



Announcement Summary

Entity name

ACROW LIMITED

Date of this announcement

Wednesday December 17, 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
ACFAF	PERFORMANCE RIGHTS	4,409,746	17/12/2025
ACFAF	PERFORMANCE RIGHTS	82,405	03/10/2025
ACFAF	PERFORMANCE RIGHTS	272,729	17/10/2025

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**

ACROW 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**

124893465

**1.3 ASX issuer code**

ACF

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

17/12/2025



## 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**

ACFAF : PERFORMANCE RIGHTS

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

17/12/2025

**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
Steven Boland	11 Belgravia Pty Ltd	571,030
Andrew Crowther	Andrew Crowther	240,968

**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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03008577-6A1290464&v=undefined>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Issue of FY28 Long Term Variable Remuneration Performance Rights which includes the Performance Rights to Steven Boland as approved at the 2025 AGM.

## Issue details

**Number of +securities**

4,409,746

**ASX +security code and description**

ACFAF : PERFORMANCE RIGHTS

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

3/10/2025

**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?**

No

**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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02726123-6A1174485>

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

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Issue details

**Number of +securities**

82,405

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**ASX +security code and description**

ACFAF : PERFORMANCE RIGHTS

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

17/10/2025

**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?**

No

**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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02726123-6A1174485>

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

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Issue details

**Number of +securities**

272,729

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>
ACF : ORDINARY FULLY PAID	311,382,672

**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>
ACFAF : PERFORMANCE RIGHTS	13,134,933



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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