



Announcement Summary

Entity name

ZEOTECH LIMITED

Date of this announcement

Tuesday December 23, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ZEOAS	PERFORMANCE RIGHTS	40,000,000	23/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

ZEOTECH LIMITED

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

**1.2 Registered number type**

ABN

**Registration number**

29137984297

**1.3 ASX issuer code**

ZEO

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

23/12/2025



## Part 2 - Issue details

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### **2.1 The +securities the subject of this notification are:**

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

### **2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

has an existing ASX security code ("existing class")



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

**ASX +security code and description**

ZEOAS : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

23/12/2025

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

Yes

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

Yes

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

Name of KMP	Name of registered holder	Number of +securities
Peter Zardo	Peter Zardo <Zardo Family Trust>	10,000,000
Shane Michael Graham	Shane Michael Graham	30,000,000

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**<https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=02727765>**Any other information the entity wishes to provide about the +securities the subject of this notification**

10m vest Upon execution and completion of a binding off take agreement(s) totalling 100,000 tonnes per annum of AusPozzTM (metakaolin)

10m vest Upon execution and completion of a binding off take agreement(s) totalling 200,000 tonnes per annum of AusPozz<sub>2</sub> (metakaolin)

10m vest Upon execution and completion of a binding off take agreement(s) totalling 300,000 tonnes per annum of AusPozz<sub>2</sub> (metakaolin)

10m vest Upon execution and completion of a binding joint venture and/or profit-sharing agreement for commercial AusPozz<sub>2</sub> (metakaolin) production utilising Toondoon kaolin feedstock. Under the terms of the joint venture and/or profit-sharing agreement, production volumes can trigger the achievement of Class A, Class B and Class C vesting conditions



Issue details

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**Number of +securities**

10,000,000

**Number of +securities**

10,000,000

**Number of +securities**

10,000,000

**Number of +securities**

10,000,000

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Part 4 - +Securities on issue

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

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

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
ZEO : ORDINARY FULLY PAID	2,057,320,690

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
ZEOAS : PERFORMANCE RIGHTS	92,500,000



Part 5 - Other Listing Rule requirements

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

Yes

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

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