

**Form 603**  
Corporations Act 2001  
Section 671B

**Notice of initial substantial holder**

To Company Name/Scheme Ventia Services Group Limited  
ACN/ARSN 603 253 541

**1. Details of substantial holder (1)**

Name Vanguard Group (The Vanguard Group, Inc. and its controlled entities including those listed in Annexure A)  
ACN/ARSN (if applicable) N/A  
The holder became a substantial holder on 24 January 2024

**2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
<b>Ordinary</b>	<b>42,846,863</b>	<b>42,846,863</b>	<b>5.008%</b>

**3. Details of relevant interests**

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
<b>Vanguard Group</b>	Vanguard Group is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares. The other members of Vanguard Group have a relevant interest under section 608(3) of the Corporations Act.	<b>Ordinary – 42,846,863</b>

**4. Details of present registered holders**

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
<b>Vanguard Group</b>	<b>Brown Brothers Harriman</b>	Various funds and other accounts of Vanguard Group	<b>Ordinary – 425,894</b>
<b>Vanguard Group</b>	<b>BNY Mellon</b>	Various funds and other accounts of Vanguard Group	<b>Ordinary – 3,458,853</b>
<b>Vanguard Group</b>	<b>JP Morgan Chase Bank, N.A.</b>	Various funds and other accounts of Vanguard Group	<b>Ordinary – 32,526,447</b>
<b>Vanguard Group</b>	<b>State Street Bank and Trust Company</b>	Various funds and other accounts of Vanguard Group	<b>Ordinary – 6,435,669</b>

**5. Consideration**

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)	Class and number of securities
<b>See Annexure A</b>			

**6. Associates**

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	N/A

**7. Addresses**

The addresses of persons named in this form are as follows:

Name	Address
Vanguard Group	P.O. Box 2600, V26 Valley Forge, PA 19482 USA

print name Shawn Acker capacity Compliance Manager

sign here  date 29 January 2024

## DIRECTIONS

- (1) If there are a number of substantial holders with similar or related interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
  - (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
  - (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
  - (4) The voting shares of a company constitute one class unless divided into separate classes.
  - (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an Associate has a relevant interest in.
  - (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
  - (7) Include details of:
    - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
    - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
  - (9) Details of the consideration must include any and all benefits, moneys and other, that any person from whom a relevant interest has acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder of its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

To Company                   Ventia Services Group Limited  
ACN/ARSN                   603 253 541

Substantial Holder Name   Vanguard Group  
ACN/ARSN                   N/A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
27-Sep-23	The Vanguard Group, Inc.	BUY	2.82	Ordinary	1,007	1,007
27-Sep-23	The Vanguard Group, Inc.	BUY	2.82	Ordinary	131,373	131,373
27-Sep-23	The Vanguard Group, Inc.	BUY	2.82	Ordinary	100,907	100,907
26-Oct-23	The Vanguard Group, Inc.	BUY	2.78	Ordinary	27,085	27,085
30-Oct-23	The Vanguard Group, Inc.	BUY	2.74	Ordinary	144,687	144,687
3-Nov-23	The Vanguard Group, Inc.	BUY	2.71	Ordinary	40,596	40,596
4-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	35,206	35,206
14-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	89,755	89,755
14-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	52,161	52,161
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	110,280	110,280
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	242,441	242,441
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	807,790	807,790
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	169,893	169,893
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	469,441	469,441
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	23,495	23,495
15-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	23,623	23,623
19-Dec-23	The Vanguard Group, Inc.	BUY	3.03	Ordinary	342,026	342,026
21-Dec-23	The Vanguard Group, Inc.	BUY	3.06	Ordinary	96,979	96,979
21-Dec-23	The Vanguard Group, Inc.	BUY	3.09	Ordinary	607,676	607,676
27-Dec-23	The Vanguard Group, Inc.	BUY	3.09	Ordinary	275,283	275,283
28-Dec-23	The Vanguard Group, Inc.	BUY	3.10	Ordinary	138,735	138,735
29-Dec-23	The Vanguard Group, Inc.	BUY	3.13	Ordinary	104,248	104,248
2-Jan-24	The Vanguard Group, Inc.	SELL	3.13	Ordinary	(8,400)	(8,400)
5-Jan-24	The Vanguard Group, Inc.	BUY	3.13	Ordinary	14,234	14,234
5-Jan-24	The Vanguard Group, Inc.	SELL	3.13	Ordinary	(7,146)	(7,146)
18-Jan-24	The Vanguard Group, Inc.	BUY	3.14	Ordinary	6,500	6,500
18-Jan-24	The Vanguard Group, Inc.	BUY	3.14	Ordinary	2,433	2,433
18-Jan-24	The Vanguard Group, Inc.	BUY	3.13	Ordinary	136,512	136,512
19-Jan-24	The Vanguard Group, Inc.	BUY	3.14	Ordinary	4,860	4,860
23-Jan-24	The Vanguard Group, Inc.	BUY	3.15	Ordinary	7,848	7,848
24-Jan-24	The Vanguard Group, Inc.	BUY	3.17	Ordinary	97,354	97,354
25-Sep-23	Vanguard Investments Australia Ltd.	SELL	2.78	Ordinary	(12,546)	(12,546)
25-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	2,349	2,349
25-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	7,326	7,326
26-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.81	Ordinary	7,350	7,350
26-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.81	Ordinary	2,349	2,349
27-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.82	Ordinary	5,864	5,864
27-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.82	Ordinary	3,132	3,132
28-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	2,940	2,940
28-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	2,349	2,349
29-Sep-23	Vanguard Investments Australia Ltd.	BUY	2.82	Ordinary	8,820	8,820
2-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	9,399	9,399
2-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	2,301	2,301
3-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	21,690	21,690
3-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	5,369	5,369
4-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	10,785	10,785
4-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	4,602	4,602
4-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	7,320	7,320
5-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	4,602	4,602
6-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.72	Ordinary	6,444	6,444
9-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.74	Ordinary	10,755	10,755
12-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.77	Ordinary	7,240	7,240
13-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.76	Ordinary	2,301	2,301
13-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.76	Ordinary	7,314	7,314
16-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.77	Ordinary	2,438	2,438
17-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	1,462	1,462
17-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	3,655	3,655
18-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	1,464	1,464
18-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	3,068	3,068
19-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	7,320	7,320
19-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	5,124	5,124

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
20-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.80	Ordinary	7,350	7,350
20-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.80	Ordinary	4,602	4,602
23-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	3,835	3,835
23-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	7,335	7,335
25-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.80	Ordinary	7,380	7,380
25-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.80	Ordinary	8,856	8,856
25-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.80	Ordinary	5,369	5,369
26-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	9,646	9,646
26-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	3,710	3,710
30-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	1,534	1,534
30-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	3,835	3,835
31-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.75	Ordinary	7,340	7,340
31-Oct-23	Vanguard Investments Australia Ltd.	BUY	2.75	Ordinary	4,602	4,602
1-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.72	Ordinary	7,330	7,330
2-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.75	Ordinary	7,340	7,340
2-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.75	Ordinary	7,670	7,670
3-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.71	Ordinary	882,150	882,150
3-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.76	Ordinary	12,295	12,295
3-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.71	Ordinary	184,265	184,265
3-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.76	Ordinary	7,377	7,377
7-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	7,210	7,210
9-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	460,587	460,587
9-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	1,538	1,538
9-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.73	Ordinary	18,500	18,500
14-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.77	Ordinary	3,855	3,855
15-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.78	Ordinary	8,050	8,050
17-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	9,744	9,744
17-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	16,240	16,240
17-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.79	Ordinary	4,060	4,060
20-Nov-23	Vanguard Investments Australia Ltd.	SELL	2.80	Ordinary	(3,248)	(3,248)
22-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	4,085	4,085
22-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	3,092	3,092
22-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.84	Ordinary	10,968	10,968
24-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.87	Ordinary	8,160	8,160
24-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.87	Ordinary	773	773
28-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.89	Ordinary	2,319	2,319
29-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.91	Ordinary	8,230	8,230
29-Nov-23	Vanguard Investments Australia Ltd.	BUY	2.91	Ordinary	6,184	6,184
30-Nov-23	Vanguard Investments Australia Ltd.	BUY	3.00	Ordinary	1,546	1,546
30-Nov-23	Vanguard Investments Australia Ltd.	BUY	3.00	Ordinary	29,174	29,174
1-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.01	Ordinary	3,092	3,092
6-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.06	Ordinary	6,592	6,592
7-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.02	Ordinary	3,865	3,865
8-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.02	Ordinary	8,382	8,382
11-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.01	Ordinary	8,400	8,400
12-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.01	Ordinary	11,176	11,176
14-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.03	Ordinary	79,479	79,479
15-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.03	Ordinary	3,092	3,092
15-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.03	Ordinary	715,310	715,310
15-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.03	Ordinary	3,865	3,865
15-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.03	Ordinary	8,364	8,364
20-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.06	Ordinary	9,672	9,672
21-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.06	Ordinary	94,990	94,990
21-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.06	Ordinary	14,190	14,190
21-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.06	Ordinary	34,497	34,497
22-Dec-23	Vanguard Investments Australia Ltd.	SELL	3.05	Ordinary	(10,465)	(10,465)
22-Dec-23	Vanguard Investments Australia Ltd.	BUY	3.05	Ordinary	3,015	3,015
29-Dec-23	Vanguard Investments Australia Ltd.	SELL	3.14	Ordinary	(27,845)	(27,845)
3-Jan-24	Vanguard Investments Australia Ltd.	SELL	3.11	Ordinary	(3,992)	(3,992)
4-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.12	Ordinary	4,788	4,788
5-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.13	Ordinary	10,296	10,296
8-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.13	Ordinary	2,367	2,367
8-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.13	Ordinary	3,945	3,945
10-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.15	Ordinary	8,591	8,591
10-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.15	Ordinary	4,686	4,686
11-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.14	Ordinary	1,558	1,558
12-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.13	Ordinary	2,991	2,991
16-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.15	Ordinary	5,432	5,432

## Annexure A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
17-Jan-24	Vanguard Investments Australia Ltd.	SELL	3.16	Ordinary	(4,662)	(4,662)
17-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.16	Ordinary	2,991	2,991
22-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.14	Ordinary	7,680	7,680
22-Jan-24	Vanguard Investments Australia Ltd.	BUY	3.14	Ordinary	8,400	8,400

This is Annexure A of 3 pages referred to in Form 603, Notice of initial substantial holder.

Signature:  \_\_\_\_\_

Name: Shawn Acker \_\_\_\_\_

Capacity: Compliance Manager \_\_\_\_\_

Date: 29 January 2024 \_\_\_\_\_