



Announcement Summary

Entity name

INGHAMS GROUP LIMITED

Date of this announcement

Thursday September 18, 2025

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
INGAB	SHARE RIGHTS	269,332	15/09/2025

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

18/9/2025



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:

has an existing ASX security code ("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

ASX +security code and description

INGAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

15/9/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

No

If some of the issued +securities do not rank equally:**Is the actual date from which the +securities will rank equally (non-ranking end date) known?**

No

Provide the estimated non-ranking end period

N/A - securities are Deferred Share Rights pursuant to the FY25 STIP.

Please state the extent to which the +securities do not rank equally:

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

DSRs rank differently with respect to their vesting date.

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
Edward Alexander	Edward Alexander	21,830
Gary Mallett	Gary Mallett	23,142

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

Refer to the Remuneration Report contained in the Company's FY25 Financial Report - <https://wcsecure.weblink.com.au/pdf/ING/02981956.pdf>

The number of DSRs issued was calculated by reference to a VWAP of \$2.7595 which is calculated from the 10 days post announcement for the FY25 full year results (25 August - 5 September 2025).

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

The grant of STIP Deferred Share Rights (DSRs) related to the FY25 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 DSRs have a grant date of 15 September 2025. The number of DSRs 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 FY25 STIP by \$2.7595 being the volume weighted average price (VWAP) of Inghams shares traded on the ASX in the 10 trading days after 22 August 2025 (ie the announcement of Inghams FY25 results). The DSRs will vest at the completion of the deferral period (ending 15 September 2026) at which point they will convert to an equivalent number of ordinary shares of Inghams Group Limited (excluding any DSRs that are lapsed or forfeited).



Issue details

Number of +securities

269,332

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	700,360
INGAA : PERFORMANCE RIGHTS	6,766,168



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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