



Announcement Summary

Entity name

HELIA GROUP LIMITED

Date of this announcement

Wednesday February 25, 2026

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
HLIAA	SHARE RIGHTS	440,330	26/02/2026
HLIAA	SHARE RIGHTS	424,467	02/03/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

HELIA 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

ABN

Registration number

72154890730

1.3 ASX issuer code

HLI

1.4 The announcement is

New announcement

1.5 Date of this announcement

25/2/2026



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

HLIAA : SHARE RIGHTS

Date the +securities the subject of this notification were issued

26/2/2026

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
Michael Cant	Michael Cant	56,884
Jeremy Francis	Jeremy Francis	42,172
Bradley Dean	Bradley Dean	20,833

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 employee incentive scheme is set out in the 2022 Annual Report lodged with ASX on 24 February 2023 a copy of which is available at <https://investor.helia.com.au/Investor-Centre/>

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

Share Rights issued for immediate conversion to ordinary shares (HLI) awarded as notional dividend equivalents under the Company's employee incentive plan (LTI 2022)

Issue details

Number of +securities

440,330

ASX +security code and description

HLIAA : SHARE RIGHTS

Date the +securities the subject of this notification were issued

2/3/2026

**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
Michael Cant	Michael Cant	7,259
Greg McAweeney	Greg McAweeney	5,547
Jeremy Francis	Jeremy Francis	5,718

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 employee incentive scheme is set out in the 2023 Annual Report lodged with ASX on 27 February 2024 a copy of which is available at <https://investor.helia.com.au/Investor-Centre/>

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

Share Rights issued for immediate conversion to ordinary shares (HLI) awarded as notional dividend equivalents under the Company's employee incentive plan (Deferred STI 2023)

Issue details

Number of +securities

53,220

ASX +security code and description

HLIAA : SHARE RIGHTS

Date the +securities the subject of this notification were issued

2/3/2026

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
Michael Cant	Michael Cant	87,404
Greg McAweeney	Greg McAweeney	56,062



Jeremy Francis	Jeremy Francis	48,558
Craig Ward	Craig Ward	45,026
Bradley Dean	Bradley Dean	35,315

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 employee incentive scheme is set out in the 2025 Annual Report lodged with ASX on 25 February 2026 a copy of which is available at <https://investor.helia.com.au/Investor-Centre/>

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

Share Rights issued under 2026 LTI Plan

Issue details

Number of +securities

371,247

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
HLI : ORDINARY FULLY PAID	272,486,063

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
HLIAA : SHARE RIGHTS	3,759,106



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?

864797

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