



Announcement Summary

Entity name

ENDEAVOUR GROUP LIMITED

Date of this announcement

Monday March 23, 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
EDVAB	SHARE RIGHTS	835,687	18/03/2026
EDVAA	PERFORMANCE RIGHTS	1,030,270	18/03/2026

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

23/3/2026



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

EDVAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

18/3/2026

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
Benjamin Ward	Benjamin Ward	246,820
Jeanette Fenske	Jeanette Fenske	232,293

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 granted Performance Rights to Key Management Personnel (KMP) under the F26 Long Term Incentive (LTI) Plan, pursuant to the Endeavour Group Limited Equity Incentive Plan Rules. These specific allocations were made to executives who joined after the original grant date and are measured over a three-year performance period ending 1 July 2028, subject to the performance measures of Relative TSR, Return on Funds Employed (ROFE), and Earnings Per Share (EPS). The operation of the LTI Plan is described on pages 65, 66 and 68 of the Remuneration Report in the 2025 Annual Report 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

479,113

ASX +security code and description

EDVAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

18/3/2026

**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?

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 551,157 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. These specific allocations were made to non-KMP who joined after the original grant date and are measured over a three-year performance period ending 1 July 2028, subject to the performance measures of Relative TSR, Return on Funds Employed (ROFE), and Earnings Per Share (EPS).

The operation of the LTI Plan is described on pages 65, 66 and 68 of the Remuneration Report in the 2025 Annual Report 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

551,157

ASX +security code and description

EDVAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

18/3/2026

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
Benjamin Ward	Benjamin Ward	276,785
Jeanette Fenske	Jeanette Fenske	205,999

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 has allocated Share Rights to Key Management Personnel (KMP) as Sign-on Awards. These awards, which were issued in multiple tranches, were granted under the Restricted Share Rights Plan pursuant to the Endeavour



Group Limited Equity Incentive Plan Rules. All allocated rights remain subject to both conduct and service conditions. The Equity Incentive Plan Rules are located 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

Issue details

Number of +securities

482,784

ASX +security code and description

EDVAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

18/3/2026

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?

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 has allocated 352,903 Share Rights to non-KMP as Sign-on Awards. These awards were granted under the Restricted Share Rights Plan pursuant to the Endeavour Group Limited Equity Incentive Plan Rules. All allocated rights remain subject to both conduct and service conditions. The Equity Incentive Plan Rules are located 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

Issue details

Number of +securities

352,903

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	5,116,061
EDVAA : PERFORMANCE RIGHTS	9,337,114



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?

1,030,270 Performance Rights 835,687 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