



6 January 2022

ASX Limited
20 Bridge Street, Sydney
NSW 2000

Dear Sir/Madam

Appendix 3Y – Change of Director’s Interest Notice

Washington H Soul Pattinson and Company Limited’s (WHSP, ASX:SOL) Share Trading Policy in respect of trading in the securities of WHSP applies to its Directors. In addition to this policy, there are arrangements in place with each Director to provide the necessary information to enable WHSP to comply with the Listing Rules.

Todd Barlow is the Managing Director and CEO of WHSP. His remuneration as CEO of WHSP includes the grant of unlisted long term performance rights which are subject to performance hurdles. The Appendix 3Y lodged on 4 January 2022 for Mr Barlow sets out the change in the number of SOL shares and the corresponding decrease in unlisted performance rights held by him following the acquisition of SOL shares on market upon exercise of performance rights awarded in prior years under the WHSP Performance Rights Plan.

The late lodgement of the Appendix 3Y was the result of an administrative error. WHSP believes its existing systems and processes are adequate.

A summary of the terms of the Performance Rights is available in the Remuneration Report within Washington H Soul Pattinson and Company Limited’s 2021 Annual Report.

Yours sincerely

Washington H Soul Pattinson and Company Limited

A handwritten signature in black ink, appearing to read "Ida Lawrance", written in a cursive style.

Ida Lawrance
Company Secretary

This letter has been authorised for release by the Company Secretary.



4 January 2022

Reference: 44855

Ms Ida Lawrance
Group Executive Legal and Governance
Washington H Soul Pattinson and Company Limited
Level 14
151 Clarence Street
Sydney NSW 2000

By email:

Dear Ms Lawrance

Washington H Soul Pattinson and Company Limited ('SOL'): Appendix 3Y – Change of Director's Interest

Notice Query

ASX refers to the following:

1. SOL's Appendix 3Y lodged on the ASX Market Announcements Platform ('MAP') on 4 January 2022 for Mr Todd James Barlow (the 'Notice');
2. Listing Rule 3.19A which requires an entity to tell ASX the following:
 - 3.19A.1 *'The notifiable interests of a director of the entity (or in the case of a trust, a director of the responsible entity of the trust) at the following times.*
 - *On the date that the entity is admitted to the official list.*
 - *On the date that a director is appointed.**The entity must complete Appendix 3X and give it to ASX no more than 5 business days after the entity's admission or a director's appointment.*
 - 3.19A.2 *A change to a notifiable interest of a director of the entity (or in the case of a trust, a director of the responsible entity of the trust) including whether the change occurred during a closed period where prior written clearance was required and, if so, whether prior written clearance was provided. The entity must complete Appendix 3Y and give it to ASX no more than 5 business days after the change occurs.*
 - 3.19A.3 *The notifiable interests of a director of the entity (or in the case of a trust, a director of the responsible entity of the trust) at the date that the director ceases to be a director. The entity must complete Appendix 3Z and give it to ASX no more than 5 business days after the director ceases to be a director.'*
3. Listing rule 3.19B which states that:

'An entity must make such arrangements as are necessary with a director of the entity (or in the case of a trust, a director of the responsible entity of the trust) to ensure that the director discloses to the entity all the information required by the entity to give ASX completed Appendices 3X, 3Y and 3Z within the time period allowed by listing rule 3.19.A. The entity must enforce the arrangements with the director.'

The Notice indicates that changes in Mr Barlow's notifiable interest occurred on 17 December 2021 and 20 December 2021. It appears that an Appendix 3Y should have been lodged with ASX by 24 December 2021, in

relation to the change in notifiable interest that occurred on 17 December 2021, and 29 December 2021, in relation to the change in notifiable interest that occurred on 20 December 2021. Consequently, SOL may have breached Listing Rules 3.19A and/or 3.19B.

Request for Information

Under Listing Rule 18.7, we ask that you answer each of the following questions having regard to Listing Rules 3.19A and 3.19B and *Guidance Note 22: Director Disclosure of Interests and Transactions in Securities - Obligations of Listed Entities*.

1. Please explain why the Appendix 3Y was lodged late.
2. What arrangements does SOL have in place under Listing Rule 3.19B with its directors to ensure that it is able to meet its disclosure obligations under Listing Rule 3.19A?
3. If the current arrangements are inadequate or not being enforced, what additional steps does SOL intend to take to ensure compliance with Listing Rule 3.19B?

When and where to send your response

This request is made under Listing Rule 18.7. Your response is required as soon as reasonably possible and, in any event, by no later than **9.30 AM AEDT Friday, 7 January 2022**. You should note that if the information requested by this letter is information required to be given to ASX under Listing Rule 3.1 and it does not fall within the exceptions mentioned in Listing Rule 3.1A, SOL's obligation is to disclose the information 'immediately'. This may require the information to be disclosed before the deadline set out in the previous paragraph and may require SOL to request a trading halt immediately.

Your response should be sent to me by e-mail at ListingsComplianceSydney@asx.com.au. It should not be sent directly to the ASX Market Announcements Office. This is to allow me to review your response to confirm that it is in a form appropriate for release to the market, before it is published on the ASX Market Announcements Platform.

Trading halt

If you are unable to respond to this letter by the time specified above, you should discuss with us whether it is appropriate to request a trading halt in SOL's securities under Listing Rule 17.1. If you wish a trading halt, you must tell us:

- the reasons for the trading halt;
- how long you want the trading halt to last;
- the event you expect to happen that will end the trading halt;
- that you are not aware of any reason why the trading halt should not be granted; and
- any other information necessary to inform the market about the trading halt, or that we ask for.

We require the request for a trading halt to be in writing. The trading halt cannot extend past the commencement of normal trading on the second day after the day on which it is granted. You can find further information about trading halts in Guidance Note 16 *Trading Halts & Voluntary Suspensions*.

Suspension

If you are unable to respond to this letter by the time specified above, ASX will likely suspend trading in SOL's securities under Listing Rule 17.3.

Listing Rules 3.1 and 3.1A

In responding to this letter, you should have regard to SOL's obligations under Listing Rules 3.1 and 3.1A and also to Guidance Note 8 *Continuous Disclosure*: Listing Rules 3.1 – 3.1B. It should be noted that SOL's obligation to disclose information under Listing Rule 3.1 is not confined to, nor is it necessarily satisfied by, answering the questions set out in this letter.

Release of correspondence between ASX and entity

We reserve the right to release a copy of this letter, your reply and any other related correspondence between us to the market under Listing Rule 18.7A.

Questions

If you have any questions in relation to the above, please do not hesitate to contact me.

Yours sincerely

Angel He
Adviser, Listings Compliance (Sydney)