



Announcement Summary

Entity name

PACT GROUP HOLDINGS LTD

Date of this announcement

Friday December 24, 2021

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
New class - code to be confirmed	FY20 PERFORMANCE RIGHTS	477,347	01/10/2019
New class - code to be confirmed	FY20 PERFORMANCE RIGHTS (KMP)	538,189	01/12/2019
New class - code to be confirmed	FY21 PERFORMANCE RIGHTS	669,466	01/10/2020
New class - code to be confirmed	FY21 PERFORMANCE RIGHTS (KMP)	497,967	01/12/2020
New class - code to be confirmed	FY22 PERFORMANCE RIGHTS	527,691	01/10/2021
New class - code to be confirmed	FY22 PERFORMANCE RIGHTS (KMP)	330,922	01/12/2021

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

PACT GROUP HOLDINGS LTD

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

145989644

1.3 ASX issuer code

PGH

1.4 The announcement is

New announcement

1.5 Date of this announcement

24/12/2021



Part 2 - Issue details

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:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code

New class - code to be confirmed

+Security description

FY20 PERFORMANCE RIGHTS

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/10/2019

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

477,347



ASX +security code

New class - code to be confirmed

+Security description

FY20 PERFORMANCE RIGHTS (KMP)

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/12/2019

Will all the +securities issued in this class rank equally in all respects from their issue date?

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

Sanjay Dayal

Name of registered holder

Sanjay Dayal

Number of +securities

538,189

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

538,189

ASX +security code

New class - code to be confirmed

+Security description

FY21 PERFORMANCE RIGHTS



+Security type

ISIN code

Other

Date the +securities the subject of this notification were issued

1/10/2020

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

669,466

ASX +security code

New class - code to be confirmed

+Security description

FY21 PERFORMANCE RIGHTS (KMP)

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/12/2020

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Sanjay Dayal	Sanjay Dayal	497,967

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

497,967

ASX +security code

New class - code to be confirmed

+Security description

FY22 PERFORMANCE RIGHTS

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/10/2021

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes



Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

527,691

ASX +security code

New class - code to be confirmed

+Security description

FY22 PERFORMANCE RIGHTS (KMP)

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/12/2021

Will all the +securities issued in this class rank equally in all respects from their issue date?

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

Sanjay Dayal

Sanjay Dayal

289,351



Paul Washer

Paul Washer

41,571

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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://pactgroup.com/wp-content/uploads/2021/09/myPact-Plan-Rules_Rights.pdf

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

Issue details

Number of +securities

330,922

Part 4 - +Securities on issue

**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)

ASX +security code and description	Total number of +securities on issue
PGH : ORDINARY FULLY PAID	344,290,053

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

ASX +security code and description	Total number of +securities on issue
New class - code to be confirmed : FY20 PERFORMANCE RIGHTS	477,347
New class - code to be confirmed : FY20 PERFORMANCE RIGHTS (KMP)	538,189
New class - code to be confirmed : FY21 PERFORMANCE RIGHTS	669,466
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New class - code to be confirmed : FY22 PERFORMANCE RIGHTS	527,691
New class - code to be confirmed : FY22 PERFORMANCE RIGHTS (KMP)	330,922



Part 5 - Other Listing Rule requirements

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?

1716075

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