

27 August 2025

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

Vesting of FY23 Performance Rights

Emeco Holdings Limited (**Emeco**) wishes to announce that 1,067,119 performance rights issued in respect of Emeco's FY23 employee long term incentive plan (**FY23 LTI Plans**) have vested in accordance with their terms. This includes 479,192 performance rights awarded to Emeco's Chief Executive Officer, Mr Ian Testrow, as approved by shareholders at Emeco's 2024 AGM.

Under the terms of the FY23 LTI Plan, each vested performance right may be exercised into one ordinary share within 5 years of vesting. Ordinary shares to satisfy the exercise of these vested performance rights have been purchased on-market by Emeco.

Employee's entitlement to receive performance rights under the FY23 LTI Plan were tested against applicable KPIs, with a third tested annually over the three-year performance period. Details of achievement against each of the KPIs is set out in Emeco's annual report for the relevant year.

The above information is provided for the purposes of ASX Listing Rule 3.10.7

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Investor enquiries

Theresa Mlikota
Chief Financial Officer
E: investor.relations@emecogroup.com
T: +61 8 9420 0222

Level 3, 133 Hasler Road, Osborne Park WA 6017, Australia
PO Box 1341, Osborne Park DC WA 6916, Australia
Emeco Holdings Limited ACN 112 188 815

emecogroup.com

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