generation development group

ASX Announcement

10 March 2026

GRANT OF RIGHTS

Generation Development Group Limited (ASX: GDG) ("Company") announces that it has granted 134,938 Rights to Eligible Participants under the GDG Rights Plan (Plan), the principal terms of which are as follows:

Plan overview	The board of directors of the Company (Board) may from time to time at its absolute discretion grant Rights to any employee or contractor of the Company or its related bodies corporate that the Board determines eligible to participate in the Plan (Eligible Participant). A Right confers on the holder an entitlement, upon vesting and exercise, to the value of a fully paid ordinary share in the Company (Share) which may be settled in the form of a Share or in cash at the discretion of the Board. Rights are not quoted securities and do not carry a right to vote or to receive dividends. The purpose of the Plan is to link a component of a participant's remuneration to Company performance and to act as an attraction and retention strategy for key employees.
GDG Performance Rights (GDGAA)	The Rights were granted on 6 March 2026 for nil consideration. They automatically vest and exercise for nil consideration on satisfaction of the Vesting Conditions, subject to the Board's discretion to determine otherwise in certain circumstances. The vesting conditions applying to 59,972 Rights are the Evidentia Group business having achieved a normalised EBITDA growth (3-year CAGR) target over a measurement period of three years commencing on 1 January 2026 and ending on 31 December 2028. A range of performance levels have been stipulated so that only a portion of the Rights may vest unless the upper level or stretch target is achieved. The vesting conditions applying to 74,966 Rights are the Lonsec Research and Ratings business having achieved a normalised EBITDA growth (3-year CAGR) target over a measurement period of three years commencing on 1 January 2026 and ending on 31 December 2028. A range of performance levels have been stipulated so that only a portion of the Rights may vest unless the upper level or stretch target is achieved. Further details will be included in the Company's 2026 Financial Report.

Dealing / disposal restrictions	Rights may not be disposed of or otherwise dealt with.
Termination of employment	A pro-rata of any unvested Rights held at the date of termination of employment will be retained for possible vesting at the end of the measurement period according to whether the Vesting Conditions are satisfied, unless Rights have been forfeited for a holder resigning, joining a competitor or employment is terminated for fraud, defalcation or gross misconduct.
Change of control	Unless otherwise determined by the Board, in the event of a Change of Control including a takeover, the Vesting Conditions attached to the Rights will cease to apply and the holder will be entitled to retain a pro rata number of Rights reflecting the part of the Measurement Period elapsed at the time of the Change of Control.

An Appendix 3G in relation to the grant of these Rights follows.

ENDS

Authorised for release by the Company Secretary of Generation Development Group Limited.

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