



Announcement Summary

Entity name

IPD GROUP LTD

Date of this announcement

Tuesday December 09, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Performance Rights FY26	409,640	08/12/2025
New class - code to be confirmed	Performance Rights FY26 roll-forward	78,643	08/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

IPD GROUP LTD

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

111178351

1.3 ASX issuer code

IPG

1.4 The announcement is

New announcement

1.5 Date of this announcement

9/12/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights FY26

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

8/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Michael Sainsbury	Michael Thomas Sainsbury & Julie Anne Sainsbury <The Sainsbury Family A/C>	175,628
Jason Boschetti	Boschetti Family Pty Ltd <Boschetti Family A/C>	89,925

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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 copy of the Employee Incentive Plan was attached to the 2025 Notice of Annual General Meeting, a copy of which is available at: Notice of Annual General Meeting/Proxy Form

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

Performance Rights issued to Mr Sainsbury were approved at the 2025 Annual General Meeting for purposes of Listing Rule 10.14

Issue details

Number of +securities

409,640

**New +securities issued under an +employee incentive scheme****ASX +security code**

New class - code to be confirmed

+Security description

Performance Rights FY26 roll-forward

+Security type

Other

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

8/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Michael Sainsbury	Michael Thomas Sainsbury & Julie Anne Sainsbury <The Sainsbury Family A/C>	28,666
Jason Boschetti	Boschetti Family Pty Ltd <Boschetti Family A/C>	9,747

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**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 copy of the Employee Incentive Plan was attached to the 2025 Notice of Annual General Meeting, a copy of which is available at: Notice of Annual General Meeting/Proxy Form

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

Performance Rights issued to Mr Sainsbury were approved at the 2025 Annual General Meeting for purposes of Listing Rule 10.14

Issue details

Number of +securities

78,643

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
IPG : ORDINARY FULLY PAID	103,850,692

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
IPGAA : PERFORMANCE RIGHTS	57,429
New class - code to be confirmed : Performance Rights FY26	409,640
New class - code to be confirmed : Performance Rights FY26 roll-forward	78,643



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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