



ELECTRO OPTIC SYSTEMS HOLDINGS LIMITED

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Grant of Incentives

Canberra, 18 December 2023

Electro Optic Systems Holdings Limited (**EOS** or **Company**) (ASX: EOS) advises that it has offered incentive grants to executives and employees of the Company in the form of performance rights and options.

The Board had agreed in principle to offer these grants to executives and employees in April and June 2023, and the key metrics of these grants reflect EOS circumstances at that time. The key details of these grants were communicated to executives and employees in April, June and July 2023.

Since that date, detailed rules for a new Long Term Incentive Plan (**LTI Plan**) have been formally adopted by the Board, and the abovementioned incentive grants have now been formally offered to participating EOS executives and employees under this LTI Plan. Shareholder approval for the LTI Plan rules will be sought at the 2024 Annual General Meeting.

Following the acceptance of the incentive grant offers, expected to be 21 December 2023, the Company will issue the performance rights and options and release an Appendix 3G. This will provide further details of the number of incentives issued and other details.

An incentive grant to the CEO and Managing Director, Dr Andreas Schwer, will also be offered under the LTI Plan. Shareholder approval will be sought for this grant at the 2024 Annual General Meeting.

Authorised for release by the board of Electro Optic Systems Holdings Limited.

Further information:

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ABOUT ELECTRO OPTIC SYSTEMS (ASX: EOS)

EOS operates in two divisions: Defence Systems and Space Systems

Defence Systems specialises in technology for weapon systems optimisation and integration, as well as ISR (Intelligence, Surveillance and Reconnaissance) and C4 systems for land warfare. Its key products are next-generation remote weapon systems, vehicle turrets, high-energy laser weapons (directed energy), as well as fully integrated modular counter-UAS and C4 systems.

Space Systems includes all EOS space and communications businesses, and operates as two entities – Space Technologies and EM Solutions. Space Technologies specialises in applying EOS-developed optical sensors to detect, track, classify and characterise objects in space. It includes capabilities in the domain of space control and space warfare. EM Solutions delivers world-leading RF and optical space communications technology. Its core product range centres around the development and production of high-end, broadband radio transceivers for satellite communications as well as satellite communication-on-the-move terminals for defence and government customers.