



Announcement Summary

**Entity name**  
ENVIRONMENTAL GROUP LIMITED (THE)

**Date of this announcement**  
Monday December 15, 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
EGLAE	PERFORMANCE RIGHTS	377,358	15/12/2025

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

ENVIRONMENTAL GROUP LIMITED (THE)

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

89000013427

### 1.3 ASX issuer code

EGL

### 1.4 The announcement is

New announcement

### 1.5 Date of this announcement

15/12/2025



## 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")



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**

EGLAE : PERFORMANCE RIGHTS

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

15/12/2025

**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
Gareth Nicholls	Gareth Nicholls	377,358

**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**

Executive newly appointed CFO LTI remuneration FY26 - FY27 issued under the Company's Employee Incentive Plan which was approved by Shareholders at Annual General Meeting held on 21 November 2023. The Plan Summary was included in the Notice of Meeting and is uploaded on the Company's website <https://environmental.com.au/investors/>

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

## Issue details

**Number of +securities**

377,358

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>
EGL : ORDINARY FULLY PAID	380,497,795

**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>
EGLAE : PERFORMANCE RIGHTS	2,641,509



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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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