



Announcement Summary

Entity name

ALPHA HPA LIMITED

Date of this announcement

Friday December 19, 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
A4NAD	PERFORMANCE RIGHTS	4,934,309	19/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ALPHA HPA 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

79106879690

1.3 ASX issuer code

A4N

1.4 The announcement is

New announcement

1.5 Date of this announcement

19/12/2025



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

A4NAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/12/2025

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?

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

<https://alphahpa.com.au/wp-content/uploads/2025/02/Alpha-HPA-Performance-Rights-Plan.pdf>

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

The rights are subject to a vesting condition of continued employment from grant date to the relevant vest date. Subject to the satisfaction of the employment vesting condition, Rights will vest:- One third (1,220,000) on 14 Dec 2026, one third (1,220,000) on 14 Dec 2027 and One third (1,220,000) on 14 Dec 2028.

Issue details

Number of +securities

3,660,000

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

A4NAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/12/2025

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?

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

<https://alphahpa.com.au/wp-content/uploads/2025/02/Alpha-HPA-Performance-Rights-Plan.pdf>.

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

Performance Rights are being issued to Senior Managers with the same vesting conditions as the Rights issued to Executive Directors following shareholder approval at the Company's AGM. Vesting will occur post the end of 3 year performance period from 1 Jul 2025 to 30 Jun 2028.

Issue details

Number of +securities

1,274,309

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
A4N : ORDINARY FULLY PAID	1,141,282,930

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
A4NAD : PERFORMANCE RIGHTS	13,171,097
A4NAW : OPTION EXPIRING 31-OCT-2029 EX \$1	20,000,000
A4NAV : OPTION EXPIRING 01-AUG-2028 EX \$1.13	500,000



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?

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?

4,934,309

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)?

No