



Announcement Summary

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**Entity name**

HELIA GROUP LIMITED

**Announcement Type**

New announcement

**Date of this announcement**

Wednesday February 25, 2026

**The +securities to be quoted are:**

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

**Total number of +securities to be quoted**

<b>ASX +security code</b>	<b>Security description</b>	<b>Number of +securities to be quoted</b>	<b>Issue date</b>
HLI	ORDINARY FULLY PAID	292,747	02/03/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

HELIA GROUP LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

**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 - Type of Issue

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### **2.1 The +securities to be quoted are:**

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

### **2.2 The +class of +securities to be quoted is:**

Additional +securities in a class that is already quoted on ASX ("existing class")



Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**Additional +securities to be quoted in an existing class issued under an +employee incentive scheme**

**FROM (Existing Class)**

**ASX +security code and description**

HLIAA : SHARE RIGHTS

**TO (Existing Class)**

**ASX +security code and description**

HLI : ORDINARY FULLY PAID

**Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer**

228,465

**Please provide details of 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 2023 Deferred STI Plan is set out in the 2023 Annual Report lodged with ASX on 27 February 2024 which is available on the investor section of Helia's website at <https://investor.helia.com.au/Investor-Centre/>

**Are any of these +securities being 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	31,161
Greg McAweeney	Greg McAweeney	23,812
Jeremy Francis	Jeremy Francis	24,548

**Issue date**

2/3/2026

**Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?**

Yes



## Issue details

**Number of +securities to be quoted**

228,465

**Are the +securities being issued for a cash consideration?**

Yes

**In what currency is the cash consideration being paid? What is the issue price per +security?**

AUD - Australian Dollar

AUD 5.66330000

**Any other information the entity wishes to provide about the +securities to be quoted****Additional +securities to be quoted in an existing class issued under an +employee incentive scheme****FROM (Existing Class)****ASX +security code and description**

No security currently exists

**FROM (Existing Class)****+Security description****TO (Existing Class)****ASX +security code and description**

HLI : ORDINARY FULLY PAID

**Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer**

64,282

**Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**https://investor.helia.com.au/Investor-Centre/"/>**Are any of these +securities being 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
<input type="text" value="Michael Cant"/>	<input type="text" value="Michael Cant"/>	20,729
<input type="text" value="Greg McAweeney"/>	<input type="text" value="Greg McAweeney"/>	9,687
<input type="text" value="Jeremy Francis"/>	<input type="text" value="Jeremy Francis"/>	17,798
<input type="text"/>	<input type="text"/>	



Craig Ward	Craig Ward	9,005
Bradley Dean	Bradley Dean	7,063

**Issue date**

2/3/2026

**Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?**

Yes

Issue details

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**Number of +securities to be quoted**

64,282

**Are the +securities being issued for a cash consideration?**

Yes

**In what currency is the cash consideration being paid?      What is the issue price per +security?**

AUD - Australian Dollar

AUD 5.66330000

**Any other information the entity wishes to provide about the +securities to be quoted**

Michael Cant's entitlement under the 2025 Deferred STI Plan as set out in the 2025 Annual Report is 35,232 shares which will be fulfilled in part by the issue of 20,729 shares as set out above and in part by the allocation of existing shares already held by the Trustee of the Helia Share Ownership Plan Trust

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## Part 4 - Issued capital following quotation

**Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
HLI : ORDINARY FULLY PAID	272,778,810

**4.2 Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
HLIAA : SHARE RIGHTS	2,665,844



Part 5 - Other Listing Rule requirements

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**5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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?**

292747

**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