



Announcement Summary

Entity name

INGHAMS GROUP LIMITED

Date of this announcement

Thursday September 18, 2025

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	1,877,664	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:

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

1,877,664

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

15/9/2025

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

15/9/2025

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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Edward Alexander	Edward Alexander	73,478
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Gary Mallett	Gary Mallett	164,716
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Date the +securities the subject of this notification were issued/transferred

15/9/2025

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

For the FY23-FY25 LTIP, there was a 91.05% vesting at the conclusion of the Plan. The performance of the Company on the relative Total Shareholder Return (TSR) measure was at the 72nd percentile, which resulted in 93.4% TSR-based rights vesting for 50% of the LTIP scorecard, and the Return on Invested Capital (ROIC) measure that is the other 50% of the LTIP scorecard was at 19.6%, which resulted in 88.71% ROIC-based rights vesting. Further details are available in the Remuneration Report contained in the Company's FY25 Financial Report - <https://wcsecure.weblink.com.au/pdf/ING/02981956.pdf>



Issue details

Number of +securities

1,877,664

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	431,028
INGAA : PERFORMANCE RIGHTS	4,888,504