



Announcement Summary

Entity name

FIREBIRD METALS LIMITED

Date of this announcement

Tuesday December 30, 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
FRBAD	PERFORMANCE RIGHTS	7,200,000	30/12/2025
New class - code to be confirmed	Options exercisable at \$0.30 expiring 30 December 2028	3,000,000	30/12/2025
New class - code to be confirmed	Options exercisable at \$0.40 expiring 30 December 2028	3,000,000	30/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

FIREBIRD METALS 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

24610035535

1.3 ASX issuer code

FRB

1.4 The announcement is

New announcement

1.5 Date of this announcement

30/12/2025



Part 2 - Issue details

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")

does not have an existing ASX security code ("new 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

FRBAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

30/12/2025

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
Ronald Mitchell	Mr Ronald Mitchell	4,000,000

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://announcements.asx.com.au/asxpdf/20251029/pdf/06r7d0dntkmd1v.pdf>

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

2,000,000 vesting on the Company achieving a share price of \$0.50 based on a 5 day VWAP expiring 30 June 2027
 1,000,000 vesting on signing of a binding joint development agreement with a Western counterparty regarding development of the Company's patented kiln technology for application in a non-manganese industry expiring 31 December 2027
 1,000,000 vesting on signing of a binding agreement with a Western counterparty for the commercialisation of the Company's LMFP battery materials technology expiring 30 June 2028

Issue details

Number of +securities

4,000,000

ASX +security code and description

FRBAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

30/12/2025

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?

No

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://announcements.asx.com.au/asxpdf/20251029/pdf/06r7d0dntkmd1v.pdf>

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

See Annexure 1 of announcement dated 24 June 2025

Issue details

Number of +securities

3,200,000



Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Options exercisable at \$0.30 expiring 30 December 2028

+Security type

Options

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

30/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Ron Mitchell	Mr Ronald Mitchell	2,000,000

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

Options Details

+Security currency	Exercise price	Expiry date
AUD - Australian Dollar	AUD 0.30000000	30/12/2028

Details of the existing class of +security that will be issued upon exercise or conversion of this new class of company option

FRB : ORDINARY FULLY PAID

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://announcements.asx.com.au/asxpdf/20251029/pdf/06r7d0dntkmd1v.pdf>
Any other information the entity wishes to provide about the +securities the subject of this notification



Issue details

Number of +securities

3,000,000

ASX +security code

New class - code to be confirmed

+Security description

Options exercisable at \$0.40 expiring 30 December 2028

+Security type

Options

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

30/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Ron Mitchell	Mr Ronald Mitchell	2,000,000

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

Options Details

+Security currency	Exercise price	Expiry date
AUD - Australian Dollar	AUD 0.40000000	30/12/2028

Details of the existing class of +security that will be issued upon exercise or conversion of this new class of company option

FRB : ORDINARY FULLY PAID

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

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



Issue details

Number of +securities

3,000,000



Part 4 - +Securities on issue

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

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

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

ASX +security code and description	Total number of +securities on issue
FRB : ORDINARY FULLY PAID	177,428,066

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

ASX +security code and description	Total number of +securities on issue
FRBAH : OPTION EXPIRING 06-DEC-2028 EX \$0.40	12,500,000
FRBAG : OPTION EXPIRING 06-DEC-2028 EX \$0.30	12,500,000
FRBAE : OPTION EXPIRING 30-NOV-2026 EX \$1.00	12,000,000
FRBAD : PERFORMANCE RIGHTS	9,400,000
New class - code to be confirmed : Options exercisable at \$0.30 expiring 30 December 2028	3,000,000
New class - code to be confirmed : Options exercisable at \$0.40 expiring 30 December 2028	3,000,000



Part 5 - Other Listing Rule requirements

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

Yes

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

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