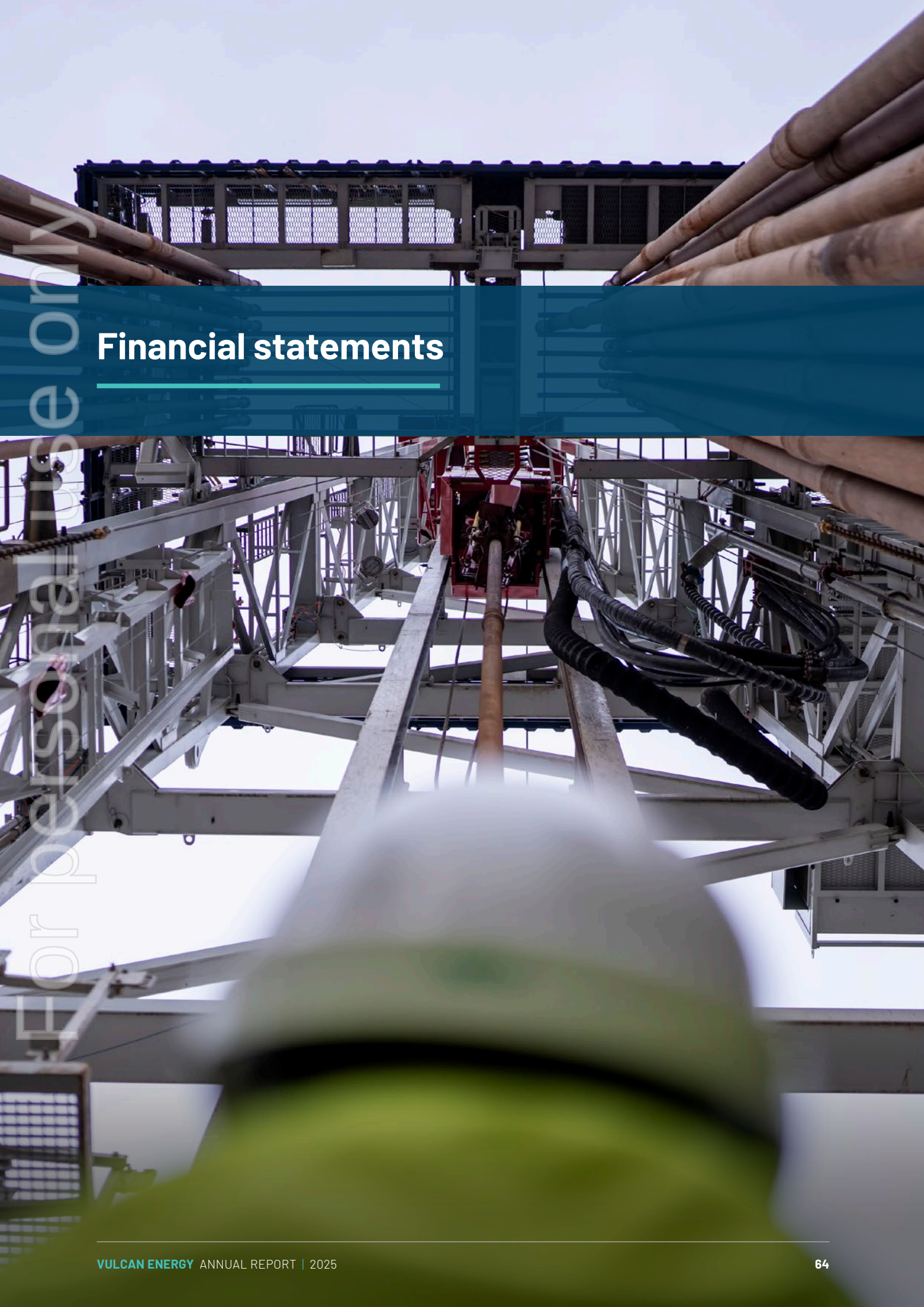
Perth, WA
Dated: 26 March 2026

Matthew Beevers
Partner

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Financial statements

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CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	31 Dec 25 €'000	31 Dec 24 €'000
Revenue from continuing operations	**4**	7,350	8,119
Other income	**5**	4,409	1,433
Loss from equity accounted investments	**34**	-	(92)
Raw materials and purchased services	**6**	(2,955)	(750)
Employee benefit expenses	**7**	(16,699)	(24,899)
Depreciation and amortisation expenses	**8**	(13,386)	(9,597)
Impairment expenses	**22**	(7,758)	-
Share-based payments expense	**39**	(4,564)	(851)
Other expenses	**9**	(29,229)	(19,085)
Net foreign exchange (loss)/ gain	**37**	(5,845)	1,456
Finance income	**10**	2,823	1,889
Finance costs	**10**	(1,824)	(173)
Loss before income tax expense		**(67,678)**	**(42,550)**
Income tax (expense)/ benefit	**11**	(1,897)	192
Loss after income tax for the year		**(69,575)**	**(42,358)**
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss			
Exchange differences on translation of foreign operations		**1,020**	**(4,055)**
Loss on cashflow hedge		**(169)**	**-**
Items that will not be reclassified subsequently to profit or loss			
Revaluation of investments at fair value through other comprehensive income		**(794)**	**(1,090)**
Total comprehensive loss for the year (net of tax)		**(69,518)**	**(47,503)**
Total comprehensive loss for the year attributable to the owners of Vulcan Energy Resources Limited		**(69,518)**	**(47,503)**
Loss per share for the year attributable to the members Vulcan Energy Resources Limited:		**€**	**€**
Basic loss per share (Euro)	**12**	(0.30)	(0.23)
Diluted loss per share (Euro)	**12**	(0.30)	(0.23)

The Consolidated Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the notes to the financial statements.

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CONSOLIDATED STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2025

Assets	Note	31 Dec 25 €'000	31 Dec 24 €'000
Current assets			
Cash and cash equivalents	**13**	517,839	97,054
Trade and other receivables	**14**	5,492	7,036
Other financial assets	**15**	5,092	3,707
Inventories	**16**	338	137
Total current assets		**528,761**	**107,934**
Non-current assets			
Financial assets at fair value through other comprehensive income	**35**	541	1,396
Exploration and evaluation expenditure	**18**	14,590	13,124
Other assets	**17**	38,307	8,244
Property, plant and equipment	**19**	322,817	237,329
Derivative financial assets	**20**	7,925	-
Right-of-use assets	**21**	30,199	3,836
Intangible assets	**24**	6,396	3,821
Deferred tax assets	**25**	7,475	3,568
Total non-current assets		**428,250**	**271,318**
Total Assets		**957,011**	**379,252**
Liabilities			
Current liabilities			
Trade and other payables	**26**	47,876	16,636
Employee benefits	**27**	2,291	1,523
Lease liabilities	**21**	1,947	771
Deferred income	**28**	-	2,110
Income tax liabilities	**11**	337	57
Total Current liabilities		**52,451**	**21,097**
Non-current liabilities			
Lease liabilities	**21**	28,665	3,081
Provisions	**29**	11,965	1,987
Deferred tax liabilities	**30**	6,984	1,535
Total non-current liabilities		**47,614**	**6,603**
Total Liabilities		**100,065**	**27,700**
Net Assets		**856,946**	**351,552**
Equity			
Share capital	**32**	1,024,010	453,643
Reserves	**33**	13,704	9,083
Accumulated losses	**44**	(180,768)	(111,193)
Equity attributable to the owners of Vulcan Energy Resources Limited		856,946	351,533
Non-controlling interest		-	19
Total Equity		**856,946**	**351,552**

The Consolidated Statement of Financial Position should be read in conjunction with the notes to the financial statement

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CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2025

Consolidated	Issued Capital €'000	Revaluation Reserve €'000	Reserves €'000	Foreign Currency Reserve €'000	Cashflow Hedge Reserve €'000	Accumulated Losses €'000	Non-controlling interests €'000	Total €'000
At 1 Jan 24	**323,739**	**(1,870)**	**11,522**	**3,725**	**-**	**(68,835)**	**-**	**268,281**
Loss for the year	-	-	-	-	-	(42,358)	-	(42,358)
Other comprehensive loss	-	-	-	(4,055)	-	-	-	(4,055)
Revaluation of investments at fair value through other comprehensive income	-	(1,090)	-	-	-	-	-	(1,090)
Total comprehensive loss for the year after tax	-	(1,090)	-	(4,055)	-	(42,358)	-	(47,503)
Transactions with owners in their capacity as owners:								
Issue of share capital (note 32)	134,032	-	-	-	-	-	-	134,032
Share issue costs (note 32)	(4,128)	-	-	-	-	-	-	(4,128)
Non-controlling interests acquired	-	-	-	-	-	-	19	19
Share-based payments (note 39)	-	-	851	-	-	-	-	851
At 31 Dec 24	**453,643**	**(2,960)**	**12,373**	**(330)**	**-**	**(111,193)**	**19**	**351,552**
At 1 Jan 25	**453,643**	**(2,960)**	**12,373**	**(330)**	**-**	**(111,193)**	**19**	**351,552**
Loss for the year	-	-	-	-	-	(69,575)	-	(69,575)
Other comprehensive loss	-	-	-	1,020	(169)	-	-	851
Revaluation of investments at fair value through other comprehensive income	-	(794)	-	-	-	-	-	(794)
Total comprehensive loss for the year after tax	**-**	**(794)**	**-**	**1,020**	**(169)**	**(69,575)**	**-**	**(69,518)**
Transactions with owners in their capacity as owners:								
Issue of share capital (note 32)	586,187	-	-	-	-	-	-	586,187
Share issue costs (note 32)	(15,820)	-	-	-	-	-	-	(15,820)
Non-controlling interests acquired	-	-	-	-	-	-	(19)	(19)
Share-based payments (note 39)	-	-	4,564	-	-	-	-	4,564
Balance at 31 December 2025	**1,024,010**	**(3,754)**	**16,937**	**690**	**(169)**	**(180,768)**	**-**	**856,946**

The Consolidated Statement of Changes in Equity should be read in conjunction with the notes to the financial statements.

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CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	31 Dec 25 €'000	31 Dec 24 €'000
Cash flows from operating activities			
Receipts from customers		7,980	8,578
Payments to suppliers and employees		(57,533)	(41,278)
Interest received		2,545	2,234
Other income		-	60
Interest paid		(711)	(173)
Income taxes paid		(15)	(100)
Net cash used in operating activities	**13**	**(47,734)**	**(30,679)**
Cash flows from investing activities			
Payments for exploration and evaluation expenditure		(2,025)	(12,024)
Payment for plant and equipment		(48,203)	(58,290)
Payment to acquire subsidiary		(16,036)	(371)
Loans provided to external parties		(601)	(2,549)
(Payments to acquire)/receipts from sale of financial assets		515	(2,749)
Net cash used in investing activities		**(66,350)**	**(75,983)**
Cash flows from financing activities			
Proceeds from issue of shares		586,187	134,032
Share issue costs		(14,825)	(2,436)
Lease repayments		(1,446)	(1,197)
Financing costs		(11,078)	(5,252)
Transaction costs related to loans and borrowings		(10,240)	-
Swaption premium paid		(8,427)	-
Net cash from financing activities		**540,171**	**125,147**
Net increase in cash and cash equivalents		**426,087**	**18,485**
Cash and cash equivalents at beginning of the year		97,054	78,728
Effect of exchange rate fluctuations		(5,302)	(159)
Cash and cash equivalents at end of the year		**517,839**	**97,054**

The Consolidated Statement of Cash Flows should be read in conjunction with the notes to the financial statements.

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Reporting Entity

Vulcan Energy Resources Limited (referred to as "Vulcan" or the "Company") is a company domiciled in Australia The address of the Company's registered office and principal place of business is Level 11, 1 Spring Street, Perth WA 6000. The consolidated financial statements of the Company as at and for the year ended 31 December 2025 comprise the Company and its subsidiaries (together referred to as the "consolidated entity" or the "Group"). The principal activity of the Group is geothermal energy and lithium exploration and production.

(b) Basis of Preparation

Statement of compliance
The consolidated financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") and the Corporations Act 2001. The consolidated financial statements comply with International Financial Reporting Standards ("IFRS") adopted by the International Accounting Standards Board ("IASB"). Vulcan Energy Resources Limited is a for-profit entity for the purpose of preparing the financial statements.

The annual report was authorised for issue by the Board of Directors on 26 March 2026.

Functional and presentation currency
Items included in the financial statements of each of the consolidated entities are measured using the currency of the primary economic environment in which the entity operates ("functional currency"). The consolidated financial statements are presented in Euro, which is Vulcan Energy Resources Limited's presentation currency.

Historical cost convention
The consolidated financial statements have been prepared under historical cost convention, except for, where applicable, the revaluation of financial assets at fair value through other comprehensive income, certain classes of property, plant and equipment and derivative financial instruments.

Parent entity information
In accordance with the Corporations Act 2001, these financial statements present the results of the consolidated entity only. Supplementary information about the parent entity is disclosed in note 45.

Rounding of amounts
The company is of a kind referred to in Corporations Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to 'rounding-off'. Amounts in this report have been rounded off in accordance with that Corporations Instrument to the nearest thousand Euro, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted
The consolidated entity 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.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

New standards and interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations relevant to the Group that have recently been issued or amended but are not yet mandatory, have not been adopted by the Group for the annual reporting year ended 31 December 2025. The Group has not yet assessed the impact of these new or amended Accounting Standards and Interpretations but does not expect it to have a significant impact on the Group's results.

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NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONT.)

Going concern

The consolidated financial statements have been prepared on the going concern basis, which contemplates continuity of normal business activities and the realisation of assets and discharge of liabilities in the normal course of business.

As disclosed in the consolidated financial statements, the Group incurred a loss after tax of €69.6 million and had net cash outflows from operating and investing activities of €47.7 million and €66.4 million respectively for the year ended 31 December 2025. As at that date, the Group had a net current assets surplus of €476.3 million and cash and cash equivalents of €517.8 million.

The Directors believe that it is reasonably foreseeable that the consolidated entity will continue as a going concern and that it is appropriate to adopt the going concern basis in the preparation of the financial report after consideration of the following factors:

- During the financial year, the Group successfully completed a series of significant equity raisings with strategic and institutional investors, raising €586 million and demonstrating continued access to capital markets. Most notably, the Group completed a substantial €545 million equity raise in December 2025, providing additional liquidity to fund ongoing development activities and corporate costs. These transactions provide evidence of strong investor support for the Group's strategy and projects and underpin management's going concern cash flow forecasts.
- Prior to the reporting date, the Group executed formal binding documentation for a €1,185 million project financing package for its Lionheart Project (Lionheart) with a syndicate of 13 financiers, including the European Investment Bank, multiple Export Credit Agencies and commercial banks. The financing package includes long-dated senior debt facilities, together with ancillary working capital and VAT facilities, and is structured with deferred principal repayments and appropriate liquidity reserves to support the project through construction and ramp-up. The execution of this financing package significantly mitigates the Group's medium-term funding risk and provides a stable funding platform for the next phase of development.
- Management has prepared detailed cash flow forecasts covering at least twelve months from the date of approval of the financial statements. These forecasts incorporate the Group's current development plans, expected operating and capital expenditure, funding inflows from the executed debt financing arrangements and available cash reserves. The Directors have reviewed these forecasts, including downside sensitivities, and consider them to be achievable based on the Group's historical ability to secure funding and progress project milestones.
- As demonstrated over recent years, the Group has repeatedly and successfully accessed equity capital to fund its activities. This established track record, combined with the strategic importance of the Group's projects and their alignment with European critical-raw-materials and decarbonisation objectives, provides further support for the Directors' assessment that additional funding could be obtained if required.
- The availability of funding under the Group's financing facilities is subject to Financial Close of debt and equity arrangements. As at the reporting date, the Directors note that the majority of the conditions precedent to Financial Close have been satisfied or are substantially met. Accordingly, the Directors consider the risk of not achieving Financial Close of the debt and equity arrangements to be low.
- The Board continues to actively monitor the Group's liquidity position, funding arrangements and forecast cash flows. Mitigating actions, including the ability to defer discretionary expenditure or adjust development timelines, remain available should adverse conditions arise.

Drawdowns under the strategic equity and debt facilities are linked to the achievement of defined project milestones. Accordingly, the Group's ability to continue as a going concern is dependent not only on the availability of committed funding, but also on the Group's capacity to execute its development plan in line with agreed timelines and performance criteria.

The Directors have assessed the Group's execution capability having regard to:

- progress achieved to date on the Lionheart Project;
- the experience and track record of management and key contractors;
- the availability of contingency measures, including the ability to defer discretionary expenditure or adjust development sequencing if required; and

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONT.)

Going concern (cont.)

- the continued oversight by the Board and lenders through established governance and reporting frameworks.

Based on this assessment, the Directors consider it reasonable to assume that the Group will continue to meet the relevant milestones required to access committed funding.

Based on the above factors, the Directors are satisfied that the Group has adequate resources to continue in operational existence for the foreseeable future and that it is therefore appropriate to prepare the consolidated financial statements on a going concern basis. No material uncertainties have been identified that would cast significant doubt on the Group's ability to continue as a going concern.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Significant Judgements and Estimates

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

(c) Principles of Consolidation

Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Vulcan Energy Resources Limited ('Company' or 'parent entity') as at 31 December 2025 and the results of all subsidiaries for the year then ended. Interests in subsidiaries are detailed in note 36.

Subsidiaries are all entities (including special purpose entities) over which the consolidated entity has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the consolidated entity controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances, and unrealised gains or losses on transactions between consolidated entity companies are eliminated. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

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NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONT.)

Subsidiaries (cont.)

The acquisition method of accounting is used to account for business combinations by the consolidated entity. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of comprehensive income, statement of changes in equity and statement of financial position respectively.

Where the consolidated entity loses control over the subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative transaction differences recognised in equity. The consolidated entity recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss on profit or loss.

(d) Foreign Currency Transactions

Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at period end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

(e) Entity Functional Currency Different from Group Presentational Currency

The assets and liabilities of entities with functional currency different from group presentational currency are translated into Euro using the exchange rates at the reporting date. The revenues and expenses of entities with functional currency different from group presentational currency are translated into Euro 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.

NOTE 2 CRITICAL ACCOUNTING ESTIMATES, JUDGEMENTS AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses.

Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions in these financial statements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial period are disclosed below.

Exploration and evaluation expenditure

Exploration and evaluation costs have been capitalised on the basis that the consolidated entity will commence commercial production in the future, from which time the costs will be amortised in proportion to the depletion of the mineral resources. Key judgements are applied in considering costs to be capitalised which includes determining expenditures directly related to these activities and allocating overheads between those that are expensed and capitalised. In addition, costs are only capitalised that are expected to be recovered either through successful development or sale of the relevant mining interest. Factors that could impact future commercial production include the level of reserves and resources, future technology changes, which could impact the cost of mining, future legal changes and changes in commodity prices. To the extent that capitalised costs are determined not to be recoverable in the future, they will be written off in the period in which this determination is made.

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NOTE 2 CRITICAL ACCOUNTING ESTIMATES, JUDGEMENTS AND ASSUMPTIONS (CONT.)

Share-based payments

The Group measures the cost of equity settled transactions with Directors and employees by reference to the fair value of equity instruments at the date at which they are granted. The fair value is determined using an appropriate valuation model taking into account the terms and conditions upon which the instruments were granted. The accounting estimates and assumptions relating to equity-settled shared-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.

Estimation of useful lives of assets

The consolidated entity determines the estimated useful lives and related depreciation and amortisation charges for its plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Income tax

The consolidated entity is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The consolidated entity recognises liabilities for anticipated tax audit issues based on the consolidated entity's current understanding of the tax law. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

Recovery of deferred tax assets

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

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the consolidated entity's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The consolidated entity reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Restoration provision

Significant judgement is required in determining the provision for mine restoration and rehabilitation as there are many factors that will affect the ultimate liability payable to rehabilitate and restore the mine sites. The estimate of future costs therefore requires management to make assessment of the closure date, changes in relevant local legal and regulatory framework, future inflation rates, changes in discount rates, the extent of restoration activities and future removal and rehabilitation technologies. When these factors change or become known in the future, such differences will impact the restoration and rehabilitation provision in the period in which they change or become known. The provision recognised is periodically reviewed and updated based on the facts and circumstances available at the time.

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NOTE 2 CRITICAL ACCOUNTING ESTIMATES, JUDGEMENTS AND ASSUMPTIONS (CONT.)

Development phase

During the year ended 31 December 2025, the Group's Lionheart Project remained in the development phase, underpinned by the securing of financing for this phase. The judgement exercised in the prior year, which established that the technical feasibility and commercial viability of extracting a mineral resource from Lionheart had been proven, has been reaffirmed in the year ended 31 December 2025, with no changes to the underlying assumptions or identified cash generating units (CGUs) since that assessment. Accordingly, the exploration and evaluation expenditure that was reclassified to mine properties in development in the year ended 31 December 2024 continues to be carried as development assets. During the year, development activities progressed as planned with the Group commencing drilling operations at the Schleidberg well site in May 2025, marking a key milestone in the project's execution. In line with accounting requirements, the Group tested the relevant exploration and evaluation assets for recoverability immediately prior to reclassification, a process which involved significant judgement in determining the appropriate CGUs and in applying assumptions (such as reserve and resource estimates and future commodity prices). Further information is included in note 18 and 19.

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the consolidated entity estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment. The incremental borrowing rate is also applied when calculating the present value of restoration and rehabilitation provisions, as future restoration costs are discounted to reflect their present value at the reporting date. This approach ensures that both lease liabilities and restoration provisions are measured consistently, considering the time value of money and the consolidated entity's estimated cost of borrowing for similar obligations.

Assessment of executory contracts

In the course of progressing the Lionheart Project into execution, the Group entered into several material contractor and supplier agreements during the year ended 31 December 2025, including engineering, procurement and construction management (EPCM), technology supply and major construction-related contracts. These agreements are fundamental to the delivery of the project and involve significant forecast capital expenditure over the construction period.

Management has exercised judgement in determining that these agreements represent executory contracts and future payments are disclosed.

NOTE 3 SEGMENT INFORMATION

Accounting Policy

Segment Reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Executive Key Management Personnels. Management has determined that based on reports reviewed by the Executive Key Management Personnels and used to make strategic decisions, that the consolidated entity has three reportable segments.

Identification of reportable operating segments

The consolidated entity is organised into three operating segments based on geographical location: Germany, Other European (comprised of France and Italy) and Australia. These operating segments are based on internal reports that are reviewed and used by the Executive Key Management Personnels (who are identified as the Chief Operating Decision Makers (CODM)) in assessing performance and in determining the allocation of resources. There is no aggregation of operating segments.

The CODM reviews EBITDA (earnings before interest, tax, depreciation and amortisation). The accounting policies adopted for internal reporting to the CODM are consistent with those adopted in the financial statements.

The information reported to the CODM is on a monthly basis.

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NOTE 3 SEGMENT INFORMATION (CONT.)

Types of products and services

Germany – the supply of geothermal energy, exploration and development related to the Company's Lionheart Project and engineering services.
Other European (France and Italy) – exploration and development relating to battery materials and geothermal lithium.
Australia – administration and corporate support services.

Intersegment transactions

Intersegment transactions were made at market rates. Engineering services have been provided within the German segment. All intersegment receivables and payables, including the profit margin, are eliminated on consolidation.

Major customers

During the financial year ended 31 December 2025, approximately €5.0 million (31 Dec 2024: approximately €4.6 million) of the consolidated entity's external revenue was derived from sales to Pfalzwerke.

FOR THE YEAR ENDED 31 DECEMBER 2025

Segment performance	Germany	Other European	Australia	Total
1 Jan 25 to 31 Dec 25	€'000	€'000	€'000	€'000
Revenue				
Sales to external customers	7,350	-	-	7,350
Total segment revenue	**7,350**	**-**	**-**	**7,350**
Other income	4,409	-	-	4,409
EBITDA	(36,352)	(210)	(18,729)	(55,291)
Depreciation and amortisation	(13,322)	-	(64)	(13,386)
Finance expense	(1,803)	-	(21)	(1,824)
Interest income	453	-	2,370	2,823
Loss before income tax expense	**(51,024)**	**(210)**	**(16,444)**	**(67,678)**
Income tax expense	(1,897)	-	-	(1,897)
Loss after income tax expense	**(52,921)**	**(210)**	**(16,444)**	**(69,575)**
Material items include:				
Employee benefit expense	(13,765)	(152)	(2,782)	(16,699)
Impairment expenses	(7,758)	-	-	(7,758)

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NOTE 3 SEGMENT INFORMATION (CONT.)

AS AT 31 DECEMBER 2025

	Germany €'000	Other European €'000	Australia €'000	Total €'000
Assets				
Segment assets	695,728	225	973,693	1,669,646
Intersegment eliminations	-	-	-	(712,635)
Total assets				**957,011**
Total assets include:				
Exploration and evaluation expenditure additions	2,165	-	-	2,165
Additions to property, plant and equipment	95,225	-	-	95,225
Liabilities				
Segment liabilities	94,494	138	7,047	101,679
Intersegment eliminations	-	-	-	(1,614)
Total Liabilities				**100,065**

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NOTE 3 SEGMENT INFORMATION (CONT.)

FOR THE YEAR ENDED 31 DECEMBER 2024

Segment performance	Germany	Other European	Australia	Total
1 Jan 24 to 31 Dec 24	€'000	€'000	€'000	€'000
Revenue				
Sales to external customers	8,119	-	-	8,119
Total segment revenue	**8,119**	**-**	**-**	**8,119**
Other income	1,433	-	-	1,433
EBITDA	(29,474)	(189)	(5,006)	(34,669)
Depreciation and amortisation	(9,542)	-	(55)	(9,597)
Finance expense	(168)	-	(5)	(173)
Interest income	261	-	1,628	1,889
Loss before income tax expense	**(38,923)**	**(189)**	**(3,438)**	**(42,550)**
Income tax benefit	192	-	-	192
Loss after income tax expense	**(38,731)**	**(189)**	**(3,438)**	**(42,358)**
Material items include:				
Employee benefit expense	(22,261)	(144)	(2,494)	(24,899)

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NOTE 3 SEGMENT INFORMATION (CONT.)

AS AT 31 DECEMBER 2024

	Germany €'000	Other European €'000	Australia €'000	Total €'000
Assets				
Segment assets	279,584	358	421,862	701,804
Intersegment eliminations	-	-	-	(322,552)
Total assets				**379,252**
Total assets include:				
Additions to exploration and evaluation expenditure	9,036	-	-	9,036
Additions to property, plant and equipment	64,991	-	-	64,991
Liabilities				
Segment liabilities	49,831	113	4,383	54,327
Intersegment eliminations	-	-	-	(26,627)
Total Liabilities				**27,700**

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NOTE 4 REVENUE

	31 Dec 25 €'000	31 Dec 24 €'000
Revenue from contracts with customers		
Sale of goods	5,142	4,619
Rendering of services	849	1,322
Drilling personnel outsourcing	1,248	2,178
Other revenue	111	-
Revenue from continuing operations	**7,350**	**8,119**

	Electricity sales		Engineering Services		Drilling Services		Other Revenue		Total	
	31 Dec 25 €'000	31 Dec 24 €'000	31 Dec 25 €'000	31 Dec 24 €'000	31 Dec 25 €'000	31 Dec 24 €'000	31 Dec 25 €'000	31 Dec 24 €'000	31 Dec 25 €'000	31 Dec 24 €'000
Timing of revenue recognition										
Goods transferred at a point in time	5,142	4,619	-	-	-	-	-	-	**5,142**	**4,619**
Services transferred over time	-	-	849	1,322	1,248	2,178	111	-	**2,208**	**3,500**
	5,142	**4,619**	**849**	**1,322**	**1,248**	**2,178**	**111**	**-**	**7,350**	**8,119**

All revenues are derived in Germany.

Accounting Policy

The consolidated entity recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the consolidated entity is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the consolidated entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligation on the basis of the relative stand-alone selling price of each distinct good or service to be delivered ; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods and services promised.

NOTE 4 REVENUE (CONT.)

Accounting Policy (cont)

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sale of goods
Revenue from the sale of goods is recognised at the point in time when the customer obtains control of the goods, which is generally at the time of delivery.

Rendering of services
Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

NOTE 5 OTHER INCOME

	31 Dec 25 €'000	31 Dec 24 €'000
Government grants[1]	3,482	502
Other income	927	931
	4,409	**1,433**

[1] Government grants include approximately €2.6 million relating to funding received by Natürlich Insheim GmbH for Project GeoSmart, and approximately €0.8 million relating to funding received by Vulcan Energie Ressourcen GmbH for Project ZeroCaLi. Project Geosmart is focused on technologies that improve the efficiency and reliability of geothermal energy production, and the final validation of reported costs and outcomes has concluded resulting in recognition as Other Income in the Statement of Profit or Loss and Other Comprehensive Income, for previously recognised deferred income (refer to note 28 for further information). Project ZeroCaLi is a research and development project focussed on the optimisation of the Company's lithium chemicals production processes, over the period 1 January 2025 to 31 December 2026.

Accounting Policy

Other income
Other income is recognised when it is received or when the right to receive payment is established.

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NOTE 6 RAW MATERIALS AND PURCHASED SERVICES

	31 Dec 25 €'000	31 Dec 24 €'000
Purchases - electricity	2,072	639
Purchases - drilling services	753	111
Purchases - other	130	-
	2,955	**750**

Accounting Policy

Raw materials and purchased services

Raw materials and purchased services are recognised as an expense in the period in which they are consumed in the production of goods or in which the related services are provided. Purchased services directly attributable to the production of goods, including labour, energy inputs and other direct costs, are included within raw materials and purchased services when the associated goods are sold.

NOTE 7 EMPLOYEE BENEFIT EXPENSES

	31 Dec 25 €'000	31 Dec 24 €'000
Gross employee benefit expenses	41,106	37,459
Other own work capitalised	(24,407)	(12,560)
	16,699	**24,899**

Other own work capitalised

Other own work capitalised relates to internal engineering and technical labour costs of Vulcan Energie Ressourcen GmbH, a wholly owned subsidiary of Vulcan Energy Resources Limited, which are capitalised to exploration and evaluation expenditure and property, plant and equipment. Employee benefit expenses are disclosed in the statement of profit or loss and other comprehensive income net of other own work capitalised. Other own work capitalised also includes the capitalisation of Vercana GmbH staff costs relating to drilling activities undertaken at the Schleidberg wellsite, the refurbishment of electric drill rigs and partial capitalisation of the Managing Director and Chief Executive Officer employed by Vulcan Energy Resources Limited. The increase in other own work capitalised compared to prior year predominantly relates to Vercana GmbH staff costs capitalised as a result of the commencement of drilling activities at the Schleidberg wellsite in May 2025.

Other own work capitalised does not relate to any external revenue or any profit margin charge to intercompany transactions. The comparative period disclosure has been aligned for consistency with the period.

NOTE 8 DEPRECIATION AND AMORTISATION EXPENSE

	31 Dec 25 €'000	31 Dec 24 €'000
Depreciation of Right-of-use assets	1,486	1,219
Depreciation of Property, Plant and Equipment	11,519	8,236
Amortisation of intangible assets	381	142
	13,386	**9,597**

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NOTE 9 OTHER EXPENSES

	31 Dec 25 €'000	31 Dec 24 €'000
Administrative expenses	5,973	4,669
Compliance and regulatory expenses	534	695
Consulting and legal fees	4,002	2,073
Occupancy costs	1,784	1,119
Other expenses	16,492	10,172
Recruiting and training	444	357
	29,229	**19,085**

Accounting Policy

Other Expenses

Other expenses comprise operating costs that are not directly attributable to the production of goods or the delivery of services. These include administrative expenses, corporate overheads, insurance, consulting and professional services, regulatory costs, occupancy expenses and other general operating expenditures.

Other expenses are recognised in profit or loss as incurred, in accordance with the accrual basis of accounting. Costs are recognised when it is probable that an outflow of economic benefits will be required to settle the obligation and the amount can be measured reliably.

Payments for goods or services that relate to future reporting periods are recorded as prepaid expenses and amortised over the period to which they relate. Where services span multiple reporting periods, expenses are recognised over the period the services are rendered.

NOTE 10 FINANCE INCOME/(COST)

Finance Income

	31 Dec 25 €'000	31 Dec 24 €'000
Interest income	2,823	1,889
	2,823	**1,889**

Accounting Policy

Interest

Interest income is recognised as interest accrues.

NOTE 10 FINANCE INCOME/(COST) (CONT.)

Finance cost

	31 Dec 25 €'000	31 Dec 24 €'000
Commitment fees- debt facilities[1]	1,056	-
Hedge ineffectiveness- interest rate hedge[2]	298	-
Unwinding of discount on rehabilitation provision[3]	53	-
Interest expense - lease liabilities	417	173
	1,824	**173**

[1] Prior to 31 December 2025, the Group executed formal binding documentation for a €1,185 million financing package with a syndicate of 13 financiers, comprising the European Investment Bank, five Export Credit Agencies, and seven commercial banks (ABN AMRO, BNP Paribas, ING, Kommunalkredit, Natixis CIB, OCBC and UniCredit). The facilities provide the Group with committed access to long-term funding and attract commitment fees on the undrawn portions of the facilities. Due to signing of the financing package in December 2025, commitment fees of €1.1 million were incurred.

[2] On 11 December 2025, the Group entered into EUR- and USD-denominated interest rate swaptions, which were designated as cash flow hedges under IFRS 9 Financial Instruments to hedge variability in future interest cash flows associated with anticipated borrowings. During the period, the Group paid swaption premiums of €5,387,000 and US$3,530,000. The swaptions were measured at fair value as at 31 December 2025. An amount of €169,000 was recognised in the cash flow hedge reserve, representing the effective portion of the change in fair value of the swaptions that offset the hedged interest rate risk. Hedge ineffectiveness of €298,000 was recognised in profit or loss during the period, representing the portion of the fair value movement that did not offset changes in the hedged exposure. Refer to note 20 for further information.

[3] Unwinding of discount on restoration provision represents the increase in the present value of the Group's rehabilitation obligation due to the passage of time. The unwinding is recognised as a finance cost in the statement of profit or loss. Refer to note 29 for further information.

Accounting Policy

Finance costs

Commitment fees relate to fees payable on the undrawn portion of borrowing facilities and are recognised in accordance with IFRS 9 Financial Instruments and IAS 23 Borrowing Costs. Commitment fees that are considered part of the transaction costs of obtaining a financing facility are initially capitalised as a prepayment and amortised over the life of the facility using the effective interest method. Where the facility is not expected to be drawn, or where the fee relates to the ongoing availability of the facility rather than to a specific drawdown, the fee is recognised as an expense in finance costs on a straight-line basis over the commitment period.
Commitment fees are presented within finance costs in profit or loss unless they are directly attributable to the acquisition, construction or production of a qualifying asset, in which case they are capitalised as part of the cost of that asset in accordance with IAS 23.

The Group designates certain derivatives, including interest rate swaps and swaptions, as cash flow hedges to manage exposure to variability in future cash flows. The effective portion of changes in the fair value of hedging instruments is recognised in Other Comprehensive Income ("OCI") and accumulated in the cash flow hedge reserve within equity. The gain or loss relating to the ineffective portion is recognised immediately in profit or loss within finance costs.

Amounts recognised in OCI are reclassified to profit or loss in the periods when the hedged item affects profit or loss (for example, when interest expense on the hedged borrowing is recognised). If a hedged forecast transaction results in the recognition of a non-financial asset or liability, the amounts recognised in the cash flow hedge reserve are reclassified to the carrying amount of that asset or liability.

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NOTE 10 FINANCE INCOME/(COST) (CONT.)

Accounting Policy (cont)

Hedge accounting is discontinued when the hedging instrument expires, is sold, terminated or exercised, or no longer meets the hedge accounting criteria. Any cumulative gain or loss in the cash flow hedge reserve remains in equity until the forecast transaction occurs; if the forecast transaction is no longer expected to occur, the cumulative balance is reclassified immediately to profit or loss.

Interest expense arising on lease liabilities is recognised in accordance with IFRS 16 Leases. At the commencement of a lease, the Group measures the lease liability at the present value of future lease payments, discounted using the interest rate implicit in the lease or, if that cannot be readily determined, the Group's incremental borrowing rate. Lease liabilities are subsequently measured using the effective interest method, with interest accruing over the lease term as part of finance costs in profit or loss.

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NOTE 11 INCOME TAX

	31 Dec 25 €'000	31 Dec 24 €'000
(a) The components of tax expense/ (benefit) comprise:		
Current tax	393	57
Deferred tax	1,504	(249)
Income tax expense/ (benefit) reported in the statement of profit or loss and other comprehensive income	**1,897**	**(192)**
(b) The prima facie tax on loss from ordinary activities before income tax is reconciled to the income tax as follows:		
Loss before income tax expense/ (benefit)	(67,678)	(42,550)
Prima facie tax benefit on loss before income tax at 30% (31 December 2024: 30%)	(20,303)	(12,765)
Tax effect of amounts that are not deductible/taxable in calculating taxable income		
Non-deductible expenses	3,156	326
Tax losses and temporary differences not brought to account	17,944	6,705
Foreign corporate rate differential	1,100	5,542
Income tax expense/ (benefit)	**1,897**	**(192)**
(c) Deferred tax assets/(liabilities) not brought to account are:		
Accruals	-	39
Other	747	216
Tax losses	42,703	3,848
Total deferred tax balances not brought to account	**43,450**	**4,103**

(d) As at 31 December 2025, the consolidated entity has income tax payable of €337,000 (31 Dec 2024: €57,000).

Except for the deferred tax assets (note 25) and deferred tax liabilities (note 30) recognised in the subsidiary, Natürlich Insheim GmbH, potential deferred tax assets attributable to tax losses and other temporary differences have not been brought to account at 31 December 2025 because the directors do not believe it is appropriate to regard realisation of the deferred tax assets as probable at this point in time. These benefits will only be obtained if:

- the consolidated entity derives future assessable income of a nature and of an amount sufficient to enable the benefit from the deductions for the expenditure to be realised; and
- no changes in tax legislation adversely affect the consolidated entity in realising the benefit from the deductions for the expenditure.

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NOTE 11 INCOME TAX (CONT.)

Accounting Policy

The income tax expense for the year comprises current income tax expense and deferred tax expense.

Current Tax
Current income tax expense charged to the profit or loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the end of the reporting period. Current tax liabilities are therefore measured at the amounts expected to be paid to the relevant taxation authority.

Deferred Tax
Deferred tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

Current and deferred income tax expense is charged directly to equity instead of the profit or loss when the tax relates to items that are charged directly to equity.

Deferred tax assets and liabilities are ascertained based on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax assets also result where amounts have been fully expensed but future tax deductions are available. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates enacted or substantively enacted at the end of the reporting period. Their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

Where temporary differences exist in relation to investments in subsidiaries, branches, associates, and joint ventures, deferred tax assets and liabilities are not recognised where the timing of the reversal of the temporary difference can be controlled and it is not probable that the reversal will occur in the foreseeable future.

Current tax assets and liabilities are offset where a legally enforceable right of set-off exists and it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur. Deferred tax assets and liabilities are offset where a legally enforceable right of set-off exists, the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur in future periods in which significant amounts of deferred tax assets or liabilities are expected to be recovered or settled.

Vulcan Resources Limited (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime. The head entity and each subsidiary in the tax consolidated group continue to account for their own current and deferred tax amounts. The tax consolidated group has applied the 'separate taxpayer within group' approach in determining the appropriate amount of taxes to allocate to members of the tax consolidated group.

In addition to its own current and deferred tax amounts, the head entity also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from each subsidiary in the tax consolidated group.

Assets or liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the tax consolidated group. The tax funding arrangement ensures that the intercompany charge equals the current tax liability or benefit of each tax consolidated group member, resulting in neither a contribution by the head entity to the subsidiaries nor a distribution by the subsidiaries to the head entity.

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NOTE 12 LOSS PER SHARE

	31 Dec 25	31 Dec 24
Net loss for the year in €'000	(69,575)	(42,358)
Weighted average number of ordinary shares for basic and diluted loss per share.	235,251,410	182,017,379
Basic and diluted loss per share €	(0.30)	(0.23)

Accounting Policy

Basic Loss Per Share

Basic loss per share is determined by dividing net profit or loss after income tax attributable to members of the Company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the year.

Diluted Loss Per Share

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

NOTE 13 CASH AND CASH EQUIVALENTS

	31 Dec 25 €'000	31 Dec 24 €'000
Cash at bank and in hand	496,265	96,988
Short-term deposits	63	66
Restricted cash[1]	21,511	-
	517,839	**97,054**

[1]As at 31 December 2025, the Group holds €21.5 million of cash restricted in use and required to be maintained under the Group's financing arrangements. Under these agreements, the Group is required to maintain a minimum balance in this account to secure the issuance of letters of credit and to support other obligations of the Group under the financing documents. Withdrawals from this account are only permitted with the consent of the Security Agent and prior to the satisfaction of specific conditions under the financing agreements. Accordingly, these funds are not available for general use by the Group until the relevant conditions are met and restrictions are lifted. The restrictions are expected to remain in place until the conditions precedent of the Group's financing arrangements are completed.

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NOTE 13 CASH AND CASH EQUIVALENTS (CONT.)

Reconciliation of net loss after tax to net cash flows from operations

	31 Dec 25 €'000	31 Dec 24 €'000
Loss for the financial year	**(69,575)**	**(42,358)**
Share-based payment expense	4,564	851
Impairment expenses	7,758	-
Depreciation and amortisation expense	13,386	9,597
Loss from equity accounted investments	-	92
Allowance for expected credit losses	(58)	67
Net foreign exchange (profit)/loss	5,845	(1,456)
Other non-cash expenses	(244)	19
Changes in assets/liabilities		
Increase in trade and other receivables	(3,549)	(1,422)
(Increase)/decrease in contract assets and inventory	(201)	307
(Decrease)/increase in trade and other payables	(5,454)	5,358
Increase/(decrease) in provisions	769	(739)
Decrease in deferred income	(2,110)	(708)
Increase in deferred tax assets	(3,907)	(356)
Increase in deferred tax liabilities	5,042	69
Net cash used in operating activities	**(47,734)**	**(30,679)**

Accounting Policy

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Bank balances for which use by the group is subject to third party contractual restrictions are included as part of cash unless the restrictions result in a bank balance no longer meeting the definition of cash. Contractual restrictions affecting use of bank balances are disclosed in the note. If the contractual restrictions to use the cash extend beyond 12 months after the end of the reporting period, the related amounts are classified as non-current in the statement of financial position.

Cash at bank earns interest at floating rates based on daily deposit rates. Short-term deposits are made in varying periods between one day and three months, depending on the immediate cash requirements of the Group and earn interest at the respective short-term deposit rates.

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NOTE 14 TRADE AND OTHER RECEIVABLES

	31 Dec 25 €'000	31 Dec 24 €'000
Trade receivables	866	1,100
Allowance for expected credit losses	(10)	(67)
Prepayments	553	615
Other receivables	1,101	3,766
VAT receivable[1]	2,982	1,622
	5,492	**7,036**

[1]The comparative period VAT receivable has been restated to align with the current period presentation of VAT receivable and VAT payable on a net basis.

	Expected credit loss rate		Carrying amount		Allowance for Expected Credit Loss	
	31 Dec 25	31 Dec 24	31 Dec 25	31 Dec 24	31 Dec 25	31 Dec 24
Consolidated	%	%	€'000	€'000	€'000	€'000
not overdue	0%	0%	847	833	-	-
overdue	50%	25%	19	267	10	67
			866	**1,100**	**10**	**67**

Allowance for expected credit loss

Trade receivables are non-interest bearing and are generally on terms of 30 days. An allowance of €10,000 has been recognised for the year ended 31 December 2025 (31 December 2024: $67,000) to cover expected credit losses.

Accounting Policy

Trade and other receivables

Trade and other receivables include amounts due from customers for goods sold and services performed in the ordinary course of business. Trade and other receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method less any allowance for expected credit loss. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets.

Goods and Services Tax ('GST')

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset of the assets or part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included as a current asset or liability in the Consolidated statement of financial position.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority. Cash flows are presented in the statement of cash flows on a gross basis, except for the GST on investing and financial activities, which are disclosed as operating cash flows.

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NOTE 14 TRADE AND OTHER RECEIVABLES (CONT.)

Accounting Policy (cont.)

Value Added Tax ("VAT")

Revenues, expenses and assets are recognised net of VAT, except where the amount of VAT incurred is not recoverable from the German tax authority. In these circumstances the VAT is recognised as part of the cost of acquisition or expense. Receivables and payables are stated inclusive of the amount of VAT receivable or payable. The net amount of VAT recoverable from, or payable to, the taxation authority is included as a current asset or liability in the Consolidated statement of financial position. Cash flows are presented in the statement of cash flows on a gross basis, except for the VAT on investing and financial activities, which are disclosed as operating cash flows.

Impairment of financial assets

The consolidated entity recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the consolidated entity's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain. Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that are attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

NOTE 15 OTHER FINANCIAL ASSETS

	31 Dec 25 €'000	31 Dec 24 €'000
Bank guarantees	5,092	3,707
	5,092	**3,707**

[1]Bank guarantees at 31 December 2025 include €1,900,000 cash collateral paid to the mining authority as a result of the acquisition of Geox GmbH. Refer to note 23 for further information.

The comparative bank guarantees amount was included in trade and other receivables and has been restated to align with the current period presentation as other financial assets.

Accounting policy

Other financial assets

Bank guarantees represent cash deposits held with financial institutions as security for contractual obligations and are not available for general use by the Group until the underlying obligations are satisfied.

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NOTE 16 INVENTORIES

	31 Dec 25 €'000	31 Dec 24 €'000
Spare parts and consumables	338	137
	338	**137**

Accounting policy

Inventories

Inventories comprise of spare parts and consumables and are stated at the lower of cost and net realisable value on a "first in first out" basis. Cost comprises of direct materials and delivery costs, direct labour, import duties and other taxes, an appropriate proportion of variable and fixed overhead expenditure based on normal operating capacity. Costs of purchased inventory is determined after deducting rebates and discounts received or receivable.

NOTE 17 OTHER ASSETS

The group has recognised the following other assets.

	31 Dec 25 €'000	31 Dec 24 €'000
Prepayments relating to capital items	851	1,392
Capitalised borrowing costs[1]	37,428	6,451
Other investments	28	401
	38,307	**8,244**

[1]Prior to 31 December 2025, the Group executed formal binding documentation for a €1,185 million financing package with a syndicate of 13 financiers, comprising the European Investment Bank, five Export Credit Agencies, and seven commercial banks (ABN AMRO, BNP Paribas, ING, Kommunalkredit, Natixis CIB, OCBC and UniCredit). Capitalised borrowing costs included within other assets consist of legal, advisory and due diligence fees directly attributable to securing the financing package, and arrangement fees payable to financiers.

Accounting policy

Prepayments relating to capital items

Prepayments relating to capital items comprise of payments made in advance to suppliers for goods received and services rendered relating to the Group's Lionheart Project. As goods and services are received, prepayments relating to capital items are recognised in assets under construction within property, plant and equipment. Once complete and ready for use, the assets are depreciated in accordance with the Group's depreciation policy.

Capitalised borrowing costs

The Group capitalises transaction costs directly attributable to debt financing of its Lionheart Project, in accordance with IFRS 9. When debt funding is received, the borrowings will be partially offset by the capitalised transaction costs, which are subsequently amortised through profit or loss over the life of the debt term, using the effective interest method.

Other investments

Other investments are recognised at fair value and tested for impairment when impairment indicators suggest the carrying value may not be recoverable.

NOTE 18 EXPLORATION AND EVALUATION EXPENDITURE

	31 Dec 25 €'000	31 Dec 24 €'000
Carrying amount of exploration and evaluation expenditure	**14,590**	**13,124**
At the beginning of the year	13,124	48,475
Exploration expenditure incurred	2,165	9,037
Reclassification to Property, plant and equipment[1]	-	(40,348)
Reclassification to Intangible Assets[2]	(694)	(2,308)
Other reclassifications	-	(1,136)
Foreign exchange Loss	(5)	(596)
At the end of the year	**14,590**	**13,124**

[1]In the year ended 31 December 2024, the Group completed evaluation procedures and determined the technical feasibility and commercial viability of its Lionheart Project are demonstrable. As such, exploration and evaluation expenditure was reclassified to mine properties in development in accordance with IFRS 6. Refer to note 19 for further information.

[2]Costs relating to the Group's internally generated technology (31 December 2024) and patents (31 December 2025) were reclassified to intangible assets to more clearly reflect the nature of costs. Refer to note 24 for further information.

Accounting Policy

Exploration and evaluation expenditure

Acquisition, exploration, and evaluation costs associated with licence areas are accumulated in respect of each identifiable area of interest. These costs are only carried forward to the extent that the rights of tenure to that area of interest are current and that the costs are expected to be recouped through the successful commercial development or sale of the area or where activities in the area have not yet reached a stage that permits reasonable assessment of the existence of economically recoverable reserves.

Costs in relation to an abandoned area are written off in full against profit in the period in which the decision to abandon the area is made.

Each area of interest is also reviewed annually, and acquisition costs written off to the extent that they will not be recoverable in the future.

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NOTE 19 PROPERTY, PLANT AND EQUIPMENT

	31 Dec 25 €'000	31 Dec 24 €'000
Software	-	395
Plant & Equipment	108,055	84,758
Land & Buildings	19,285	4,657
Assets under Construction	42,434	67,104
Mine Properties in Development	153,043	80,415
	322,817	**237,329**

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NOTE 19 PROPERTY, PLANT AND EQUIPMENT (CONT.)

Movement in carrying amounts of property, plant and equipment for the financial year ended 31 December 2025 are as follows:

	Software	Plant and equipment	Asset under construction	Land and Building	Mine Properties in Development[5]	Total
	€'000	€'000	€'000	€'000	€'000	€'000
Cost						
At 1 Jan 25	803	97,012	67,366	4,878	80,415	250,474
Additions	-	3,150	8,384	14,715	68,976	95,225
Disposals	-	-	-	-	-	-
Impairment[1]	-	-	-	-	(7,758)	(7,758)
Assets under construction completed[2]	-	28,256	(33,054)	-	4,798	-
Recognition of restoration provision[3]	-	3,323	-	-	6,612	9,935
Reclassified from PPE to intangible assets[4]	(803)	-	-	-	-	(803)
At 31 Dec 25	**-**	**131,741**	**42,696**	**19,593**	**153,043**	**347,073**
Accumulated Depreciation						
At 1 Jan 25	(408)	(12,254)	(262)	(221)	-	(13,145)
Depreciation for the year	-	(11,432)	-	(87)	-	(11,519)
Reclassified from PPE to intangible assets[4]	408	-	-	-	-	408
At 31 Dec 25	-	(23,686)	(262)	(308)	-	(24,256)
Carrying amount						
At 1 Jan 25	**395**	**84,758**	**67,104**	**4,657**	**80,415**	**237,329**
At 31 Dec 25	**-**	**108,055**	**42,434**	**19,285**	**153,043**	**322,817**

[1]During the year ended 31 December 2025, an impairment of €7,758,000 was recognised relating to the LSC-1a sidetrack. Refer to note 22 for further information.

[2]Assets under construction completed during the year and ready for use were transferred to plant & equipment at cost value, including €28,256,000 for Vercana GmbH's V20 electric drill rig.

[3]During the year ended 31 December 2025, additional restoration and rehabilitation provision of €9,936,000 was recognised relating to the Group's operations. Refer to note 29 for further information.

[4]During the year ended 31 December 2025, software assets were reclassified to intangible assets to better reflect the nature of costs. Refer to note 24 for further information.

[5]Additions to mine properties in development during the year ended 31 December 2025 include assets of €16,769,000 resulting from the acquisition of Geox GmbH. Refer to note 23 for further information.

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NOTE 19 PROPERTY, PLANT AND EQUIPMENT (CONT.)

Movement in carrying amounts of property, plant and equipment for the financial year ended 31 December 2024 are as follows:

	Software	Plant and equipment	Asset under construction	Land and Building	Mine Properties in Development	Total
	€'000	€'000	€'000	€'000	€'000	€'000
Cost						
At 1 Jan 24	781	32,607	107,103	4,834	-	145,325
Additions	87	8,606	56,270	28	-	64,991
Disposals	(65)	(1,765)	-	(86)	-	(1,916)
Assets under construction completed[1]	-	56,695	(96,386)	102	39,589	-
Costs reclassified from exploration and evaluation expenditure[2]	-	293	379	-	39,676	40,348
Recognition of restoration provision[3]	-	576	-	-	1,150	1,726
At 31 Dec 24	**803**	**97,012**	**67,366**	**4,878**	**80,415**	**250,474**
Accumulated Depreciation						
At 1 Jan 24	(126)	(6,419)	-	(175)	-	(6,720)
Depreciation for the year	(339)	(7,503)	(262)	(132)	-	(8,236)
Depreciation eliminated on disposal	57	1,668	-	86	-	1,811
At 31 Dec 24	(408)	(12,254)	(262)	(221)	-	(13,145)
Carrying amount						
At 1 Jan 24	**655**	**26,188**	**107,103**	**4,659**	**-**	**138,605**
At 31 Dec 24	**395**	**84,758**	**67,104**	**4,657**	**80,415**	**237,329**

Accounting Policy

Property, plant and equipment

Property, plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Once assets are available for use, depreciation is calculated using the straight-line method to allocate asset costs over their estimated useful lives, as follows:

Plant & Equipment	2-20 years
Buildings	20 years
Mine Properties in Development	20-30 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

NOTE 19 PROPERTY, PLANT AND EQUIPMENT (CONT.)

Assets under construction are carried at historical cost, and are transferred to the relevant class of property, plant and equipment once completed and ready for use, at which point depreciation commences.

Mine Properties in Development
An exploration and evaluation asset shall be reclassified to mine properties in development when the technical feasibility and commercial viability of extracting a mineral resource is demonstrable, and when evaluation procedures have been completed.

In the year ended 31 December 2024, the Group demonstrated the commercial viability of the Lionheart Project through its financing progress and first production achieved at its Lithium Extraction Optimisation Plant (LEOP) and Central Lithium Electrolysis Optimisation Plant (CLEOP). The Group executed formal binding documentation for the Group's financing package and made a final investment decision ("FID") during the year ended 31 December 2025 .

The Group reclassified costs relating to the Lionheart Project from exploration and evaluation expenditure to mine properties in development, within property, plant & equipment, during the year ended 31 December 2024. Costs relating to Phase Two licence areas remain classified as exploration and evaluation expenditure and are subject to ongoing annual impairment indicator testing under IFRS 6.

Immediately prior to reclassification, exploration and evaluation expenditure assets are tested for impairment. Impairment testing is conducted at the cash-generating unit (CGU) level in accordance with IFRS 6.

The Group has identified an area of interest as a CGU for the purpose of assessing impairment. Three license areas comprising of the Lionheart Project are identified as a single area of interest and CGU, for which impairment was assessed.

The recoverable amount of exploration and evaluation expenditure reclassified to mine properties in development in FY2024 was determined by a value-in-use calculation using a discounted cash flow model for the Group's Lionheart Project, based on a 30-year projection period. No impairment was recognised in the year ended 31 December 2024 as the carrying amount of exploration and evaluation expenditure reclassified to mine properties in development exceeded its recoverable amount.

NOTE 20 DERIVATIVE FINANCIAL ASSETS

At 31 December 2025, the Group held Euro and US dollar denominated interest rate swaptions that were designated as cash flow hedges under IFRS 9 Financial Instruments. The swaptions were entered into to hedge variability in future interest cash flows associated with highly probable forecast borrowings.

During the period, the Group paid swaption premiums of €5,387,000 (EUR swaptions) and US$3,530,000 (USD swaptions). Premiums paid for interest rate swaptions are included in the initial carrying amount of the derivative and are subsequently measured at fair value in accordance with IFRS 9. Fair value movements are allocated between the effective portion (recognised in other comprehensive income) and hedge ineffectiveness (recognised in profit or loss).

As at 31 December 2025, the swaptions had a combined fair value asset of €7,925,000, presented as Derivative financial assets on the consolidated statement of financial position and comprised of the following:

	31 Dec 25 €'000	31 Dec 24 €'000
Interest rate swaptions – EUR denominated	5,354	-
Interest rate swaptions – USD denominated	2,571	-
	7,925	**-**

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NOTE 20 DERIVATIVE FINANCIAL ASSETS (CONT.)

The effective portion of the change in fair value of the swaptions that offsets changes in the hedged exposure has been recognised in Other Comprehensive Income and accumulated within the Cash Flow Hedge Reserve. During the period, €169,000 was recognised in the cash flow hedge reserve representing the effective portion of the hedge relationship. The underlying hedged forecast borrowings remain highly probable and are expected to occur over the period commencing from 2026. Refer to note 33 and 37 for further information.

During the period, €298,000 of hedge ineffectiveness was recognised in finance costs in the consolidated statement of profit or loss and other comprehensive income. Refer to note 10 for further information.

Accounting policy

Derivative financial instruments
The Group uses derivative financial instruments, including interest rate swaptions, to manage its exposure to variability in future cash flows arising from anticipated borrowings. Derivatives are initially recognised at fair value on the date the contracts are entered into and are subsequently remeasured at fair value at each reporting date. Derivative assets and liabilities are presented as non-current when the remaining maturity of the hedged item is more than 12 months and the Group expects to realise the derivative beyond 12 months; otherwise, they are classified as current.

Hedge accounting
The Group designates certain derivatives as cash flow hedges when they are used to hedge exposure to variability in cash flows associated with a highly probable forecast transaction. At the inception of a hedging relationship, the Group documents the relationship between the hedging instrument and the hedged item, the risk management objectives and strategy for undertaking the hedge, and the method that will be used to assess hedge effectiveness. The Group also documents its assessment, both at hedge inception and on an ongoing basis, of whether the hedging instrument is expected to be, and has been, highly effective in offsetting changes in cash flows of the hedged item.

Cash flow hedges
The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognised in other comprehensive income and accumulated in the cash flow hedge reserve within equity. Any ineffective portion of the hedge is recognised immediately in profit or loss.
Where the hedged forecast transaction results in the recognition of a non-financial asset or liability, the amounts accumulated in equity are included directly in the initial carrying amount of that asset or liability. For other hedged forecast transactions, amounts accumulated in equity are reclassified to profit or loss in the periods when the hedged item affects profit or loss (for example, when interest expense is recognised on future borrowings).

If the hedging instrument expires, is sold, terminated, or no longer qualifies for hedge accounting, the cumulative gain or loss in equity remains in the cash flow hedge reserve until the forecast transaction occurs. If the forecast transaction is no longer expected to occur, the cumulative balance in equity is immediately reclassified to profit or loss.

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NOTE 21 LEASE LIABILITIES & RIGHT-OF-USE ASSETS

Right-of-use asset	Buildings	Vehicles	Land	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 Jan 25	4,791	871	322	5,984
Additions[1]	1,778	236	25,765	27,779
Disposals	(83)	(438)	(31)	(552)
Remeasurements	114	10	-	124
Foreign exchange movement	(26)	-	-	(26)
At 31 Dec 25	**6,574**	**679**	**26,056**	**33,309**
Accumulated Depreciation				
At 1 Jan 25	(1,466)	(577)	(105)	(2,148)
Depreciation for the year	(1,043)	(263)	(180)	(1,486)
Disposals	83	435	31	549
Remeasurements	(15)	(10)	-	(25)
At 31 Dec 25	(2,441)	(415)	(254)	(3,110)
Carrying amount				
At 1 Jan 25	**3,325**	**294**	**217**	**3,836**
At 31 Dec 25	**4,133**	**264**	**25,802**	**30,199**

[1]Land additions recognised during the period relate to:

- A long-term lease agreement for a site located at Industriepark Höchst, Frankfurt, Germany, which will be used for the construction and operation of the Group's Central Lithium Plant (CLP). The lease has a non-cancellable term of 20 years, resulting in additions to right-of-use assets and lease liabilities of €23,137,000. The lease of the CLP site at Industriepark Höchst is a critical component of the Group's downstream lithium processing strategy. The lease secures long-term access to strategically located industrial land within a major chemical and energy precinct in Germany and supports the execution of the Group's Lionheart Project.
- A Leasehold Agreement for land, pertaining to the licence area acquired through the acquisition of Geox GmbH resulting in additions of €2,626,000. Refer to note 23 for further details.

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NOTE 21 LEASE LIABILITIES & RIGHT-OF-USE ASSETS (CONT.)

Right-of-use asset	Buildings	Vehicles	Hardware and Software	Technical Equipment	Land	Total
	€'000	€'000	€'000	€'000	€'000	€'000
Cost						
At 1 Jan 24	5,539	954	15	41	306	6,855
Additions	508	108	-	-	22	638
Disposals	(1,256)	(202)	(15)	(41)	(6)	(1,520)
Remeasurements	-	11	-	-	-	11
At 31 Dec 24	**4,791**	**871**	**-**	**-**	**322**	**5,984**
Accumulated Depreciation						
At 1 Jan 24	(1,844)	(501)	(15)	(39)	(40)	(2,439)
Depreciation for the year	(882)	(267)	-	-	(70)	(1,219)
Disposals	1,260	175	15	39	5	1,494
Remeasurements	-	16	-	-	-	16
At 31 Dec 24	(1,466)	(577)	-	-	(105)	(2,148)
Carrying amount						
At 1 Jan 24	**3,695**	**453**	**-**	**2**	**266**	**4,416**
At 31 Dec 24	**3,325**	**294**	**-**	**-**	**217**	**3,836**

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NOTE 21 LEASE LIABILITIES & RIGHT-OF-USE ASSETS (CONT.)

Lease Liabilities	Buildings	Vehicles	Land	Total
	€'000	€'000	€'000	€'000
At 1 Jan 25	3,382	246	224	3,852
New lease liabilities entered during the year[1]	1,778	236	25,765	27,779
Add: Interest	200	14	204	418
Less: Payment	(1,202)	(244)	(71)	(1,517)
Remeasurements	132	(37)	-	95
Foreign exchange loss	(15)	-	-	(15)
At 31 Dec 25	**4,275**	**215**	**26,122**	**30,612**
Represented by:				
Current lease liabilities	1,011	113	823	1,947
Non-current lease liabilities	3,264	102	25,299	28,665
	4,275	**215**	**26,122**	**30,612**

[1]Land additions recognised during the period relate to:

- A long-term lease agreement for a site located at Industriepark Höchst, Frankfurt, Germany, which will be used for the construction and operation of the Group's Central Lithium Plant (CLP). The lease has a non-cancellable term of 20 years, resulting in additions to right-of-use assets and lease liabilities of €23,137,000. The lease of the CLP site at Industriepark Höchst is a critical component of the Group's downstream lithium processing strategy. The lease secures long-term access to strategically located industrial land within a major chemical and energy precinct in Germany and supports the execution of the Group's Lionheart Project.
- A Leasehold Agreement for land, pertaining to the licence area acquired through the acquisition of Geox GmbH resulting in additions of €2,626,000. Refer to note 23 for further details.

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NOTE 21 LEASE LIABILITIES & RIGHT-OF-USE ASSETS (CONT.)

Lease Liabilities	Buildings	Vehicles	Hardware and Software	Technical Equipment	Land	Total
	€'000	€'000	€'000	€'000	€'000	€'000
At 1 Jan 24	3,814	328	-	1	268	4,411
New lease liabilities entered during the year	508	108	-	-	22	638
Add: Interest	146	14	-	-	13	173
Less: Payment	(1,086)	(204)	-	(1)	(79)	(1,370)
Foreign exchange loss						
At 31 Dec 24	**3,382**	**246**	**-**	**-**	**224**	**3,852**
Represented by:						
Current lease liabilities	580	127	-	-	64	771
Non-current lease liabilities	2,802	119	-	-	160	3,081
	3,382	**246**	**-**	**-**	**224**	**3,852**

Accounting Policy

Right-of-use assets:
A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the consolidated entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The consolidated entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Lease liabilities
A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the consolidated entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties.

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NOTE 21 LEASE LIABILITIES & RIGHT-OF-USE ASSETS (CONT.)

The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred. Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

The Group leases office space, a laboratory, vehicles and land through its German subsidiary Vulcan Energie Ressourcen GmbH as well as the subsidiaries of the German operating Company.

NOTE 22 IMPAIRMENT

	31 Dec 25 €'000	31 Dec 24 €'000
Impairment of Mine Properties in Development[1]	7,758	-
	7,758	**-**

[1]The LSC-1a sidetrack was drilled in 2025 to access a geothermal reservoir and confirm lithium-rich brine. The LSC-1a sidetrack completion was kept open hole (largely not cased) in order to also test the reservoir behaviour and performance of the overlying Muschelkalk and Keuper formations, which proved unstable and caused localised wellbore collapse and blockages during clean-up. Therefore a planned production test from the LSC-1a side could not be properly completed and the sidetrack was plugged and abandoned. Another sidetrack, LSC-1b, was later drilled and with results showing strong productivity, the LSC-1 well was successfully concluded.

Accounting Policy

Impairment of non-financial assets

The Group assesses at each reporting date whether there is any indication that an asset, or cash-generating unit ("CGU"), may be impaired. If any such indication exists, or when annual impairment testing is required for assets with indefinite useful lives, the Group estimates the recoverable amount.

The recoverable amount is the higher of an asset's (or CGU's) fair value less costs of disposal and value in use. 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 the risks specific to the asset or CGU.

Where the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is written down to its recoverable amount and an impairment loss is recognised in profit or loss. Impairment losses relating to CGUs are first allocated to reduce the carrying amount of any goodwill allocated to the CGU, and then to the other assets of the CGU on a pro-rata basis.

The Group evaluates, at each reporting date, whether previously recognised impairment losses (other than impairment losses for goodwill) may no longer exist or may have decreased. A previously recognised impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. A reversal is limited so that the asset's carrying amount does not exceed the carrying amount that would have been determined (net of amortisation or depreciation) had no impairment loss been recognised in prior years. Reversal of impairment losses is recognised immediately in profit or loss. Goodwill impairment losses are not reversed in subsequent periods.

During FY2025, other than the matters above, no indicators of impairment were identified in relation to non-financial assets.

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NOTE 23 ASSET ACQUISITION - GEOX GMBH

On 7 April 2025, the Group completed the acquisition of 100% of the shares of Geox GmbH ("Geox") for cash consideration of approximately €15.0 million. The principal asset acquired through this acquisition comprises mining licences applicable to geothermal power production, brine extraction, and lithium exploration. Other assets connected to this acquisition through right of use assets include two geothermal wells and a geothermal power plant.

Geox was acquired to replace an existing brine offtake agreement which enables the Group to simplify the operation of its geothermal and brine production assets in its upstream development for the Lionheart Project.

Cash consideration transferred for the acquisition of Geox GmbH was as follows:

	31 Dec 25 €'000
Basic purchase price	12,394
Cash collateral	1,900
Variable purchase price	371
Total purchase consideration	**14,665**
Transaction costs capitalised	301
Total acquisition cost	**14,966**

In April 2025, €3,930,000 was paid to complete the acquisition and the outstanding purchase consideration of €11,036,000 was deferred and paid in cash on 10 October 2025. This amount accrued interest of €281,000 at a rate of 5% commencing from 5 April 2025, resulting in a total cash payment of €11,317,000 on 10 October 2025.

The Group concluded that the acquisition of Geox GmbH did not constitute a "business" under IFRS 3. As a result, the acquisition of Geox has been accounted for as an asset acquisition rather than a business combination.

Accounting for the assets acquired by the Group required the exercise of judgement, specifically relating to the fair value of assets and liabilities acquired.

The fair value of assets and liabilities acquired are as follows:

	Fair value at acquisition date €'000
Cash and cash equivalents	79
Trade and other receivables	318
Other financial assets	1,900
Mine properties in development	16,769
Total assets	**19,066**
Trade and other payables	2,143
Income tax liabilities	686
Restoration provision	1,271
Total liabilities	**4,100**
Fair value of net identifiable assets acquired	**14,966**

NOTE 23 ASSET ACQUISITION - GEOX GMBH (CONT.)

Trade and other receivables acquired predominantly relates to VAT receivables, and fair value is reflective of the amount deemed recoverable. The cash collateral is a guarantee provided to the mining authority, and is recorded in bank guarantees in other financial assets on the Statement of Financial Position. Refer to note 15 for further information.

Mine properties in development includes assets under construction and licences applicable to geothermal power production, brine extraction, and lithium exploration. The fair value is supported by a value-in-use calculation using a discounted cash flow model for the Group's Lionheart Project, based on a 30-year projection period. Refer to note 19 for further information.

Trade and other payables and income tax liabilities relate to obligations to third-party suppliers and tax authorities. A restoration provision has been recognised on acquisition of Geox to reflect the Group's obligation to restore land, with the fair value measured determined based on the expected value of future cash flows, discounted to their present value. Refer to note 26 for further information.

Leasehold Agreement

The Group entered into a Leasehold Agreement for a term of 99 years to conduct "planned activities" in the licence area acquired with Geox. Planned activities in the Leasehold Agreement include construction and operation of boreholes to extract geothermal energy and brine containing lithium chloride from the license area. The Leasehold Agreement entitles the Group to carry out drilling, create boreholes and install the associated operating equipment (e.g. pipelines) and carry out preparatory measures for exploration (such as seismic measurement campaigns) and production of geothermal brine to produce energy and lithium. In addition, Vulcan is entitled to build, leave, operate, modify and dismantle in whole or in part any structural facilities and infrastructure in the licence area acquired with Geox.

Under the Leasehold Agreement, the Group will pay semi-annual leasehold payments ("Annual Ground Rent") of €75,000 (€150,000 per annum), commencing on the first calendar year following the first commercial sale of heat from brine extracted from the boreholes on or in the leasehold property (but no later than 1 January 2027). A right-of-use asset and lease liability of €2,626,000 was recognised reflecting the Leasehold Agreement, representing the present value of lease payments to be made over the lease term, discounted using the Group's incremental borrowing rate. Refer to note 21 for further information.

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NOTE 24 INTANGIBLE ASSETS

	31 Dec 25 €'000	31 Dec 24 €'000
Customer contracts – at cost	1,809	1,809
Less: Accumulated amortisation	(1,563)	(1,514)
	246	**295**
VULSORB® – at cost[1]	2,308	2,308
Addition	104	-
Less: Accumulated amortisation	-	-
	2,412	**2,308**
Operating permit - at cost	1,500	1,500
Reclassification from exploration & evaluation expenditure[2]	694	-
Less: Accumulated amortisation	(376)	(282)
	1,818	**1,218**
Software at cost - reclassified from property, plant and equipment[3]	803	-
Software accumulated depreciation - reclassified from property, plant and equipment	(408)	
Addition	1,822	-
Disposal	(59)	-
Less: Accumulated amortisation	(238)	-
	1,920	-
Total Intangible Assets	**6,396**	**3,821**

[1]In the year ended 31 December 2024, the Group reclassified costs relating to VULSORB® from exploration and evaluation expenditure to intangible assets, to more clearly reflect the nature of costs. VULSORB® is the Group's internally developed intangible asset. The technology is an internally developed lithium extraction sorbent which is used by the Group in the adsorption-type direct lithium extraction (A-DLE) process at LEOP. As the asset is used at LEOP in testing quantities, the technology will be amortised when ready for use in commercial production, as intended by management.

[2]Costs relating to the Group's patents were reclassified from exploration and evaluation expenditure to intangible assets to more clearly reflect the nature of costs. Refer to note 18 for further information.

[3]Software has been reclassified from property, plant and equipment to intangible assets to better reflect the nature of asset. Additions during the period predominantly relate to the implementation of a new ERP system.

NOTE 24 INTANGIBLE ASSETS (CONT.)

A reconciliation of the written down values at the beginning and the end of the current and previous financial year are set out below:

	Customer Contracts	Operating Permit	VULSORB®	Software	Total
	€'000	€'000	€'000	€'000	€'000
Balance at 1 Jan 24	343	1,312	-	-	1,655
Transferred from exploration & evaluation expenditure	-	-	2,308	-	2,308
Less: amortisation	(48)	(94)	-	-	(142)
Balance at 31 Dec 24	**295**	**1,218**	**2,308**	**-**	**3,821**
Additions	-	-	104	1,822	1,926
Disposals				(59)	(59)
Reclassified from property, plant and equipment to Software	-	-	-	395	395
Reclassified from exploration & evaluation expenditure to Permit	-	694	-	-	694
Less: amortisation	(49)	(94)	-	(238)	(381)
Balance at 31 Dec 25	**246**	**1,818**	**2,412**	**1,920**	**6,396**

Accounting Policy

Customer contracts, operating permits, and order backlog
Customer contracts, operating permits and order backlog are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3-5 years.

VULSORB®
VULSORB® is the Group's internally generated intangible asset. The technology is an internally developed lithium extraction sorbent which is used by the Group in the adsorption-type direct lithium extraction (A-DLE) process at LEOP.

As the asset is used at LEOP in testing quantities, the technology will continue to be developed and will be amortised when ready for use in commercial production, as intended by management. The asset will be subject to annual impairment testing until it is ready for use in commercial production. As at 31 December 2025, the value-in-use of VULSORB® was assessed as exceeding its carrying value, and no impairment was recognised during the period.

Software
Significant costs associated with software are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3-5 years.

Other indefinite life intangible assets
The consolidated entity tests annually, or more frequently if events or changes in circumstances indicate impairment, whether other indefinite life intangible assets have suffered any impairment, in accordance with the accounting policy stated in note 1. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of assumptions, including estimated discount rates based on the current cost of capital and growth rates of the estimated future cash flows.

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NOTE 25 DEFERRED TAX ASSETS

	31 Dec 25 €'000	31 Dec 24 €'000
Deferred tax asset comprises of differences attributable to:		
Other	4,005	823
Property, plant and equipment	638	1,417
Tax losses	2,832	1,328
Deferred tax asset	**7,475**	**3,568**
Movements:		
Opening balance	3,568	3,212
Charged to income statement	3,907	356
Closing balance	**7,475**	**3,568**

Refer to note 11 for accounting policy.

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NOTE 26 TRADE AND OTHER PAYABLES

	31 Dec 25 €'000	31 Dec 24 €'000
Trade payables [1]	4,534	11,488
Other payables - debt facilities[2]	10,219	-
Other payables - D12 land acquisition[3]	14,418	-
Accrued expenses	16,160	3,852
Other payables	2,545	1,296
	47,876	**16,636**

[1]Trade payables are non-interest bearing and are normally settled on 30-day terms. Due to the short-term nature of these payables, their carrying value is assumed to be the same as their fair value.

[2]Other payables relating to debt facilities include arrangement fees of €9,584,000 contractually due on or before 30 June 2026, as a result of the Group executing formal binding documentation for a €1,185 million financing package with a syndicate of 13 financiers, comprising the European Investment Bank, five Export Credit Agencies, and seven commercial banks (ABN AMRO, BNP Paribas, ING, Kommunalkredit, Natixis CIB, OCBC and UniCredit).

[3]During December 2025, the Group entered into notarised agreements with the City of Landau in Rheinland-Pfalz for the acquisition of land located at the D12 site in Landau/Queichheim. The land will be used for the development of a lithium extraction plant, geothermal facilities, a heat centre and related infrastructure. An amount of €3,629,000 is payable within 30 days of notarisation, with the balance of €10,789,000 payable within six months. The total consideration has been recognised as other payables as at 31 December 2025.

Accounting Policy

Trade and other payables

Trade payables and other payables represent liabilities for goods and services provided to the Group prior to the end of the financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

NOTE 27 EMPLOYEE BENEFITS

	31 Dec 25 €'000	31 Dec 24 €'000
Leave obligations	2,291	1,523
	2,291	**1,523**

Leave obligations cover the group's liabilities for long service leave and annual leave which are classified as either other long-term benefits or short-term benefits. The current portion of this liability includes all of the accrued annual leave, accrued work overtime, and the unconditional entitlements to long service leave where employees have completed the required period of service. The entire provision of €2,291,000 (31 December 2024: €1,523,000) is presented as current, since the group does not have an unconditional right to defer settlement for any of these obligations.

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NOTE 27 EMPLOYEE BENEFITS (CONT.)

Accounting Policy

Employee benefits

Defined contribution superannuation expenses
Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Short-term employee benefits
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.

Other long-term employee benefits
The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows. There were no long-term employee benefit liabilities at 31 December 2025 (31 December 2024: nil).

NOTE 28 DEFERRED INCOME

	31 Dec 25 €'000	31 Dec 24 €'000
Current Government grants	-	2,110
	-	**2,110**

During the year ended 31 December 2025, deferred income was recognised in Other Income of the Statement of Profit or Loss and Other Comprehensive Income, relating to government grants for Project GeoSmart. As the final validation of reported costs and outcomes concluded during the year ended 31 December 2025, the deferred income has been recognised in the Statement of Profit or Loss and Other Comprehensive Income. Refer to note 5 for further information.

Accounting Policy

Government grants
Government grants are not recognised until there is a reasonable assurance that the Group will comply with the conditions attached to them and that the grants will be received.

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NOTE 29 PROVISIONS

Non-Current:	31 Dec 25 €'000	31 Dec 24 €'000
Other provisions	251	261
Restoration provision	11,714	1,726
	11,965	**1,987**

Restoration provision

The extraction and processing activities of the Group typically give rise to obligations for site closure or restoration and rehabilitation, and a provision is recognised as soon as environmental disturbance occurs. The nature of decommissioning activities includes dismantling and removing structures, rehabilitating mine sites, dismantling operating facilities, closure of plant sites and restoration, reclamation, and revegetation of affected areas.

Provisions for the cost of closure and rehabilitation program are recognised as soon as environmental disturbance occurs. The nature of decommissioning activities includes dismantling and removing structures, rehabilitating mine sites, dismantling operating facilities, closure of plant sites and restoration, reclamation, and revegetation of affected areas.

Restoration provisions are measured based on the expected value of future cash flows, discounted to their present value and determined according to the probability of alternative estimates of cash flows occurring. Discount rates used are risk-free interest rates specific to Germany and the expected timing of the closure and restoration expenditure. Material changes in Germany specific risk-free interest rates may affect the discount rates applied. The Group reviews its discount rates used periodically. The cost estimates are derived from an independent report and are scheduled for revision in June 2030.

The provision is recognised as a non-current liability with a corresponding asset included in property, plant, and equipment and depreciated accordingly. The value of the provision is progressively increased over time due to the unwind effect of discounting and inflation. The change is recorded as an expense in finance costs. If the liability decreases and exceeds the carrying amount of the asset, the asset is written down to nil and the excess is recognised immediately in the consolidated statement of profit or loss. If the liability increases and results in an addition to the cost of the asset, the recoverability of the new carrying amount is considered and an impairment indicator test is performed. In the event that an impairment expense occurs, this is recognised in the consolidated statement of profit or loss and other comprehensive income in the period in which it occurs.

The restoration provision increased during the period primarily due to the recognition of a €2,500,000 provision resulting from the acquisition of Geox GmbH. Additional increases were recorded for the Trappelberg wellsite, reflecting commencement of initial drilling activities, and for Interconnected Pipeline and Power (ICPP), relating to commencement of early construction works.

During the period ended 31 December 2025, the Group engaged an independent specialist to review its closure and rehabilitation cost estimates, resulting in a total additional restoration provision recognised of €7,100,000.

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NOTE 29 PROVISIONS (CONT.)

(ii) Movement in provisions

	Waste disposal provision	Decontamination provision	Restoration provision	Total
	€'000	€'000	€'000	€'000
Cost				
Carrying amount at 1 Jan 25	234	27	1,726	1,987
Provisions (utilised)/ charged to profit or loss during the year	(10)	-	-	(10)
Unwinding of discount (note 10)	-	-	53	53
Recognised in property, plant & equipment	-	-	9,935	9,935
Carrying amount at 31 Dec 25	**224**	**27**	**11,714**	**11,965**

Accounting Policy

Provisions

Provisions are recognised when the consolidated entity has a present (legal or constructive) obligation as a result of a past event, it is probable the consolidated entity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best 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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NOTE 30 DEFERRED TAX LIABILITIES

	31 Dec 25 €'000	31 Dec 24 €'000
Deferred tax liability comprises temporary differences attributable to:		
Other	6,370	913
Prepayments	38	-
Property, plant and equipment	576	622
Deferred tax liabilities	**6,984**	**1,535**
Movements:		
Opening balance	1,535	1,410
Charged to income statement	5,449	125
Closing balance	**6,984**	**1,535**

Refer to note 11 for accounting policy.

NOTE 31 RECOGNISED FAIR VALUE MEASUREMENTS

(i) Fair value hierarchy

This section explains the judgements and estimates made in determining the fair values of the financial instruments that are recognised and measured at fair value in the financial statements. To provide an indication about the reliability of the inputs used in determining fair value, the group has classified its financial instruments into the three levels prescribed under the accounting standards. An explanation of each level follows underneath the table.

	31 Dec 25 €'000	31 Dec 24 €'000
Level 1		
Financial assets		
Financial assets at fair value through other comprehensive income		
Australian listed equity securities	541	1,396
Level 2		
Derivative financial assets		
Interest rate swaptions – EUR denominated	5,354	-
Interest rate swaptions – USD denominated	2,571	-

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year. The group's policy is to recognise transfers into and out of fair value hierarchy levels as at the end of the reporting period.

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NOTE 31 RECOGNISED FAIR VALUE MEASUREMENTS (CONT)

Level 1: The fair value of financial instruments traded in active markets (such as publicly traded derivatives and equity securities) is based on quoted market prices at the end of the reporting period. The quoted market price used for financial assets held by the group is the current bid price. The quoted market price incorporates the market's assumptions with respect to changes in economic climate such as rising interest rates and inflation, as well as changes due to ESG risk. These instruments are included in level 1.

Level 2: The fair value of financial instruments that are not traded in an active market (e.g. over-the counter derivatives) is determined using valuation techniques that maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

Level 3: If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities and for instruments where ESG risk gives rise to a significant unobservable adjustment.

(ii) Valuation techniques used to determine fair values

Specific valuation techniques used to value financial instruments include:

- the use of quoted market prices or dealer quotes for similar instruments
- for foreign currency forwards – the present value of future cash flows based on the forward exchange rates at the reporting date
- for interest rate swaptions - valuation models commonly accepted in the market, calibrated to observable market data at the reporting date, including forward interest rate curves, yield curves, interest rate volatilities and discount factors.

Accounting Policy

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

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NOTE 32 CONTRIBUTED EQUITY

	31 Dec 25		31 Dec 24	
	No.'000	€'000	No.'000	€'000
Fully paid ordinary shares	477,871	1,024,010	214,528	453,643

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

At shareholders' meetings, each ordinary share is entitled to one vote when a poll is called, otherwise each shareholder has one vote on a show of hands.

Share buy-back
There is no current on-market share buy-back.

	Date	Number	Issue Price €	€'000
At 1 Jan 25		214,527,816		453,643
Placement to institutional investor	8/01/2025	1,680,672	3.57	6,000
Share purchase plan	28/01/2025	1,366,332	3.57	4,878
Exercise of Class S performance rights	3/06/2025	12,894	-	-
Exercise of Class AA performance rights	3/06/2025	17,179	-	-
Exercise of Class AC performance rights	3/06/2025	4,746	-	-
Exercise of Class AD performance rights	3/06/2025	8,411	-	-
Exercise of Class AE performance rights	3/06/2025	41,357	-	-
Exercise of Class IP performance rights	3/06/2025	985,526	-	-
Employee incentive plan	3/06/2025	27,945	-	-
Placement	17/07/2025	15,756,303	1.90	30,000
Placement	11/12/2025	177,710,508	2.24	398,071
Placement	30/12/2025	65,731,287	2.24	147,238
Less capital raising costs		-	-	(15,820)
At 31 Dec 25		**477,870,976**	**-**	**1,024,010**

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NOTE 32 CONTRIBUTED EQUITY (CONT.)

	Date	Number	Issue Price €	€'000
At 1 Jan 24		172,073,008		323,739
Placement	12/06/2024	16,000,000	2.5	40,000
Exercise of Class Y performance rights	12/06/2024	60,000	-	-
Exercise of Class AC performance rights	12/06/2024	9,490	-	-
Exercise of Class AE performance rights	12/06/2024	41,357	-	-
Shares issued in exchange for service	12/06/2024	4,716	-	-
Placement	16/12/2024	5,602,241	3.57	20,000
Placement	17/12/2024	20,737,004	3.57	74,032
Less capital raising costs		-	-	(4,128)
At 31 Dec 24		**214,527,816**	**-**	**453,643**

Accounting Policy

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

NOTE 33 RESERVES

	31 Dec 25 €'000	31 Dec 24 €'000
Share-based payment reserve	16,937	12,373
Revaluation reserve	(3,754)	(2,960)
Foreign currency translation reserve	690	(330)
Cashflow hedge reserve	(169)	-
Total	**13,704**	**9,083**

Share-based Payment Reserve

	Number of Performance Rights	€'000
On issue at 1 Jan 25	**3,150,799**	**12,373**
Issue of performance rights during the year	1,809,010	-
Exercise of Performance Rights during the year	(1,070,113)	-
Recognition of share - based payment expense for performance rights issued to Directors & staff (note 39)	-	4,564
Performance rights lapsed	(542,811)	-
On issue at 31 Dec 25	**3,346,885**	**16,937**

NOTE 33 RESERVES (CONT.)

	Number of Performance Rights	€'000
Movement reconciliation		
On issue at 1 Jan 24	**1,551,268**	**11,522**
Issue of performance rights during the year	2,703,756	-
Exercise of Performance Rights during the year	(110,847)	-
Recognition of share - based payment expense for performance rights issued to Directors, staff & consultants (note 39)	-	851
Performance rights cancelled	(84,029)	-
Performance rights lapsed	(909,349)	-
On issue at 31 Dec 24	**3,150,799**	**12,373**

The share-based payment reserve is used to record the value of share-based payments provided to outside parties, and share-based remuneration provided to employees and directors.

Foreign Currency Translation Reserve

	31 Dec 25 €'000	31 Dec 24 €'000
Balance at the beginning of the year	(330)	3,725
Movement during the year	1,020	(4,055)
Balance at the end of the year	**690**	**(330)**

The foreign currency translation reserve is used to recognise exchange differences arising from the translation of the financial statements of foreign operations to Euro.

Revaluation Reserve

	31 Dec 25 €'000	31 Dec 24 €'000
Balance at the beginning of the year	(2,960)	(1,870)
Movement during the year	(794)	(1,090)
Balance at the end of the year	**(3,754)**	**(2,960)**

The revaluation reserve is used to recognise the revaluation of investments at fair value through other comprehensive income.

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NOTE 33 RESERVES (CONT.)

Cashflow Hedge Reserve

	31 Dec 25 €'000	31 Dec 24 €'000
Opening balance	-	-
Initial recognition	3,631	-
Effective portion of changes in fair value recognised in OCI	(169)	-
Amount realised to profit or loss	(3,631)	-
	(169)	**-**

On 11 December 2025, the Group entered into EUR- and USD-denominated interest rate swaptions, which were designated as cash flow hedges under IFRS 9 Financial Instruments to hedge variability in future interest cash flows associated with anticipated borrowings. During the period, the Group paid swaption premiums of €5,387,000 and US$3,530,000. The swaptions were measured at fair value as at 31 December 2025. An amount of €169,000 was recognised in the cash flow hedge reserve, representing the effective portion of the change in fair value of the swaptions that offset the hedged interest rate risk. Hedge ineffectiveness of €298,000 was recognised as finance costs in profit or loss during the period, representing the portion of the fair value movement that did not offset changes in the hedged exposure.

NOTE 34 INVESTMENTS ACCOUNTED FOR USING EQUITY METHOD

During the period ended 31 December 2024, the Group held a 50.1% interest in an immaterial associate accounted for using the equity method, which was reduced to a 12.5% interest as at 16 December 2024, when use of the equity method of accounting was discontinued. As at 31 December 2025, the interest is carried at cost as other assets in the Statement of Financial Position for a value of €28,000, recorded in other investments (refer to note 17).

The share of losses of the associate prior to discontinuation of the equity method of accounting are recognised as a loss from equity accounted investments in the Statement of Profit or Loss and Other Comprehensive Income for the year ended 31 December 2024.

	31 Dec 25 €'000	31 Dec 24 €'000
Loss from equity accounted investments	-	(92)

NOTE 35 FINANCIAL ASSETS AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME

	31 Dec 25 €'000	31 Dec 24 €'000
Australian listed shares	541	1,396
	541	**1,396**

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NOTE 35 FINANCIAL ASSETS AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME (CONT.)

Movement reconciliation

	31 Dec 25 €'000	31 Dec 24 €'000
Carrying amount at the start of the year	1,396	2,550
Change in value charged to other comprehensive income	(855)	(1,154)
Carrying amount at end of year	**541**	**1,396**

Accounting policy

Financial assets at fair value through other comprehensive income

Financial assets at fair value through other comprehensive income include equity investments which the consolidated entity intends to hold for the foreseeable future and has irrevocably elected to classify them as such upon initial recognition. The group initially measures a financial asset at its fair value, with subsequent fair value movements recognised through other comprehensive income.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the group has transferred substantially all the risks and rewards of ownership.

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 36 INTERESTS IN SUBSIDIARIES

The consolidated financial statements incorporate assets, liabilities and results of the following wholly owned subsidiaries in accordance with the accounting policy described in note 1.

Entity	Location	Primary activity	Date of foundation or acquisition	Ownership Interest 31 Dec 25 (%)	Ownership Interest 31 Dec 24 (%)
Vulcan Energie Ressourcen GmbH	Karlsruhe	Operating entity	September 26, 2019	100	100
Vulcan Energy Resources Europe Pty Limited	Perth	Group holding	October 11, 2019	100	100
Vulcan Energy Engineering GmbH[1]	Augsburg	Group holding	July 2, 2021	-	100
Vulcan Geothermal GmbH	Karlsruhe	Group holding	July 09, 2021	100	100
VER GEO LIO GmbH	Karlsruhe	Group holding	July 12, 2021	100	100
Vercana GmbH	Karlsruhe	Operating entity	December 09, 2021	100	100
Natürlich Insheim GmbH	Karlsruhe	Operating entity	December 31, 2021	100	100
Vulcan Energy Italy Pty Limited	Perth	Group holding	July 5, 2021	100	100
Comeback Peronaldienstleistungen GmbH	Lingen	Operating entity	February 1, 2023	100	100
Natürlich Landau Lithium GmbH[2]	Landau i.d. Pfalz	Operating entity	April 26, 2023	100	100
Vulcan Projektgesellschaft 2 GmbH	Karlsruhe	Operating entity	April 26, 2023	100	100
Natürlich Südpfalz Geschaftsführungs GmbH	Landau i.d. Pfalz	Operating entity	December 28, 2022	100	100
Natürlich Südpfalz GmbH & Co. KG	Landau i.d. Pfalz	Operating entity	February 7, 2023	100	100
Lionheart Marketing GmbH	Karlsruhe	Operating entity	December 28, 2022	100	100
Landau-Süd Joint Venture GmbH & Co KG	Landau i.d. Pfalz	Group holding	March 17, 2023	100	51
Landau-Süd Joint Venture Verwaltungs GmbH	Landau i.d. Pfalz	Group holding	March 17, 2023	100	51
Vulcan Energie France SAS	Haguenau	Operating entity	June 22, 2022	100	100
Vulcan Energy SA Pty Limited	Perth	Group holding	September 23, 2023	100	100
Geox GmbH[3]	Landau i.d. Pfalz	Operating entity	April 7, 2025	100	-
VULTEC GmbH[4]	Karlsruhe	Operating entity	October 28, 2025	100	N/A

[1] Vulcan Energy Engineering GmbH was merged into Vulcan Energie Ressourcen GmbH on 1 September 2025.
[2] This entity was renamed from Vulcan Projektgesellschaft 3 GmbH on 12 February 2025.
[3]This entity was acquired on 7 April 2025. Refer to note 23 for further information.
[4]This entity was incorporated on 28 October 2025.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group's overall risk management programme focuses on the unpredictability of the financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. 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 rate and foreign exchange risk and assessments of market forecasts for interest rate and foreign exchange prices. Ageing analysis and monitoring of specific credit allowances are undertaken to manage credit risk. Liquidity risk is monitored through the development of cash flow forecasts.

Risk management is carried out by Management and overseen by the Board of Directors with assistance from suitably qualified external advisors.

The main risks arising for the Group are foreign exchange risk, interest rate risk, credit risk, liquidity risk, price risk and fair value risk. The Board reviews and agrees policies for managing each of these risks and they are summarised below.

The carrying values of the Group's financial instruments are as follows:

	31 Dec 25 €'000	31 Dec 24 €'000
Financial Assets		
Cash and cash equivalents	517,839	97,054
Trade and other receivables	4,939	6,421
Other financial assets	5,092	3,707
Derivative financial assets	7,925	-
Investment at fair value through other comprehensive income	541	1,396
Other investments (note 17)	28	401
	536,364	**108,979**
Financial Liabilities		
Trade and other payables	47,876	16,636
Lease liabilities	30,612	3,852
	78,488	**20,488**

NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(a) Market risk

(i.) Foreign exchange risk

The consolidated entity 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 entity's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

The carrying amount of the consolidated entity's foreign currency denominated financial assets and financial liabilities at the reporting date were as follows:

	Assets		Liabilities	
	31 Dec 25	31 Dec 24	31 Dec 25	31 Dec 24
Consolidated	€'000	€'000	€'000	€'000
US dollars	98,749	-	3,372	2,069
Canadian dollar	-	-	105	238
British pounds	-	-	100	-
Australian dollar	47,267	75,617	2,353	1,725
	146,016	**75,617**	**5,930**	**4,032**

The aggregate net foreign exchange gains/(losses) recognised in profit or loss were:

	31 Dec 25	31 Dec 24
	€'000	€'000
Net realised foreign exchange gains/(losses) recognised in the P&L	(3,631)	-
Net unrealised foreign exchange gains/(losses) recognised in the P&L	(2,214)	1,456
	(5,845)	**1,456**

Realised foreign exchange loss

The Group recognised realised foreign exchange losses of €3,631,000 (31 December 2024: nil) in the Statement of Profit or Loss and Other Comprehensive Income at 31 December 2025, as a result of the Group entering a short-term forward foreign exchange contract for equity raise proceeds received in December 2025. During the period, the Group completed a $710 million equity raise, with all investor subscriptions received in Australian dollars. A portion of these proceeds was intended to be converted into Euro and US dollars to fund future project development activities. As a result, the Group was exposed to short-term FX volatility between the announcement of the capital raise and the intended receipt and conversion date.

To manage this exposure, the Group entered into short-term forward foreign exchange contracts to convert Australian dollar proceeds into €257.3 million and USD 120.0 million at fixed exchange rates. These forward contracts were executed on 3 December 2025 and matured on 10 December 2025, coinciding with settlement of the equity raise. The strategy was undertaken for risk management purposes only and was not speculative in nature. Over the hedge period, the Australian dollar strengthened against both the Euro and the US dollar, resulting in the forward contracts settling at an economic loss of €3,631,000.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(a) Market risk (cont)

(i.) Foreign exchange risk (cont)

The realised FX loss on the forward contracts is presented within Net foreign exchange loss on the face of the Statement of Profit or Loss and Other Comprehensive Income at 31 December 2025.

Sensitivity

As shown in the table above, the group is primarily exposed to changes in the EUR/AUD and EUR/ USD exchange rates. The sensitivity of profit or loss to changes in the exchange rates is as follows (holding all other variables constant):

	Impact on post-tax profit	
	31 Dec 25 €'000	31 Dec 24 €'000
EUR/AUD exchange rate - increase 5%	(2,246)	(3,781)
EUR/AUD exchange rate – decrease 5%	2,246	3,781
EUR/USD exchange rate – increase 5%	(4,769)	103
EUR/USD exchange rate – decrease 5%	4,769	(103)

(ii) Interest rate risk

The Group will be exposed to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in the market interest rates on interest bearing financial instruments. The Group's exposure to this risk relates primarily to the Group's cash, cash on deposit and debt financing.

The Group manages its exposure to interest rate risk on cash held by holding certain amounts of cash in fixed and floating interest rate facilities. At the reporting date, the interest rate profile of the Group's interest-bearing financial instruments was:

	31 Dec 25		31 Dec 24	
	Weighted average interest rate	Average Balance €'000	Weighted average interest rate	Average Balance €'000
Cash and cash equivalents	3.41%	69,330	4.27%	62,476

Sensitivity

Within the analysis, consideration is given to potential renewals of existing positions and the mix of fixed and variable interest rates. The following sensitivity analysis is based on the interest rate risk exposures in existence at the reporting date relating to cash and cash equivalents. The 1% increase and 1% decrease in rates is based on reasonably expected possible changes over a financial year.

At 31 December 2025, if interest rates had moved, as illustrated in the table below, with all other variables held constant, losses and equity would have been affected as follows:

	Profit higher/(lower) 31 Dec 25 €'000	Profit higher/(lower) 31 Dec 24 €'000
+ 1.0% (100 basis points)	693	625
- 1.0% (100 basis points)	(693)	(625)

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(b) Credit risk

Credit risk is the risk of financial loss to the Group if a counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's cash and cash equivalents, restricted cash, trade and other receivables, and derivative financial instruments.

The Group's exposure to credit risk is limited due to the nature of its operations. During the reporting period, the Group did not generate material revenue from product sales, as it remains in the development and construction phase of its geothermal lithium project. Accordingly, the Group does not have significant exposure to credit risk arising from trade receivables.

The Group's principal credit risk exposures arise from:

- cash and cash equivalents and restricted cash held with financial institutions;
- government grants receivable;
- other receivables; and
- derivative financial instruments entered into with financial institutions.

The carrying amount of financial assets recorded in the statement of financial position, net of any impairment allowance, represents the Group's maximum exposure to credit risk.

Cash and cash equivalents and restricted cash are held with major financial institutions with high credit ratings. Management considers the credit risk associated with these balances to be low, as the Group only transacts with counterparties that have a strong credit standing. The Group does not have significant concentrations of credit risk with any single financial institution.

Government grants receivable primarily relate to funding arrangements with government bodies in Australia and Germany. Management considers the credit risk associated with these receivables to be low, having regard to the nature of the counterparties and the contractual terms of the arrangements.
Other receivables are short-term in nature and are monitored on an ongoing basis. No material impairment losses have been recognised in relation to these balances.

The Group is exposed to credit risk in respect of derivative financial instruments, including interest rate swaptions and other hedging instruments. This risk arises from the potential failure of the counterparty to meet its contractual obligations. To manage this risk, the Group enters into derivative contracts only with reputable financial institutions and monitors counterparty credit quality on a regular basis. The Group does not require collateral to be posted by counterparties.

The Group applies the expected credit loss (ECL) model under IFRS 9 to its financial assets measured at amortised cost. Given the nature of the Group's financial assets and the quality of counterparties, the expected credit losses recognised during the period were not material.

(c) Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. The Group's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to its reputation.

The Group manages liquidity risk by maintaining adequate cash reserves, forecasting cash flows on a regular basis, and monitoring compliance with financing arrangements. Liquidity risk management is overseen by management and the Board, with reference to the Group's budget, funding plans and committed facilities.

The Group's liquidity requirements primarily arise from funding ongoing corporate overheads, project development activities, capital expenditure associated with construction of its geothermal lithium project, and servicing of debt facilities once drawn.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(c) Liquidity risk (cont.)

The Group's liquidity is supported by:

- cash and cash equivalents on hand;
- proceeds from equity raisings;
- government grants; and
- committed and uncommitted debt facilities associated with project financing.

Management assesses the Group's ability to continue as a going concern by considering forecast cash flows, committed funding sources and anticipated expenditure.

During the year ended 31 December 2025, the Group cancelled its access to a secured revolving credit facility of €10,000,000, which remained undrawn throughout the financial year. The facility had been provided by BNP Paribas.

Revolving credit facility	31 Dec 25 €'000	31 Dec 24 €'000
Financing facility available at year-end	-	10,000
Amount drawn at year-end	-	-
Amount undrawn at year-end	-	10,000

The following are the contractual maturities of financial liabilities:

31 Dec 25	1 year or less €'000	1-5 years €'000	> 5 years €'000	Total €'000
Trade and other payables	47,876	-	-	**47,876**
Lease Liabilities	1,947	3,155	25,510	**30,612**
31 Dec 24				
Trade and other payables	18,412	-	-	**18,412**
Lease Liabilities	771	2,553	528	**3,852**

The Group does not have a significant concentration of liquidity risk, as its liabilities are spread across a number of counterparties and maturities. Management continues to actively monitor liquidity risk, particularly in light of the Group's transition from development to construction and future production phases.

Financing arrangements

Prior to 31 December 2025, the Group executed binding financing documentation for a €1,185 million senior project financing facility with a syndicate of international lenders, comprising the European Investment Bank, five export credit agencies and seven commercial banks.

As at 31 December 2025, the facility had not reached financial close. While the majority of conditions precedent to drawdown have since been substantially satisfied, certain conditions remained outstanding at 31 December 2025. Accordingly, no amounts had been drawn and no interest-bearing liabilities were recognised in the consolidated statement of financial position. Upon satisfaction of the remaining conditions precedent, the facility is expected to provide long-term funding for the development of the Group's Lionheart Project.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(c) Liquidity risk (cont.)

The financing package comprises:

Lender	Amount €'000	Currency	Maturity
European Investment Bank	250	EUR	30/09/2038
Export Development Canada	200	USD	30/09/2038
Export Finance Australia	120	USD	30/09/2038
Export and Investment Fund of Denmark	100	EUR	30/09/2038
ECA-Covered facilities[1]	373	EUR	30/09/2038
Commercial Base Facility	34	EUR/ USD[2]	30/09/2038
Commercial Standby Facility[3]	108	EUR	30/09/2038
	1,185		
Ancillary facilities[4]	154		
Total facilities	**1,339**		

[1]Supported by cover from Bpifrance AE for a €313 million facility and SACE for a €60 million facility
[2]70% Euro, 30% US dollars
[3]Commercial standby facility provides funding should Lionheart Project costs exceed FID Case
[4]Ancillary facilities include a Working Capital facility (€125 million) and VAT facility (€29 million) provided by commercial lenders to fund short-term cash flow requirements. Maturity of the Working Capital facility is the earlier of (a) 30 September 2038 and (b) date of repayment of Base and Standby Facilities. Maturity of the VAT facility is two months after the earlier of (a) Completion Date (scheduled 31 December 2029) and (b) Completion Longstop Date (30 June 2031)

The facilities include customary covenants, representations and events of default for a secured project financing, including customary financial covenants comprising debt service coverage ratio, loan life coverage ratio and reserve tail ratio.

The debt package is structured to provide flexibility and resilience, with a 13-year tenor, deferred repayments, and robust service accounts to navigate the Lionheart Project ramp-up and commodity price cycles.

(d) Price risk

The Group is exposed to commodity price risk, as its energy sales are predominantly subject to prevailing market prices. The contract with Pfalzwerke guarantees a minimum price of €0.25 per megawatt-hour (MWh) (31 Dec 2024: €0.25 per MWh). During the year ended 31 December 2025, Vulcan sold 19,505 MWh at an average price of €0.25 per MWh (31 Dec 2024: 18,490 MWh at an average price of €0.25 per MWh).

A 50% upward/(downward) movement in the average price for MWh would result in the Group's loss decreasing/(increasing) by €2.5 million.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(e) Capital risk management

The Group's objectives when managing capital are to:

- Safeguard the ability to continue as a going concern, so that it can continue to provide returns for shareholders and benefits for other stakeholders; and
- Maintain an optimal capital structure to reduce the cost of capital.

In order to manage capital risk, the Group may issue new shares or sell assets within the Group.

Given the stage of the Company's development there are no formal targets set for return on capital. The Company is not subject to externally imposed capital requirements. The Company is equity funded and has not drawn down on interest-bearing debt as at 31 December 2025. Net capital has historically been obtained through share placements on the Australian Securities Exchange ("ASX").

(f) Fair value risk

Fair value risk is the risk that the fair value of a financial instrument will fluctuate due to changes in market factors. The Group's exposure to fair value risk primarily arises from derivative financial instruments measured at fair value through other comprehensive income, including interest rate derivatives, as well as from financial assets and liabilities measured at fair value on a recurring basis.

The Group will be exposed to fair value risk arising from project financing for its Lionheart Project. To mitigate the variability in future interest cash flows associated with forecast debt drawdowns, the Group entered into US dollar-denominated and Euro-denominated interest rate swaptions during the period ended 31 December 2025.

These swaptions provide the Group with the right, but not the obligation, to enter into long-dated fixed-for-floating interest rate swaps should benchmark rates exceed the strike rate at the option expiry in June 2027. The swaptions economically hedge interest rate risk associated with the Group's expected long-term project finance facilities.

A summary of swaption instruments held by the Group for risk management purposes at 31 December 2025 is as follows:

Currency	Trade date	Expiry	Premium paid	Underlying swap term	Settlement
US dollars	11 December 2025	28 June 2027	USD 3,530,000	30 June 2027 – 30 September 2036	Cash-settled
Euro	11 December 2025	28 June 2027	€5,387,000	30 June 2027 – 30 September 2036	Cash-settled

Both arrangements were executed under 2002 ISDA Master Agreements, incorporating 2021 ISDA Interest Rate Definitions. The Group is designated as the swaption buyer in both contracts.

The swaptions form part of the Group's interest rate risk management strategy, providing protection against increases in floating rates of the US dollar and Euro for their respective tranches of project financing.
The objective of these hedges is to lock in a maximum cost of debt while retaining flexibility should interest rates fall before debt draw-down.

The Group has designated both swaptions as cash flow hedges under IFRS 9 Financial Instruments, with changes in the intrinsic value determined to be effective recognised in Other Comprehensive Income within the Cash Flow Hedge Reserve. Ineffectiveness is recognised in profit or loss within finance costs.

The swaptions are measured at fair value through Other Comprehensive Income (effective portion) using observable market inputs including forward Secured Overnight Financing Rate (SOFR) and Euro Interbank Offered Rate (EURIBOR) curves, swaption volatilities, and counterparties' credit valuation adjustments (CVAs) and debit valuation adjustments (DVAs). The fair value measurement is classified as Level 2 of the fair value hierarchy in accordance with IFRS 13.

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NOTE 37 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT.)

(f) Fair value risk (cont.)

Consolidated	Euro swaption 31 Dec 25 €'000	USD swaption 31 Dec 25 €'000	Total 31 Dec 25 €'000
Opening balance	-	-	-
Premium paid	5,387	3,005	8,392
Change in fair value – effective portion	158	(327)	(169)
Amount reclassified to profit or loss – ineffective portion	(191)	(107)	(298)
	5,354	**2,571**	**7,925**

Sensitivity

The Group performed a sensitivity analysis to assess the impact of a 100-basis-point (bps) increase or decrease in relevant benchmark interest rates on the fair value of its interest rate swaptions designated as cash flow hedges. At the reporting date, the critical terms of the hedging relationships (including notional amounts, maturities, underlying rates and reset dates) were aligned with those of the forecast hedged cash flows. As a result, changes in the fair value of the hedging instruments under the ±100 bps stress scenarios were offset by an equivalent change in the fair value of the corresponding hedged item.

Because the hedge relationship continues to meet the requirements for hedge effectiveness under IFRS 9, the full change in fair value is recognised in other comprehensive income within the cash flow hedge reserve. No hedge ineffectiveness arises and therefore there is no impact on profit or loss under the rate sensitivity scenarios.

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NOTE 38 CHANGES IN LIABILITIES ARISING FROM FINANCING ACTIVITIES

	Lease liabilities €'000	Total €'000
Balance at 1 Jan 24	4,411	4,411
Net cash used in financing activities	(1,197)	(1,197)
Additions to leases	638	638
Balance at 31 Dec 24	**3,852**	**3,852**
Net cash used in financing activities	(1,446)	(1,446)
Additions to leases	27,779	27,779
Other movements	427	427
Balance at 31 Dec 25	**30,612**	**30,612**

NOTE 39 SHARE-BASED PAYMENTS

	31 Dec 25 €'000	31 Dec 24 €'000
Recognised share-based payment transactions		
Performance rights issued to Directors, staff and consultants	2,375	2,115
Performance rights issued to Directors & staff in prior year	2,189	(1,535)
Performance rights cancelled during the year	-	271
	4,564	**851**

Details of new issues during the year

On 1 May 2025, the Company issued 21,000 performance rights to relevant executives to address a shortfall in LTIs for the period ending 31 December 2024. These were issued in seven tranches as Class IP, and are assessed on the same vesting conditions as the FY24 LTI performance rights on 31 December 2026. The rights expire on 31 December 2027.

The service rights were issued as follows:

Type	Number of Rights Granted	Number of Rights Vested at 31 Dec 25	Number of Rights Lapsed at 31 Dec 25	Share-based payment expense for the year (€'000)	Class
Executives - LTI	21,000	-	-	16	IP
Total	**21,000**	**-**	**-**	**16**	

NOTE 39 SHARE-BASED PAYMENTS (CONT.)

At the AGM held on 28 May 2025, Shareholders approved the issue of 139,057 service rights to non-executive directors, with one tranche vesting per year (over a total of three years), subject to continuous service.

The service rights were issued as follows:

NED	Number of Rights Granted	Number of Rights Vested at 31 Dec 25	Number of Rights Lapsed at 31 Dec 25	Share-based payment expense for the year (€'000)	Class
Josephine Bush	32,555	-	-	29	AD
Heidi Grön	32,555	-	-	29	AD
Angus Barker	49,531	-	-	38	AD
Günter Hilken	24,416	-	-	19	AD
Total	**139,057**	**-**	**-**	**115**	

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

Details of the NEDs service rights are as follows:

Item	Josephine Bush - Service Rights			Heidi Grön - Service Rights		
	Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2	Tranche 3
Grant date	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Fair value of each right (EUR)	2.35	2.35	2.35	2.35	2.35	2.35
Commencement of performance period	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Performance measurement date	28/05/2026	28/05/2027	28/05/2028	28/05/2026	28/05/2027	28/05/2028
Vesting date	28/05/2026	28/05/2027	28/05/2028	28/05/2026	28/05/2027	28/05/2028
Expiry date	30/06/2029	30/06/2029	30/06/2029	30/06/2029	30/06/2029	30/06/2029
Number of Rights granted	16,277	8,139	8,139	16,277	8,139	8,139
Valuation per Tranche (€'000)	38	19	19	38	19	19

Item	Angus Barker - Service Rights			Günter Hilken - Service Rights		
	Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2	Tranche 3
Grant date	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Fair value of each right (EUR)	2.35	2.35	2.35	2.35	2.35	2.35
Commencement of performance period	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Performance measurement date	28/05/2026	28/05/2027	28/05/2028	28/05/2026	28/05/2027	28/05/2028
Vesting date	28/05/2026	28/05/2027	28/05/2028	28/05/2026	28/05/2027	28/05/2028
Expiry date	30/06/2029	30/06/2029	30/06/2029	30/06/2029	30/06/2029	30/06/2029
Number of Rights granted	16,510	16,510	16,511	8,139	8,139	8,138
Valuation per Tranche (€'000)	39	39	39	19	19	19

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

At the AGM held on 28 May 2025, the Company issued performance rights (Incentive Securities) to Key Management Personnel (KMP) including the Managing Director & Chief Executive Officer (MD-CEO) and Executive Director & Group CFO (CFO). During the year, the same incentives were issued to other Executives under the Company's Incentive Award plan.

Performance rights issued include:

- a short-term incentive (STI), designed to reward creation of exceptional short-term shareholder value and issued in three tranches; and
- a long-term incentive (LTI), designed to reward creation of exceptional long-term shareholder value and issued in six tranches.

The incentives were issued as follows:

Type	Number of Rights Granted	Number of Rights Vested at 31 Dec 25	Number of Rights Lapsed at 31 Dec 25	Share-based payment expense for the year (€'000)	Class
MD-CEO - STI	137,459	134,710	(2,749)	319	IP
MD-CEO - LTI	164,817	-	-	79	IP
CFO- STI	131,215	129,329	(1,886)	306	IP
CFO - LTI	137,348	-	-	65	IP
Executives - STI	119,214	113,575	(5,639)	237	IP
Executives - LTI	393,696	-	-	141	IP
Total	**1,083,749**	**377,614**	**(10,274)**	**1,147**	

Details of the STIs are as follows:

Item	MD-CEO Rights – STI			CFO Rights – STI		
	Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2	Tranche 3
Grant date	28/5/2025	28/5/2025	28/5/2025	28/5/2025	28/5/2025	28/5/2025
Fair value of each right (EUR)	2.35	2.35	2.35	2.35	2.35	2.35
Commencement of performance period	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025
Performance measurement date	31/12/2025	31/12/2025	31/12/2025	31/12/2025	31/12/2025	31/12/2025
Vesting date	31/12/2025	31/12/2025	31/12/2025	31/12/2025	31/12/2025	31/12/2025
Expiry date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Number of Rights granted	68,729	27,492	41,238	65,607	26,243	39,365
Valuation per Tranche (€'000)	162	65	97	154	62	93

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

Item	Executives Rights – STI		
	Tranche 1	Tranche 2	Tranche 3
Grant date	22/8/2025	22/8/2025	22/8/2025
Fair value of each right (EUR)	2.09	2.09	2.09
Commencement of performance period	1/01/2025	1/01/2025	1/01/2025
Performance measurement date	31/12/2025	31/12/2025	31/12/2025
Vesting date	31/12/2025	31/12/2025	31/12/2025
Expiry date	31/12/2027	31/12/2027	31/12/2027
Number of Rights granted	59,607	23,842	35,765
Valuation per Tranche (€'000)	124	50	75

The STI rights were granted with the following vesting conditions:

Tranche 1
Project Milestones (50% weighting; 8.3% equal weighting)

- The Company has closed financing of the Lionheart Project (Financing Milestone);
- The Company has started construction at the Geothermal and Lithium Extraction Plant (G-LEP) and the Central Lithium Plant (CLP);
- The Company has commenced drilling;
- The Company has commenced V-Li0N™ qualification with offtake partners;
- The Company has secured all land and received permits for Phase 1 according to the permitting action plan; and
- The Company has secured funding for new project development and technology division (Development and Technology Funding).

Tranche 2
ESG Milestones (20% weighting; 5% equal weighting):

- Environment: zero significant environmental incidents;
- Social: meet year-on-year improvement of lost time injury frequency rate (LTIFR) (Safety Target);
- Governance: no material breaches with local authorities or regulatory authorities; and
- Governance: obtain material cyber security improvements during the period.

Tranche 3
Individual Milestones (30% weighting):

Tranche 3 will vest subject to specific individual performance milestones. Refer to Section 5 of the Remuneration Report for individual milestones of the MD-CEO and CFO.

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

Details of LTI performance rights issued to the MD-CEO, CFO and other executives during the year ended 31 December 2025 are as follows:

Item	MD-CEO Rights – LTI					
	Tranche 1	Tranche 2	Tranche 3	Tranche 4	ATSR Rights	RTSR Rights
Grant date	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Fair value of each right (EUR)	2.35	2.35	2.35	2.35	1.41	1.54
Commencement of performance period	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025
Performance measurement date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Vesting date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Expiry date	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028
Volatility	n/a	n/a	n/a	n/a	70%	70%
Risk-fee rate	n/a	n/a	n/a	n/a	3.414%	3.414%
Number of Rights	32,964	32,963	32,963	32,963	16,482	16,482
Valuation per Tranche (€'000)	78	78	78	78	23	25

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

Item	CFO Rights – LTI					
	Tranche 1	Tranche 2	Tranche 3	Tranche 4	ATSR Rights	RTSR Rights
Grant date	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025	28/05/2025
Fair value of each right (EUR)	2.35	2.35	2.35	2.35	1.41	1.54
Commencement of performance period	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025
Performance measurement date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Vesting date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Expiry date	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028
Volatility	n/a	n/a	n/a	n/a	70%	70%
Risk-fee rate	n/a	n/a	n/a	n/a	3.414%	3.414%
Number of Rights	27,470	27,470	27,469	27,469	13,735	13,735
Valuation per Tranche (€'000)	65	65	65	65	19	21

Item	Executives Rights – LTI					
	Tranche 1	Tranche 2	Tranche 3	Tranche 4	ATSR Rights	RTSR Rights
Grant date	22/08/2025	22/08/2025	22/08/2025	22/08/2025	22/08/2025	22/08/2025
Fair value of each right (EUR)	2.02	2.02	2.02	2.02	1.08	1.23
Commencement of performance period	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025	1/01/2025
Performance measurement date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Vesting date	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027	31/12/2027
Expiry date	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028	31/12/2028
Volatility	n/a	n/a	n/a	n/a	70%	70%
Risk-fee rate	n/a	n/a	n/a	n/a	3.348%	3.348%
Number of Rights	78,740	78,740	78,740	78,740	39,368	39,368
Valuation per Tranche (€'000)	159	159	159	159	43	49

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

The LTI performance rights were granted with the following vesting conditions:

Business Returns (60% weighting)

Tranche 1

Tranche 1 will vest subject to achieving future phase business objectives without materially diluting shareholders at the end of the Measurement Period.

Tranche 2

Tranche 2 will vest subject to in the position to make a final investment decision in relation to a future phase project.

Tranche 3

Tranche 3 will vest subject to executing the Lionheart Project in line with Board approved scope, budget and timeframes.

Sustainability Returns (20% weighting)

Tranche 4

Tranche 4 will vest subject to designating and successfully applying material Project greenhouse gas reductions relative to 2024 Project Life Cycle Assessment figures.

Market Based Measures (20% weighting)

Absolute Total Shareholder Returns (ATSR) Rights (10%):

The number of Absolute Total Shareholder Rights ("ATSR Rights") that vest is based on the Total Shareholder Return (TSR) of Vulcan over the performance period. The ATSR Rights will vest according to the following schedule:

Company's TSR Performance	Percentage of ATSR Rights eligible to vest
<0%	0%
Between 5% and 7.5%	50% to 74%, interpolated vesting on a straight line
Between 7.5% and 10%	75% to 99% interpolated vesting on a straight line
>10%	100%

Relative Total Shareholder Returns (RTSR) Rights (10%):

The number of Relative Total Shareholder Return Rights ("RTSR Rights") that vest is based on the TSR of Vulcan over the performance period, relative to the returns of the Peer Group. The RTSR Rights will vest according to the following schedule:

Company's TSR performance relative to the Peer Group	Percentage of RTSR Rights eligible to vest
Less than 50th percentile	0%
Between 50th percentile and 75th percentile	50% - 99%, interpolated vesting on a straight line
Greater than 75th percentile	100%

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Details of new issues during the year (cont.)

MD-CEO and CFO performance rights - multiplier

The number of performance rights issued to the MD-CEO and CFO include a multiplier of 1.5x as follows:

- STI rights: Project construction starts during the calendar year 2025; and
- LTI rights: There is exceptional (and measurable) performance relative to the Board approved scope, budget and timeframes for the Lionheart Project.

An adjusted number of Performance Rights can still vest should the multiplier(s) not be met, subject to satisfaction of the other terms. As project construction commenced during the calendar year 2025, STIs vesting at 31 December 2025 for the MD-CEO and CFO were inclusive of the 1.5x multiplier.

On 22 August 2025, the company granted 565,204 STI performance rights to staff to align their interests with those of the Company's shareholders and to support effective retention.

The vesting conditions for these performance rights are the same as those applicable to KMPs and executives.

The value of performance rights was determined, as follows:

Type	Fair value of rights (EUR)	Number of Rights granted	Grant date	Vesting date	Expiry date	Number of rights vested at 31 Dec 25	Share-based payment expense for the year (€'000)	Class
2025 Employee Incentive Plan	2.09	565,204	22/08/2025	31/12/2025	31/12/2028	533,980	1,114	IP
Total		**565,204**				**533,980**	**1,114**	

Conversion of vested performance rights

During the financial year, 1,070,113 vested performance rights were converted to shares.

Vesting conditions of performance rights issued in prior years

Class AB

The LTI rights issued in the year-ended 31 December 2022 vest on 30 June 2026 subject to the following outcomes. A total of 206,500 LTI rights remain for testing at 30 June 2026.

Tranche 1 (61,950 rights to be tested at 30 June 2026):

- the successful ramp up to nameplate capacity for Phase 1 energy and lithium chemicals production, and achievement of corresponding revenue.

Tranche 2 (30,975 rights to be tested at 30 June 2026):

- obtain positive definitive feasibility study for Phase 2 energy and lithium chemicals production, and achievement of corresponding revenue.

Tranche 3 (20,650 rights to be tested at 30 June 2026):

- obtain project financing for completion of Phase 2 capital expenditure

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Vesting conditions of performance rights issued in prior years (cont.)

Tranche 4 (15,488 rights to be tested at 30 June 2026):
- achievement of carbon neutral emission certification across all operations through each year in the four-year period commencing 30 June 2022.

Tranche 5 (15,488 rights to be tested at 30 June 2026):
- achievement of the lowest quartile absolute GHG emissions.

Tranche 6 and 7 (61,950 rights to be tested at 30 June 2026):
- the achievement of Total Shareholder Returns (TSR) over the four years from 1 July 2022 to 30 June 2026.

Class AC
The final tranche of these rights vested on 29 November 2025, relating to continued service as Non-Executive Director by Günter Hilken. The rights were issued at the 2022 AGM, with one third of the rights vesting on each 12-month anniversary of 29 November 2022.

Class IP (STI)
The special STI rights issued in the year-ended 31 December 2024 vest subject to:

Tranche 1: (100,000 rights to be tested at 31 December 2026)
- continued full-time employment with the Company or one of its subsidiaries until 31 December 2026.

Tranche 2: (250,000 rights tested at 31 December 2025)
- secures all land that its lenders require the Company to hold prior to financial close and first debt draw down as contained in the final financing documents signed by the lenders or amended at a later date or in accordance with a potential future land acquisition rider causing no delay to the Schedule Completion Date or the Completion Date beyond the Completion Longstop Date.

Tranche 3: (250,000 rights to be tested at 31 December 2025)
- receives such Permits envisaged to be awarded under the Permitting Action Plan by 31 December 2025 for Phase 1 signed by the lenders or amended at a later date, either by 31 December 2025 or by a later date without causing a delay to the Scheduled Completion Date or the Completion Date beyond the Completion Longstop Date based on Permitting Non-Conformance.

Class IP (LTI)
The LTI rights issued in the year-ended 31 December 2024 vest on 31 December 2026 subject to the following outcomes. A total of 953,500 LTI rights remain for testing at 31 December 2026.

Tranche 1 (127,134 rights to be tested at 31 December 2026):
- project construction and execution of the Central Lithium Plant per the Controlled Schedule (P50) (Project Construction).

Tranche 2 (127,132 rights to be tested at 31 December 2026):
- deliver CAPEX as per the Phase 1 bridging phase (as aligned with BNPP financing package) and assumptions.

Tranche 3 (127,133 rights to be tested at 31 December 2026):
- obtain Project Financing for Phase Two capital expenditure.

Tranche 4 (95,350 rights to be tested at 31 December 2026):
- achieve financing with ESG criteria and successfully executing all ESMP (Environmental, Social Management Plan) requirements.

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Vesting conditions of performance rights issued in prior years (cont.)

Class IP (LTI) (cont.)

Tranche 5 (95,350 rights to be tested at 31 December 2026):

- set a publicly announced GHG emissions target (linked to a credible framework such as Science Based Targets) and meet the target within timeline and volume of reduction requirements.

Tranche 6 and 7 (381,400 rights to be tested at 31 December 2026):

- achieve Total Shareholder Returns (TSR) over two and half years from 24 June 2024 to 31 December 2026.

Set out below is a summary of movements of performance rights by class during the year ended 31 December 2025:

	As at 1 Jan 25	Granted	Exercised	Lapsed or Cancelled	As at 31 Dec 25	Exercisable performance rights
Class S	12,894	-	(12,894)	-	-	-
Class AA	26,903	-	(17,179)	-	9,724	9,724
Class AB	209,200	-	-	(2,700)	206,500	-
Class AC	9,492	-	(4,746)	-	4,746	4,746
Class AD	8,411	139,057	(8,411)	-	139,057	-
Class AE	41,357	-	(41,357)	-	-	-
Class IP	2,842,542	1,669,953	(985,526)	(540,111)	2,986,858	1,290,123
	3,150,799	**1,809,010**	**(1,070,113)**	**(542,811)**	**3,346,885**	**1,304,593**

Set out below is a summary of movements of performance rights by class during the year ended 31 December 2024:

	As at 1 Jan 24	Granted	Exercised	Lapsed or Cancelled	As at 31 Dec 24	Exercisable performance rights
Class S	12,894	-	-	-	12,894	12,894
Class T	260,000	-	-	(260,000)	-	-
Class U	250,000	-	-	(250,000)	-	-
Class V	110,000	-	-	(110,000)	-	-
Class Y	60,000	-	(60,000)	-	-	-
Class Z	50,000	-	-	(50,000)	-	-
Class AA	37,232	-	-	(10,329)	26,903	26,903
Class AB	274,200	-	-	(65,000)	209,200	-
Class AC	28,474	-	(9,490)	(9,492)	9,492	4,746
Class AD	25,234	-	-	(16,823)	8,411	8,411
Class AE	82,714	-	(41,357)	-	41,357	41,357
Class IP	360,520	2,703,756	-	(221,734)	2,842,542	989,042
	1,551,268	**2,703,756**	**(110,847)**	**(993,378)**	**3,150,799**	**1,083,353**

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NOTE 39 SHARE-BASED PAYMENTS (CONT.)

Accounting Policy

Share-based payments

Equity-settled and cash-settled share-based compensation benefits are provided to Directors, Key Management Personnel and employees.

Equity-settled transactions are awards of shares, or performance rights which convert to shares, and are provided to employees in exchange for the rendering of services and achieving performance-based milestones. Cash-settled transactions are awards of cash for the exchange of services, where the amount of cash is determined by reference to the share price or paid in lieu of the issue of performance rights.

The cost of equity-settled transactions is measured at fair value on grant date. Fair value of equity-settled transactions containing market conditions are independently determined using an appropriate valuation model that takes into account the exercise price, term of the option, impact of dilution, share price at grant date, expected price volatility of the underlying share, expected dividend yield and risk free interest rate for the term of the performance right, together with non-vesting conditions.

The cost of equity-settled transactions is recognised as an expense with a corresponding increase in equity reserves over the vesting period. The cumulative charge to profit or loss is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

The cost of cash-settled transactions is initially, and at each reporting date until vested, determined by applying an appropriate valuation model, taking into consideration the terms and conditions on which the award was granted. The cumulative charge to profit or loss until settlement of the liability is calculated as follows:

a. During the vesting period, the liability at each reporting date is the fair value of the award at that date multiplied by the expired portion of the vesting period.
b. From the end of the vesting period until settlement of the award, the liability is the full fair value of the liability at the reporting date.

All changes in the liability are recognised in profit or loss. The ultimate cost of cash-settled transactions is the cash paid to settle the liability.

Market conditions are taken into consideration in determining fair value. Therefore, any awards subject to market conditions are considered to vest irrespective of whether that market condition has been met, provided all other conditions are satisfied.

If equity-settled awards are modified, as a minimum an expense is recognised as if the modification has not been made. An additional expense is recognised, over the remaining vesting period, for any modification that increases the total fair value of the share-based compensation benefit as at the date of modification.

If the non-vesting condition is within the control of the consolidated entity or employee, the failure to satisfy the condition is treated as a cancellation. If the condition is not within the control of the consolidated entity or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

If equity-settled awards are cancelled, it is treated as if it has vested on the date of cancellation, and any remaining expense is recognised immediately. If a new replacement award is substituted for the cancelled award, the cancelled and new award is treated as if they were a modification.

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NOTE 40 RELATED PARTY DISCLOSURE

Parent entity
Vulcan Energy Resources Limited is the parent entity.

Subsidiaries
Interests in subsidiaries are set out in note 36.

Associates
The Group had no interests in associates as at 31 December 2025.

The aggregate compensation made to directors and other members of key management personnel of the consolidated entity is set out below.

	31 Dec 25 €	31 Dec 24 €
Short-term benefits	1,266,849	1,450,292
Post-employment benefits	123,191	116,852
Share-based payments	1,342,235	698,481
	2,732,275	**2,265,625**

(a) Transactions with associates

There were no loans to or from associates at 31 December 2025 (31 December 2024: nil).

(b) Transactions with related parties

There were no loans to or from related parties at 31 December 2025 (31 December 2024: nil).

There were no outstanding transactions with related parties during the year ended 31 December 2025 (31 December 2024: €23,954).

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NOTE 41 COMMITMENTS

Below are the commitments in relation to the Group's exploration and evaluation assets:

	31 Dec 25 €'000	31 Dec 24 €'000
Within one year	3,304	2,239
One to five years	6,242	6,766
	9,546	**9,005**

Below are the commitments in relation to capital expenditure:

	31 Dec 25 €'000	31 Dec 24 €'000
Within one year	160,521	2,566
One to five years	114,610	-
	275,131	**2,566**

Capital commitments – major supplier and contractor agreements signed for the construction of the Group's Lionheart Project

As at 31 December 2025, the Group had entered into a number of significant supply and construction contracts in connection with the development and construction of the Group's Lionheart Project. These contracts primarily relate to the engineering, procurement and construction of the Central Lithium Plant (CLP), Lithium Extraction Plant (LEP) and associated infrastructure. As at 31 December 2025, most contracts were newly commenced, with major physical deliveries and substantial construction scheduled for 2026–2028, and one product supply agreement extending until 2030.

Certain major supplier and contractor contracts include termination for convenience clauses that permit the Group to terminate the contract prior to completion. Where such clauses apply, the Group would be required to compensate the counterparty in accordance with section 648 of the German Civil Code (Bürgerliches Gesetzbuch – "BGB"), which generally provides for payment of:

- the value of work performed up to the date of termination; and
- a reasonable share of profit on the portion of the contract not yet performed.

The determination of the commitment amounts disclosed in respect of these contracts requires the exercise of significant judgement. In assessing the minimum unavoidable commitment for contracts containing termination for convenience clauses, management has considered the legal framework under section 648 BGB and the commercial terms of the relevant agreements. While the ultimate amount payable upon termination would depend on the stage of completion and the specific circumstances at the date of termination, the Group has estimated a minimum commitment by assuming that compensation for unperformed work would include a minimum profit margin of 5% on the remaining contract value. This judgement represents management's best estimate of the lowest reasonable level of compensation that could be payable in the event of termination for convenience and is intended to provide users of the financial statements with a prudent and transparent measure of the Group's exposure under these arrangements. Actual amounts payable upon termination may differ from this estimate depending on contractual terms, progress achieved, and negotiations with counterparties at the relevant time.

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NOTE 41 COMMITMENTS (CONT.)

Capital commitments – major supplier and contractor agreements signed for the construction of the Group's Lionheart Project (cont.)

Total capital and other commitments disclosed in these financial statements therefore comprise:

- the full committed amounts for contracts that are not cancellable by the Group without cause; and
- for contracts that are cancellable for convenience, the estimated minimum commitment calculated on the basis described above.

No provision has been recognised in respect of these commitments at 31 December 2025, as none of the contracts were onerous and no present obligation existed at the reporting date.

NOTE 42 CONTINGENCIES

The Group has issued bank guarantees as at 31 December 2025 of €31,181,000 (31 December 2024: €4,644,000), including guarantees of €21,250,000 issued under the €125 million working capital facility (refer to note 37 for further information). These guarantees relate to construction contracts relating to the Group's Lionheart Project. No liability has been recognised as the likelihood of the guarantees being called upon is assessed as remote.

The Group has no other contingent assets and liabilities as at 31 December 2025 (31 December 2024: nil).

NOTE 43 AUDITOR'S REMUNERATION

	31 Dec 25 €'000	31 Dec 24 €'000
Amounts received or due and receivable by RSM Australia Partners for:		
Audit or review of the annual or half-year financial report	120	126
Amounts received or due and receivable by RSM Ebner Stolz:		
Audit or review of the annual or half-year financial report	151	176
Audit of standalone German entity financial statements	95	35
Audit of the annual financial report relates to prior year	35	-
Other assurance services – Grant audits	52	-
	453	**337**

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 44 ACCUMULATED LOSSES

	31 Dec 25 €'000	31 Dec 24 €'000
Balance at beginning of the year	(111,193)	(68,835)
Loss after income tax for the year	(69,575)	(42,358)
Balance at end of the year	**(180,768)**	**(111,193)**

NOTE 45 PARENT ENTITY

	31 Dec 25 €'000	31 Dec 24 €'000
Statement of Financial Position		
Assets		
Current Assets	259,208	90,954
Non-Current Assets	714,956	331,413
Total Assets	**974,164**	**422,367**
Liabilities		
Current Liabilities	6,946	4,222
Non-Current Liabilities	205	274
Total Liabilities	**7,151**	**4,496**
Equity		
Issued Capital	1,024,010	453,643
Reserves	(12,537)	(7,127)
Accumulated losses	(44,460)	(28,645)
Total Equity	**967,013**	**417,871**
Statement of Profit or Loss and other comprehensive income		
Loss for the year	(16,450)	(3,132)
Total Comprehensive Loss	**(16,450)**	**(3,132)**

Contingent liabilities

At 31 December 2025, Vulcan Energy Resources Limited (the Parent Entity) had issued guarantees in favour of third-party contractors in respect of certain obligations of its wholly owned subsidiaries. These guarantees were provided to support the execution of major supply and construction contracts entered into as part of the development of the Group's Lionheart Project.

The guarantees outstanding at the reporting date were as follows:

Subsidiary	Purpose	Maximum amount guaranteed €'000
Vulcan Projektgesellschaft 2 GmbH	Construction and supply contracts relating to Lionheart	5,850
Natürlich Landau Lithium GmbH	Construction and supply contracts relating to Lionheart	16,989
Total		**22,839**

NOTE 45 PARENT ENTITY (CONT.)

Contingent liabilities (cont.)

The total maximum exposure under these guarantees was €22,839,000.

The guarantees are limited in nature and are intended to provide assurance to key contractors during the construction phase of the Group's Lionheart Project. The Parent Entity has not recognised a provision in respect of these guarantees as management considers it not probable that an outflow of economic benefits will be required, having regard to the financial position of the subsidiaries, the contractual protections in place, and the current status of the underlying construction and supply arrangements. Accordingly, the guarantees are disclosed as contingent liabilities of the Parent Entity in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets.

No amounts have been recognised in the Parent Entity's statement of financial position in respect of these guarantees at 31 December 2025.

The parent entity has no other contingent assets or contingent liabilities as at 31 December 2025 and 31 December 2024.

Capital commitments - Property, plant and equipment
The parent entity had no capital commitments for property, plant and equipment as at 31 December 2025 and 31 December 2024.

Exploration commitments
The parent entity has no exploration commitments as at 31 December 2025 and 31 December 2024.

Significant accounting policies
The accounting policies of the parent entity are consistent with those of the consolidated entity, as disclosed in the financial statements, except for the following:

(i.) Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.

NOTE 46 DIVIDENDS

No dividend has been declared or paid during the year ended 31 December 2025 (31 December 2024: nil), and the Directors do not recommend the payment of a dividend in respect of the year ended 31 December 2025.

Accounting Policy

Dividends
Dividends are recognised when declared during the financial year and no longer at the discretion of the Company.

NOTE 47 EVENTS AFTER THE REPORTING DATE

First lithium production permit secured for Lionheart
On 17 March 2026, the Company announced it had been issued its first lithium production permit for its flagship Lionheart Project, the first such licence to be granted in the Upper Rhine Valley Brine Field (URVBF) and in the state of Rhineland-Palatinate. The licence, designated LiThermEx, covers Vulcan's Insheim geothermal production permit area within Lionheart, a licence area that is already producing renewable heat and power. The LiThermEx licence has been granted for an initial six years, following which time the Company will look to extend the permit to a minimum of 30 years' duration, consistent with the Lionheart Project Field Development Plan (FDP).

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NOTE 47 EVENTS AFTER THE REPORTING DATE (CONT.)

Successful production test results from first new Lionheart well

On 21 January 2026, the Company reported strong production flow test performance of its LSC-1b sidetrack from the LSC-1 vertical well, in the Lionheart FDP. Production test equipment operated at maximum capacity, confirming strong well deliverability with production potential range of 105 to 125 litres per second (l/s). During a planned operating drawdown of approximately 50 bars, the measured Productivity Index (PI) range indicates a potential production capacity of approximately 105 to 125 l/s, supporting the Lionheart FDP which has an average well production of approximately 84 to 94 l/s. Lithium grade, temperature, reservoir quality and matrix permeability were previously confirmed as meeting or exceeding FDP assumptions and remain consistent with these production results.

Extraordinary General Meeting

The Company held an Extraordinary General Meeting (EGM) on 12 January 2026 to ratify the prior issue of institutional placement shares in December 2025. The resolution was passed by poll. The Company also announced the Board had approved remuneration changes for the Chief Executive Officer and Chief Financial Officer, effective 1 January 2026. The changes considered the Company's progression from development to execution phase, with delivery of its upstream FDP and construction of the Company's commercial Geothermal Lithium Extraction Plant (G-LEP) in Landau, which commenced in December 2025. The changes also reflect the increased size and complexity of international operations and governance, as the Company progresses towards its target of first commercial lithium production in 2028, while still maturing the rest of the Vulcan resource and technology portfolio.

No other matter or circumstance has arisen since 31 December 2025 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

NOTE 48 USE OF EXEMPTION PROVISIONS

The following fully consolidated German Group companies made use of the exemption provisions in Section 264 Paragraph 3 and Section 264b HGB in 2025.

Company Name	Seat
Vulcan Energie Ressourcen GmbH	Karlsruhe
Vulcan Energy Engineering GmbH[1]	Augsburg
Vulcan Geothermal GmbH	Karlsruhe
VER GEO LIO GmbH	Karlsruhe
Vercana GmbH	Karlsruhe
Natürlich Insheim GmbH	Karlsruhe
Comeback Personaldienstleistungen GmbH	Lingen
Natürlich Landau Lithium GmbH[2]	Landau i.d. Pfalz
Vulcan Projektgesellschaft 2 GmbH	Karlsruhe
Natürlich Südpfalz Geschäftsführungs GmbH	Karlsruhe
Natürlich Südpfalz GmbH & Co. KG	Landau i.d. Pfalz
Lionheart Marketing GmbH	Karlsruhe
Landau Süd JV-Verwaltungs GmbH	Landau i.d. Pfalz
Landau Süd Joint Venture GmbH & Co. KG	Landau i.d. Pfalz
Geox GmbH[3]	Landau i.d. Pfalz
VULTEC GmbH[4]	Karlsruhe

[1]Vulcan Energy Engineering GmbH was merged into Vulcan Energie Ressourcen GmbH on 1 September 2025.
[2] This entity was renamed from Vulcan Projektgesellschaft 3 GmbH on 12 February 2025.
[3]This entity was acquired on 7 April 2025.
[4]This entity was incorporated on 28 October 2025.

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Consolidated entity disclosure statement

As at 31 December 2025

The following table provides a list of all entities included in the Gorup's consolidated financial statements, prepared in accordance with the requirements of Section 295(3A) of the Corporations Act. The ownership interest is only disclosed for those entities which are a body corporate, representing the direct and indirect percentage share capital owned by the Company.

Entity name	Entity type	Country of incorporation	Australian resident	Foreign jurisdiction(s) in which the entity is a resident for tax purposes	Ownership interest %
Vulcan Energy Resources Ltd	Body Corporate	Australia	Yes	N/A	100
Vulcan Energy Italy Pty Ltd	Body Corporate	Australia	Yes	N/A	100
Vulcan Energy Resources Europe Pty Ltd	Body Corporate	Australia	Yes	N/A	100
Vulcan Energy SA Pty Ltd	Body Corporate	Australia	Yes	N/A	100
Vulcan Energie Ressourcen GmbH[1]	Body Corporate	Germany	No	Germany	100
Vulcan Energie France, SAS	Body Corporate	France	No	France	100
Vercana GmbH	Body Corporate	Germany	No	Germany	100
Comeback Personaldienstleistungen GmbH	Body Corporate	Germany	No	Germany	100
Vulcan Geothermal GmbH	Body Corporate	Germany	No	Germany	100
Landau-Süd JV Verwaltungs GmbH	Body Corporate	Germany	No	Germany	100
Landau-Süd JV GmbH & Co. KG	Partnership	Germany	No	Germany	100
VER GEO LIO GmbH	Body Corporate	Germany	No	Germany	100
Natürlich Landau Lithium GmbH[2]	Body Corporate	Germany	No	Germany	100
Natürlich Insheim GmbH	Body Corporate	Germany	No	Germany	100
Natürlich Südpfalz Geschäftsführungs GmbH	Body Corporate	Germany	No	Germany	100
Natürlich Südpfalz GmbH & Co. KG	Partnership	Germany	No	Germany	100
Lionheart Marketing GmbH	Body Corporate	Germany	No	Germany	100
Vulcan Projectgesellschaft 2 GmbH	Body Corporate	Germany	No	Germany	100
Geox GmbH[3]	Body Corporate	Germany	No	Germany	100
VULTEC GmbH[4]	Body Corporate	Germany	No	Germany	100

[1]Includes Vulcan Energy Engineering GmbH which was merged into Vulcan Energie Ressourcen GmbH on 1 September 2025.
[2]This entity was renamed from Vulcan Projektgesellschaft 3 GmbH on 12 February 2025.
[3]This entity was acquired on 7 April 2025.
[4]This entity was incorporated on 28 October 2025.

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Directors' Declaration

In the Directors' opinion:

a) The financial statements and accompanying notes are in accordance with the Corporations Act 2001, including:
   i) complying with Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
   ii) giving a true and fair view of the consolidated entity's financial position as at 31 December 2025 and of its performance for the year ended on that date.
b) The financial statements and notes comply with International Financial Reporting Standards.
c) The consolidated entity disclosure statement set out on page 132 of the Annual Report, as required by section 295(3A) of the Corporations Act, is true and correct.
d) There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

The Directors have been given the declarations required by section 295A of the Corporations Act 2001.

This declaration is made in accordance with a resolution of the Board of Directors made pursuant to section 295(5)(a) of the Corporations Act 2001 and is signed for and on behalf of the Directors by:



Dr Francis Wedin
Executive Chair

26 March 2026

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INDEPENDENT AUDITOR'S REPORT

To the Members of Vulcan Energy Resources Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Vulcan Energy Resources Limited (the Company) and its subsidiaries (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, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, 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:

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

(ii) 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 Company 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 (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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 judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

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Key Audit Matter	How our audit addressed this matter
Exploration and evaluation expenditure Refer to Note 18 in the financial statements	
The Group has capitalised exploration and evaluation expenditure with a carrying value of €14,590,000 as at 31 December 2025. We considered this to be a key audit matter due to the significant management judgments involved in assessing the carrying value of the asset including: • Determination of whether the exploration and evaluation expenditure can be associated with finding specific mineral resources and the basis on which that expenditure is allocated to an area of interest; • Assessing whether exploration activities have reached a stage at which the existence of economically recoverable reserves may be determined; and • Assessing whether any indicators of impairment are present and if so, judgement applied to determine and quantify any impairment loss.	Our audit procedures included: • Assessing the Group's accounting policy for compliance with accounting standards; • Obtaining a schedule of the areas of interest held by the Group and testing on a sample basis that the right to tenure of each relevant area of interest remained current at reporting date; • Testing a sample of additions to supporting documentation and ensuring the amounts capitalised for the year are in compliance with the Group's accounting policy and relate to the area of interest; • Enquiring with management and reading budgets and other documentation as evidence that active and significant operations in, or relation to, the area of interest will be continued in the future; • Assessing and evaluating management's determination that exploration activities have not yet progressed to the stage where the existence or otherwise of economically recoverable reserves may be determined; • Assessing and evaluating management's assessment of whether indicators of impairment existed; and • Assessing the appropriateness of disclosures in the financial statements.
Property, plant and equipment, including Mine development properties Refer to Note 19 in the financial statements	
The Group has property, plant and equipment, including mine development properties, with a carrying value of €322,817,000 as at 31 December 2025. We considered this to be a key audit matter due to the significant level of costs capitalised and management judgement involved in assessing the carrying value of these assets including: • Determining the nature of costs incurred meet the specific recognition criteria in AASB 116 Property, Plant and Equipment for capitalisation; and • at year end, assessing whether any indicators of impairment with respect to property, plant and equipment and other non current assets are present.	Our audit procedures included: • Assessing the Group's accounting policy for compliance with accounting standards; • Obtaining the schedule of property, plant and equipment and on sample basis, testing the additions to supporting documentation and ensuring the amounts were capital in nature. • Testing the reasonableness of depreciation expense for the period; • With respect to changes in the rehabilitation provision capitalised into property, plant and equipment, evaluating the methods, assumptions and data utilised by management and their experts to measure the rehabilitation provision and testing the mathematical accuracy of the rehabilitation provision and amounts capitalised; • Evaluating management's assessment as to whether indicators of impairment existed as at 31 December 2025 with respect to property, plant and equipment; • Where indicators of impairment existed in relation to property, plant and equipment, evaluating the reasonableness of management's

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	estimate of recoverable amount and checking the accuracy of the impairment expense recorded in the profit and loss; and • Assessing the appropriateness of disclosures in the financial statements.
Key Audit Matter	**How our audit addressed this matter**
Share-based payment Refer to Note 39 in the financial statements	
During the year, the Group issued performance rights to key management personnel, executives and employees. Management has accounted for these instruments in accordance with AASB 2 *Share-Based Payment*. We have considered this to be a key audit matter because: • The complexity of the accounting associated with recording these instruments and management estimation in determining the fair value of instruments granted; • Management judgement is required to determine the probability of vesting conditions of these instruments and the inputs used in the valuation model to value these instruments; and • The recognition of the share-based payment expense is complex due to the variety of vesting conditions attached to these instruments.	Our audit procedures included: • Assessing the Group's accounting policy for compliance with Australian Accounting Standards; • Obtaining an understanding of the terms and conditions of the instruments granted during the year; • Assessing the completeness of the instruments granted/cancelled/lapsed during the reporting period; • Assessing the appropriateness of management's valuation methodology used to determine the fair value of the instruments granted in the current year, including assessing the work performed by management experts; • Testing the appropriateness of assumptions and data used in determining the fair value of instruments granted in the current year; • Critically assessing management's determination of the vesting probability of each instrument; • Recalculating the value of the share-based payment expense to be recognised in the consolidated statement of profit or loss and other comprehensive income; and • Assessing the appropriateness of disclosures in the financial statements
Asset Acquisition Refer to Note 23 in the financial statements	
During the year, the Group completed the acquisition of 100% of the shares of Geox GmbH ("Geox") for an acquisition cost of approximately €15.0 million. Assets acquired through the acquisition comprise principally a mining licence and some Vulcan funded improvements on the site. The acquisition has been accounted on an asset acquisition basis. We considered this to be a key audit matter due to the significant management judgments in determining the acquisition date, the acquisition accounting treatment, the fair value of net assets acquired and the fair value of the purchase consideration.	Our audit procedures included: • Assessing the Group's accounting policy for compliance with Australian Accounting Standards; • Obtaining an understanding of the acquisition agreements to evaluate the acquisition date and the related accounting considerations; • Evaluating management's determination that the acquisition did not meet the definition of business within AASB 3 Business Combinations and therefore was accounted for on an asset acquisition basis; • Evaluating management's determination of the acquisition date, fair value of consideration paid, and the fair value of net assets acquired; and • Assessing the appropriateness of disclosures in the financial statements.

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Other Information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 31 December 2025 but does not include the financial report and the 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.

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:

a. 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

b. 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:

i. 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

ii. 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 ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

REPORT ON 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 Vulcan Energy Resources Limited, 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.

RSM AUSTRALIA

Perth, WA
Dated: 26 March 2026

Matthew Beevers
Partner

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ASX additional information

This section outlines additional information required by the Australian Securities Exchange and not shown elsewhere in this Annual Report. The information is current as of the date of this Report unless otherwise noted.

1. Equity securities on issue

- There are a total of 477,903,314 fully paid ordinary shares on issue all of which are listed on the ASX and the FSE.
- The number of holders of fully paid ordinary shares is 26,246 as at 20 March 2026.
- Holders of fully paid ordinary shares are entitled to participate in dividends and the proceeds on winding up of the Company.
- There are 3,346,885 performance rights on issue as at 20 March 2026. Please see the table in the Appendix for further information.
- There are no preference shares on issue.

2. Distribution of fully paid ordinary shareholders as at 20 March 2026 is as follows:

Range	Number of holders	Number of shares	% of issued capital
1 - 1,000	17,720	5,855,394	1.23
1,001 - 5,000	5,884	14,104,449	2.95
5,001 - 10,000	1,348	10,173,788	2.13
10,001 - 100,000	1,191	31,579,060	6.61
100,001 and over	103	416,190,623	87.09
Total	**26,246**	**477,903,314**	**100.00%**

3. Holders of non-marketable parcels

Holders of non-marketable parcels are deemed to be those whose shareholding is valued at less than $500. As at 20 March 2026 there are 7,278 shareholders who hold less than a marketable parcel of shares, which amounts to 0.14% of issued capital based on a price of $3 per share.

4. Substantial shareholders of ordinary fully paid shares

As at 20 March 2026, the names of substantial shareholders who have notified the Company in accordance with section 671B of the Corporations Act 2001 are:

	Holding balance	% of issued capital
HOCHTIEF Lithium Holding GmbH	73,661,261	15.41
Van Eck Associate Corporation and its associates	24,096,483	5.04

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5. Share buy-backs

There is currently no on-market buyback program for any of Vulcan Energy Resources' listed securities.

6. Voting rights of Shareholders

All fully paid ordinary shareholders are entitled to vote at any meeting of the members of the Company and their voting rights are on:

- Show of hands – one vote per shareholders; and
- Poll – one vote per fully paid ordinary share.

Holders of performance rights do not have any voting rights.

7. Major Shareholders as at 20 March 2026

Twenty largest shareholders

Rank	Shareholders	Number held	Percentage (%)
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	94,582,473	19.79%
2	HOCHTIEF LITHIUM HOLDING GMBH	73,661,261	15.41%
3	BNP PARIBAS NOMINEES PTY LTD <CLEARSTREAM>	66,699,520	13.96%
4	CITICORP NOMINEES PTY LIMITED	55,347,116	11.58%
5	J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	35,942,905	7.52%
6	BNP PARIBAS NOMS PTY LTD	26,676,806	5.58%
7	PSA AUTOMOBILES SA	11,448,959	2.40%
8	MR FRANCIS EDWARD BARNABAS WEDIN[1]	6,096,667	1.28%
8	MR FRANCIS EDWARD BARNABAS WEDIN[1]	6,096,667	1.28%
9	BNP PARIBAS NOMINEES PTY LTD <AGENCY LENDING A/C>	5,104,172	1.07%
10	MR FRANCIS EDWARD BARNABAS WEDIN[1]	3,452,727	0.72%
11	DR HORST DIETER KREUTER	1,994,096	0.42%
12	MONSLIT PTY LTD <ANTHONY TORRESAN A/C>[2]	1,600,000	0.33%
13	BNP PARIBAS NOMINEES PTY LTD <IB AU NOMS RETAILCLIENT>	1,461,495	0.31%
14	MR JOHN LANGLEY HANCOCK	1,286,938	0.27%
15	MR HOANG HUY NGUYEN	1,278,965	0.27%
16	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED - A/C	1,088,004	0.23%
17	LHO LA PTY LTD <ACME FOUNDATION A/C>	1,018,559	0.21%
18	SNOWBALL 3 PTY LTD <ANTONIO TORRESAN SUPER A/C>[2]	965,000	0.20%
19	MR HOANG HUY NGUYEN <HOANG HUY NGUYEN FAMILY A/C>	910,513	0.19%
20	MAGNI ASSOCIATES PTY LTD[1]	812,500	0.17%
	TOTALS	**397,525,343**	**83.18%**

[1] Dr Francis Wedin and his related parties hold a total of 16,458,461 shares.
[2] Part of the Torresan Group which holds a total of 2,565,000 shares.

8. Options

There are no listed or unlisted options on issue as at the date of this Report.

9. Tax status

The Company is treated as a public company for taxation purposes.

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10. Closing cash balance compared to quarterly Appendix 5B

The closing cash and cash equivalents balance at 31 December 2025 of €517,839,000 is €5,292,000 lower than the closing cash balance previously reported to the ASX in the Company's Appendix 5B lodged on 31 January 2026. This difference arises from the reclassification of restricted bank accounts from cash and cash equivalents to other financial assets. The closing cash and cash equivalents balance disclosed in these financial statements is the correct amount.

11. Franking credits

The Company has no franking credits.

12. Business objectives

Vulcan Energy Resources Limited has used its cash and cash equivalents held at the time of listing in a way consistent with its stated business objectives.

13. Tenement schedule

The information as required by ASX Listing Rule 5.20 is set out below:

Vulcan's integrated lithium and renewable energy project licence table[1]

Name	State	Resources applied for	Area (km²)	Expiry	Ownership as it 31 December 2025	Change in ownership	Type
Rift-Nord	RLP	Geothermal & lithium	61,83 (VER share), 149.74 km² total	6.2027	50 % VER GmbH, 50 % GET, Vulcan has rights to develop production projects with 100% ownership in the licence area	N/A	exploration
Landau-Süd	RLP	Geothermal	19.41	5.2034	100 % VER GmbH	N/A	production
Ilka	RLP	Lithium		6.2026	100 % VER GmbH	N/A	exploration
Insheim	RLP	Geothermal	19	11.2037	100% Natürlich Insheim GmbH	N/A	production
LiThermEx	RLP	Lithium		3.2027	100% VER GmbH	N/A	production
Ried	Hessen	Geothermal, brine & lithium	289.92	7.2027	100 % VER GmbH	N/A	production
Luftbrücke	Hessen	Geothermal, brine & lithium	207.25	9.2026	100 % VER GmbH	N/A	exploration
Waldnerturm	BW	Geothermal, brine & lithium	20.43	12.2026	100 % VER GmbH	N/A	exploration
Lampertheim II	Hessen	Geothermal, brine & lithium	1.99	7.2026	100 % VER GmbH	N/A	exploration
Ortenau	BW	Geothermal, brine & lithium	374.1	12.2028	100 % VER GmbH	N/A	exploration
Mannheim	BW	Geothermal, brine & lithium	144.49	6.2027	100 % VER Pty Ltd	N/A	exploration
Taro	RLP	Geothermal	32.68	9.2027	100% VER GmbH	N/A	exploration
Lisbeth	RLP	Lithium		9.2027	100 % VER GmbH	N/A	exploration
Ludwig	RLP	Geothermal & lithium	96.34	12.2027	100 % VER GmbH	N/A	exploration
Therese	RLP	Geothermal & lithium	81.12	12.2027	100 % VER GmbH	N/A	exploration

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Name	State	Resources applied for	Area (km²)	Expiry	Ownership as it 31 December 2025	Change in ownership	Type
Lampertheim	Hessen	Geothermal, brine & lithium	108.03	7.2026	100 % VER GmbH	N/A	exploration
Kerner	RLP	Geothermal & lithium	72.26	12.2027	100 % VER GmbH	N/A	exploration
Löwenherz	RLP	Geothermal & lithium	75.43	12.2026	100 % VER GmbH	N/A	exploration
Flaggenturm 2023	RLP	Geothermal	166.75	12.2027	100 % VER GmbH	N/A	exploration
Fuchsmantel 2023	RLP	Lithium		12.2027	100 % VER GmbH	N/A	exploration
Darmstadt-West	Hessen	Brine & lithium	163,09	6.2027	100 % VER GmbH	N/A	exploration
Kachelhoffa [2]	FR	Geothermal	463.34	7.2029	100% Vulcan Énergie France	N/A	exploration
Kachelhoffa minéral [2]	FR	Lithium		7.2029	100 % Vulcan Énergie France	N/A	exploration
Cesano	IT	Geothermal & Lithium	11.46	01.2027	50% Vulcan Energy Italy Pty Ltd., 50 % Enel Green Power	N/A	Exploration

[1] Vulcan's licences as at the date of this report, unless otherwise noted, with the licences of Lionheart shaded in grey. Vulcan has a total of 24 licences, with 21 in Germany. The German licences are over 17 separate areas as Insheim and LiThermex, Landau-Süd and Ilka, Lisbeth and Taro, Flaggenturm and Fuchsmantel are separate lithium and geothermal licences over the same respective areas.

[2] The Company notes the decision of the Nancy Administrative Court of Appeal against the geothermal permit, and for the lithium exploration permit grant validation and will continue to work in consultation with the government and local authorities.

14. Mineral Resource

Vulcan's combined Upper Rhine Valley Project Lithium Brine Measured, Indicated and Inferred Mineral Resource estimates as at 31 December 2025 are contained in the table below.

Vulcan's combined Project lithium (Li) brine Measured, Indicated and Inferred Mineral Resource Estimates

Licence/Area	Reservoir	Classification	GRV km³	Avg. NTG %	Avg. Phie %	Avg. Li mg/l Li	Elemental Li t	LCE kt
Insheim	MUS, BST, ROT, BM	Measured	13	69	9	181	151,823	808
Rift-North	MUS, BST, ROT, BM	Measured	9.5	70	9	181	110,181	586
	MUS, BST, ROT, BM	Indicated	29	71	9	181	355,443	1892
Landau- Süd	MUS, BST, ROT; BM	Measured	12	68	9	181	134,677	717
	MUS, BST, ROT; BM	Indicated	2.7	69	9	181	29,620	158
Flaggenturm	BST	Indicated	7	90	10	181	115,215	613
	BST	Inferred	37	65	9	181	391,201	2,082
Kerner	BST	Indicated	5	90	10	181	76,242	406
	BST	Inferred	13	65	9	181	132,558	705

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Licence/Area	Reservoir	Classification	GRV km³	Avg. NTG %	Avg. Phie %	Avg. Li mg/l Li	Elemental Li t	LCE kt
Kerner Ost	MUS, BST, ROT	Indicated	4.3	73	8	181	66,708	355
Taro	MUS, BST, ROT	Indicated	14.5	73	8	181	237,362	1,263
Ortenau	MUS, BST, ROT	Indicated	57	73	8	181	659,013	3,507
	BST	Inferred	105	73	8	181	1,883,212	10,024
Mannheim	BST	Indicated	11	90	10	155	154,111	820
	BST, MUS, BM	Inferred	41	83	8	155	452,000	2,405
Ludwig	BST	Indicated	7	90	10	153	93,220	496
	BST	Inferred	22	65	9	153	199,226	1,060
Therese	BST	Indicated	2	90	10	153	29,907	159
	BST	Inferred	22	65	9	153	200,708	1,068

		mg/l Li	kt
Total LCE	**Measured**	**181**	**2,112**
	Indicated	**177**	**9,669**
	Inferred	**174**	**17,344**

Note 1: Mineral Resources are not Ore Reserves and do not have demonstrated economic viability. Refer to Competent Person Statement in Appendix for further information.

Note 2: The weights are reported in metric tonnes (1,000 kg or 2,204.6 lbs). Numbers may not add up due to rounding of the resource value percentages.

Note 3: Reservoir abbreviations: MUS – Muschelkalk Formation, BST – Buntsandstein Group; ROT Rotliegend Group; BM - Variscan Basement.

Note 4: To describe the resource in terms of industry standard, a conversion factor of 5.323 is used to convert elemental Li to Li2CO3, or Lithium Carbonate Equivalent (LCE).

Note 5: NTG and Phie averages have been weighted to the thickness of the reservoir.

Note 6: GRV refers to gross rock volume, also known as the aquifer volume.

Note 7: Mineral Resources are considered to have reasonable prospects for eventual economic extraction under current and forecast lithium market pricing with application of Vulcan's A-DLE processing.

Note 8: The values shown are an approximation and with globalised rounding of values in the presented summary table as per JORC guidelines, cannot be multiplied through to achieve the Mineral Resource estimated volumes shown above.

15. Ore Reserves Estimate

The following table sets out Vulcan's Lionheart Project Ore Reserves as at 31 December 2025. The remaining information required by the ASX Listing Rules is contained in the Appendix.

Insheim, Landau South, and Rift North

Reserves Classification	Lithium grade	Economic Reserves Quantity at Wellhead Reference Point
	mg/l Li	kt LCE
Proved	181	318
Probable	181	252

Note: see Competent Person Statement contained in the Appendix.

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Appendix

Ore Reserve and Mineral Resource Statement

The Company reviews and reports its Ore Reserves and Mineral Resources at least annually. The date of reporting is 31 December each year, to coincide with the Company's end of financial year balance date.

Governance Arrangements and Internal Controls

The Company has ensured that the Mineral Resources and Ore Reserves reported are subject to thorough governance arrangements and internal controls. The Mineral Resources and Ore Reserves for the Project were prepared by independent energy consulting group GLJ Ltd (GLJ).



The Company confirms the following:

- The Mineral Resource and Ore Reserve statements above are based on and fairly represents information and supporting documentation prepared by a Competent Person or Persons
- The Mineral Resource statement as a whole has been approved by and is based on and fairly represents, information that was reviewed, and audited by Mike Livingstone, M.Sc., P.Geo., who is a full-time employee of GLJ Ltd. and deemed to be a 'Competent Person'. Mr Livingstone is a Professional Geologist of the Association of Professional Engineers and Geoscientists of Alberta (APEGA), with certification in the Province of Alberta, Canada, a 'Recognised Professional Organisation' included in a list that is posted on the ASX website from time to time. Mr Livingstone has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which she is undertaking to qualify as a Competent Person as defined in the JORC Code. Mr Livingstone consents to the disclosure of the statement and technical information as it relates to the Mineral Resources information in this document in the form and context in which it appears
- The Production Target and Ore Reserve statement as a whole has been approved by and is based on and fairly represents, information that was reviewed, overseen, and compiled by Ms Kim Mohler, P.Eng., who is a full-time employee of GLJ Ltd. and deemed to be a 'Competent Person'. Ms Mohler is a member as a Professional Engineer of the Association of Professional Engineers and Geoscientists of Alberta (APEGA), a 'Recognised Professional Organisation' included in a list that is posted on the ASX website from time to time. Ms Mohler has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity that she is undertaking to qualify as a Competent Person as defined in the JORC Code. Ms Mohler consents to the disclosure of the statement and technical information as it relates to the Production Target and Ore Reserve information in this document in the form and context in which it appears.

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Competent Person Statement

The information in this Report that relates to estimates of Mineral Resources and Ore Reserves is extracted from the Bridging Engineering Study Results announcement on 16 November 2023 and the Future Phase Pipeline – Mannheim Resources Growth announcement on 9 July 2025[3], both of which are available to view on Vulcan's website at http://v-er.eu. Vulcan confirms, that in respect of the estimates of Mineral Resources and Ore Reserves included in this Report:

a) it is not aware of any new information or data that materially affects the information included in the original market announcement, and that all material assumptions and technical parameters underpinning the estimates in the original market announcement continue to apply and have not materially changed; and

b) the form and context in which the Competent Persons' findings are presented in this announcement have not been materially modified from the original market announcement.

The information in this Report that relates to exploration results is extracted from the Successful Production Testing of First New Lionheart Well announcement released on 21 January 2026 and the Positive start to Phase One Lionheart Project field development announcement released on 19 November 2025, both of which are available to view on Vulcan's website at http://v-er.eu. Vulcan confirms, that in respect of the exploration results included in this Report:

a) it is not aware of any new information or data that materially affects the information included in the original market announcement, and that all material assumptions and technical parameters underpinning the exploration results in the original market announcement continue to apply and have not materially changed; and

b) the form and context in which the Competent Persons' findings are presented in this announcement have not been materially modified from the original market announcement.

Production Targets and Forecast Financial Information

The information in this Report that relates to production targets (and the forecast financial information derived from such production targets) is extracted from the End of Validation review contained in the Prospectus released on 18 December 2024 which is available to view on Vulcan's website at http://v-er.eu. Vulcan confirms that all material assumptions underpinning the production targets (and the forecast financial information derived from such production targets) included in this Report continue to apply and have not materially changed.

[3] The Mannheim Announcement relates solely to the lithium brine Resource estimation for the Mannheim sector.

Performance rights

At the date of this Report there were the following performance rights on issue, none of which have an exercise price.

Class	Number	Number of Holders	Expiry Date	Exercise Price
Class AA	9,724	1	30/6/2026	Nil
Class AB	206,500	4	30/6/2027	Nil
Class AC	4,746	1	31/12/2025	Nil
Class AD	139,057	4	30/6/2029	Nil
Class IP	3,516	3	31/12/2026	Nil
Class IP	1,865,094	301	31/12/2027	Nil
Class IP	475,000	3	4/12/2028	Nil
Class IP	643,248	12	31/12/2028	Nil
Total	**3,346,885**	**329**		

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Shares issued on the exercise of Performance Rights and Performance Shares

Ordinary shares of Vulcan Energy Resources Ltd were issued during the year ended 31 December 2025 on the exercise of 1,070,113 performance rights and nil performance shares.

Information required by ASX Listing Rule 4.10.16

As required by ASX Listing Rule 4.10.16, the below table lists the details of those holders with 20% or more of the issued securities in the particular class of performance rights.

Class	Holders over 20%	Number of performance rights	Holding %age
Class AA	Francis Wedin	9,724	100%
Class AB	Cristobal Moreno	53,500	25.57%
	Francis Wedin	116,000	55.45%
Class AC	Dr Günter Hilken	4,746	100%
Class AD	Dr Heidi Gron	32,555	23.41%
	Josephine Bush	32,555	23.41%
	Angus Barker	49,531	35.62%



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Corporate directory

Board of directors

Dr Francis Wedin
Executive Chair

Mr Cris Moreno
Managing Director & Chief Executive Officer

Ms Felicity Gooding
Executive Director and Group Chief Financial Officer

Mr Angus Barker
Lead Independent Director and Deputy Chair

Ms Josephine Bush
Non-Executive Director

Dr Heidi Grön
Non-Executive Director

Dr Günter Hilken
Non-Executive Director

Board adviser

Dr Horst Kreuter
Chief Representative Germany

Company secretary

Mr Daniel Tydde

Registered office

Level 11, 1 Spring Street
Perth WA 6000
Australia Telephone: 08 6331 6156

Website: **https://v-er.eu**

Stock exchange listing

Listed on the Australian Securities Exchange
(ASX Code: VUL)

Listed on Prime Standard of Frankfurt Stock Exchange
(FSE Code: VUL)

Auditors

RSM Australia Partners
Level 32, 2 The Esplanade
Perth WA 6000

Solicitors

Ashurst
Brookfield Place Tower II
Level 10 and 11 St Georges Terrace
Perth WA 6000

Bankers

Westpac Banking Corporation
Level 4, Brookfield Place, Tower Two
123 St Georges Terrace
Perth WA 6000

Share registry

Automic Share Registry
Level 5, 191 St Georges Terrace
Perth WA 6000
Telephone: 1300 288 664

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