



Announcement Summary

Entity name

BAPCOR LIMITED

Date of this announcement

Thursday January 29, 2026

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
BAPAI	PERFORMANCE RIGHT	1,662,032	21/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BAPCOR 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

ACN

Registration number

153199912

1.3 ASX issuer code

BAP

1.4 The announcement is

New announcement

1.5 Date of this announcement

29/1/2026



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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

ASX +security code and description

BAPAI : PERFORMANCE RIGHT

Date the +securities the subject of this notification were issued

21/1/2026

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
Kim Lynette Kerr	Kim Lynette Kerr	100,366

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 terms of Bapcor's Long Term Incentive Plan are outlined in Bapcor's 2025 Notice of Annual General Meeting: <https://www.bapcor.com.au/Reports/2951986.pdf>

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

The Performance Rights were issued to key employees under Bapcor's Group Retention Program, which entitles participating employees to receive a one-off retention award, comprising cash and Performance Rights. The Performance Rights are governed by the Company's Long Term Incentive Plan, the terms of which are summarised in Bapcor's 2025 Notice of Annual General Meeting lodged with the ASX on 24 September 2025. Each Performance Right entitles its holder to receive a fully paid ordinary share in Bapcor, subject to the satisfaction of a performance based vesting condition during the period between the issue date and 30 June 2027 (the performance period), and the holder's continued employment during the performance period.

Issue details

Number of +securities

1,662,032

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
BAP : ORDINARY FULLY PAID	339,412,500

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
BAPAI : PERFORMANCE RIGHT	5,999,672



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

1,662,032

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A