



Announcement Summary

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**Entity name**

CHALLENGER LIMITED

**Date of this announcement**

Friday December 16, 2022

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
CGFAA	PERFORMANCE RIGHTS	149,760	09/12/2022

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**

CHALLENGER 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**

85106842371

**1.3 ASX issuer code**

CGF

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

16/12/2022



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**

CGFAA : PERFORMANCE RIGHTS

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

9/12/2022

**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
Alexandra Bell	Alexandra Bell	149,760

**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**

The material terms of the short term incentives being either deferred performance rights or restricted shares (STIs) and hurdled performance rights (HPRs) and a description of the Challenger Performance Plan Trust are set out in the Remuneration Report in the Challenger 2022 Annual Report which can be accessed at <https://www.challenger.com.au/-/media/challenger/documents/financial-information/2022-annual-report.pdf> (Remuneration Report). While the Remuneration Report discloses certain information about the STI and HPR awards to Challenger's KMP, the terms of the STIs and HPRs set out therein are in all material respects consistent for all employee participants in the employee incentive scheme. The STIs and HPRs are satisfied from ordinary shares of CGF which have been purchased on-market.

**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**

149,760

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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>
CGF : ORDINARY FULLY PAID	683,918,218
CGFPB : CAP NOTE 3-BBSW+4.40% PERP NON-CUM RED T-05-23	4,600,000
CGFPC : CAP NOTE 3-BBSW+4.60% PERP NON-CUM RED T-05-26	3,850,000

**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>
CGFAA : PERFORMANCE RIGHTS	18,567,737



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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