



## Announcement Summary

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**Entity name**

STEP ONE CLOTHING LIMITED

**Date of this announcement**

Tuesday March 31, 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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
STPAB	PERFORMANCE RIGHTS	1,000,000	14/01/2026
STPAB	PERFORMANCE RIGHTS	1,200,000	04/03/2026
STPAB	PERFORMANCE RIGHTS	1,000,000	20/03/2026

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**

STEP ONE CLOTHING 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**

34616696318

**1.3 ASX issuer code**

STP

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

31/3/2026



Part 2 - Issue details

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**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**

STPAB : PERFORMANCE RIGHTS

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

14/1/2026

**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**

Summary of terms:

The Rights are issued under the terms of the STP Equity Incentive Plan (Plan), purposes include:

- (a) attracting, motivating & retaining skilled and experienced employees.
  - (b) encouraging eligible employees to improve the performance of the Company & total return to Shareholders.
  - (c) establishing an Employee Share Scheme within the meaning of Subdivision 83A-C of the Tax Act
- "Right" in the Plan means a right to acquire a Share or be paid a cash payment in lieu of a Share (by transfer or issue at the election of the Company)

Vesting: 30 June 2028

Early Vesting: At Board discretion

Vesting Condition: Remaining employed at conclusion of the Vesting Period

Term: Expiry 10 Years after grant

Re-Organisation: Adjusted to eliminate material advantage/disadvantage, at Board discretion.

Clawback: In specified circumstances including material breach of obligations, fraud or dishonesty.

Change of Control: Vesting at Board discretion

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

Issue details

**Number of +securities**

1,000,000

**ASX +security code and description**

STPAB : PERFORMANCE RIGHTS

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

4/3/2026

**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

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Clawback: In specified circumstances including material breach of obligations, fraud or dishonesty.

Change of Control: Vesting at Board discretion

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

Issue details

**Number of +securities**

1,200,000

**ASX +security code and description**

STPAB : PERFORMANCE RIGHTS

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

20/3/2026

**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**

Summary of terms:

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Clawback: In specified circumstances including material breach of obligations, fraud or dishonesty.

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

Issue details

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**Number of +securities**

1,000,000

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Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
STP : ORDINARY FULLY PAID	185,340,291

**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>
STPAA : OPTION EXPIRING 30-JUN-2031 EX \$1.33	1,200,000
STPAB : PERFORMANCE RIGHTS	5,117,646



Part 5 - Other Listing Rule requirements

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**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?**

3,200,000

**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