



Announcement Summary

Entity name

KELSIAN GROUP LIMITED

Date of this announcement

Wednesday November 12, 2025

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
KLSAL	PERFORMANCE RIGHTS	909,476	11/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

KELSIAN 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

109078257

1.3 ASX issuer code

KLS

1.4 The announcement is

New announcement

1.5 Date of this announcement

12/11/2025



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

KLSAL : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

11/11/2025

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
Graeme Legh	Graeme Legh	205,163
Andrew Muir	Andrew Muir	98,429
Michael McGee	Michael McGee	40,083
James (Brent) Maitland	James Maitland	76,926
Winston Toh	Winston Toh	36,762

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

A summary of the terms of the Kelsian Group Rights Plan is set out in our Notice of Meeting for our 2025 AGM available via ASX or our corporate website at https://cdn.kelsian.com/volumes/uploads/reports/01_AGM-2025-KLS-Notice-of-MeetingProxy-Form_29.09.25.pdf?v=1759102693

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

Issue details

Number of +securities

909,476

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
KLS : ORDINARY FULLY PAID	271,594,906

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
KLSAL : PERFORMANCE RIGHTS	2,612,850
KLSAO : RESTRICTED RIGHTS	113,624



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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