

ASX release

13 July 2022

Issue of Performance Rights

Pioneer Credit Limited (ASX: PNC) (**Pioneer** or the **Company**) refers to the Appendix 3G Notification of Issue of Unquoted Equity Securities lodged on the ASX announcements platform today and confirms the issue of 250,000 Performance Rights under the Pioneer Credit Limited Equity Incentive Plan (**Plan**) for FY22.

The Performance Rights have been issued to five members of the senior leadership team, not including the Managing Director, Chief Financial Officer, Chief Operating Officer and Chief Investment Officer, who have abstained from participation. 50% of the Performance Rights will vest on 1 July 2024 and 50% on 1 July 2025 (**Vesting Date**) into fully paid ordinary shares if the holder is an employee of the Company at the Vesting Date.

The Company has recently amalgamated its Remuneration and Nomination Committees to form the People, Remuneration and Nomination Committee and this Committee is currently considering the structure of a forward looking long term incentive scheme, for presentation to shareholders at its next Annual General Meeting, scheduled for 2 November 2022.

Chair of this Committee, Stephen Targett said “The Board, through the People, Remuneration and Nomination Committee has been working with a consultant to develop a long term incentive with performance measures that aligns to our shareholders’ interests, in order to ensure quality outcomes for all stakeholders in the Company continue”.

The number and class of all securities quoted and unquoted, at today’s date is:-

Listed

Fully Paid Ordinary (ASX: PNC)	111,944,093
Options expiring 31 March 2025 (PNCO)	29,361,726

Unlisted

Performance Rights (ASX: PNCAB)	4,165,250
Warrants (ASX: PNCAD)	5,566,808
Options (ASX: PNCAE)	8,000,000

Authorised by:

Chairman of the Board of Directors



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About Pioneer

Pioneer Credit is an ASX-listed company (ASX: PNC) providing high quality, flexible, financial services support to help everyday Australians out of financial difficulty. Pioneer Credit has the trust of long-term vendor partners to do the right thing and respectfully support customers to achieve their financial independence.

Pioneer Credit has established a solid foundation to pursue further growth by leveraging its outstanding industry relationships, compliance record and customer-focused culture.

www.pioneercredit.com.au