



Announcement Summary

Entity name
ENDEAVOUR GROUP LIMITED

Date of this announcement
Friday December 05, 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
EDVAB	SHARE RIGHTS	875,834	03/12/2025
EDVAA	PERFORMANCE RIGHTS	3,299,756	03/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

5/12/2025



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

EDVAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

3/12/2025

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
Kathleen Beattie	Kathleen Beattie	280,002
Agnieszka Pfeiffer-Smith	Agnieszka Pfeiffer-Smith	241,922
Paul Carew	Paul Carew	238,002

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) under the F26 Long Term Incentive Plan (F26 LTI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 65 to 66 and 68 of the Remuneration Report in Endeavour's 2025 Annual Report which describes the operation of the F26 LTI and the number of Performance Rights issued to KMP. The 2025 Annual Report is located at <http://announcements.asx.com.au/asxpdf/20250825/pdf/06n8dkn08vd5dg.pdf>.

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

Issue details

Number of +securities

759,926

ASX +security code and description

EDVAA : PERFORMANCE RIGHTS

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

3/12/2025

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?

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 2,539,830 Performance Rights to non-KMP participants under the F26 Long Term Incentive Plan (F26 LTI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 65 to 66 of the Remuneration Report in Endeavour's 2025 Annual Report which describes the operation of the F26 LTI. The 2025 Annual Report is located at <https://announcements.asx.com.au/asxpdf/20250825/pdf/06n8dkn08vd5dg.pdf>.

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

Issue details

Number of +securities

2,539,830

ASX +security code and description

EDVAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/12/2025

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
Kathleen Beattie	Kathleen Beattie	40,148
Agnieszka Pfeiffer-Smith	Agnieszka Pfeiffer-Smith	28,212
Paul Carew	Paul Carew	9,555

**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) under the F25 Short Term Incentive Plan (F25 STI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 61 to 62 and 64 of the Remuneration Report in Endeavour's 2025 Annual Report which describes the operation of the F25 STI and the value of the amounts provided to KMP. The 2025 Annual Report is located at <https://announcements.asx.com.au/asxpdf/20250825/pdf/06n8dkn08vd5dg.pdf>.

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

Issue details

Number of +securities

77,915

ASX +security code and description

EDVAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/12/2025

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?

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 52,746 Share Rights to non-KMP under the F25 Short Term Incentive Plan (F25 STI) pursuant to the Endeavour Group Limited Equity Incentive Plan Rules.

Refer to pages 61 to 62 and 64 of the Remuneration Report in Endeavour's 2025 Annual Report which describes the operation of the F25 STI. The 2025 Annual Report is located at <https://announcements.asx.com.au/asxpdf/20250825/pdf/06n8dkn08vd5dg.pdf>.

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

Issue details

Number of +securities

52,746



ASX +security code and description

EDVAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/12/2025

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?

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 F25 Recognition Share Plan and F25 Imprint Award pursuant to the Endeavour Group Limited Equity Incentive Plan Rules (Plan Rules). The Plan Rules can be found at https://ecomms.mpms.mufg.com/images/link/pdf/Endeavour%20Incentive%20Plan%20Rules%20-%20EISP%20RSP%20DSTI%20Imprint_August%202025.pdf.

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

Endeavour Group issued 724,589 Share Rights under the F25 Recognition Share Plan and 20,584 Share Rights under the F25 Imprint Award.

Issue details

Number of +securities

745,173

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
EDV : ORDINARY FULLY PAID	1,795,725,673

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
EDVAB : SHARE RIGHTS	4,298,156
EDVAA : PERFORMANCE RIGHTS	8,306,844



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?

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?

3,299,756 Performance Rights 875,834 Share Rights
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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