



Announcement Summary

Entity name

ESSENTIAL METALS LIMITED

Date of this announcement

Thursday November 24, 2022

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
ESSAD	PERFORMANCE RIGHTS EXPIRING 30-JUN-2026	219,718	23/11/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ESSENTIAL METALS 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

44103423981

1.3 ASX issuer code

ESS

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

24/11/2022



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

ESSAD : PERFORMANCE RIGHTS EXPIRING 30-JUN-2026

Date the +securities the subject of this notification were issued

23/11/2022

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
Timothy Spencer	Timothy Gerard Spencer ATF <Spencer Investment Account>	219,718

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/2924-02586168-6A1116941?access_token=8.3ff96335c2d45a094df02a206a39ff4

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

219,718 unlisted performance rights expiring 30 June 2026 with the following performance hurdles tested on 30 June 2025:

- 50% of the granted performance rights will be subject to a vesting condition, whereby the Absolute Total Shareholder Return (TSR) must exceed 25% over the performance period commencing 1 July 2022 and ending on 30 June 2025.
- 50% of the granted performance rights will be subject to a vesting condition based on Relative Shareholder Return, whereby the Company's TSR must be greater than the TSR of 70% of the peer group of 10 companies over the performance period commencing on 1 July 2022 and ending on 30 June 2025. This vesting condition can only be met if the Company's TSR is positive.



Issue details

Number of +securities
219,718



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
ESS : ORDINARY FULLY PAID	258,963,929
ESSO : OPTION EXPIRING 30-NOV-2022	8,244,225

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
ESSAT : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	2,813,892
ESSAA : OPTION EXPIRING 30-SEP-2024 EX \$0.125	200,000
ESSAB : OPTION EXPIRING 30-SEP-2024 EX \$0.175	200,000
ESSAC : OPTION EXPIRING 30-SEP-2024 EX \$0.225	200,000
ESSAU : PERFORMANCE RIGHTS	1,352,428
ESSAV : OPTION EXPIRING 31-JAN-2024 EX 25C	500,000
ESSAW : OPTION EXPIRING 31-JAN-2024 EX 35C	500,000
ESSAX : OPTION EXPIRING 31-JAN-2024 EX 45C	500,000
ESSAZ : PERFORMANCE RIGHTS EXPIRING 30-JUN-2025	1,608,418
ESSAD : PERFORMANCE RIGHTS EXPIRING 30-JUN-2026	523,942



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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