



## Announcement Summary

**Entity name**

INSURANCE AUSTRALIA GROUP LIMITED

**Date of this announcement**

Tuesday November 04, 2025

**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
IAGAG	PERFORMANCE RIGHTS	1,553,850	29/10/2025
IAGAH	AWARD RIGHTS	577,632	29/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

INSURANCE AUSTRALIA 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**

ACN

**Registration number**

090739923

**1.3 ASX issuer code**

IAG

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

4/11/2025

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Part 2 - Issue details

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**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")

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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**

IAGAG : 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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Nicholas Hawkins	Nicholas Hawkins	334,440
Julie Batch	Julie Batch	167,550
Jarrold Hill	Jarrold Hill	167,550
William McDonnell	William McDonnell	157,350
Robert Cutler	Robert Cutler	150,540
Neil Morgan	Neil Morgan	163,320
Christine Stasi	Christine Stasi	150,540
Peter Taylor	Peter Taylor	107,760
Amanda Whiting	Amanda Whiting	154,800

**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**

Each right is an entitlement to receive one fully paid ordinary share in IAG subject to meeting relevant vesting conditions. for a summary of the terms please refer to the Remuneration Report contained in IAG's 2025 Annual Report (see pages 77-102) at <https://www.iag.com.au/content/dam/corporate-iag/iag-aus/au/en/documents/report-and-results/fy25-appendix-4e-annual-report.pdf>

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



## Issue details

**Number of +securities**

1,553,850

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

IAGAH : AWARD 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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

<b>Name of KMP</b>	<b>Name of registered holder</b>	<b>Number of +securities</b>
Nicholas Hawkins	Nicholas Hawkins	135,410
Julie Batch	Julie Batch	62,360
Jarrod Hill	Jarrod Hill	58,780
William McDonnell	William McDonnell	53,360
Neil Morgan	Neil Morgan	57,480
Christine Stasi	Christine Stasi	52,260
Peter Taylor	Peter Taylor	42,340
Amanda Whiting	Amanda Whiting	55,080
Robert Cutler	Robert Cutler	54,660
Wendy Thorpe	Wendy Thorpe	5,902



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Each right is an entitlement to receive one fully paid ordinary share in IAG subject to meeting relevant vesting conditions. for a summary of the terms please refer to the Remuneration Report contained in IAG's 2025 Annual Report (see pages 77-102) at <https://www.iag.com.au/content/dam/corporate-iag/iag-aus/au/en/documents/report-and-results/fy25-appendix-4e-annual-report.pdf>

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

Issue details

**Number of +securities**

577,632

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## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
IAG : ORDINARY FULLY PAID	2,365,283,816
IAGPE : CAP NOTE 3-BBSW+3.50% PERP NON-CUM RED T-06-29	5,000,000
IAGPF : CAP NOTE 3-BBSW+3.20% PERP NON-CUM RED T-12-30	3,500,000

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
IAGAG : PERFORMANCE RIGHTS	14,699,450
IAGAH : AWARD RIGHTS	2,607,369
IAGAL : SUBORDINATED FLOATING RATES NOTES	45,000
IAGAM : SUBORDINATED FLOATING RATES NOTES	40,000



Part 5 - Other Listing Rule requirements

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**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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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