



ELECTRO OPTIC SYSTEMS HOLDINGS LIMITED

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ASX RELEASE

EXERCISE OF SHARE OPTIONS BY MANAGEMENT & PLANNED DIVESTMENT OF SHARES

EOS today announces that the EOS CEO & Managing Director (Dr Andreas Schwer), the CFO/COO (Mr Clive Cuthell) and certain other members of the management team have exercised a total of 3,429,299 options to acquire 3,299,599 shares in EOS (after adjustment for net settlement) pursuant to the EOS LTI plan (Omnibus Employee Incentive Plan).

BACKGROUND

Following the achievement of performance and service hurdles during the 2024 and 2025 financial years, Dr Schwer, Mr Cuthell, and certain other EOS managers received fully vested share rights and fully vested share options under the EOS Omnibus Employee Incentive Plan ('OEIP'). Full details of the OEIP are included in the 2025 Financial Report published on 23 February 2026.

EXERCISE OF OPTIONS

Today Dr Schwer has exercised share options to secure 1,996,857 shares in EOS at an exercise price of 50 cents. In addition, Mr Cuthell has exercised share options to secure 1,085,964 shares in EOS at an exercise price of 50 cents. Further, other members of the management team have in total today exercised share options to secure 113,571 shares in EOS at an exercise price of 50 cents and 103,207 shares in EOS at an exercise price of \$1.70.

The exercise of the share options will be satisfied by the transfer of shares from the EOS Share Plan Trust. No new shares will be issued in order to satisfy this obligation. Further details regarding the exercise of the above options are included in separate ASX Appendix 3G and 3Y announcements, published today.

PLANNED DISPOSAL OF SHARES

Following the exercise of the options referred to above, Dr Schwer will hold a total of 2,907,211 fully vested shares in EOS. Dr Schwer has been granted approval under the EOS Securities Trading Policy to dispose of up to 2,500,000 shares in the near term with the final number of shares to be sold to be determined by Dr Schwer, within that approved limit. The disposal is intended to allow Dr Schwer to construct a family home and pay family expenses (including a divorce settlement).

In addition, Mr Cuthell and certain other members of the management team have indicated that, following the exercise of the options, they intend to dispose of some or all of their shareholdings in the Company in the near term.

EOS notes that Dr Schwer and Mr Cuthell joined EOS in August 2022 and September 2022 respectively and to date have not disposed of any shares or interests in EOS.

MINIMUM SHAREHOLDING POLICY

On 30 December 2025, EOS published a Minimum Shareholding Policy. Amongst other things, this policy requires that the CEO & Managing Director (Dr Schwer) holds a minimum of 4 times his fixed annual remuneration in EOS shares (equivalent to a minimum holding of 289,646 EOS shares, assuming yesterday's closing share price of \$10.72). In addition, the CFO/COO (Mr Cuthell) is required to hold a minimum of 3 times his fixed annual remuneration in EOS shares (equivalent to a minimum holding of 194,076 EOS shares, assuming yesterday's closing share price of \$10.72).

It is anticipated that following the above planned disposals both Dr Schwer and Mr Cuthell will both retain a shareholding significantly in excess of the minimum shareholding policy requirement.

This document was authorised for release by the EOS Board of Directors.

GARRY HOUNSELL

Chairman of the Board of Directors

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ABOUT ELECTRO OPTIC SYSTEMS

(ASX: EOS)

EOS currently operates in two divisions

DEFENCE SYSTEMS

Defence Systems specialises in technology for weapon systems optimisation and integration, as well as ISR (Intelligence, Surveillance and Reconnaissance) and C4 systems for land warfare. Its key products include next-generation remote weapon systems, vehicle turrets, high-energy laser weapons (directed energy), as well as fully integrated and modular counter-UAS and C4 systems.

SPACE SYSTEMS

Space Systems specialises in applying EOS-developed optical sensors and effectors to detect, track and characterise objects in space. It includes capabilities in the domain of space control.

FORWARD LOOKING STATEMENTS

This announcement may contain certain "forward-looking statements" including statements regarding EOS' intent, belief or current expectations with respect to EOS' business and operations, market conditions, results of operations, financial condition, and risk management practices. The words "likely", "expect", "aim", "should", "could", "may", "anticipate", "predict", "believe", "plan" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings, financial position and performance, establishment costs and capital requirements are also forward-looking statements.

Forward-looking statements including projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance.

This announcement may contain such statements that are subject to risk factors associated with an investment in EOS. Forward-looking statements involve known and unknown risks, uncertainties and assumptions and other important factors that could cause the actual results, performances or achievements of EOS to be materially different from future results, performances or achievements expressed or implied by such statements.

Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this announcement