



Announcement Summary

Entity name
WASHINGTON H. SOUL PATTINSON AND COMPANY LIMITED

Date of this announcement
Friday December 12, 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
SOLAD	PERFORMANCE RIGHTS	330,342	12/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

WASHINGTON H. SOUL PATTINSON AND COMPANY 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

ACN

Registration number

687534023

1.3 ASX issuer code

SOL

1.4 The announcement is

New announcement

1.5 Date of this announcement

12/12/2025



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:

has an existing ASX security code ("existing 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

SOLAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

12/12/2025

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
Todd Barlow	Citicorp Nominees Pty Limited - CPU Share Plans Pty Limited	121,884
David Grbin	Citicorp Nominees Pty Limited - CPU Share Plans Pty Limited	44,832

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

A summary of the terms of the employee incentive scheme is provided in the SOL Combination Booklet announced on the ASX on 4 August 2025: <https://announcements.asx.com.au/asxpdf/20250804/pdf/06mhmbbx41rln5.pdf>

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

Issue details

Number of +securities

330,342

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
SOL : ORDINARY FULLY PAID	379,919,682

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
SOLAD : PERFORMANCE RIGHTS	388,327



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?

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?

208,458 securities were issued using the entity's 15% placement capacity 121,884 securities were issued pursuant to shareholder approval obtained on 10 September 2025 for all purposes including Listing Rule 10.14

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