



24 November 2025

ASX Release

Issuance of shares to Symal Employee Share Trust

Symal Group Limited (**ASX: SYL**) ("the Company", "Group" or "Symal") established the Symal Employee Share Plan Trust in April 2025 to facilitate the administration of Symal's employee incentive programs.

As disclosed in the November 2024 Prospectus, Symal issued 2,875,470 zero-priced options ("Pre-IPO ZEPOs") to select senior employees. The Pre-IPO ZEPOs had a 12-month vesting period and a 6-year expiry from the award date.

As the vesting date for the Pre-IPO ZEPOs has now passed, Symal intends to issue 2,875,470 fully paid ordinary shares to CPU Share Plans Pty Ltd as trustee for the Symal Employee Share Plan Trust at \$2.43 per share, being the closing price on 20 November 2025. These shares will be held in the Trust to satisfy entitlements arising under the Pre-IPO ZEPO allocations.

Symal has today lodged an Appendix 3B in respect of this proposed issue and will lodge an Appendix 2A and s708A cleaning notice following the issue.

Following the proposed issue, the shares held by the Symal Employee Share Plan Trust will be available to satisfy employee entitlements associated with the Pre-IPO ZEPOs.

-ENDS-

This announcement was authorised for release to the ASX by the Company Secretary.

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About Symal:

Symal Group is a diversified services provider focused on resilient end markets, delivering contracting and specialised technical services across Australia's most critical industries. Through an integrated model, Symal provides end-to-end solutions spanning infrastructure, power and renewables, utilities, data centres, defence, building and facilities. Founded in 2001, Symal is headquartered in Melbourne, Australia and is listed on the Australian Securities Exchange (ASX: SYL). www.symal.com.au