



Announcement Summary

Entity name

PARAGON CARE LIMITED

Date of this announcement

Tuesday November 21, 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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
PGCAA	PERFORMANCE RIGHTS	1,572,380	21/11/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

21/11/2023



Part 2 - Issue details

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

21/11/2023

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
John Walstab	John Walstab	1,572,380

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=83

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 35c achieved in FY24 (calculated on a 14-day VWAP)
- 1/3 vest subject to a min share price of 45c achieved in FY25 (calculated on a 14-day VWAP)
- 1/3 vest subject to a min share price of 55c 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

Number of +securities

1,572,380



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
PGC : ORDINARY FULLY PAID	667,868,179

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
PGCAA : PERFORMANCE RIGHTS	18,353,138



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?

Yes

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

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