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ASX Release

21 October 2025

Long Term Incentive Plan (LTIP)

Voltaic Strategic Resources Ltd ('Voltaic' or the 'Company') (ASX:VSR) confirms that the board has approved a LTIP for key executives and officers of the Company. The VSR LTIP incentive plan aligns with recent changes to the Company's board and strategic direction as the Company looks to drive shareholder growth and value.

Voltaic is well positioned and poised to aggressively pursue its corporate objectives to leverage off its current exploration portfolio and to opportunistically add any accretive projects.

The LTIP will be subject to shareholder approval, please refer to Appendix A for details of the key terms of the VSR LTIP and participants.

Release authorised by the Board of Voltaic Strategic Resources Ltd.

For more information, please contact:

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About Voltaic Strategic Resources

Voltaic Strategic Resources Limited explore for the next generation of mines that will produce the metals required for a cleaner, more sustainable future where transport is fully electrified, and renewable energy represents a greater share of the global energy mix.

The company has a strategically located critical metals portfolio led by lithium, rare earths, base metals, and gold across one of the world's most established mining jurisdictions: Western Australia. Voltaic is led by an accomplished corporate and technical team with extensive experience in Gold, REEs, lithium and other critical minerals, and a strong skillset in both geology and processing / metallurgy.

Appendix A
Key terms of the executive & officer incentive LTIP

Key Term	Comment
LTIP	
Equity Instrument	LTI Performance Rights (PR)
Term	3 years
Key Condition	Subject to Shareholder Approval at an EGM (date to be determined)
Vesting Hurdles(1)	
Tranche 1	VWAP equal or greater than $0.06
Tranche 2	VWAP equal or greater than $0.09
Tranche 3	VWAP equal or greater than $0.135
Participants & Quantum	
Daniel Raihani	12,0000,000
Bill Richie Yang	6,000,000
Michael Walshe	6,000,000
Gabriel Chiappini	6,000,000
Vesting Trances	
Tranche 1	33.3% of LTIP PR
Tranche 2	33.3% of LTIP PR
Tranche 3	33.3% of LTIP PR
Other	
Leaver provisions	Good & Bad leaver provisions apply at board's discretion
Cessation of office	Subject to application of good/bad leaver term, unvested PR lapse
Takeover Trigger	Accelerated and auto-vesting of unvested PR subject to holding office at the time of the Trigger

(i) Share price hurdle based on a continuous 20-day VWAP period.