



Announcement Summary

Entity name

ORICA LIMITED

Date of this announcement

Wednesday February 12, 2025

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   | 1,918,105                                            | 05/02/2025 |

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**

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**

12/2/2025



## 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

ORIAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

5/2/2025

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       | 199,015               |
| Leah Barlow         | Leah Barlow               | 55,768                |
| James Crough        | James Crough              | 55,768                |
| Angus Melbourne     | Angus Melbourne           | 62,198                |

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 FY2025 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

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**Number of +securities**

1,918,105

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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> |
|-------------------------------------------|---------------------------------------------|
| ORI : ORDINARY FULLY PAID                 | 487,360,505                                 |

**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> |
|-------------------------------------------|---------------------------------------------|
| ORIAA : DEFERRED RIGHTS                   | 121,423                                     |
| ORIAB : PERFORMANCE RIGHTS                | 6,544,958                                   |



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?**

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?**

1,918,105

**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