Announcement Summary

Entity name

VENTIA SERVICES GROUP LIMITED

Date of this announcement

Thursday January 08, 2026

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
VNTAB	SHARE RIGHTS	77,778	19/12/2025

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

VENTIA SERVICES GROUP 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	**Registration number**
ACN	603253541

1.3 ASX issuer code

VNT

1.4 The announcement is
New announcement

1.5 Date of this announcement

8/1/2026

Part 2 - Issue details

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

VNTAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

19/12/2025

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?

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

Eligibility Criteria: Each year, up to 10 non-executive employees may be selected to participate in the CEO Equity Award, chosen based on their contribution to strong performance outcomes and consistent demonstration of Ventia's values and behaviours.

Award Terms: Awards are subject to a two-year vesting period. Vesting is conditional on continued service to the vesting date and the achievement of at least a minimum acceptable level of performance, as assessed through the annual performance review process.

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

Share Rights granted under the CEO Equity Award during the quarter ended 31 December 2025.

Issue details

Number of +securities

77,778

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
VNT : ORDINARY FULLY PAID	826,358,504

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
VNTAB : SHARE RIGHTS	1,401,134
VNTAC : SHARE APPRECIATION RIGHTS	16,317,628
VNTAD : DIVIDEND EQUIVALENT RIGHTS	10,619,493

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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