



Announcement Summary

Entity name

MACMAHON HOLDINGS LIMITED

Date of this announcement

Wednesday October 27, 2021

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
MAHAN	PERFORMANCE RIGHTS	16,270,740	19/10/2021

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MACMAHON HOLDINGS 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

ACN

Registration number

007634406

1.3 ASX issuer code

MAH

1.4 The announcement is

New announcement

1.5 Date of this announcement

27/10/2021



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

MAHAN : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/10/2021

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
Michael Finnegan	Michael Finnegan	3,773,585
Peter Pollard	Peter Pollard	1,435,094
Carl O'Hehir	Carl O'Hehir	1,347,709
Greg Gettingby	Greg Gettingby	1,280,323

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

Performance Rights will become eligible to vest if the recipient remains an employee for three years after the Grant Date and to the extent the Performance Conditions specified below are met. Performance Conditions will be measured over the three year period from 1 July 2021 and are split into:

1. A total shareholder return (TSR) measure (50%) in line with the strategy ambition of 10-15% compound annual growth rate (CAGR); and
2. Strategic Measures (50%).

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



Issue details

Number of +securities

16,270,740

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
MAH : ORDINARY FULLY PAID	2,154,985,818

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
MAHAM : PERFORMANCE RIGHTS	17,835,296
MAHAN : PERFORMANCE RIGHTS	52,007,682
MAHAO : SHARE RIGHTS	1,295,123



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?

No

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