



Announcement Summary

Entity name

CLEANAWAY WASTE MANAGEMENT LIMITED

Date of this announcement

Wednesday January 14, 2026

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
CWYAO	PERFORMANCE RIGHTS	2,620,128	05/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

CLEANAWAY WASTE MANAGEMENT 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

74101155220

1.3 ASX issuer code

CWY

1.4 The announcement is

New announcement

1.5 Date of this announcement

14/1/2026



## Part 2 - Issue details

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### **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")



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**

CWYAO : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

5/11/2025

**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**

The 2,620,128 rights granted consisted of the following:

A. 2,528,521 rights granted under the Company's FY26 LTIP. The summary of terms for the FY26 LTIP are contained in the Notice of Annual General Meeting 2025: Refer <https://cleanaway2stor.blob.core.windows.net/cleanaway2-blob-container/2025/09/FINAL-NOM-and-Proxy.19-Sept-2025.ASX-lodgement-copy.pdf>

B. 91,607 rights under the Company's Deferred Equity Plan (DEP) granted pursuant to executive service agreements.

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

The 91,607 DEP rights are subject to service based vesting conditions. Upon vesting, each DEP right will automatically convert into one ordinary fully paid share in the Company. The DEP rights do not have any voting rights or entitlement to dividends.

Issue details

**Number of +securities**

2,620,128



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
CWY : ORDINARY FULLY PAID	2,240,119,037

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
CWYAO : PERFORMANCE RIGHTS	10,881,872



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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