



Announcement Summary

Entity name

ORICA LIMITED

Date of this announcement

Friday January 20, 2023

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
ORIAB	PERFORMANCE RIGHTS	1,969,977	18/01/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ORICA 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

ABN

Registration number

24004145868

1.3 ASX issuer code

ORI

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

20/1/2023



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:

☒ 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

ORIAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

18/1/2023

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
Sanjiv Kumar Gandhi	Sanjiv Kumar Gandhi	223,097
Kim Kerr	Kim Kerr	62,992
Angus Melbourne	Angus Melbourne	73,543
Leah Barlow	Leah Barlow	62,992

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

A summary of the key terms that apply to this grant of Performance Rights is set out below.

Each Performance Right is a right to receive one fully paid ordinary share in Orica Limited, subject to satisfaction of the performance and service-based vesting conditions under the terms of the FY2023 Long Term Incentive Plan.

Vesting will be determined following testing of the performance condition following the end of the three-year performance period and any Rights that do not vest at this time will lapse immediately.

Unvested Rights do not carry a right to vote or to receive dividends, or in general, a right to participate in other corporate actions such as bonus issues.

The grant of Performance Rights are subject to the applicable employee plan rules.

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



Issue details

Number of +securities

1,969,977

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
ORI : ORDINARY FULLY PAID	454,140,262

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
ORIAA : DEFERRED RIGHTS	138,498
ORIAB : PERFORMANCE RIGHTS	5,713,141



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?

1,969,977

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)?

☒ N/A