



Announcement Summary

**Entity name**  
ENDEAVOUR GROUP LIMITED

**Date of this announcement**  
Friday September 05, 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
EDVAB	SHARE RIGHTS	1,654,952	29/08/2025

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**

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**

5/9/2025



## 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**

EDVAB : SHARE RIGHTS

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

29/8/2025

**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
Duncan Makeig	Pacific Custodians Pty Limited on behalf of Duncan Makeig	6,165
Joanne Pollard	Pacific Custodians Pty Limited on behalf of Joanne Pollard	6,165

**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**

The Non-Executive Director Equity Plan Rules are accessible via this URL: <https://ecomms.mpms.mufig.com/images/link/pdf/NED%20Plan%20Rules%20April%202025.pdf>

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

Endeavour Group has issued 12,330 Share Rights to the Non-Executive Directors (NEDs) who have elected to participate in the NED Equity Plan. At vesting the Share Rights will convert into ordinary shares on a one-for-one basis. The ordinary shares are held by Pacific Custodians Pty Limited, as trustee for the Endeavour Group Employee Equity Plan Trust, for the NEDs up until the nominated restriction period.

## Issue details

**Number of +securities**

12,330

**ASX +security code and description**

EDVAB : SHARE RIGHTS

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

29/8/2025



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
Kathleen Beattie	Kathleen Beattie	199,108
Agnieszka Pfeiffer-Smith	Agnieszka Pfeiffer-Smith	124,442

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 1,642,622 Share Rights to Key Management Personnel (KMP) and selected senior executives under the Restricted Share Rights Plan pursuant to the Endeavour Group Limited Equity Incentive Plan Rules (Plan Rules) (Retention Awards). The Plan Rules can be found at <https://ecomms.linkgroup.com/images/Link/66524/Endeavour%20Incentive%20Plan%20Rules%20June%202023.pdf>. Refer to pages 51 and 69 of the Remuneration Report in Endeavour's 2025 Annual Report for additional information. The 2025 Annual Report is 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

The Share Rights for Retention Awards are subject to conduct and a service condition and at vesting the Share Rights will convert into ordinary shares on a one-for-one basis.

Issue details

Number of +securities

1,642,622

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>
EDV : ORDINARY FULLY PAID	1,790,980,017

**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>
EDVAB : SHARE RIGHTS	4,658,495
EDVAA : PERFORMANCE RIGHTS	7,910,641



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?**

1,654,952 Share Rights

**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