

ASX Announcement  
16 October 2025

## Issue of Performance Rights

Austco Healthcare Limited (ASX:AHC) (**Austco**) advises of the granting of 2,159,408 Performance Rights pursuant to the terms of the Austco Share Incentive Plan, the details of this issue are contained in an Appendix 3G (Notification of Issue, Conversion or Payment Up of Unquoted Equity Securities) which has been lodged onto the ASX today.

The performance period for these rights is 1 July 2025 to 30 June 2028.

The vesting conditions are:

	EPS Growth Targets (60% of award)		Indexed TSR (iTSR) (40% of award)	
	CAGR in EPS (3 years)	Percent of Award	Company's TSR Compared to Movement in an Index	Percent of Award
<b>Minimum</b>	5%	25%	= Index Movement	25%
<b>Target</b>	8%	50%	Index Movement +5%	50%
<b>Stretch</b>	>12%	100%	Index Movement +10%	100%

Austco has also agreed to offer a further 632,649 Performance Rights subject to shareholder approval pursuant to Chapter 10 of the ASX Listing Rules. These will have the same vesting conditions as outlined above and an expiry date of 30 November 2028. Approval for these Performance Rights will be sought from shareholders at the next AGM, which is set for Wednesday, 29 October 2025.

This announcement was approved for release to the ASX by the Company Secretary.

~ Ends ~

### Further Information

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