



## Announcement Summary

### Entity name

WHITEHAVEN COAL LIMITED

### Date of this announcement

Tuesday December 30, 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
WHCAI	PERFORMANCE SHARE RIGHTS	64,622	10/12/2025
WHCAI	PERFORMANCE SHARE RIGHTS	1,657,497	19/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

WHITEHAVEN COAL 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**

124425396

**1.3 ASX issuer code**

WHC

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

30/12/2025



Part 2 - Issue details

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**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**

WHCAI : PERFORMANCE SHARE RIGHTS

**Date the +securities the subject of this notification were issued**

10/12/2025

**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**

64,622 Performance Rights were awarded under Whitehaven's Single Incentive Plan (SIP). For details on the terms of these Performance Rights, refer to Whitehaven's 2025 Remuneration Report as contained in Whitehaven's 2025 Annual Report. The 2025 Annual Report is accessible at the following link: <https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=03000204>

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

Each Performance Right is a right to receive one fully paid ordinary share in the Company (including any dividend payment), subject to meeting vesting conditions and the terms of the relevant offer.

**Issue details**

**Number of +securities**

64,622

**ASX +security code and description**

WHCAI : PERFORMANCE SHARE 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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

**Name of KMP**

**Name of registered holder**

**Number of +securities**



Paul Flynn

CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Paul Flynn is the beneficiary of the securities

357,560

Kevin Ball

CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Kevin Ball is the beneficiary of the securities

112,706

Ian Humphris

CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Ian Humphris is the beneficiary of the securities

108,428

**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**

1,657,497 Performance Rights were awarded under Whitehaven's Single Incentive Plan (SIP). For details on the terms of these Performance Rights, refer to Whitehaven's 2025 Remuneration Report as contained in Whitehaven's 2025 Annual Report. The 2025 Annual Report is accessible at the following link: <https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=03000204>

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

Each Performance Right is a right to receive one fully paid ordinary share in the Company (including any dividend payment), subject to meeting vesting conditions and the terms of the relevant offer.

Issue details

**Number of +securities**

1,657,497



## 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
WHC : ORDINARY FULLY PAID	827,991,365

**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
WHCAI : PERFORMANCE SHARE RIGHTS	11,359,715
WHCAB : SHARE APPRECIATION RIGHTS	1,749,657



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?**

1,364,559

**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