



Announcement Summary

Entity name

MONADELPHOUS GROUP LIMITED

Date of this announcement

Wednesday December 20, 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	LTPR Performance Rights	198,521	20/12/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MONADELPHOUS 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

ABN

Registration number

28008988547

1.3 ASX issuer code

MND

1.4 The announcement is

New announcement

1.5 Date of this announcement

20/12/2023



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

LTPR Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

20/12/2023

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
Philip Trueman	Philip Trueman	18,043
Adam Cook	Adam Cook	19,556
Alastair Reid	Alastair Reid	19,556

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

A summary of the key terms of the LTPR Performance Rights is included in the announcement released to the ASX on 20 December 2023 and available at https://www.monadelphous.com.au/media/5856371/231220-asx-announcement_grant-of-performance-rights.pdf.

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 key terms of the LTPR Performance Rights is included in the announcement released to the ASX on 20 December 2023 and available at https://www.monadelphous.com.au/media/5856371/231220-asx-announcement_grant-of-performance-rights.pdf.

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

LTPR Performance Rights vest on 20 December 2026 (three years from grant) subject to the satisfaction of the Earnings Per Share (EPS) growth performance hurdles and the continued employment vesting condition. Any LTPR Performance Rights that do not vest as a result of the performance hurdles or vesting condition not being satisfied will (unless the Board otherwise determines) lapse.



A further 34,440 LTPR Performance Rights have been offered to the Company's Managing Director, Zoran Bebic, with the issue being subject to shareholder approval under listing rule 10.14.

Issue details

Number of +securities

198,521



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
MND : ORDINARY FULLY PAID	96,913,881

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
MNDAE : PERFORMANCE RIGHTS	762,174
MNDAD : RETENTION RIGHTS	694,062
MNDAC : OPTION EXPIRING 14-SEP-2024 EX \$9.30	1,535,000
New class - code to be confirmed : LTPR Performance Rights	198,521



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

198,521

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No