



Announcement Summary

Entity name

DATA#3 LIMITED

Date of this announcement

Friday December 19, 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
DTLAA	PERFORMANCE RIGHTS	161,744	15/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

DATA#3 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

31010545267

1.3 ASX issuer code

DTL

1.4 The announcement is

New announcement

1.5 Date of this announcement

19/12/2025



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

DTLAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

15/12/2025

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
Bradley Colledge	Bradley Colledge	39,314
Cherie O'Riordan	Cherie O'Riordan	16,849
John Tan	John Tan	16,849

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 Long Term Incentive Plan rules is included in the 2018 (as re-approved in 2021 and 2024) Notice of Annual General Meeting, as lodged with the ASX and accessible here:
<https://investor.data3.com/investor-centre/?page=asx-announcements>

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

Each Performance Right is a right to be issued or transferred a fully paid ordinary share in DTL for nil exercise price, upon satisfaction of specified vesting conditions.

Issue details

Number of +securities

161,744

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
DTL : ORDINARY FULLY PAID	155,077,841

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
DTLAA : PERFORMANCE RIGHTS	486,511



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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