

ASX Announcement
1 October 2026

Issue of Performance Rights

Austco Healthcare Limited (ASX:AHC) (**Austco**) advises of the granting of 2,548,312 Performance Rights pursuant to the terms of the Austco Share Incentive Plan, the details of this issue are contained in an Appendix 3G (Notification of Issue, Conversion or Payment Up of Unquoted Equity Securities) which has been lodged onto the ASX today.

The performance period for these rights is 1 July 2026 to 30 June 2029.

The vesting conditions are:

	EPS Growth Targets (60% of award)		Indexed TSR (iTSR) (40% of award)	
	CAGR in EPS (3 years)	Percent of Award	Company's TSR Compared to Movement in an Index	Percent of Award
Minimum	5%	25%	= Index Movement	25%
Target	8%	50%	Index Movement +5%	50%
Stretch	>12%	100%	Index Movement +10%	100%

Austco has also agreed to offer a further 1,105,992 Performance Rights subject to shareholder approval pursuant to Chapter 10 of the ASX Listing Rules. These will have the same vesting conditions as outlined above and an expiry date of 30 November 2029. Approval for these Performance Rights will be sought from shareholders at the next AGM, which is set for Monday, 19 October 2026.

This announcement was approved for release to the ASX by the Company Secretary.

~ Ends ~

Further Information

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