



Announcement Summary

Entity name

VERIS LIMITED

Date of this announcement

Monday December 22, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	FY26-FY28 LTI Performance Rights	11,647,409	23/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

VERIS 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

80122958178

1.3 ASX issuer code

VRS

1.4 The announcement is

New announcement

1.5 Date of this announcement

22/12/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

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



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

FY26-FY28 LTI Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

23/10/2025

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
Michael Shirley	Shirley-Cosgriff Family Trust	4,629,632
Angus Leitch	Leitch Family Trust	2,888,892
Steven Harding	Harding Family Trust	2,795,544

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

<https://announcements.asx.com.au/asxpdf/20250919/pdf/06pdt4bptlq66c.pdf>

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://announcements.asx.com.au/asxpdf/20250919/pdf/06pdt4bptlq66c.pdf>

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

Issue of Performance Rights Awards to senior employees under the Company's Employee Securities Incentive Plan approved by shareholders at the AGM on 21 October 2025. These Performance Rights convert to ordinary shares upon satisfaction of the holder's continued employment at 31 August 2028 and the achievement of key financial targets during the FY26 - FY28 period.

Issue details

Number of +securities

11,647,409



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
VRS : ORDINARY FULLY PAID	540,452,229

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
VRSD : PERFORMANCE SHARE AWARDS	27,275,012
New class - code to be confirmed : FY26-FY28 LTI Performance Rights	11,647,409



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?

Yes

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

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