



Announcement Summary

Entity name

THE A2 MILK COMPANY LIMITED

Announcement Type

New announcement

Date of this announcement

Thursday October 28, 2021

The +securities to be quoted are:

☒ +Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
A2M	ORDINARY FULLY PAID	44,102	28/10/2021

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

THE A2 MILK COMPANY LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

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

28/10/2021



Part 2 - Type of Issue

2.1 The +securities to be quoted are:

☒ +Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +securities to be quoted are:

☒ Additional +securities in a class that is already quoted on ASX ("existing class")



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

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

A2MAF : MATCHING RIGHTS

TO (Existing Class)

ASX +security code and description

A2M : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

8,286

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Under the ALL a2 Plan 2019, an eligible employee may make annual or monthly contributions of up to AUD 2,000 (or foreign currency equivalent) to fund the acquisition of fully paid ordinary shares. For each acquired share, a participant will receive a matching right, i.e. a right to one additional share (subject to customary adjustments). Each matching right is conditional on the participant continuing to hold the beneficial interest in the acquired share up to 30 September 2021 and remaining an eligible employee throughout the holding period of 1 October 2019 to 30 September 2021. As soon as practicable after the end of the holding period, the entity must satisfy a vested matching right by issuing a share to the participant, causing an existing share to be transferred to the participant or paying the cash equivalent of the then prevailing market value of a share (as determined by the entity).

Are any of these +securities being issued to +key management personnel (KMP) or an +associate

☒ No

Issue date

28/10/2021

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

☒ Yes



Issue details

Number of +securities to be quoted

8,286

Are the +securities being issued for a cash consideration?

☒ No

Please describe the consideration being provided for the +securities

employee incentive

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

6.846500

Any other information the entity wishes to provide about the +securities to be quoted

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

No security currently exists

FROM (Existing Class)

+Security description

Securities issued under the entity's 2021 Gift Plan

TO (Existing Class)

ASX +security code and description

A2M : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

29,778



Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

The entity issued 29,778 ordinary shares under the 2021 Gift Plan governed by The a2 Milk Company Limited Employee Share Plan Rules, pursuant to which eligible employees received a gift issue of ordinary shares worth approximately A\$1000.

Are any of these +securities being issued to +key management personnel (KMP) or an +associate

☒ No

Issue date

28/10/2021

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

☒ Yes

Issue details

Number of +securities to be quoted

29,778

Are the +securities being issued for a cash consideration?

☒ No

Please describe the consideration being provided for the +securities

employee incentive

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

6.879400

Any other information the entity wishes to provide about the +securities to be quoted

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

No security currently exists



FROM (Existing Class)

+Security description

Securities issued under the entity's 2020 ALL a2 Plan

TO (Existing Class)

ASX +security code and description

A2M : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

6,038

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Under the ALL a2 Plan 2020, an eligible employee may make annual or monthly contributions of up to AUD 2,000 (or foreign currency equivalent) to fund the acquisition of fully paid ordinary shares. For each acquired share, a participant will receive a matching right, i.e. a right to one additional share (subject to customary adjustments). Each matching right is conditional on the participant continuing to hold the beneficial interest in the acquired share up to 30 September 2022 and remaining an eligible employee throughout the holding period of 1 October 2020 to 30 September 2022. As soon as practicable after the end of the holding period, the entity must satisfy a vested matching right by issuing a share to the participant, causing an existing share to be transferred to the participant or paying the cash equivalent of the then prevailing market value of a share (as determined by the entity).

Are any of these +securities being issued to +key management personnel (KMP) or an +associate

☒ No

Issue date

28/10/2021

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

☒ Yes



Issue details

Number of +securities to be quoted

6,038

Are the +securities being issued for a cash consideration?

☒ Yes

In what currency is the cash consideration being paid? What is the issue price per +security?

AUD - Australian Dollar

AUD 7.11380000

Any other information the entity wishes to provide about the +securities to be quoted

**Part 4 - Issued capital following quotation**

Following the quotation of the +securities the subject of this application, the issued capital 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 on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
A2M : ORDINARY FULLY PAID	743,656,528

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
A2MAF : MATCHING RIGHTS	11,345
A2MAD : PERFORMANCE RIGHT	4,831,641
A2MAE : TIME-BASED RIGHTS	440,031



Part 5 - Other Listing Rule requirements

5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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