



Announcement Summary

Entity name

APPEN LIMITED

Date of this announcement

Wednesday January 14, 2026

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 |
|--------------------|----------------------|--|------------|
| APXAB | PERFORMANCE RIGHTS | 605,179 | 31/12/2025 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

APPEN 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

60138878298

1.3 ASX issuer code

APX

1.4 The announcement is

New announcement

1.5 Date of this announcement

14/1/2026



Part 2 - Issue details

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")



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

APXAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

31/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

No

If some of the issued +securities do not rank equally:

Is the actual date from which the +securities will rank equally (non-ranking end date) known?

No

Provide the estimated non-ranking end period

The performance rights to which this appendix relates rank equally in all respects to existing performance rights on issue under the code APXAB with the exception of differing exercise prices and expiry dates.

Please state the extent to which the +securities do not rank equally:

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

The performance rights to which this appendix relates rank equally in all respects to existing performance rights on issue under the code APXAB with the exception of differing vesting and expiry dates. Unlisted performance rights are not entitled to participate in dividends until they vest and quoted securities are issued. Upon vesting of the performance rights, the shares issued will rank equally with existing quoted shares.

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

https://cdn.prod.website-files.com/656a6f5ca4824808211181c5/65a950816f1f0fa89a061f7c_appen-share-plan-terms-conditions-2023.pdf

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

No

Issue details

Number of +securities

605,179



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 |
|------------------------------------|--------------------------------------|
| APX : ORDINARY FULLY PAID | 265,610,639 |

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 |
|------------------------------------|--------------------------------------|
| APXAB : PERFORMANCE RIGHTS | 25,435,727 |



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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