



Announcement Summary

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**Entity name**

INGHAMS GROUP LIMITED

**Date of this announcement**

Thursday September 19, 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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
INGAB	SHARE RIGHTS	431,028	15/09/2024

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**

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**

19/9/2024



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**

INGAB : SHARE RIGHTS

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

15/9/2024

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

No

**If some of the issued +securities do not rank equally:**

**Is the actual date from which the +securities will rank equally (non-ranking end date) known?**

No

**Provide the estimated non-ranking end period**

N/A - Securities are Deferred Share Rights pursuant to the FY24 STIP.

**Please state the extent to which the +securities do not rank equally:**

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

DSRs rank differently with respect to their vesting date.

**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
Andrew Reeves	Andrew Reeves	194,685
Gary Mallett	Gary Mallett	31,684

**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**

Refer to Remuneration Report contained in the FY24 Financial Report. <https://wcsecure.weblink.com.au/pdf/ING/02842117.pdf>

The number of DSR issued was calculated by reference to a VWAP of \$3.0819 which is has been calculated from the 10 days post announcement for the FY24 full year results (26 August - 6 September 2024).

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

The grant of STIP Deferred Share Rights (DSR) relates to the FY24 STIP award. The STIP provides executives and other senior members of the management team with a cash or cash/equity incentive where specific outcomes have been achieved in the financial year. The DSR have a grant date of 15 September 2024. The number of DSR granted has been determined by dividing the pre-tax dollar value of 50% (CEO & MD) or 30% (other KMP or other deferred participants) of the awarded FY24 STIP by \$3.0819 being the volume weighted average price (VWAP) of Inghams shares traded on the ASX in the 10 trading days after 23 August 2024 (i.e. the announcement of Inghams FY24 results). The DSR will vest at the completion of the deferral period (ending on 15 September 2025) at which point they will convert to an equivalent number of ordinary shares in Inghams Group Limited (excluding any DSR that are lapsed or forfeited).



Issue details

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**Number of +securities**

431,028

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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 notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<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>
INGAB : SHARE RIGHTS	726,553
INGAA : PERFORMANCE RIGHTS	5,982,781



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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