



Announcement Summary

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**Entity name**

PARAGON CARE LIMITED

**Date of this announcement**

Tuesday July 04, 2023

**The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**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>
PGCAA	PERFORMANCE RIGHTS	5,699,210	01/07/2023

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**

PARAGON CARE 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**

76064551426

**1.3 ASX issuer code**

PGC

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

4/7/2023



Part 2 - Issue details

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**2.1 The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**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

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

PGCAA : PERFORMANCE RIGHTS

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

1/7/2023

**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
Phillip Nicholl	Phillip Stephen Nicholl	1,737,894
Josephine De Martino	Giuseppina De Martino	1,390,316

**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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02436810-3A578423?access\\_token=83ff96335c2d45a094df02a206a39ff4](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02436810-3A578423?access_token=83ff96335c2d45a094df02a206a39ff4)

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

Expire on 30 June 2026 and vest subject to continuous employment and achievement of set performance hurdles:

- 1/3 vest subject to a min share price of 45c achieved in FY24 (calculated on a 14-day VWAP)
- 1/3 vest subject to a min share price of 55c achieved in FY25 (calculated on a 14-day VWAP)
- 1/3 vest subject to a min share price of 65c achieved in FY26 (calculated on a 14-day VWAP)

In the event the performance hurdles are not achieved in the year of entitlement but are subsequently achieved (by no later than 30 June 2026), the Rights vest within a period specified by the Board.



Issue details

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**Number of +securities**

5,699,210

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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>
PGC : ORDINARY FULLY PAID	659,345,929

**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>
PGCAA : PERFORMANCE RIGHTS	19,320,693



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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