



Announcement Summary

Entity name

UNIVERSAL STORE HOLDINGS LIMITED

Date of this announcement

Friday November 14, 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
UNIAA	PERFORMANCE RIGHTS	321,699	07/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

UNIVERSAL STORE 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

ABN

Registration number

94628836484

1.3 ASX issuer code

UNI

1.4 The announcement is

New announcement

1.5 Date of this announcement

14/11/2025



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

UNIAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

7/11/2025

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
Dorothy Alice Barbery	Dorothy Alice Barbery	72,696
Hoang George Minh Do	Hoang George Minh Do	37,453
Ethan Alexander Orsini	Ethan Alexander Orsini	37,046

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://investors.universalstore.com/investor-centre/#governance>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Performance Rights (Rights) over UNI ordinary shares were issued in accordance with the terms of UNI's Equity Incentive Scheme (EIS), approved by Shareholders at the Annual General Meeting on 24 November 2022. The EIS was established as a long-term incentive scheme to reward, motivate and incentive Participants. The Rights were issued at no cost to the Participants, at an attributed value of \$8.5975 per Right. Upon vesting, each Right is an entitlement to one fully paid UNI ordinary share. There is no exercise price. The Rights are subject to service and performance conditions.

Issue details

Number of +securities

321,699

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
UNI : ORDINARY FULLY PAID	76,720,810

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
UNIAA : PERFORMANCE RIGHTS	1,087,500



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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