



30 December 2025

ASX RELEASE

EOS ANNOUNCES MINIMUM SHAREHOLDING POLICY

Electro Optic Systems Holdings Limited ("EOS" or the "Company") (ASX:EOS) today announces that it has determined a minimum shareholding policy (MSP) for Non- Executive Directors, the Chief Executive Officer (CEO) and the Chief Financial Officer / Chief Operating Officer (CFO/COO).

The Board of Directors is mindful of the need to align the interests of the Board of Directors and Senior Executives with the long-term interests of EOS shareholders. To that end, the Board has determined that a Minimum Shareholding Policy (MSP) as detailed below will apply.

NON EXECUTIVE DIRECTORS

The policy will require each Non-Executive Director to hold ordinary shares in the Company equivalent in value to their annual base fee within three years of joining the Board.

CHIEF EXECUTIVE OFFICER (CEO)

The policy will require the CEO to hold ordinary shares equivalent to two times their fixed annual remuneration within 12 months of being appointed, increasing to three times after two years and four times after three years.

As Dr Andreas Schwer has been CEO of the Company for 3 years, his minimum shareholding requirement will be four times his fixed annual remuneration at 1 January 2026.

CHIEF FINANCIAL OFFICER / CHIEF OPERATING OFFICER (CFO/COO)

The policy will require the CFO/COO to hold ordinary shares equivalent to one times their fixed annual remuneration within 12 months of being appointed, increasing to two times after two years, and three times after three years.

As Clive Cuthell has been CFO of the Company for three years, his minimum shareholding requirement will be three times his fixed annual remuneration at 1 January 2026.

This Policy is effective 1 January 2026 and the Board will test compliance annually on 1 January.

This announcement has been authorised for release to the ASX by Garry Hounsell, Chair of the Company's Board of Directors.

Further information:

GARRY HOUNSELL

Chairman of the Board of Directors

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Questions relating to this announcement can be posted on our Investor Hub at the link below:

<https://investorhub.eos-aus.com/link/P2zVYP>

ABOUT ELECTRO OPTIC SYSTEMS

(ASX: EOS)

EOS operates in two divisions

DEFENCE SYSTEMS

Defence Systems specialises in technology for weapon systems optimisation and integration, as well as ISR (Intelligence, Surveillance and Reconnaissance) and C4 systems for land warfare. Its key products include next-generation remote weapon systems, vehicle turrets, high-energy laser weapons (directed energy), as well as fully integrated and modular counter-UAS and C4 systems.

SPACE SYSTEMS

Space Systems specialises in applying EOS-developed optical sensors and effectors to detect, track and characterise objects in space. It includes capabilities in the domain of space control.

FORWARD LOOKING STATEMENTS

This announcement may contain certain "forward-looking statements" including statements regarding EOS' intent, belief or current expectations with respect to EOS' business and operations, market conditions, results of operations, financial condition, and risk management practices. The words "likely", "expect", "aim", "should", "could", "may", "anticipate", "predict", "believe", "plan" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings, financial position and performance, establishment costs and capital requirements are also forward-looking statements.

Forward-looking statements including projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance.

This announcement may contain such statements that are subject to risk factors associated with an investment in EOS. Forward-looking statements involve known and unknown risks, uncertainties and assumptions and other important factors that could cause the actual results, performances or achievements of EOS to be materially different from future results, performances or achievements expressed or implied by such statements.

Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this announcement