



## Announcement Summary

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**Entity name**

TPG TELECOM LIMITED.

**Date of this announcement**

Tuesday December 23, 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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
TPGAA	DEFERRED SHARE RIGHTS	947,559	22/12/2025
TPGAB	PERFORMANCE RIGHTS	2,076,909	22/12/2025
TPGAC	PERFORMANCE RETENTION RIGHTS	593,073	22/12/2025

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**

TPG TELECOM 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**

096304620

**1.3 ASX issuer code**

TPG

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

23/12/2025



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**

TPGAA : DEFERRED SHARE RIGHTS

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

22/12/2025

**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
Inaki Berroeta	Inaki Berroeta	197,686
John Boniciolli	John Boniciolli	35,916
Jonathan Rutherford	Jonathan Rutherford	50,406
James Gully	James Gully	19,136
Vanessa Hicks	Vanessa Hicks	45,925

**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**

Pages 42 - 75 of the 2024 Remuneration Report in the 2024 TPG Telecom Limited Annual Report located at: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02919161-2A1581495&v=7bc42bd11d853ed5e8c28>

Details of the additional grant of rights was also outlined in the TPG Telecom Retail Reinvestment Plan Prospectus lodged on ASX on 20 Nov 2025 located at: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03025352-2A1637268&v=undefined>

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

Additional grant of Deferred Share Rights, Performance and Performance Retention Rights. Some TPG employees hold on-foot share rights under TPG's Employee Share Scheme. As a consequence of the Capital Return (approved by shareholders on 11 Nov 2025 and paid to shareholders on 24 Nov 2025), the value of unvested on-foot share rights reduced. As required under the Rules of Scheme, these rights have been reconstructed (in a manner consistent with the Listing Rules) to address this. TPG has maintained the value of on-foot rights by granting these additional rights.



## Issue details

**Number of +securities**

947,559

**ASX +security code and description**

TPGAC : PERFORMANCE RETENTION RIGHTS

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

22/12/2025

**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
Inaki Berroeta	Inaki Berroeta	197,430
John Boniciolli	John Boniciolli	83,380
Jonathan Rutherford	Jonathan Rutherford	77,530
Vanessa Hicks	Vanessa Hicks	77,630

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## Issue details

**Number of +securities**

593,073

**ASX +security code and description**

TPGAB : PERFORMANCE RIGHTS

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

22/12/2025

**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
Inaki Berroeta	Inaki Berroeta	886,663
John Boniciolli	John Boniciolli	171,039
Jonathan Rutherford	Jonathan Rutherford	232,939
Vanessa Hicks	Vanessa Hicks	194,499

**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**

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Issue details

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**Number of +securities**

2,076,909

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## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
TPG : ORDINARY FULLY PAID	1,963,029,400

**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>
TPGAA : DEFERRED SHARE RIGHTS	3,458,529
TPGAB : PERFORMANCE RIGHTS	7,624,996
TPGAC : PERFORMANCE RETENTION RIGHTS	2,113,570





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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