



Announcement Summary

Entity name
BRIGHTSTAR RESOURCES 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
New class - code to be confirmed	Long-term Share Performance Rights - expiry 31 December 2029	10,150,000	30/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BRIGHTSTAR 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

ACN

Registration number

100727491

1.3 ASX issuer code

BTR

1.4 The announcement is

New announcement

1.5 Date of this announcement

30/12/2025



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:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Long-term Share Performance Rights - expiry 31 December 2029

+Security type

Other

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

30/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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 setting out the material terms of the +securities being issued.

Securities are being issued under Company Employee Security Incentive Program (ESIP), which was re-approved at the Company's 2025 AGM:

<https://www.asx.com.au/asx/v2/statistics/displayAnnouncement.do?display=pdf&idsId=03015361>

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

As above.

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

Long-term Share Performance Rights being issued to employees under the Company's ESIP Policy. Long-term Share Performance Rights vest at 30 June 2028 and include market-based and operational performance milestones. The Share Performance Rights expire 31 December 2029.

Issue details**Number of +securities**

10,150,000



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
BTR : ORDINARY FULLY PAID	707,311,582

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
BTRAH : SHARE PERFORMANCE RIGHTS	1,296,149
BTRAS : PERFORMANCE RIGHTS	3,528,750
BTRAAJ : OPTION EXPIRING 07-JUL-2026 EX \$0.625	600,000
BTRAAK : OPTION EXPIRING 07-JUL-2026 EX \$0.875	600,000
BTRAAL : OPTION EXPIRING 01-JUL-2027 EX \$0.625	800,000
BTRAAM : OPTION EXPIRING 01-JUL-2027 EX \$0.875	800,000
BTRAAN : OPTION EXPIRING 19-JUL-2027 EX \$0.75	1,000,000
BTRAAO : OPTION EXPIRING 19-JUL-2028 EX \$1.00	1,000,000
BTRAZ : OPTION EXPIRING 16-JAN-2026 EX \$0.575	131,579
BTRAAA : OPTION EXPIRING 16-JAN-2026 EX \$0.95	157,895
BTRAAG : OPTION EXPIRING 30-JUN-2026 EX NIL	552,000
BTRAAH : OPTION EXPIRING 30-JUN-2026 EX \$0.575	168,878
New class - code to be confirmed : Long-term Share Performance Rights - expiry 31 December 2029	10,150,000



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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