



Announcement Summary

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**Entity name**

ENDEAVOUR GROUP LIMITED

**Date of this announcement**

Thursday November 23, 2023

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
EDVAB	SHARE RIGHTS	1,366,554	17/11/2023
EDVAA	PERFORMANCE RIGHTS	2,769,865	17/11/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

ENDEAVOUR 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**

ACN

**Registration number**

159767843

**1.3 ASX issuer code**

EDV

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

23/11/2023



Part 2 - Issue details

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**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**

EDVAB : SHARE RIGHTS

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

17/11/2023

**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
Scott Davidson	Scott Davidson	32,036
Agnieszka Pfeiffer-Smith	Agnieszka Pfeiffer-Smith	23,727
Mario Volpe	Mario Volpe	24,723

**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**

Endeavour Group issued Share Rights to executives who were Key Management Personnel (KMP) during the financial year ended 25 June 2023 ((excluding the CEO) (subject to a separate disclosure)) under the F23 Short Term Incentive Plan (F23 STI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 68-69 and 71 of the Remuneration Report in Endeavour's 2023 Annual Report which describes the operation of the F23 STI and the value of the amounts provided to KMP. The 2023 Annual Report is located at <https://announcements.asx.com.au/asxpdf/20230816/pdf/05sp2sj49yqp4x.pdf>.

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

As at 1 May 2023 Mario Volpe was no longer regarded as a KMP.



Issue details

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**Number of +securities**

80,486

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**ASX +security code and description**

EDVAB : SHARE RIGHTS

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

17/11/2023

**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**

Share Rights were issued under the Restricted Share Rights Plan, F23 Recognition Share Plan and F23 Imprint Award pursuant to the Endeavour Group Limited Equity Incentive Plan Rules (Plan Rules). The Plan Rules can be found at <https://ecomms.linkgroup.com/images/Link/66524/Endeavour%20Incentive%20Plan%20Rules%20June%202023.pdf>.

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

Endeavour Group issued 79,820 Share Rights under the Restricted Share Rights Plan, 1,194,799 Share Rights under the F23 Recognition Share Plan and 11,449 Share Rights under the F23 Imprint Award.

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Issue details

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**Number of +securities**

1,286,068

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**ASX +security code and description**

EDVAA : PERFORMANCE RIGHTS

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

17/11/2023

**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
Kathleen Beattie	Kathleen Beattie	164,741
Scott Davidson	Scott Davidson	156,411
Agnieszka Pfeiffer-Smith	Agnieszka Pfeiffer-Smith	153,535
Paul Walton	Paul Walton	126,267

**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**

Endeavour Group issued Performance Rights to executives who are Key Management Personnel (KMP) ((excluding the CEO) (subject to a separate disclosure)) as at 23 November 2023 under the F24 Long Term Incentive Plan (F24 LTI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 72-73 and 75 of the Remuneration Report in Endeavour's 2023 Annual Report which describes the operation of the F24 LTI and the number of Performance Rights issued to KMP. The 2023 Annual Report is located at <http://announcements.asx.com.au/asxpdf/20230816/pdf/05sp2sj49yqp4x.pdf>.

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



Issue details

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**Number of +securities**

600,954

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**ASX +security code and description**

EDVAA : PERFORMANCE RIGHTS

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

17/11/2023

**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**

Endeavour Group issued a total of 2,168,911 Performance Rights to non-KMP participants under the F24 Long Term Incentive Plan (F24 LTI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 72-73 of the Remuneration Report in Endeavour's 2023 Annual Report which describes the operation of the F24 LTI. The 2023 Annual Report is located at <https://announcements.asx.com.au/asxpdf/20230816/pdf/05sp2sj49yq.p4x.pdf>.

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



Issue details

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**Number of +securities**

2,168,911

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Part 4 - +Securities on issue

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**Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:**

**(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)**

**4.1 Quoted +Securities (Total number of each +class of +securities quoted)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
EDV : ORDINARY FULLY PAID	1,790,980,017

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
EDVAB : SHARE RIGHTS	2,533,926
EDVAA : PERFORMANCE RIGHTS	8,203,338



Part 5 - Other Listing Rule requirements

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**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?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

Yes

**5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

1,366,554 Share Rights
2,769,865 Performance Rights

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A