

## **ASX ANNOUNCEMENT**

1 February 2023

### **3Y – Vivek Bhatia**

Link Administration Holdings Limited (ASX: LNK) (**Link Group**) provides the attached 3Y.

Mr Vivek Bhatia has been allocated a supplementary FY23 Long Term Incentive (“LTI”) grant of 286,885 Performance Share Rights (“PSRs”) with the same vesting conditions and vesting schedule as his FY23 LTI grant as described in the Link Group Notice of 2022 Annual General Meeting.

This grant, which follows the cessation of discussions on the conditional non-binding proposal from Dye & Durham Corporation to acquire Link Group’s Corporate Markets and BCM businesses in December 2022 and the implementation of the in-specie distribution of Link Group’s shareholding in PEXA Group Limited to Link Group Shareholders (“Distribution”) in January 2023, continues the alignment of Mr Bhatia’s remuneration to shareholder outcomes.

Consistent with the treatment of all other PSR holders outlined in the Explanatory Memorandum dated 22 November 2022, Mr Bhatia is eligible to receive a cash payment to compensate for the dilution in the value of Link Group shares following the completion of the Distribution. The cash payment in respect of all PSRs is \$1.80 per PSR (subject to certain Board discretions at the end of the relevant performance period). Details of the grant are provided in the attached Appendix 3Y.

The release of this announcement was authorised by the Link Group Board.

### **For further information:**

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### **About Link Group**

Link Group connects millions of people with their assets, including equities, pension and superannuation, investments, property and other financial assets. Link Group partners with thousands of financial market participants to deliver services, solutions and technology platform that enhance the user experience and make scaled administration simpler. They help manage regulatory complexity, improve data management and provide the tools to connect people with their assets, leveraging analysis, insight and technology.

For more information, please visit: [www.linkgroup.com](http://www.linkgroup.com).

**ENDS**

# Appendix 3Y

## Change of Director's Interest Notice

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	Link Administration Holdings Limited
<b>ABN</b>	27 120 964 098

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Vivek Bhatia
<b>Date of last notice</b>	9 December 2022

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Direct interest
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	1 February 2023
<b>No. of securities held prior to change</b>	482,649 PSRs that may vest in August 2023 (depending on achievement of vesting conditions)  469,368 PSRs that may vest in August 2024 (depending on achievement of vesting conditions)  573,770 PSRs that may vest in August 2025 (depending on achievement of vesting conditions)  292,759 restricted fully paid ordinary shares held by Link Administration Holdings Limited Employee Share Trust for the benefit of Mr Bhatia, 105,328 of which are held under a holding lock until 31 August 2023 and the remaining balance of 187,431 restricted

+ See chapter 19 for defined terms.

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	<p>shares are held under a holding lock until 31 August 2024.</p> <p>384,785 fully paid ordinary shares</p>
<b>Class</b>	Performance Share Rights ( <b>PSRs</b> )
<b>Number acquired</b>	286,885 PSRs
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	<p><b>PSRs</b></p> <p>The supplementary FY23 long-term incentive (<b>LTI</b>) grant is a grant of 286,885 PSRs made to the CEO &amp; MD, Mr Bhatia.</p> <p>PSRs granted under the Link Group Omnibus Equity Plan (<b>Plan</b>) are granted to Plan participants for nil financial consideration</p> <p>The PSRs are granted to Mr Bhatia on the same terms (including vesting conditions and vesting schedule) as his FY23 LTI as described in the Link Group Notice of 2022 Annual General Meeting (<b>AGM</b>), except that the grant date is 1 February 2023 and any PSRs that vest as a result of this supplementary award will be satisfied through the on-market purchase of Link Group shares. Consistent with arrangements outlined in the Explanatory Memorandum dated 22 November 2022 in relation to the in-specie distribution of Link Group's shareholding in PEXA Group Limited to Eligible Shareholders (<b>Distribution</b>), Mr Bhatia is eligible to receive a cash payment to compensate for the dilution in the value of Link Group shares following completion of the Distribution. The cash payment in respect of all PSRs is \$1.80 per PSR (subject to certain Board discretions at the end of the relevant performance period).</p> <p>The number of PSRs granted was determined by dividing 75% of Mr Bhatia's annual Fixed Pay, being \$1,400,000 (made up of base salary and superannuation) by the twenty trading-day volume weighed average market price (<b>VWAP</b>) for Link Group Shares from 31 August 2022, being the date of announcement of Link Group's full year results for the financial year ended 30 June 2022. The VWAP for this period was \$3.66.</p>
<b>No. of securities held after change</b>	482,649 PSRs that may vest in August 2023 (depending on achievement of vesting conditions)

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	<p>469,368 PSRs that may vest in August 2024 (depending on achievement of vesting conditions)</p> <p>860,655 PSRs that may vest in August 2025 (depending on achievement of vesting conditions)</p> <p>292,759 restricted fully paid ordinary shares held by Link Administration Holdings Limited Employee Share Trust for the benefit of Mr Bhatia. 105,328 of which are held under a holding lock until 31 August 2023 and the remaining balance of 187,431 are held under a holding lock until 31 August 2024</p> <p>384,785 fully paid ordinary shares</p>
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Grant of Performance Share Rights under the Link Group Omnibus Equity Plan as Mr Bhatia's supplementary FY23 long-term incentive award.

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	N/A
<b>Name of registered holder (if issued securities)</b>	N/A
<b>Date of change</b>	N/A
<b>No. and class of securities to which interest related prior to change</b> Note: Details are only required for a contract in relation to which the interest has changed	N/A
<b>Interest acquired</b>	N/A
<b>Interest disposed</b>	N/A
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and an estimated valuation	N/A
<b>Interest after change</b>	N/A

**Part 3 – <sup>+</sup>Closed period**

<sup>+</sup> See chapter 19 for defined terms.

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<b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	N/A
<b>If prior written clearance was provided, on what date was this provided?</b>	N/A

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