



ASX Announcement

25 July 2025

DataDot Technology Limited (ASX:DDT) – New Employee Incentive Scheme

DataDot Technology Limited (ASX: DDT) is pleased to lodge the attached summary of the Company's Employee Share Scheme (ESS) in accordance with ASX Listing Rules and the Corporations Act 2001.

The ESS is designed to allow eligible employees and contractors to voluntarily acquire fully paid ordinary shares in the Company through structured salary or contractor fee sacrifice arrangements. The initiative reflects the Company's strong commitment to aligning team and shareholder interests, fostering long-term value creation, and providing a tangible avenue for equity participation across the broader business.

Importantly, the ESS will enable our PropertyVAULT operations team, who are central to executing the Company's current growth strategy, to become co-investors in the business. By directly linking their personal contribution to DDT's performance, we believe this alignment will further drive innovation, accountability, and delivery of long-term value to shareholders.

The scheme will become operational following the release of the Company's financial results for the year ending 30 June 2025.

The Managing Director, Mr Brad Kellas, will not participate in the scheme at this time. As required under ASX Listing Rules, any proposed participation by Mr Kellas will be subject to shareholder approval, which will be sought in due course.

Participation in the ESS is entirely voluntary and subject to the terms outlined in the attached summary. Shares issued under the scheme are fully paid ordinary shares and will be quoted on the ASX. The Company will lodge Appendix 2A notices within the prescribed timeframe following each issue of shares.

This announcement has been authorised by the Board of Directors

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About DataDot: DataDot Technology Limited provides world leading asset identification, management, protection and authentication solutions that deliver great value to customers. For more information please visit www.datadotdna.com.



Summary of the DataDot Technology Limited (DDT) Employee Share Scheme (ESS)

Adopted July 2025

DataDot Technology Limited (ASX: DDT) has established an Employee Share Scheme (ESS) to provide eligible employees and contractors with the opportunity to acquire fully paid ordinary shares in the Company through structured salary or contract fee sacrifice arrangements.

Key Features:

- **Participation:** The ESS is available to employees, prospective employees, directors, and eligible contractors of DDT and its subsidiaries (Company Group Members), as approved by the Executive Management of DDT (DDTEM).
- **Share Acquisition:** Participants may voluntarily elect to sacrifice up to 25% of their gross salary (inclusive of superannuation) or contract value to acquire shares under the ESS.
- **Issue Price:** Shares are issued at a 5% discount to the Volume Weighted Average Price (VWAP) of DDT shares traded on the ASX during the relevant fortnightly pay cycle.
- **Issuance Frequency:** Shares are issued within three business days following the end of each fortnightly pay cycle. Electronic share certificates are issued by the Company's share registry upon issuance.
- **ESS Cap:** The number of shares issued under the ESS will not exceed 5% of the total shares on issue as at 30 June 2025.
- **Voluntary Participation:** Participation in the ESS is entirely voluntary. Participants may withdraw from the ESS at any time by notifying DDT in writing. Participation will automatically cease upon termination of employment or contractual engagement.
- **Trading Restrictions:** No formal holding locks apply to shares issued under the ESS. Participants may trade their shares in accordance with DDT's Securities Trading Policy.
- **Taxation:** Shares are issued at a 100% discount for income tax purposes and are treated as assessable income based on their market value at the time of issue. Participants will receive an ESS

- statement annually for taxation purposes.
- Quotation: Shares issued under the ESS are fully paid ordinary shares and will be quoted on ASX. The Company will lodge an Appendix 2A within 5 business days of each share issue in accordance with ASX Listing Rule 3.10.3 and apply for quotation of those shares.
- Governance: The ESS is administered by DDT's Executive Management and Board, who may amend the ESS Rules from time to time, subject to applicable laws and the rights of participants.