



Announcement Summary

Entity name

METAL POWDER WORKS 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
MPWAE	PERFORMANCE RIGHTS	6,000,000	29/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

METAL POWDER WORKS 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

28158307549

1.3 ASX issuer code

MPW

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")



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

MPWAE : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

29/12/2025

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
Stuart Carmichael	SBV Capital Pty Ltd	1,200,000
John Barnes	Metal Powder Holdings	3,000,000
Jim McDowell	McDowell Family Investments Pty Ltd	600,000
Bruno Campisi	Mr Bruno Campisi	600,000
Darryl Abotomey	Yea Pty Ltd	600,000

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/20251230/pdf/06tv1z6s7yk1px.pdf>

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

Issue details

Number of +securities

6,000,000



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
MPW : ORDINARY FULLY PAID	108,828,063

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
MPWAN : PERFORMANCE RIGHTS RESTRICTED	26,259,684
MPWAM : PERFORMANCE RIGHTS RESTRICTED	23,740,316
MPWAL : OPTION EXPIRING 27-FEB-2028 RESTRICTED	576,924
MPWAK : OPTION EXPIRING 27-FEB-2028 RESTRICTED	7,692,308
MPWAI : OPTION EXPIRING 27-FEB-2028 RESTRICTED	7,115,384
MPWAH : ORDINARY FULLY PAID RESTRICTED	28,782,758
MPWAD : ORDINARY FULLY PAID RESTRICTED	6,107,264
MPWAE : PERFORMANCE RIGHTS	6,092,310
MPWAO : OPTION EXPIRING 30-SEP-2030 EX NIL	108,750



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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