

Employee Incentive Awards

Australis Oil and Gas Limited (Australis or Company) (ASX: ATS) advises that it proposes to issue Employee Long Term Incentive Awards (Awards) to employees (excluding directors) as part of the long term incentive program for 2026 to 2029.

The Awards will vest on achieving a minimum increase in Company market valuation over a three year period. The value of the vesting Awards increases as a higher market valuation is achieved. The Awards are intended to be cash settled unless the Board determines otherwise. If the Board determines that the Awards are to be settled in shares, up to a maximum of 40,600,000 ordinary shares may be issued with any balance of the Award value outstanding to be settled in cash.

The Awards are intended to support the retention of employees and to align with shareholder interests.

The Company intends to utilise available placement capacity under ASX Listing Rule 7.1 for the proposed potential issue of the Awards. An Appendix 3B regarding the proposed issue of Awards has been lodged with the ASX.

Material terms of the Awards to Employees (excluding directors)

Category	Terms
Award Issue Price	Nil
Award Exercise Price	Nil
Award Expiry Date	1 June 2029
Vesting Conditions	Achievement of a minimum Company market valuation threshold and Employment or Good Leaver Status on 1 June 2029
Award Valuation	Subject to achievement of Board determined performance conditions linked to incremental increase in Company market valuation
Entitlement on Vesting	Upon vesting, each Award entitles the holder to receive a cash payment or, at the discretion of the Board, fully paid ordinary shares in the Company (Shares), based on a 5-day VWAP to the same value or a combination of cash and Shares.
Exercise	Automatic upon vesting
Default Settlement	The Awards are intended to be cash settled unless the Board determines otherwise
Timing of Settlement	Within 30 days of vesting and automatic exercise
Ranking of Shares	Any Shares issued on settlement will rank equally with existing fully paid ordinary shares
Transferability	The Awards are not transferable
Dividend and voting rights	None prior to any conversion
Quotation	The Awards will not be quoted on any securities exchange
Change of control	Awards automatically vest upon a change of control event subject to any shareholder approval required for vesting to occur
Cessation of employment	Awards lapse if employment with the Company is terminated for any reason other than as a good leaver.

AUSTRALIS OIL & GAS LIMITED

ABN 34 609 262 937

Level 2, 215 Hay Street Subiaco WA 6008

T +61 (8) 9220 8700 • F +61 (8) 9220 8799

www.australisoil.com



This ASX announcement was authorised for release by the Australis Disclosure Committee.

For further information, please contact either:

Ian Lusted
Managing Director
Australis Oil & Gas Limited
+61 8 9220 8700

Graham Dowland
Finance Director
Australis Oil & Gas Limited
+61 8 9220 8700