



Announcement Summary

Entity name

JANISON EDUCATION GROUP LIMITED

Date of this announcement

Wednesday November 19, 2025

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
New class - code to be confirmed	Performance rights expiring on 14 November 2040	7,100,241	19/11/2025
New class - code to be confirmed	Loan funded shares	2,000,000	19/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

JANISON EDUCATION GROUP 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

90091302975

1.3 ASX issuer code

JAN

1.4 The announcement is

New announcement

1.5 Date of this announcement

19/11/2025



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:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Performance rights expiring on 14 November 2040

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

19/11/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Sujata Stead	Sujata Stead	2,000,000
Dharmendra Singh	Dharmendra Singh	723,982

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02712344-2A1474225&v=undefined>

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-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02712344-2A1474225&v=undefined>

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

The performance rights represent LTI awards issued to Executives under the Janison Education Group Limited Rights Plan.

Issue details

Number of +securities

7,100,241

New +securities issued under an +employee incentive scheme



ASX +security code		+Security description
New class - code to be confirmed		Loan funded shares
+Security type	ISIN code	
Other		
Date the +securities the subject of this notification were issued		
19/11/2025		
Will all the +securities issued in this class rank equally in all respects from their issue date?		
Yes		
Were any of the +securities issued to +key management personnel (KMP) or an +associate?		
Yes		
Provide details of the KMP or +associates being issued +securities.		
Name of KMP	Name of registered holder	Number of +securities
Sujata Stead	Sujata Stead	2,000,000
Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.		
https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02738257-2A1486975&v=undefined		
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-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02712344-2A1474225&v=undefined		
Any other information the entity wishes to provide about the +securities the subject of this notification		
The loan funded shares are being issued to the CEO pursuant to the LTI scheme for two three-year periods, i.e. FY25-FY27 and FY26-FY28. The issue of the loan funded shares as part of the LTI component of the CEO's remuneration was disclosed in the ASX announcement dated 10 November 2023 and the Company's 2024 and 2025 Remuneration Reports.		

Issue details

Number of +securities
2,000,000

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
JAN : ORDINARY FULLY PAID	259,888,252

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
JANAC : PERFORMANCE RIGHTS EXPIRING 30-JUN-2035	100,000
JANAE : PERFORMANCE RIGHTS EXPIRING 30-JUN-2037	1,379,071
JANAF : OPTION EXPIRING 10-NOV-2025 EX \$1.17	599,145
JANAG : PERFORMANCE RIGHTS EXPIRING 30-JUN-2038	735,958
New class - code to be confirmed : Performance rights expiring on 14 November 2040	7,100,241
New class - code to be confirmed : Loan funded shares	2,000,000



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

13