



Announcement Summary

Entity name

BHAGWAN MARINE LIMITED

Date of this announcement

Tuesday November 04, 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
BWNAB	PERFORMANCE RIGHTS	1,351,062	04/11/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BHAGWAN MARINE 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

81009154349

1.3 ASX issuer code

BWN

1.4 The announcement is

New announcement

1.5 Date of this announcement

4/11/2025



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:

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**

BWNAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

4/11/2025

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

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
Loui Kannikoski (MD/CEO)	Loui and Kerren Kannikoski, ATF the Kannikoski Superannuation Fund.	574,870
Kerren Kannikoski (Executive of the Company and and Related Party of Loui Kannikoski)	Loui and Kerren Kannikoski, ATF the Kannikoski Superannuation Fund.	203,062
Andrew Wackett (Executive Director)	Andrew and Kathryn Wackett, ATF the Wackett Family Super Fund.	389,834
Thomas Kannikoski (Executive of the Company and a Related Party of Loui Kannikoski)	Thomas Kannikoski, ATF the Tom Kannikoski Family Trust.	183,296

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

The Performance Rights are issued as part of the executives' remuneration package and long-term incentive opportunity for the financial year ending 30 June 2026 (FY26) and vest subject to performance hurdles on 31 August 2028. The Performance Rights are issued to executives and their nominees or related parties under the Company's Employee Awards Plan approved by Shareholders on 29 October 2025 under resolutions 3, 4, 5, & 6 is available at: <https://investors.bhagwanmarine.com/announcements/7166207>

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

Issue of Unquoted Performance Rights to Executives, as approved by Shareholders on 29 October 2025, ASX LRs 10.14 and 10.11. The Grants represents their long-term incentive opportunity and are subject to performance conditions over the 3-years ending 30 June 2028.



Issue details

Number of +securities

1,351,062

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
BWN : ORDINARY FULLY PAID	275,200,238

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
BWNAA : PERFORMANCE RIGHTS EXPIRING 08-JUL-2027	813,437
BWNAB : PERFORMANCE RIGHTS	6,125,568



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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