



Announcement Summary

Entity name

INGHAMS GROUP LIMITED

Date of this announcement

Thursday September 19, 2024

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ING	ORDINARY FULLY PAID	406,296	12/09/2024

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

19/9/2024



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:

securities that have already been quoted on ASX ("existing class")



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

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

INGAA : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +Security code and description

ING : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

406,296

The first date the options were exercised or other +convertible securities were converted

12/9/2024

The last date the options were exercised or other +convertible securities were converted

12/9/2024

Is this all of the options or other +convertible securities on issue of that type?

No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

Name of KMP	Name of registered holder	Number of +securities
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Andrew Reeves	Andrew Reeves	135,935
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Gary Mallett	Gary Mallett	37,485
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Date the +securities the subject of this notification were issued/transferred

12/9/2024

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

For the FY22-FY24 LTIP, there was 33.29% vesting at the conclusion of this Plan. The performance of the Company on the relative Total Shareholder Return (TSR) measure was at the 58th percentile, which resulted in 66.58% TSR-based rights vesting for 50.0% of the LTIP scorecard, however, the Return on Invested Capital (ROIC) measure that is the other 50.0% of the LTIP scorecard was below the minimum levels required for vesting. Further details are available in the Remuneration Report contained in the FY24 Financial Report <https://wcsecure.weblink.com.au/pdf/ING/02842117.pdf>.



Issue details

Number of +securities

406,296

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

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
INGAB : SHARE RIGHTS	295,525
INGAA : PERFORMANCE RIGHTS	5,576,485