



Announcement Summary

Entity name

COSOL LIMITED

Date of this announcement

Monday May 05, 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	2024 SLT LTI Performance Rights	817,216	05/05/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

COSOL 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

ABN

Registration number

66635371363

1.3 ASX issuer code

COS

1.4 The announcement is

New announcement

1.5 Date of this announcement

5/5/2025



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

2024 SLT LTI Performance Rights

+Security type

Other

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

5/5/2025

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.

See disclosures below in this Appendix 3G, and Resolution 5 and Schedule 1 of the Notice of Meeting for the Extraordinary General Meeting held on 28 September 2023 - <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02705152-6A1165680?v=7bc42bd11d853ed5e8c28f2ffcd6a069ee5cd6b4>

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

See Resolution 5 and Schedule 1 of the Notice of Meeting for the Extraordinary General Meeting held on 28 September 2023 - <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02705152-6A1165680?v=7bc42bd11d853ed5e8c28f2ffcd6a069ee5cd6b4>

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

2024 Senior Leadership Team Long Term Incentive Performance Rights

- Rights issued for a 3-year allowance with annual performance testing but awarded rights (where performance milestone has been achieved for a given year) only vest in Year 3.
- Performance milestones: Year 1 FY25 Return on Invested Capital (ROIC) and Tenure; Year 2 FY26 ROIC and Tenure; Year 3 FY27 ROIC, Tenure and Total Shareholder Return FY25-FY27 inclusive.
- Number of rights granted based on 21-day VWAP from 1 September 2024 following released of FY24 results.
- Key dates: Initial Grant 30 June 2024; Year 1 Performance Test 20 June 2025 (20% of granted rights); Year 2 Performance Test 20 June 2026 (20% of granted rights); Year 3 Performance Test 20 June 2027 (60% of granted rights); Awarded Rights Vest 30 June 2027; Expiry Date 30 June 2029.

Issue details

Number of +securities

817,216



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
COS : ORDINARY FULLY PAID	181,988,796

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
COSAI : OPTION EXPIRING 01-AUG-2026 EX \$0.83	2,000,000
COSAJ : OPTION EXPIRING 01-AUG-2026 EX \$0.89	2,000,000
COSAH : OPTION EXPIRING 31-MAR-2026 EX \$0.81	750,000
COSAK : OPTION EXPIRING 01-AUG-2027 EX \$1.22	6,000,000
COSAG : OPTION EXPIRING 10-NOV-2025 EX \$0.96	750,000
New class - code to be confirmed : 2024 SLT LTI Performance Rights	817,216



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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