



Announcement Summary

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**Entity name**

AUSTRALIAN AGRICULTURAL COMPANY LIMITED.

**Date of this announcement**

Wednesday January 10, 2024

**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
AACAA	PERFORMANCE RIGHTS	2,220,198	03/01/2024

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**

AUSTRALIAN AGRICULTURAL COMPANY 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**

010892270

**1.3 ASX issuer code**

AAC

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

10/1/2024



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**

AACAA : PERFORMANCE RIGHTS

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

3/1/2024

**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
David Harris	David Harris	281,743
Andrew O'Brien	Andrew O'Brien	227,757
Glen Steedman	Glen Steedman	212,246
Jacqui Huntington	Jacqui Huntington	146,506

**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://aaco.com.au/investors-media/corporate-governance/>

Go to the URL, click on "AACo Long Term Incentive Plan Summary of Key Terms"

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

The performance rights issued pursuant to the FY24 offer under the AACo Long Term Incentive Plan will vest as follows: 100% will vest on 1 October 2026 subject to satisfaction of service conditions and performance conditions tested at 30 September 2026; and

if the performance conditions are not satisfied such that vesting does not occur on 1 October 2026, 50% or 100% will vest on 1 October 2027 if (and depending on the extent to which) performance conditions tested at 30 September 2027 are satisfied and subject to satisfaction of service conditions.

Vesting and allocation of shares in AACo is at all time subject to the AACo Long Term Incentive Plan Rules in the Summary of Key Terms.



Issue details

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**Number of +securities**

2,220,198

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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>
AAC : ORDINARY FULLY PAID	602,766,747

**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>
AACAA : PERFORMANCE RIGHTS	5,728,933



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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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