

ASX Release

25 February 2026

Appendix 4E

In accordance with ASX Listing Rule 4.3A, Appen Limited (**Appen**) (ASX:APX) provides the attached Appendix 4E for the year ended 31 December 2025.

This document should be read in conjunction with the Appen 2025 Annual Report, released separately to the ASX and accessible in the Investor section of Appen's website (www.Appen.com/investors).

Authorised for release by the Board of Appen Limited.

For further information, please contact:

Investor Relations

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About Appen

Appen is a global market leader in data for the AI Lifecycle. With 30 years of experience in data sourcing, data annotation, and model evaluation by humans, we enable organisations to launch the world's most innovative artificial intelligence systems.

Our expertise includes a global crowd of more than 1 million skilled contractors who speak over 500 languages¹, in over 200 countries², as well as our advanced AI data platform. Our products and services give leaders in technology, automotive, financial services, retail, healthcare, and governments the confidence to launch world-class AI products.

Founded in 1996, Appen has customers and offices globally.

¹ Self-reported.

² Self-reported, includes territories.

Company details

Name of entity:	Appen Limited
ASX code:	APX
ABN:	60 138 878 298
Reporting period:	For the year-ended 31 December 2025
Corresponding period:	For the year-ended 31 December 2024

All monetary references in this Appendix 4E and the Appen Limited 2025 Annual Report are references in US Dollars (\$), unless otherwise stated.

Results for announcement to the market

Year-ended 31 December 2025

				\$000
Revenue and other income from ordinary activities	down	1.0%	to	233,447
Loss from ordinary activities after tax attributable to the owners of Appen Limited	up	9.0%	to	(21,818)
Loss for the year attributable to the owners of Appen Limited	up	9.0%	to	(21,818)

Dividends

To ensure appropriate allocation of capital, the Directors have determined not to pay a final dividend for the year ended 31 December 2025.

There is no current dividend reinvestment plan in place.

Net tangible assets

	Reporting period US Cents	Corresponding period US Cents
Net tangible assets per ordinary security	29.67	32.27

Audit qualification or review

The financial statements have been audited and an unmodified opinion has been issued.

Additional Appendix 4E requirements

For additional Appendix 4E disclosure requirements, please refer to the Appen Limited 2025 Annual Report. This document should be read in conjunction with the 2025 Annual Report and any public announcements made in the period by Appen Limited in accordance with the continuous disclosure requirements of the *Corporations Act 2001 (Cth)* and the ASX Listing Rules.