



Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

| |
|----------------------------|
| To NZX Limited; and |
| Name of listed issuer: |
| Date this disclosure made: |
| Date of last disclosure: |

| |
|--|
| The a2 Milk Company Limited (ATM) |
| 06-Sep-2023 |
| 07-Oct-2022 |

Director or senior manager giving disclosure

| |
|---|
| Full name(s): |
| Name of listed issuer: |
| Name of related body corporate (if applicable): |
| Position held in listed issuer: |

| |
|--------------------------------------|
| Eleanor Khor |
| The a2 Milk Company Limited |
| N/A |
| Managing Director - ANZ and Strategy |

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

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| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

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|--|
| (1) Unlisted performance rights (Performance Rights) representing an entitlement to acquire fully paid ordinary shares in ATM (Ordinary Shares). |
| (2) Ordinary Shares. |
| Registered holder and beneficial owner |

For that relevant interest-

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|--|
| Number held in class before acquisition or disposal: |
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|---|
| (1) 166,672 Performance Rights of which: (a) 45,578 Performance Rights are due to vest in August 2023; (b) 58,369 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (c) 62,725 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. |
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| Number held in class after acquisition or disposal: |
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| (1) 121,094 Performance Rights of which: (a) 58,369 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (b) 62,725 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. |
| (2) 45,578 Ordinary Shares. |

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|---|
| Current registered holder(s): |
| Registered holder(s) once transfers are registered: |

| |
|--------------|
| Eleanor Khor |
| Eleanor Khor |

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

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|---|
| Type of affected derivative: |
| Class of underlying financial products: |

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|-----|
| N/A |
| |

Details of affected derivative-

| |
|---|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): |
| A statement as to whether the derivative is cash settled or physically settled: |
| Maturity date of the derivative (if any): |
| Expiry date of the derivative(if any): |
| The price specified in the terms of the derivative (if any): |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |

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|-----|
| N/A |
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For that derivative,-

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| Parties to the derivative: |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

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Details of transactions giving rise to acquisition or disposal

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|---|
| Total number of transactions to which notice relates: |
|---|

| |
|---|
| 1 |
|---|

Details of transactions requiring disclosure-

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|---|
| Date of transaction: |
| Nature of transaction: |
| Name of any other party or parties to the transaction (if known): |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: |
| Number of financial products to which the transaction related: |

| |
|---|
| 30-Aug-2023 |
| Vesting and automatic exercise of 45,578 Performance Rights resulting in 45,578 Ordinary Shares being transferred to Eleanor Khor |
| N/A |
| Nil |
| (1) 45,578 Performance Rights (2) 45,578 Ordinary Shares |

If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—

| |
|--|
| Whether relevant interests were acquired or disposed of during a closed period: |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: |
| Date of the prior written clearance (if any): |

| |
|-----|
| No |
| N/A |
| N/A |

Summary of other relevant interests after acquisition or disposal:

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|-------------------------------------|
| Class of quoted financial products: |
| Nature of relevant interest: |

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|-----|
| N/A |
| |

For that relevant interest,-

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|---|
| Number held in class: |
| Current registered holder(s): |
| <i>For a derivative relevant interest,-</i> |
| Type of derivative: |

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Details of derivative,-

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| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): |
| A statement as to whether the derivative is cash settled or physically settled: |
| Maturity date of the derivative (if any): |
| Expiry date of the derivative (if any): |
| The price's specified terms (if any): |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |
| <i>For that derivative relevant interest,-</i> |
| Parties to the derivative: |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

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Certification

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| I, certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |
| Signature of director or officer: |
| Date of signature: |
| or |
| Signature of person authorised to sign on behalf of director or officer: |
| Date of signature: |
| Name and title of authorised person: |

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|---|
|  |
| 6/09/2023 |
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Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

| |
|----------------------------|
| To NZX Limited; and |
| Name of listed issuer: |
| Date this disclosure made: |
| Date of last disclosure: |

| |
|--|
| The a2 Milk Company Limited (ATM) |
| 06-Sep-2023 |
| 07-Oct-2022 |

Director or senior manager giving disclosure

| |
|---|
| Full name(s): |
| Name of listed issuer: |
| Name of related body corporate (if applicable): |
| Position held in listed issuer: |

| |
|--|
| Jaron James McVicar |
| The a2 Milk Company Limited |
| N/A |
| Chief Legal and Sustainability Officer & Company Secretary |

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

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|--|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

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|--|
| (1) Unlisted performance rights (Performance Rights) representing an entitlement to acquire fully paid ordinary shares in ATM (Ordinary Shares). |
| (2) Ordinary Shares. |
| Registered holder and beneficial owner |

For that relevant interest-

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|--|
| Number held in class before acquisition or disposal: |
|--|

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|---|
| (1) 182,489 Performance Rights of which: (a) 57,543 Performance Rights due to vest in August 2023; (b) 61,787 Performance Rights due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (c) 63,159 Performance Rights due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. |
| (2) 40,300 Ordinary Shares. |

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| Number held in class after acquisition or disposal: |
| Current registered holder(s): |
| Registered holder(s) once transfers are registered: |

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|---|
| (1) 124,946 Performance Rights of which: (a) 61,787 Performance Rights due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (b) 63,159 Performance Rights due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. (2) 97,843 Ordinary Shares. |
| Jaron James McVicar |
| Jaron James McVicar |

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

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| Type of affected derivative: |
| Class of underlying financial products: |

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| N/A |
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Details of affected derivative-

| |
|---|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): |
| A statement as to whether the derivative is cash settled or physically settled: |
| Maturity date of the derivative (if any): |
| Expiry date of the derivative(if any): |
| The price specified in the terms of the derivative (if any): |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |
| <i>For that derivative,-</i> |
| Parties to the derivative: |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

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| N/A |
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Details of transactions giving rise to acquisition or disposal

| |
|---|
| Total number of transactions to which notice relates: |
|---|

| |
|---|
| 1 |
|---|

Details of transactions requiring disclosure-

| |
|---|
| Date of transaction: |
| Nature of transaction: |
| Name of any other party or parties to the transaction (if known): |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: |
| Number of financial products to which the transaction related: |
| <i>If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—</i> |
| Whether relevant interests were acquired or disposed of during a closed period: |

| |
|---|
| 30-Aug-2023 |
| Vesting and automatic exercise of 57,543 Performance Rights, resulting in the transfer of 57,543 Ordinary Shares to Jaron James McVicar |
| N/A |
| Nil |
| (1) 57,543 Performance Rights (2) 57,543 Ordinary Shares |
| No |

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:
Date of the prior written clearance (if any):

N/A
N/A

Summary of other relevant interests after acquisition or disposal:

Class of quoted financial products:
Nature of relevant interest:
For that relevant interest,-
Number held in class:
Current registered holder(s):
For a derivative relevant interest,-
Type of derivative:


N/A

Details of derivative,-

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):
A statement as to whether the derivative is cash settled or physically settled:
Maturity date of the derivative (if any):
Expiry date of the derivative (if any):
The price's specified terms (if any):
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:
For that derivative relevant interest,-
Parties to the derivative:
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

Certification

I, certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made.
Signature of director or officer:
Date of signature:


06/09/23

or

Signature of person authorised to sign on behalf of director or officer:
Date of signature:
Name and title of authorised person:



Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

| |
|----------------------------|
| To NZX Limited; and |
| Name of listed issuer: |
| Date this disclosure made: |
| Date of last disclosure: |

| |
|--|
| The a2 Milk Company Limited (ATM) |
| 06-Sep-2023 |
| 07-Oct-2022 |

Director or senior manager giving disclosure

| |
|---|
| Full name(s): |
| Name of listed issuer: |
| Name of related body corporate (if applicable): |
| Position held in listed issuer: |

| |
|-----------------------------|
| Kevin Bush |
| The a2 Milk Company Limited |
| N/A |
| Managing Director – USA |

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

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|--|
| Class of affected quoted financial products: |
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|--|
| (1) Unlisted performance rights (Performance Rights) representing an entitlement to acquire fully paid ordinary shares in ATM (Ordinary Shares). |
| (2) Ordinary Shares. |

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| Nature of the affected relevant interest(s): |
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| (1) Registered holder and beneficial owner |
| (2) Beneficial owner |

For that relevant interest-

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|--|
| Number held in class before acquisition or disposal: |
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|---|
| (1) 266,480 Performance Rights of which: (a) 82,157 Performance Rights are due to vest in August 2023; (b) 91,157 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (c) 93,166 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. |
| (2) 84,219 Ordinary Shares. |

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| Number held in class after acquisition or disposal: | (1) 184,323 Performance Rights of which: (a) 91,157 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (b) 93,166 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. |
| Current registered holder(s): | (2) 166,376 Ordinary Shares. (1)(a) & (b) Kevin Bush (1)(c) Jennifer O'Brien <Kevin Bush A/c> (2) Kevin Bush |
| Registered holder(s) once transfers are registered: | (1)(a) Kevin Bush (1)(b) Jennifer O'Brien <Kevin Bush> (2) Kevin Bush |

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

| | |
|---|-----|
| Type of affected derivative: | N/A |
| Class of underlying financial products: | |

Details of affected derivative-

| | |
|---|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): | N/A |
| A statement as to whether the derivative is cash settled or physically settled: | |
| Maturity date of the derivative (if any): | |
| Expiry date of the derivative(if any): | |
| The price specified in the terms of the derivative (if any): | |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | |
| <i>For that derivative,-</i> | |
| Parties to the derivative: | |
| If the director or senior manager is not a party to the derivative, the nature of the | |

Details of transactions giving rise to acquisition or disposal

| | |
|---|---|
| Total number of transactions to which notice relates: | 1 |
|---|---|

Details of transactions requiring disclosure-

| | |
|---|--|
| Date of transaction: | 30-Aug-2023 |
| Nature of transaction: | Vesting and automatic exercise of 82,157 Performance Rights resulting in the issuance of 82,157 Ordinary Shares to Kevin Bush. |
| Name of any other party or parties to the transaction (if known): | N/A |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: | Nil |
| Number of financial products to which the transaction related: | (1) 82,157 Performance Rights (2) 82,157 Ordinary Shares |
| <i>If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—</i> | |

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|--|
| Whether relevant interests were acquired or disposed of during a closed period: |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: |
| Date of the prior written clearance (if any): |

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|-----|
| No |
| N/A |
| N/A |

Summary of other relevant interests after acquisition or disposal:

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|---|
| Class of quoted financial products: |
| Nature of relevant interest: |
| <i>For that relevant interest,-</i> |
| Number held in class: |
| Current registered holder(s): |
| <i>For a derivative relevant interest,-</i> |
| Type of derivative: |

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|-----|
| N/A |
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Details of derivative,-

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| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): |
| A statement as to whether the derivative is cash settled or physically settled: |
| Maturity date of the derivative (if any): |
| Expiry date of the derivative (if any): |
| The price's specified terms (if any): |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: |
| <i>For that derivative relevant interest,-</i> |
| Parties to the derivative: |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: |

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Certification

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| I, certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. |
| Signature of director or officer: |
| Date of signature: |

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|  |
| 06/09/23 |

or

| |
|--|
| Signature of person authorised to sign on behalf of director or officer: |
| Date of signature: |
| Name and title of authorised person: |

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Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

| |
|----------------------------|
| To NZX Limited; and |
| Name of listed issuer: |
| Date this disclosure made: |
| Date of last disclosure: |

| |
|--|
| The a2 Milk Company Limited (ATM) |
| 06-Sep-2023 |
| 12-Dec-2022 |

Director or senior manager giving disclosure

| |
|---|
| Full name(s): |
| Name of listed issuer: |
| Name of related body corporate (if applicable): |
| Position held in listed issuer: |

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|---------------------------------|
| Xiao Li |
| The a2 Milk Company Limited |
| N/A |
| Chief Executive – Greater China |

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

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|--|
| Class of affected quoted financial products: |
| Nature of the affected relevant interest(s): |

| |
|--|
| (1) Unlisted performance rights (Performance Rights) representing an entitlement to acquire fully paid ordinary shares in ATM (Ordinary Shares). (2) Ordinary Shares. |
| (1) Registered holder and beneficial owner (2) Beneficial owner |

For that relevant interest-

| |
|--|
| Number held in class before acquisition or disposal: |
|--|

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|--|
| (1) 692,684 Performance Rights of which: (a) 208,842 Performance Rights are due to vest in August 2023; (b) 221,372 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (c) 262,470 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. (2) 166,781 Ordinary Shares. |
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| | |
|---|--|
| Number held in class after acquisition or disposal: | (1) 483,842 Performance Rights of which: (a) 221,372 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2024 provided certain performance conditions are met; and (b) 262,470 Performance Rights are due to vest on a date to be determined by the Board following the release of ATM's full year audited results for FY2025 provided certain performance conditions are met. (2) 375,623 Ordinary Shares. |
| Current registered holder(s): | (1) Xiao Li (2) Pacific Custodians Pty Limited (as custodian) |
| Registered holder(s) once transfers are registered: | (1) Xiao Li (2) Pacific Custodians Pty Limited (as custodian) |

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

| | |
|---|-----|
| Type of affected derivative: | N/A |
| Class of underlying financial products: | |

Details of affected derivative-

| | |
|---|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): | N/A |
| A statement as to whether the derivative is cash settled or physically settled: | |
| Maturity date of the derivative (if any): | |
| Expiry date of the derivative(if any): | |
| The price specified in the terms of the derivative (if any): | |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | |
| <i>For that derivative,-</i> | |
| Parties to the derivative: | |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | |

Details of transactions giving rise to acquisition or disposal

| | |
|---|---|
| Total number of transactions to which notice relates: | 1 |
|---|---|

Details of transactions requiring disclosure-

| | |
|---|--|
| Date of transaction: | 30-Aug-2023 |
| Nature of transaction: | Vesting and automatic exercise of 208,842 Performance Rights, resulting in the issuance of 208,842 Ordinary Shares to Pacific Custodians Pty Limited (as custodian). |
| Name of any other party or parties to the transaction (if known): | N/A |
| The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration: | Nil |
| Number of financial products to which the transaction related: | (1) 208,842 Performance Rights (2) 208,842 Ordinary Shares |

If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—

| | |
|--|-----|
| Whether relevant interests were acquired or disposed of during a closed period: | No |
| Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period: | N/A |
| Date of the prior written clearance (if any): | N/A |

Summary of other relevant interests after acquisition or disposal:

| | |
|---|-----|
| Class of quoted financial products: | N/A |
| Nature of relevant interest: | |
| <i>For that relevant interest,-</i> | |
| Number held in class: | |
| Current registered holder(s): | |
| <i>For a derivative relevant interest,-</i> | |
| Type of derivative: | |

Details of derivative,-

| | |
|---|-----|
| The notional value of the derivative (if any) or the notional amount of underlying financial products (if any): | N/A |
| A statement as to whether the derivative is cash settled or physically settled: | |
| Maturity date of the derivative (if any): | |
| Expiry date of the derivative (if any): | |
| The price's specified terms (if any): | |
| Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products: | |
| <i>For that derivative relevant interest,-</i> | |
| Parties to the derivative: | |
| If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative: | |

Certification

| | |
|--|-----------|
| I, certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made. | |
| Signature of director or officer: | Li Xiao |
| Date of signature: | 6/09/2023 |
| or | |
| Signature of person authorised to sign on behalf of director or officer: | |
| Date of signature: | |
| Name and title of authorised person: | |