Announcement Summary

**Entity name**

EMECO HOLDINGS LIMITED

**Date of this announcement**

Wednesday November 25, 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 |
|---|---|---|---|
| EHLAA | PERFORMANCE RIGHTS | 237,337 | 19/11/2026 |

Refer to next page for full details of the announcement

## Part 1 - Entity and announcement details

**1.1 Name of entity**

EMECO HOLDINGS 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**

ACN

**Registration number**

112188815

**1.3 ASX issuer code**

EHL

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

25/11/2026

## 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**

EHLAA : PERFORMANCE RIGHTS

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

19/11/2026

**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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

| Name of KMP | Name of registered holder | Number of +securities |
|---|---|---|
| Ian Testrow | Pacific Custodians Ltd as trustee for the Emeco Employee Share Ownership Plans Trust | 237,337 |

**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**

Employee incentives are subject to the terms set out in the EHL Incentive Plan Rules, a copy of which can be accessed at: https://announcements.asx.com.au/asxpdf/20200228/pdf/44flplrj3031yb.pdf
The issue to Mr Testrow was approved by shareholders at the 2026 AGM, with further details set out in the 2026 Notice of Annual General Meeting which is available at: https://announcements.asx.com.au/asxpdf/20261016/pdf/075d3hwrwrvkdh.pdf

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

Nil

Issue details

**Number of +securities**

237,337

## 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 |
|---|---|
| EHL : ORDINARY FULLY PAID | 513,605,860 |

**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 |
|---|---|
| EHLAA : PERFORMANCE RIGHTS | 16,016,217 |

## 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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