



Announcement Summary

Entity name

ENERGY ACTION LIMITED

Date of this announcement

Friday January 17, 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
EAXAB	PERFORMANCE RIGHTS	750,000	15/01/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ENERGY ACTION 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

137363636

1.3 ASX issuer code

EAX

1.4 The announcement is

New announcement

1.5 Date of this announcement

17/1/2025

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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")

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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

EAXAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

15/1/2025

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
Edward Hanna	Edward Hanna	150,000
Clint Irving	Clint Irving	150,000
Antonios Giannikos	Antonios Giannikos	300,000
Gregory Tamvakellis	Gregory Tamvakellis	150,000

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

Please refer to the 2024 Notice of Annual General Meeting (link below):

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02869756-2A1557147>

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

The Performance Rights are subject to the terms and conditions of the Company's employee incentive scheme as set out in the 2024 Notice of AGM. The Performance Rights will vest upon the Company reaching a \$0.50 fully paid ordinary share price and the KMPs achieving their respective KPI Performance Hurdles; Expiry 30 November 2027.

Issue details

Number of +securities

750,000



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
EAX : ORDINARY FULLY PAID	38,981,441

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
EAXAA : OPTION EXPIRING 30-NOV-2025 EX NIL	1,105,000
EAXAB : PERFORMANCE RIGHTS	1,450,000
EAXAC : OPTION EXPIRING 30-NOV-2027 EX \$0.40	200,000



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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