



Announcement Summary

Entity name

THE A2 MILK COMPANY LIMITED

Date of this announcement

Thursday October 28, 2021

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
A2MAF	MATCHING RIGHTS	6,038	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) 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

28/10/2021



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

A2MAF : MATCHING RIGHTS

Date the +securities the subject of this notification were issued

28/10/2021

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?

☒ No

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

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 ½ 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).

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

Issue details

Number of +securities

6,038

Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
A2M : ORDINARY FULLY PAID	743,612,426

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	25,669
A2MAD : PERFORMANCE RIGHT	4,831,641
A2MAE : TIME-BASED RIGHTS	440,031



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?

☒ 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