



Announcement Summary

Entity name
INGHAMS GROUP LIMITED

Date of this announcement
Tuesday September 19, 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	STIP Deferred Share Rights	295,525	15/09/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

INGHAMS GROUP 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

162709506

1.3 ASX issuer code

ING

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

19/9/2023



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

STIP Deferred Share Rights

+Security type

Ordinary fully or partly paid shares/units

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

15/9/2023

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
Andrew Reeves	Andrew Reeves	158,373
Gary Mallett	Gary Mallett	26,765

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?☒ No**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

Link to FY23 Remuneration Report -
chrome-extension://efaidnbmninnibpcajpcgclclefindmkaj/<https://wcsecure.weblink.com.au/pdf/ING/02698336.pdf>

Ordinary fully or partly paid shares/units Details**+Security currency**

AUD - Australian Dollar

Are there CDIs issued over the +securities?☒ No**Is it a Partly Paid class of +security?**☒ No



Is it a stapled class of +security?

☒ No

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

Further details in the FY23 Remuneration Report,
chrome-extension://efaidnbmnnnibpcajpcgiclfindmkaj/<https://wcsecure.weblink.com.au/pdf/ING/02698336.pdf>

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

The grant of STIP Deferred Share Rights (DSR) relates to the FY23 STIP award. The STIP provides executives and other senior members of the management team with a cash or cash/equity incentive where specific outcomes have been achieved in the financial year.

The DSR have a grant date of 15 September 2023.

- The number of DSR granted has been determined by dividing the pre-tax dollar value of 50% (CEO&MD) or 30% (other KMP or other deferred participants) of the awarded FY23 STIP by \$3.4323 being the volume weighted average price (VWAP) of Inghams shares traded on the ASX in the 10 days after 17 August 2023 (i.e. the announcement of Inghams FY23 results).

The DSR will vest at the completion of the deferral period (ending on 15 September 2024) at which point they will convert to an equivalent number of ordinary shares in Inghams Group Limited (excluding any DSR that are lapsed or forfeited).

Issue details

Number of +securities

295,525

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
ING : ORDINARY FULLY PAID	371,679,601

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
INGAA : PERFORMANCE RIGHTS	2,699,487
New class - code to be confirmed : STIP Deferred Share Rights	295,525



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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