



Announcement Summary

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**Entity name**

INGHAMS GROUP LIMITED

**Date of this announcement**

Tuesday October 11, 2022

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
INGAA	PERFORMANCE RIGHTS	193,830	07/10/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

INGHAMS GROUP 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**

162709506

**1.3 ASX issuer code**

ING

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

11/10/2022



Part 2 - Issue details

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**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**

INGAA : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

7/10/2022

**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
Gary Mallett	Gary Mallett	193,830

**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**

One-off performance rights subject to Absolute TSR performance hurdles over 3 years with an additional 1 year holding period post vesting and additional individual performance clawbacks. Grant price of \$2.6157 determined using 10-day VWAP of ING shares traded on the ASX 10days after 19Aug 22,being the date of announcement of Ingham's FY22 annual results. 3-year performance period is from 19 Aug22 ending on or about 19 Aug25, with a vesting date of 19Aug25. Any vesting subject to additional 1 year holding period. It is intended that any performance rights that vest into ord shares will be shares purchased on market. The Absolute TSR performance measures are as follows: Below 10% p.a.:Nil ;10% p.a. 30% of rights vest; Between 10% p.a. and 20% p.a. Straight line pro rata Vesting between 30% and 100% ;Above 20% p.a. 100% of right vest. No retesting allowed and vesting price determined by 10-day VWAP after 19Aug25. Vesting will only take place after the Board tests the performance.

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

These one-off Rights will constitute as a retention award and does not form part of the long-term incentive component of the remuneration.



Issue details

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**Number of +securities**

193,830

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Part 4 - +Securities on issue

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**Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:  
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)**

**4.1 Quoted +Securities (Total number of each +class of +securities quoted)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
ING : ORDINARY FULLY PAID	371,679,601

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
INGAA : PERFORMANCE RIGHTS	2,548,723



Part 5 - Other Listing Rule requirements

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**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?**

193,830

**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)?**

No