



Announcement Summary

Entity name
A2B AUSTRALIA LIMITED

Date of this announcement
Thursday September 14, 2023

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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	FY24 Performance Rights	1,300,000	14/09/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

A2B AUSTRALIA 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

001958390

1.3 ASX issuer code

A2B

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

14/9/2023



Part 2 - Issue details

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:

☒ does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code

New class - code to be confirmed

+Security description

FY24 Performance Rights

+Security type

Other

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

14/9/2023

Will all the +securities issued in this class rank equally in all respects from their issue date?☒ 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
Olivia Barry	Olivia Barry	300,000
Ton van Hoof	Ton van Hoof	300,000
Gary Becus	Gary Becus	200,000

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

The vesting conditions for the FY24 Performance Rights will be contained in the Notice of Meeting to be sent to shareholders to approve the issuance of 500,000 PRs to Mark Bayliss, Executive Chairman in late Oct 2023. It is based off a 10% increase CAGR in TSR over a 3-year period.

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

A summary of the material terms of the FY24 PRs plan rules (which are substantially similar in terms of the underlying rules for FY23 PRs) can be found in the FY23 Annual Report at <https://www.a2baustralia.com/investor-center/reports/>.

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

The FY24 PRs have a 3-year testing period commencing from 1 July 2023 with a TSR vesting condition of a 10% CAGR with 75% of PRs released upon hitting a 7% TSR CAGR and with a linear increase up to 100% between 7% and 10% CAGR.



Issue details

Number of +securities

1,300,000

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
A2B : ORDINARY FULLY PAID	121,230,683

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
A2BAA : PERFORMANCE RIGHTS	1,500,000
New class - code to be confirmed : FY24 Performance Rights	1,300,000



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?

☒ Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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