



Announcement Summary

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**Entity name**

THE A2 MILK COMPANY LIMITED

**Date of this announcement**

Wednesday November 01, 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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
A2MAD	PERFORMANCE RIGHT	2,379,703	01/11/2023

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**

THE A2 MILK COMPANY 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**

ARBN

**Registration number**

158331965

**1.3 ASX issuer code**

A2M

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

1/11/2023



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**

A2MAD : PERFORMANCE RIGHT

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

1/11/2023

**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
Xiao Li	Xiao Li	362,741
David Muscat	David Muscat	172,605

**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 terms of the long-term incentive plan under which performance rights are issued is included in the remuneration section of the entity's 2023 annual report and note F2 to its financial statements for the year ended 30 June 2023 included therein. A copy of the report may be accessed from the following URL link <https://assets-au-01.kc-usercontent.com/bca3e5d5-83bd-02bf-1c27-acb036630e5b/e08d2fab-8b75-481a-980e-769b9fb0d2dc/a2%20Annual%20Report%202023-Web-Spreads.pdf>  
 Refer to the Annexure lodged with this notification for further details, including performance hurdles.

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

The issue of performance rights to the Managing Director and CEO will be considered following the entity's annual meeting to be held on 16 November 2023, at which a resolution to approve such performance rights will be considered. For participants who are members of the entity's Executive Leadership Team and any other participants identified from time to time, the entity's minimum shareholding requirement will apply to any shares delivered on vesting and exercise of the performance rights. Other than to meet any tax obligations, no shares can be sold until a sufficient number of shares are held that satisfy the minimum shareholding requirement being shares equivalent to 100% of the relevant participant's fixed annual remuneration comprising base salary and compulsory employer superannuation contributions (or equivalent) before any tax or social security deductions.



Issue details

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**Number of +securities**

2,379,703

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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>
A2M : ORDINARY FULLY PAID	722,934,808

**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>
A2MAD : PERFORMANCE RIGHT	6,554,153



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?**

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?**

No

**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)?**

N/A