Form 603

Corporations Act 2001
Section 671B

Notice of initial substantial holder

To Company Name/ Scheme: VENTIA SERVICES GROUP LIMITED

ACN/ ARSN: 603 253 541

1. Details of substantial holder (1)

Name: Aware Super Pty Ltd as trustee of Aware Super

ACN/ ARSN (if applicable): 11 118 202 672

The holder became a substantial holder on: 19/11/2026

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
FPO	44,219,805	44,219,805	5.42%

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	Beneficial owner	FPO - 43,773,679
Aware Financial Services Australia Limited (ABN 86 003 742 756)	Beneficial owner	FPO - 446,126

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered Holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	State Street Australia Limited	Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	FPO - 43,773,679
Aware Financial Services Australia Limited (ABN 86 003 742 756)	State Street Australia Limited	Aware Financial Services Australia Limited (ABN 86 003 742 756)	FPO - 446,126

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Number of FPO Shares
		Cash	Non-cash	
Refer to Annexure A				

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ ARSN (if applicable)	Nature of association
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	No Change
Aware Financial Services Australia Limited (ABN 86 003 742 756)	No Change

7. Addresses

The addresses of persons named in this form are as follows:

Name	Address
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	Level 28, 388 George Street, Sydney, NSW 2000
Aware Financial Services Australia Limited (ABN 86 003 742 756)	Level 28, 388 George Street, Sydney, NSW 2000

Signature

Print name: **Anthia Lepouris** Capacity: **COMPANY SECRETARY**

Sign here:  Date: 24/11/2026

DIRECTIONS

(1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.

(2) See the definition of "associate" in section 9 of the Corporations Act 2001.

(3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.

(4) The voting shares of a company constitute one class unless divided into separate classes.

(5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant

(6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.

(7) Include details of:

(a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany

the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and

(b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

(8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".

(9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

Annexure A
This is annexure A of page 1 referred to in form 603 Notice of initial substantial holder

Holder of relevant interest	Date of acquisition	Consideration (9)		Number of FPO Shares
		Cash	Non-cash	
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	30/07/2026	$380,423.74	N/A	FPO - 66024
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	31/07/2026	$323,739.54	N/A	FPO - 55607
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/08/2026	$138,043.26	N/A	FPO - 23469
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	4/08/2026	$279,379.22	N/A	FPO - 46939
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	5/08/2026	$283,617.21	N/A	FPO - 46941
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2026	$208,858.55	N/A	FPO - 36086
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	14/08/2026	$34,553.17	N/A	FPO - 5970
Aware Financial Services Australia Limited (ABN 86 003 742 756)	14/08/2026	$4,780.72	N/A	FPO - 826
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	27/08/2026	$195,055.71	N/A	FPO - 35844
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	27/08/2026	$539,668.28	N/A	FPO - 99171
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	28/08/2026	$217,084.11	N/A	FPO - 39821
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	28/08/2026	$600,635.19	N/A	FPO - 110178
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	31/08/2026	$50,298.22	N/A	FPO - 9227
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	31/08/2026	$278,120.17	N/A	FPO - 51020
Aware Financial Services Australia Limited (ABN 86 003 742 756)	31/08/2026	$4,388.22	N/A	FPO - 805
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/09/2026	$161,128.38	N/A	FPO - 729126
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	3/09/2026	$27,483.55	N/A	FPO - 4968
Aware Financial Services Australia Limited (ABN 86 003 742 756)	3/09/2026	$3,507.36	N/A	FPO - 634
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	7/09/2026	$206,893.11	N/A	FPO - 36107
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	22/09/2026	$399,558.58	N/A	FPO - 65487
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	20/10/2026	$254,932.96	N/A	FPO - 43063
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	30/10/2026	$672,060.72	N/A	FPO - 114326
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	30/10/2026	$114,765.16	N/A	FPO - 19523
Aware Financial Services Australia Limited (ABN 86 003 742 756)	30/10/2026	$14,760.80	N/A	FPO - 2511
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	5/11/2026	$1,145,884.77	N/A	FPO - 196327
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	5/11/2026	$195,672.47	N/A	FPO - 33525
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	5/11/2026	$25,167.47	N/A	FPO - 4312
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	6/11/2026	$614,593.71	N/A	FPO - 106906
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	6/11/2026	$104,952.23	N/A	FPO - 18256
Aware Financial Services Australia Limited (ABN 86 003 742 756)	6/11/2026	$13,498.45	N/A	FPO - 2348
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	9/11/2026	$3,261,632.56	N/A	FPO - 682393
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	9/11/2026	$560,539.10	N/A	FPO - 117275
Aware Financial Services Australia Limited (ABN 86 003 742 756)	9/11/2026	$75,710.42	N/A	FPO - 15840
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$6,012,954.01	N/A	FPO - 1217218
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$608,781.95	N/A	FPO -125255
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$2,713,561.82	N/A	FPO - 562945
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$466,349.23	N/A	FPO - 96747
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$104,623.69	N/A	FPO - 21526
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	10/11/2026	$1,033,375.97	N/A	FPO - 209189
Aware Financial Services Australia Limited (ABN 86 003 742 756)	10/11/2026	$62,986.82	N/A	FPO - 13067
Aware Financial Services Australia Limited (ABN 86 003 742 756)	10/11/2026	$139,577.32	N/A	FPO - 28255
Aware Financial Services Australia Limited (ABN 86 003 742 756)	10/11/2026	$14,129.01	N/A	FPO - 2907
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/11/2026	$2,266,753.11	N/A	FPO - 448012
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	11/11/2026	$389,562.46	N/A	FPO - 76995
Aware Financial Services Australia Limited (ABN 86 003 742 756)	11/11/2026	$52,614.58	N/A	FPO - 10399
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/11/2026	$549,812.03	N/A	FPO - 108095
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/11/2026	$2,343,899.17	N/A	FPO - 461162
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/11/2026	$860,987.81	N/A	FPO - 168884
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/11/2026	$402,815.90	N/A	FPO - 79254
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	12/11/2026	$147,967.30	N/A	FPO - 29024
Aware Financial Services Australia Limited (ABN 86 003 742 756)	12/11/2026	$54,409.17	N/A	FPO - 10705
Aware Financial Services Australia Limited (ABN 86 003 742 756)	12/11/2026	$19,984.56	N/A	FPO - 3920
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	13/11/2026	$20,630,977.58	N/A	FPO - 4101586
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	13/11/2026	$689,341.38	N/A	FPO - 137046
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	13/11/2026	$546,421.78	N/A	FPO - 108096
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	13/11/2026	$533,493.66	N/A	FPO - 105401
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	13/11/2026	$92,165.97	N/A	FPO - 18209
Aware Financial Services Australia Limited (ABN 86 003 742 756)	13/11/2026	$9,890.29	N/A	FPO - 1954
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/11/2026	$2,029,353.34	N/A	FPO - 403721

Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/11/2026	$7,202.16	N/A	FPO - 1429
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/11/2026	$349,858.00	N/A	FPO - 69601
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	16/11/2026	$1,234.80	N/A	FPO - 245
Aware Financial Services Australia Limited (ABN 86 003 742 756)	16/11/2026	$29,435.90	N/A	FPO - 5856
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	17/11/2026	$4,347,262.63	N/A	FPO - 881920
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	17/11/2026	$749,053.97	N/A	FPO - 151959
Aware Financial Services Australia Limited (ABN 86 003 742 756)	17/11/2026	$58,249.74	N/A	FPO - 11817
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	18/11/2026	$1,904,463.37	N/A	FPO - 389886
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	18/11/2026	$329,006.77	N/A	FPO - 67355
Aware Financial Services Australia Limited (ABN 86 003 742 756)	18/11/2026	$35,301.49	N/A	FPO - 7227
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	19/11/2026	$13,065,799.12	N/A	FPO - 2883532
Aware Super Pty Ltd (ABN 11 118 202 672) as trustee of Aware Super (ABN 53 226 460 365)	19/11/2026	$2,242,942.58	N/A	FPO - 495002
Aware Financial Services Australia Limited (ABN 86 003 742 756)	19/11/2026	$260,162.17	N/A	FPO - 57416