

ASX Release

5 December 2025

Issue of Performance Rights

Renascor Resources Limited (ASX: RNU) (**Renascor**) advises that, in line with its long-term incentive strategy and remuneration framework, the Company has issued performance-based equity instruments to key executives and management personnel.

Following shareholder approval at the 2025 Annual General Meeting, Renascor has issued 4,602,746 Performance Rights to Managing Director David Christensen. These Performance Rights were issued to Mr Christensen pursuant to Resolutions 3 and 4 of the Company's 2025 Notice of Annual General Meeting (Notice of Meeting), which was approved by the shareholders of the Company at the 2025 Annual General Meeting and were notified in the Company's Appendix 3G relating to unquoted securities lodged on 5 December 2025.

Renascor advises that the Performance Rights issued to Mr Christensen will only convert to Fully Paid Ordinary Shares in the Company (**Shares**) upon the satisfaction of the vesting conditions attaching to the Performance Rights, which relate to continued employment, and to the relative and absolute performance of Renascor's share price over the three-year period from 1 July 2025 to 30 June 2028. Further detail regarding the vesting conditions is contained in the Explanatory Memorandum and Annexure A of the Notice of Meeting.

Renascor also advises that 8,199,939 Performance Rights that are also the subject of the Appendix 3G were issued to members of Renascor's management team. The Performance Rights are similarly subject to performance-based vesting conditions and will only convert into Shares upon those conditions being met.

The Board considers the issue of Performance Rights an appropriate mechanism to incentivise key personnel and ensure continued alignment between executive performance and shareholder value creation.

This ASX announcement has been approved by Renascor's Board of Directors and authorised for release by Renascor's Managing Director David Christensen.

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