



18 July 2023

## Capital Change Notice - Further Issue of Performance Share Rights

As signaled in EROAD's Remuneration Report included in the Company's FY23 [Annual Report](#) released to the market on 24 May 2023, and as outlined in more detail in EROAD's 2023 [Corporate Governance Roadshow Presentation](#) released on 8 June 2023, the Company's Remuneration, Talent and Nomination Committee engaged [Haigh & Company](#) to review and evaluate market trends and to advise EROAD on its remuneration structure.

Following completion of this work, which has been in development since September 2022, on [7 July 2023](#) EROAD announced the issue of Performance Share Rights (PSRs) to select employees as part of its three- year FY24 Long-Term Incentive (LTI) Plan.

This week EROAD is issuing PSRs under the LTI Plan and its FY24 grant to another key employee pursuant to the terms of their employment contract.

A capital change notice is attached relating to this issue of unquoted PSRs to acquire ordinary shares under EROAD's LTI Plan.

Ends

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