



Announcement Summary

Entity name

HAZER GROUP LIMITED

Date of this announcement

Wednesday December 10, 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
HZRAE	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	11,920,000	10/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

HAZER 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

ABN

Registration number

40144044600

1.3 ASX issuer code

HZR

1.4 The announcement is

New announcement

1.5 Date of this announcement

10/12/2025



Part 2 - Issue details

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

HZRAE : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

Date the +securities the subject of this notification were issued

10/12/2025

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
Mr Tim Goldsmith	Mr Tim Goldsmith and Mrs Lorraine Alyssa Goldsmith	1,920,000
Dr John (Jack) Hamilton	Energy Elements Pty Ltd	1,050,000
Ms Danielle Lee	Lamps WA Pty Ltd	1,050,000

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<https://announcements.asx.com.au/asxpdf/20251017/pdf/06qp9mw6plkmyd.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Details of performance hurdles and milestones are set out in the notice of annual general meeting as released on 17 October 2025.

Issue details

Number of +securities

4,020,000

ASX +security code and description

HZRAE : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

Date the +securities the subject of this notification were issued

10/12/2025



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
Glenn Corrie	Glenn Corrie	7,900,000

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

<https://announcements.asx.com.au/asxpdf/20251017/pdf/06qp9mw6plkmyd.pdf>

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

The LTI Options forms part of his revised remuneration package as announced to ASX on 30 September 2025 and details of performance hurdles and milestones are set out in the notice of annual general meeting as released on 17 October 2025.

Issue details

Number of +securities

7,900,000

Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
HZR : ORDINARY FULLY PAID	261,764,783

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
HZRAE : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	22,807,478



Part 5 - Other Listing Rule requirements

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?

Yes

5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1

18/11/2025