



Announcement Summary

Entity name

STRATEGIC ELEMENTS LIMITED

Date of this announcement

Friday November 28, 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
SORAG	PERFORMANCE RIGHTS	11,650,000	28/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

STRATEGIC ELEMENTS 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

47122437503

1.3 ASX issuer code

SOR

1.4 The announcement is

New announcement

1.5 Date of this announcement

28/11/2025



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

SORAG : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

28/11/2025

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
Charles Murphy	Robinia Partners Pty Ltd	5,680,000
Elliot Nicholls	Ark N Pty Ltd	4,120,000

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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03012582-6A1292357?v=undefined>

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

The Performance Rights issued to directors, staff and consultants will vest subject to the performance rights plan and only upon the successful achievement of specific performance hurdles. The performance hurdles and the number of performance rights issued to the directors has been approved by shareholders at the 2025 Annual General Meeting held on 24 November 2025. The details of the Employee Securities Incentive scheme have been disclosed in the 2025 Notice of Meeting and has been approved by shareholders.

Issue details

Number of +securities

11,650,000

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
SOR : ORDINARY FULLY PAID	473,899,060

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
SORAG : PERFORMANCE RIGHTS	27,400,000
SORAH : OPTION EXPIRING 16-AUG-2027 EX \$0.06	25,375,000



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

Yes

5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1

24/11/2025