

## Form 603

Corporations Act 2001  
Section 671B

## Notice of initial substantial holder

To Company Name/ Scheme VENTIA SERVICES GROUP LIMITED

ACN/ ARSN 603 253 541

## 1. Details of substantial holder (1)

Name Aware Super Pty Ltd as trustee of Aware Super

ACN/ ARSN (if applicable) 11 118 202 672

The holder became a substantial holder on 28/11/2025

## 2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
FPO	42,510,059	42,510,059	5.12%

## 3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	Beneficial owner	FPO - 42,195,869
Aware Financial Services Australia Limited (ABN 86 003 742 756)	Beneficial owner	FPO - 314,190

## 4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered Holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	State Street Australia Limited	Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	FPO - 42,195,869
Aware Financial Services Australia Limited (ABN 86 003 742 756)	State Street Australia Limited	Aware Financial Services Australia Limited (ABN 86 003 742 756)	FPO - 314,190

## 5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Number of FPO Shares
		Cash	Non-cash	
Refer to Annexure A				

## 6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ ARSN (if applicable)	Nature of association
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	No Change
Aware Financial Services Australia Limited (ABN 86 003 742 756)	No Change

## 7. Addresses

The addresses of persons named in this form are as follows:

Name	Address
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	Level 28, 388 George Street, Sydney, NSW 2000
Aware Financial Services Australia Limited (ABN 86 003 742 756)	Level 28, 388 George Street, Sydney, NSW 2000

## Signature

Print name IAN PENDLETON Capacity COMPANY SECRETARY

Sign here  Date  / /

## DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg, a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.

(7) Include details of:

(a)

any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and

(b)

any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

(8)

If the substantial holder is unable to determine the identity of the person ( eg, if the relevant interest arises because of an option) write "unknown".

(9)

Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

#### Annexure A

This is annexure A of page 1 referred to in form 603 Notice of initial substantial holder

Holder of relevant interest	Date of acquisition	Consideration (9)		Number of FPO Shares
		Cash	Non-cash	
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	122,738.07	N/A	FPO - 24261
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	28/07/2025	87,210.49	N/A	FPO - 17034
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	7/08/2025	473,159.61	N/A	FPO - 89584
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/08/2025	132,910.63	N/A	FPO - 25109
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/07/2025	100,158.95	N/A	FPO - 19528
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	15/09/2025	350,191.28	N/A	FPO - 67757
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/07/2025	101,883.45	N/A	FPO - 19527
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/09/2025	235,033.64	N/A	FPO - 44719
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/09/2025	116,571.85	N/A	FPO - 23038
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	27/11/2025	362,267.86	N/A	FPO - 61911
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	28/11/2025	1,907,968.78	N/A	FPO - 326348
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	24/11/2025	166,507.04	N/A	FPO - 29159
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	26/11/2025	63,418.36	N/A	FPO - 10961
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	23/09/2025	155,264.40	N/A	FPO - 30444
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	23/09/2025	153,028.56	N/A	FPO - 29999
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	27/11/2025	4,377,390.05	N/A	FPO - 748089
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	28/11/2025	23,054,607.17	N/A	FPO - 3943369
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/10/2025	580,093.64	N/A	FPO - 111389
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/10/2025	93,853.41	N/A	FPO - 18004
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	8/10/2025	1,197.55	N/A	FPO - 230
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	9/10/2025	5,370,901.50	N/A	FPO - 1000000
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	24/11/2025	2,011,966.34	N/A	FPO - 352339
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	26/11/2025	766,314.26	N/A	FPO - 132447
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/10/2025	392,521.59	N/A	FPO - 75000
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	8/10/2025	1,360,301.06	N/A	FPO - 258574
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/10/2025	3,491,108.96	N/A	FPO - 648192
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/07/2025	689,889.45	N/A	FPO - 132327
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/07/2025	678,404.80	N/A	FPO - 132328
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/07/2025	501,398.85	N/A	FPO - 98668
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/07/2025	674,429.68	N/A	FPO - 129573
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	4/07/2025	504,749.92	N/A	FPO - 98669
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	15/07/2025	518,026.30	N/A	FPO - 99490
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/07/2025	314,881.88	N/A	FPO - 61052
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	7/07/2025	433,045.57	N/A	FPO - 84758
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2025	1,054,625.19	N/A	FPO - 210143
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2025	315,514.11	N/A	FPO - 62867
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2025	32,797.57	N/A	FPO - 6535
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	7/07/2025	69,934.73	N/A	FPO - 13688
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2025	164,153.62	N/A	FPO - 32709
Aware Financial Services Australia Limited (ABN 86 003 742 756)	7/07/2025	8,772.50	N/A	FPO - 1717
Aware Financial Services Australia Limited (ABN 86 003 742 756)	14/08/2025	21,394.32	N/A	FPO - 4263
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	19/11/2025	1,240,563.46	N/A	FPO - 225127
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	17/10/2025	1,380,039.30	N/A	FPO - 252514
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	31/10/2025	5,790,850.83	N/A	FPO - 1022362
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	18/11/2025	1,276,525.62	N/A	FPO - 225127
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	17/11/2025	1,299,957.73	N/A	FPO - 223960
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	1/07/2025	10,506,220.26	N/A	FPO - 2012823
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	20/11/2025	1,256,874.96	N/A	FPO - 225129
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/04/2025	497,370.21	N/A	FPO - 120880
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/04/2025	1,891,747.41	N/A	FPO - 458402
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/04/2025	1,533,446.61	N/A	FPO - 371238
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	736,136.00	N/A	FPO - 147143
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	110,740.62	N/A	FPO - 22239

Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	391,442.52	N/A	FPO - 75389
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/09/2025	884,145.19	N/A	FPO - 168621
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	370,016.87	N/A	FPO - 74455
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	990,735.18	N/A	FPO - 199757
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	699,941.73	N/A	FPO - 136198
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	1,131,494.92	N/A	FPO - 226997
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	355,047.30	N/A	FPO - 71164
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	3,660,897.36	N/A	FPO - 720212
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/09/2025	2,382,799.46	N/A	FPO - 453995
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/04/2025	50,407.70	N/A	FPO - 12251
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/04/2025	191,736.67	N/A	FPO - 46461
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/04/2025	155414.94	N/A	FPO - 37625
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	74602.66	N/A	FPO - 14912
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	11223.95	N/A	FPO - 2254
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	39664	N/A	FPO - 7639
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/09/2025	89593.76	N/A	FPO - 17087
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	37554	N/A	FPO - 7545
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	100554.09	N/A	FPO - 20243
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	71039.92	N/A	FPO - 13802
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	114838.17	N/A	FPO - 23003
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/09/2025	36041.22	N/A	FPO - 7212
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/09/2025	371597.54	N/A	FPO - 72984
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/09/2025	241457.92	N/A	FPO - 46005
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	19/11/2025	120266.78	N/A	FPO - 21825
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	31/10/2025	1208879.38	N/A	FPO - 213425
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	18/11/2025	123753.13	N/A	FPO - 21825
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	17/11/2025	126019.74	N/A	FPO - 21711
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	1/07/2025	1601235.53	N/A	FPO - 306771
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	20/11/2025	121841.42	N/A	FPO - 21824
Aware Financial Services Australia Limited (ABN 86 003 742 756)	14/05/2025	31033.9	N/A	FPO - 6661
Aware Financial Services Australia Limited (ABN 86 003 742 756)	28/05/2025	125638.38	N/A	FPO - 26706
Aware Financial Services Australia Limited (ABN 86 003 742 756)	29/05/2025	534594.77	N/A	FPO - 113855
Aware Financial Services Australia Limited (ABN 86 003 742 756)	19/11/2025	15710.45	N/A	FPO - 2851
Aware Financial Services Australia Limited (ABN 86 003 742 756)	31/10/2025	169325.24	N/A	FPO - 29894
Aware Financial Services Australia Limited (ABN 86 003 742 756)	18/11/2025	18165.88	N/A	FPO - 2851
Aware Financial Services Australia Limited (ABN 86 003 742 756)	17/11/2025	18467.14	N/A	FPO - 2837
Aware Financial Services Australia Limited (ABN 86 003 742 756)	1/07/2025	229278.1	N/A	FPO - 43926
Aware Financial Services Australia Limited (ABN 86 003 742 756)	20/11/2025	15922.46	N/A	FPO - 2852