



Announcement Summary

Entity name

WESFARMERS LIMITED

Date of this announcement

Wednesday December 03, 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
WESAC	ORDINARY FULLY PAID	268,600	03/12/2025
New class - code to be confirmed	Non-executive Director Rights	1,939	03/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

WESFARMERS 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**

28008984049

**1.3 ASX issuer code**

WES

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

3/12/2025



## Part 2 - Issue details

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### **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:**

has an existing ASX security code ("existing class")

does not have an existing ASX security code ("new class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**ASX +security code and description**

WESAC : ORDINARY FULLY PAID

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

3/12/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
R G Scott	CPU Share Plans Pty Limited as trustee of the Wesfarmers Employee Share Trust is the registered holder. R G Scott is the beneficiary of the shares in accordance with the trust deed and rules.	89,034
A N Gianotti	CPU Share Plans Pty Limited as trustee of the Wesfarmers Employee Share Trust is the registered holder. A N Gianotti is the beneficiary of the shares in accordance with the trust deed and rules.	52,696
M D Schneider	CPU Share Plans Pty Limited as trustee of the Wesfarmers Employee Share Trust is the registered holder. M D Schneider is the beneficiary of the shares in accordance with the trust deed and rules.	49,878
A Spaseska	CPU Share Plans Pty Limited as trustee of the Wesfarmers Employee Share Trust is the registered holder. A Spaseska is the beneficiary of the shares in accordance with the trust deed and rules.	29,348



**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**

The unquoted shares are being allocated under the Wesfarmers Key Executive Equity Performance Plan (KEEPP), details of which are set out in the Remuneration Report on pages 96 to 125 of the 2025 Wesfarmers Annual Report located at: [https://wesfarmers.gcs-web.com/static-files/72f7fa1f-d6cc-43ee-b0a5-b83246a57bfd/?auth\\_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d](https://wesfarmers.gcs-web.com/static-files/72f7fa1f-d6cc-43ee-b0a5-b83246a57bfd/?auth_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d)

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

The securities are unquoted fully paid ordinary shares in Wesfarmers Limited, ranking equally with other Wesfarmers ordinary shares but with payment of dividend entitlements deferred until quotation.

Under the terms of the KEEPP, 134,300 securities will be allocated as Deferred Shares and 134,300 securities as Performance Shares. Deferred Shares are subject to a one-year service period and Performance Shares are subject to a four-year performance period. Once the shares have vested at the end of the service or the performance period (as applicable) the Company will seek their quotation.

Of the shares issued under the KEEPP for this allocation, 220,956 shares have been issued to persons who are KMP at the time of allocation, with the remaining 47,644 shares issued to participants who are not current KMP. These totals are split equally between Deferred Shares and Performance Shares.

Issue details

**Number of +securities**

268,600



## 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

Non-executive Director Rights

## +Security type

Other

## ISIN code

## Date the +securities the subject of this notification were issued

3/12/2025

## 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?

Yes

## Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
A J Cransberg	A J Cransberg is the registered holder of the Rights in accordance with the Non-executive Director Equity Plan.	908
S L Warburton	S L Warburton is the registered holder of the Rights in accordance with the Non-executive Director Equity Plan.	1,031

## Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

[https://wesfarmers.gcs-web.com/static-files/cd6a0624-99f0-4f14-909d-ae1e13b9c523/?auth\\_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d](https://wesfarmers.gcs-web.com/static-files/cd6a0624-99f0-4f14-909d-ae1e13b9c523/?auth_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d)

## 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

[https://wesfarmers.gcs-web.com/static-files/cd6a0624-99f0-4f14-909d-ae1e13b9c523/?auth\\_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d](https://wesfarmers.gcs-web.com/static-files/cd6a0624-99f0-4f14-909d-ae1e13b9c523/?auth_token=f77014b8-a01a-4d5c-a2cb-28689c3d3c5d)

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

These Rights are allocated to those Non-executive Directors who have elected to participate in the Non-executive Director Equity Plan (NED Plan) for the Plan Year commencing 1 July 2025.

## Issue details

## Number of +securities

1,939



Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
WES : ORDINARY FULLY PAID	1,134,572,767

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
WESAC : ORDINARY FULLY PAID	709,961
New class - code to be confirmed : Non-executive Director Rights	1,939





Part 5 - Other Listing Rule requirements

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**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?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

Yes

**5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

181,505

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A