ASX: ADO

AnteoTech

ANNUAL STAFF PERFORMANCE REVIEW PROCESS

BRISBANE, AUSTRALIA, 1 September 2026: AnteoTech Limited (ASX: ADO) ("AnteoTech" or "the Company") advises that the Company has completed its annual staff performance review process. This will result in the issue of approximately 5,544,884 ordinary shares, valued at a total of A$155,257, using the ADO 5-day VWAP to 30 June 2026, to eligible employees under the Company's ongoing Short-Term Incentive Program.

Annual Staff Performance Review Process and Award of Short Term Incentive Program (STIP).

The Company has completed its annual executive and staff performance review process for FY2026. The Board resolved that 70.9% of Key Performance Indicators (KPIs) were met for the Company by the Executive Leadership Team, with KPI's also met across workforce wide, based on the commercialisation shift for the Company as set out in the Strategic Review released on 10 June 2025.

As a result, the Board resolved to award Ordinary Shares under the Employee Incentive Plan (EIP) to settle the amount achieved under the Short Term Incentive Program (STIP), with some employees receiving their STIP entitlement as a part cash payment and part shares, at the discretion of the Board.

The issue of Ordinary Shares allows the Company to preserve its cash resources and incentivise employees further to create shareholder value. The Company will issue 5,544,884 Ordinary Shares to settle the majority of the STIP to employees. Notably, this excludes the issue of Ordinary Shares to the Managing Director and CEO through the STIP, as the Managing Director and CEO shares are subject to Shareholder approval at the Annual General Meeting (AGM) on 10 November 2026.

In line with the Company's practice in prior years, the ADO share 5-day VWAP as at 30 June 2026 has been used as the reference price to calculate the quantity of the shares to be issued to settle awarding under the STIP of the total of $155,257.

The Board sincerely thanks the Executive Leadership Team and all staff for their commitment and performance over FY2026 which has been a period of significant change. Further details around the Company's performance will be included in AnteoTech's 2026 Annual Report.

Long Term Incentive and Retention option awards are expected to be presented to shareholders in October 2026, prior to the AGM.

This announcement has been authorised for release by the Board of AnteoTech Ltd.

— ENDS —

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For further information, please check our website **www.anteotech.com**

About AnteoTech – (ASX: ADO)

AnteoTech is a supplier of advanced chemical and material solutions to the battery materials and life sciences markets. We leverage our market leading binding chemical platform technology to develop and commercialise solutions for our global customer base. From our patented high silicon anode cross linker product Anteo X™ to our ceramic coated separator product Anteo S™ and our Collector foil primer coating performance additive Anteo C through to our next-generation high silicon anode formulations Ultranode™ 70, 95 and X our Advanced Battery Technology business is applying its world-leading engineering expertise to address the growing demand for high performance, low cost, sustainable chemicals and materials within the global Lithium ion Battery market. Our Life Sciences business supplies advanced activation materials to leading developers and manufacturers of vaccines and diagnostic tests, through our AnteoBind™ suite of products. Our products deliver more sensitive and reproducible results and on incorporation in 'point of care' and other immunoassay diagnostic tests such as Chemiluminescence immunoassays (CLIA) and Enzyme-Linked Immunosorbent Assay (ELISA) plates, AnteoBind™ NXT enables faster, more reliable and more accurate test results wherever they are needed.

AnteoTech – Social Media Policy

AnteoTech is committed to communicating with the investment community through all available channels. Whilst ASX remains the prime channel for market sensitive news, investors and other interested parties are encouraged to follow AnteoTech on LinkedIn. Subscribe to AnteoTech Latest News emails – visit our website at www.anteotech.com and subscribe to receive our email alert service.

Forward Looking Statements

This Announcement may contain forward-looking statements, including estimates, projections and other forward-looking information (Estimates and Projections). Forward-looking statements can generally be identified by the use of forward-looking words such as "expect", "anticipate", "likely", "intend", "should", "could", "may", "predict", "plan", "propose", "will", "believe", "forecast", "estimate", "target", "outlook", "guidance" and other similar expressions within the meaning of securities laws of applicable jurisdictions and include, but are not limited to, indications of, or guidance or outlook on, future earnings or financial position or performance of AnteoTech. The Estimates and Projections are based on information available to AnteoTech as at the date of the Announcement, are based upon management's current expectations, estimates, projections, assumptions and beliefs in regard to future events in respect to AnteoTech's business and the industry in which it operates which may in time prove to be false, inaccurate or incorrect. The Estimates and Projections are provided as a general guide and should not be relied upon as an indication or guarantee of future performance. The bases for these statements are subject to risks and uncertainties that might be out of control of AnteoTech and may cause actual results to differ from the Announcement. No representation, warranty, or guarantee, whether express or implied, is made or given by AnteoTech in relation to any Estimates and Projections, the accuracy, reliability, or reasonableness of the assumptions on which the Estimates and Projections are based, or the process of formulating any Estimates and Projections, including that any Estimates and Projections contained in this Announcement will be achieved. AnteoTech takes no responsibility to make changes to these statements to reflect change of events or circumstances after the release.