

ASX Announcement

15 September 2023

FY23 Short-Term Incentive Awards – Listing Rule 3.10.3A

On 4 September 2023 Symbio Holdings Limited (Symbio) (ASX:SYM) applied (through the lodgement of an Appendix 2A) for the quotation of 751,285 ordinary shares that had been issued to the Employee Share Trustee on 1 September 2023. Those shares were granted official quotation from the commencement of trading on 6 September 2023. The shares were issued under the Employee Incentive Plan (approved by shareholders at the 2021 AGM) including for the purposes of Symbio's FY23 Short-Term Incentive (FY23 STI) Scheme for the performance period 1 July 2022 to 30 June 2023.

Subsequent to the lodgement of the Appendix 2A, instructions were issued to the Trustee to allocate shares to relevant employees including for the purposes of the FY23 STI. Shares were allocated to employees on 12 September 2023. Consistent with Listing Rule 3.10.3A, the purpose of this announcement is to inform the ASX of the details of the shares issued to employees under the FY23 STI including KMPs. There were 335,440 ordinary shares allocated to employees for the purposes of the FY23 STI. Of the employees allocated shares, there were 2 KMPs awarded shares as detailed below:

- Mr Rene Sugo, Managing Director & Group Chief Executive Officer– 94,053 ordinary shares
- Ms Kate Denton, Chief Financial Officer – 27,980 ordinary shares.

This announcement has been authorised for release by the Company Secretary.

ENDS

About Symbio

Symbio (ASX: SYM) is a software company changing the way the world communicates.

Symbio's technology replaces old-fashioned telecom networks with software, making it faster and easier to deliver modern cloud-based communication services, unlocking endless new applications for calling, messaging and phone numbers.

Symbio is the backbone for the global cloud communication industry. Over 500 service providers – from telecom start-ups to the world's biggest software companies – rely on Symbio for the connectivity, quality and expertise they need to solve complex communication challenges.

Headquartered in Sydney, Symbio powers billions of calls and messages each year, owns networks in three countries and employs over 450 staff worldwide.

For more information about Symbio visit www.symbio.global