



Announcement Summary

Entity name

ILUKA RESOURCES LIMITED

Date of this announcement

Tuesday October 14, 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
ILUAA	RIGHTS	506,086	23/09/2025
ILUAA	RIGHTS	25,874	01/10/2022
ILUAA	RIGHTS	90,270	26/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ILUKA RESOURCES 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

34008675018

1.3 ASX issuer code

ILU

1.4 The announcement is

New announcement

1.5 Date of this announcement

14/10/2025



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

ILUAA : RIGHTS

Date the +securities the subject of this notification were issued

23/9/2025

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?

No

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

Rights issued to selected members of Iluka's management team pursuant to Iluka's umbrella Equity Incentive Plan ("EIP") Rules. Vesting conditions are subject performance and achievement of key milestones. Details of the terms of EIP are available in the Remuneration Report contained in Iluka's 2024 Annual Report, accessible here: <https://www.iluka.com/investors-media/financial-results>.

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

Issue details

Number of +securities

506,086

ASX +security code and description

ILUAA : RIGHTS

Date the +securities the subject of this notification were issued

1/10/2022

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?

No

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 relevant Rights, were issued to an employee under the 2022 Strategic Award Plan pursuant to Iluka's umbrella Equity Incentive Plan ("EIP") Rules.



Details of the terms of EIP are available in the Remuneration Report contained in Iluka's 2021 Annual Report, accessible here: <https://www.iluka.com/investors-media/financial-results>.

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

This grant of rights under the 2022 Strategic Award Plan was not previously notified due to an administrative error. It was subsequently identified through a reconciliation showing the award was not properly processed and recorded in the Company's registers. The Company has subsequently reviewed its procedures for recording similar awards and confirms they remain appropriate and that staff in the responsible function are now aware of the applicable requirements.

Issue details

Number of +securities

25,874

ASX +security code and description

ILUAA : RIGHTS

Date the +securities the subject of this notification were issued

26/9/2025

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?

No

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

Rights issued under the 2024 Share Matching Scheme (matching the number of shares acquired by non-KMP employees during the quarter). Under the 2024 Share Matching Scheme, the company will match the employee's purchase of shares (up to a maximum of \$10,000) in the company by issuing the equivalent number of Rights which will convert into shares upon the employee meeting certain vesting criteria.

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

Issue details

Number of +securities

90,270

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
ILU : ORDINARY FULLY PAID	429,703,905

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
ILUAA : RIGHTS	6,491,753



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?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

622,230

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A