



Announcement Summary

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**Entity name**

PACT GROUP HOLDINGS LTD

**Date of this announcement**

Thursday December 08, 2022

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
PGHAJ	PERFORMANCE RIGHTS	651,078	01/12/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

PACT GROUP HOLDINGS LTD

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**

55145989644

**1.3 ASX issuer code**

PGH

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

8/12/2022



Part 2 - Issue details

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**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**

PGHAJ : PERFORMANCE RIGHTS

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

1/12/2022

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

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
Sanjay Dayal	Sanjay Dayal	651,078

**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**

[https://pactgroup.com/wp-content/uploads/2022/11/20221108-PGH-Notice-of-Annual-General-Meeting\\_Final.pdf](https://pactgroup.com/wp-content/uploads/2022/11/20221108-PGH-Notice-of-Annual-General-Meeting_Final.pdf)

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

This notice relates to the issue of long-term incentive performance rights (FY23 Rights) to the Company's Managing Director and Group Chief Executive Officer. Members approved the grant of FY23 Rights to the Managing Director and Group Chief Executive Officer at the Company's AGM held 16 November 2022. The FY23 Rights will be tested based on performance over a period of three years (1 July 2022 to 30 June 2025) and vest subject to continued employment, individual performance conditions and satisfaction of a total shareholder return performance condition. FY23 Rights entitle the participant to one ordinary share in the Company per right on vesting. Prior to vesting, FY23 Rights do not entitle the participant to any dividends or voting rights.



Issue details

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**Number of +securities**

651,078

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Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
PGH : ORDINARY FULLY PAID	344,290,053

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
PGHAJ : PERFORMANCE RIGHTS	2,395,251



Part 5 - Other Listing Rule requirements

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**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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