



Announcement Summary

Entity name

MCMILLAN SHAKESPEARE LIMITED

Date of this announcement

Friday December 05, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
MMSAD	PERFORMANCE RIGHTS	55,123	05/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MCMILLAN SHAKESPEARE 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

107233983

1.3 ASX issuer code

MMS

1.4 The announcement is

New announcement

1.5 Date of this announcement

5/12/2025

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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

ASX +security code and description

MMSAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

5/12/2025

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
Roberto De Luca	Roberto De Luca	55,123

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

Refer to the 2025 Notice of Annual General Meeting resolution 5 Issue of Performance Rights to CEO and Managing Director. The summary of the plan are set out in Annexure A <https://announcements.asx.com.au/asxpdf/20251013/pdf/06qgh6500k6nwd.pdf>

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

The issue of 55,123 Performance Rights to CEO and Managing Director, Rob De Luca as incentive based remuneration under Executive Incentive Plan as approved by shareholders at the AGM held on 17 November 2025.

Issue details

Number of +securities

55,123



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
MMS : ORDINARY FULLY PAID	69,643,024

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
MMSAD : PERFORMANCE RIGHTS	215,641
MMSAR : SHARE RIGHTS	20,291



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?

Yes

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

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