



Announcement Summary

Entity name

ST BARBARA LIMITED

Date of this announcement

Thursday December 11, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SBMAK	PERFORMANCE RIGHTS	17,723,873	11/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ST BARBARA 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

ACN

Registration number

009165066

1.3 ASX issuer code

SBM

1.4 The announcement is

New announcement

1.5 Date of this announcement

11/12/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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

Additional +securities in an existing class issued under an +employee incentive scheme**ASX +security code and description**

SBMAK : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

11/12/2025

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
Mr Andrew Strelein	Mr Andrew Strelein	2,595,010
Ms Sara Prendergast	Ms Sara Prendergast	1,390,659

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

The terms of the incentive rights are outlined in the Company's 2025 Notice of Annual General Meeting: https://stbarbara.com.au/wp-content/uploads/2025/11/2025.11.20-asx-release_2025-annual-general-meeting-results.pdf

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

15,128,863 unlisted employee rights issued to eligible employees (including to Key Management Personnel (KMP) excluding the Managing Director & CEO) as performance-linked long-term incentives in respect of the 2026 financial year under the St Barbara Limited Rights Plan. Rights issued to KMP on terms sets out in the Notice of 2025 Annual General Meeting, and to non-KMP on substantially similar terms.

2,595,010 unlisted employee rights issued to the Managing Director & CEO as performance-linked long-term incentives in respect of the 2026 financial year under the St Barbara Limited Rights Plan. Rights issued on terms set out in the Notice of 2025 Annual General Meeting.

Rights issued to the Managing Director & CEO were approved by the shareholders at the Company's Annual General Meeting held on 20 November 2025.

Issue details**Number of +securities**

17,723,873

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
SBM : ORDINARY FULLY PAID	1,209,795,861

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
SBMAK : PERFORMANCE RIGHTS	88,671,113



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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