



Announcement Summary

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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
PGHAJ	PERFORMANCE RIGHTS	618,366	01/12/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

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
Paul Washer	Paul Washer	69,260

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

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 Chief Financial Officer and members of the Executive Leadership Team. 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 participants to one ordinary share in the Company per right on vesting. Prior to vesting, FY23 Rights do not entitle participants to any dividends or voting rights.



Issue details

Number of +securities

618,366



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
PGH : ORDINARY FULLY PAID	344,290,053

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
PGHAJ : PERFORMANCE RIGHTS	2,362,539



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?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

618,366

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