

Announcement Summary

Entity name

PHOSCO LTD

Date of this announcement

Friday October 09, 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
New class - code to be confirmed	Unlisted Options	3,000,000	09/10/2026
New class - code to be confirmed	Performance Rights	1,000,000	09/10/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

PHOSCO LTD

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

82139255771

1.3 ASX issuer code

PHO

1.4 The announcement is

New announcement

1.5 Date of this announcement

9/10/2026

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:

does not have an existing ASX security code ("new class")

Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Unlisted Options

+Security type

Options

ISIN code

Date the +securities the subject of this notification were issued

9/10/2026

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

<https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03122267-3A699049&v=undefined>

Options Details

+Security currency

AUD - Australian Dollar

Exercise price

AUD 0.00000000

Expiry date

31/12/2028

Details of the existing class of +security that will be issued upon exercise or conversion of this new class of company option

PHO : ORDINARY FULLY PAID

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

<https://announcements.asx.com.au/asxpdf/20241028/pdf/069mrnvw3v06wl.pdf>

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

Issue of 3,000,000 Zero-Priced Options (ZEPO's) to an eligible employee under the Company's Employee Incentive Plan, subject to various vesting conditions as detailed in the announcement dated 18 August 2026, titled "FY2027 Long-Term Incentives". The ZEPO's are exercisable at \$Nil, subject to the vesting conditions being achieved, and expire on 31 December 2028.

Issue details

Number of +securities3,000,000

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights

+Security type

Other

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

9/10/2026

Will all the +securities issued in this class rank equally in all respects from their issue date?

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 setting out the material terms of the +securities being issued.<https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03122267-3A699049&v=undefined>**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**<https://announcements.asx.com.au/asxpdf/20241028/pdf/069mrnvw3v06wl.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Issue of 1,000,000 Performance Rights to an eligible employee under the Company's Employee Incentive Plan, subject to various vesting conditions as detailed in the announcement dated 18 August 2026, titled "FY2027 Long-Term Incentives". The Performance Rights are exercisable at \$Nil, subject to the vesting conditions being achieved, and expire on 31 December 2029.

Issue details

Number of +securities1,000,000

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
PHO : ORDINARY FULLY PAID	540,796,676

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
PHOAK : OPTION EXPIRING 07-MAY-2027 EX \$0.05	18,265,634
PHOAL : OPTION EXPIRING 01-MAR-2028 EX \$0.18	10,000,000
PHOAA : OPTION EXPIRING 31-JAN-2028 EX \$0.05	150,000,000
New class - code to be confirmed : Unlisted Options	3,000,000
New class - code to be confirmed : Performance Rights	1,000,000

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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