Announcement Summary

Entity name

HOT CHILI LIMITED

Date of this announcement

Friday May 01, 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
New class - code to be confirmed	2026 Incentive Plan Performance Rights	4,429,861	01/05/2026

Refer to next page for full details of the announcement

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Part 1 - Entity and announcement details

1.1 Name of entity

HOT CHILI 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

130955725

1.3 ASX issuer code

HCH

1.4 The announcement is

New announcement

1.5 Date of this announcement

1/5/2026

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

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

ASX +security code

New class - code to be confirmed

+Security description

2026 Incentive Plan Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/5/2026

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
Christian Easterday	Ostertag Holdings Pty Ltd <Easterday Family A/C>	763,624
Grant King	Mr Grant King	307,203
Jose Silva	Inversiones Pimpolleda Limitada	326,431

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

https://www.hotchili.net.au/UploadImages/announcements/251024-Hot-Chili-NoM-and-Proxy-Form-300.pdf

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://www.hotchili.net.au/UploadImages/announcements/251024-Hot-Chili-NoM-and-Proxy-Form-300.pdf

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

Managing Director's Options approved by shareholders at the AGM held 27 November 2025

Issue details

Number of +securities

4,429,861

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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
HCH : ORDINARY FULLY PAID	202,179,607

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
HCHAX : OPTION EXPIRING 25-JUL-2026 EX $1.50	1,914,000
HCHAG : OPTION EXPIRING 12-AUG-2028 EX $2.145	1,212,121
HCHAW : SERVICE RIGHTS	1,071,786
HCHAJ : PERFORMANCE RIGHTS	370,161
New class - code to be confirmed : 2026 Incentive Plan Performance Rights	4,429,861

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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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