

25 August 2026

ASX: EHL ('EMECO' OR 'THE COMPANY')

Employee performance rights

Emeco Holdings Limited (**Emeco**) advises that the following performance rights issued under Emeco's employee long-term incentive plans have vested, lapsed or converted into ordinary fully paid shares in accordance with their terms, following release of Emeco's FY26 full year results.

1,906,242 performance rights issued in respect of Emeco's FY24 management long-term incentive plan (**FY24 MLTI Plan**) have vested in accordance with their terms following assessment against the final KPI. This includes 733,014 performance rights awarded to Emeco's Chief Financial Officer, Ms Theresa Mlikota. Under the terms of the FY24 MLTI Plan, each vested performance right may be exercised into one ordinary share within 5 years of vesting.

699,401 vested performance rights under the FY22 long-term incentive plan (**FY22 LTI Plan**) have been converted into ordinary fully paid shares. This includes 548,092 vested performance rights held by the Company's Managing Director and CEO, Ian Testrow. Ordinary shares to satisfy the exercise of these vested performance rights have been previously purchased on-market.

Additionally, following assessment of the KPIs for the FY26 testing period, 1,628,184 performance rights have lapsed due to the conditions not being met or being incapable of being satisfied. This includes 761,127 performance rights issued to Mr Testrow under the FY26 CEO long-term incentive plan and 249,729 performance rights issued to Ms Mlikota under the FY24 – FY26 management long-term incentive plans.

The above information is provided for the purposes of ASX Listing Rule 3.10.7. The required Appendix 3G, Appendix 3H and Appendix 3Y forms will be released to the ASX following this announcement.

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Investor and media enquiries

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This announcement was authorised to be provided to the ASX by Penny Young, Company Secretary of Emeco Holdings Limited