



Announcement Summary

Entity name

EML PAYMENTS LIMITED

Date of this announcement

Friday January 09, 2026

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
EMLAF	PERFORMANCE RIGHTS	166,667	08/10/2025
EMLAF	PERFORMANCE RIGHTS	471,501	28/10/2025
EMLAF	PERFORMANCE RIGHTS	690,425	29/10/2025
EMLAF	PERFORMANCE RIGHTS	2,167,321	17/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

EML PAYMENTS 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

93104757904

1.3 ASX issuer code

EML

1.4 The announcement is

New announcement

1.5 Date of this announcement

9/1/2026



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

EMLAF : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

8/10/2025

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?

No

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://emlpayments-stagingcms.bla.bio/wp-content/uploads/2023/10/2924-02732379-2A1483929.pdf>

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

Performance Rights issued under the FY25 Long-Term Incentive Plan

Issue details

Number of +securities

166,667

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

EMLAF : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

28/10/2025

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?

No

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://emlpayments-stagingcms.bla.bio/wp-content/uploads/2023/10/2924-02732379-2A1483929.pdf>



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

Performance Rights issued under the FY26 Long-Term Incentive Plan

Issue details

Number of +securities

471,501

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

EMLAF : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

29/10/2025

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?

No

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://emlpayments-stagingcms.bla.bio/wp-content/uploads/2023/10/2924-02732379-2A1483929.pdf>

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

Performance Rights issued under the FY25 Long-Term Incentive Plan

Issue details

Number of +securities

690,425

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

EMLAF : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

17/11/2025

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?

No

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://emlpayments-stagingcms.bla.bio/wp-content/uploads/2023/10/2924-02732379-2A1483929.pdf>

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

Performance Rights issued under the FY26 Long-Term Incentive Plan

Issue details

Number of +securities

2,167,321

For personal use only



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
EML : ORDINARY FULLY PAID	387,725,140

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
EMLAAD : RIGHTS	4,130,806
EMLAAB : EXECUTIVE RETENTION RIGHTS	103,333
EMLAF : PERFORMANCE RIGHTS	64,336,306
EMLAAC : RETENTION RIGHTS	173,611
EMLAH : RESTRICTED RIGHTS	64,358



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?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

3,495,914 securities were issued without security holder approval using EML's 15% placement capacity under Listing Rule 7.1

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No