



Announcement Summary

Entity name

IRON ROAD LIMITED

Date of this announcement

Wednesday November 26, 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
New class - code to be confirmed	Performance rights	8,000,000	26/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

IRON ROAD 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

51128698108

1.3 ASX issuer code

IRD

1.4 The announcement is

New announcement

1.5 Date of this announcement

26/11/2025



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:

does not have an existing ASX security code ("new class")



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

Performance rights

+Security type

Other

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

26/11/2025

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

No

If some of the issued +securities do not rank equally:**Is the actual date from which the +securities will rank equally (non-ranking end date) known?**

No

Provide the estimated non-ranking end period

The performance rights will continue to rank differently to all other securities in this class until their expiry unless exercised earlier due to performance based vesting conditions. Any shares issued upon exercise of unquoted performance rights will rank equally with all other (ASX:IRD) shares on issue.

Please state the extent to which the +securities do not rank equally:

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

There are no dividend, distribution or interest payment rights attaching to these securities or any other securities (unquoted performance rights) in the class. The unquoted performance rights will have different vesting conditions and expiry to existing unquoted performance rights on issue.

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
Larry Ingle	Larry Ingle	4,000,000
Glen Chipman	Glen Chipman	4,000,000

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.<https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=03015546>**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=03015546>**Any other information the entity wishes to provide about the +securities the subject of this notification**



Issue details

Number of +securities

8,000,000

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
IRD : ORDINARY FULLY PAID	832,192,775

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
IRDAB : WARRANTS	40,000,000
New class - code to be confirmed : Performance rights	8,000,000



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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