



Announcement Summary

Entity name

PACIFIC LIME AND CEMENT LIMITED

Date of this announcement

Monday April 13, 2026

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Long Term Incentive Performance Options	32,200,000	13/04/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

PACIFIC LIME AND CEMENT 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

619770277

1.3 ASX issuer code

PLA

1.4 The announcement is

New announcement

1.5 Date of this announcement

13/4/2026



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme**ASX +security code**

New class - code to be confirmed

+Security description

Long Term Incentive Performance Options

+Security type

Options

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

13/4/2026

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Chris Indermaur	Chris Indermaur	4,500,000
Timothy Crossley	Timothy Crossley	9,000,000
Musje Werror	Musje Werror	6,000,000

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

Yes

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.<https://api.investi.com.au/api/announcements/pla/30088e9f-195.pdf>

Options Details

+Security currency

AUD - Australian Dollar

Exercise price

AUD 0.40000000

Expiry date

13/4/2029

Details of the existing class of +security that will be issued upon exercise or conversion of this new class of company option

PLA : CHESS DEPOSITARY INTERESTS 1:1

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://api.investi.com.au/api/announcements/pla/9bd3699a-c37.pdf>



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

Issue of Long Term Incentive Performance Rights to Directors and staff. Description of the terms of these were outlined in the Notice of General Meeting as issued on 2 March 2026

Issue details

Number of +securities

32,200,000



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
PLA : CHESS DEPOSITARY INTERESTS 1:1	858,075,186

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
PLAAM : CONVERTIBLE NOTES	10,000
PLAAJ : OPTION EXPIRING 19-SEP-2026 EX \$0.40	625,000
PLAAH : OPTION EXPIRING 11-MAY-2026 EX \$0.40	625,000
PLAAE : PERFORMANCE RIGHTS	13,121,801
PLAAI : OPTION EXPIRING 18-MAY-2026 EX \$0.30	2,000,000
PLAAF : OPTION EXPIRING 08-MAY-2026 EX \$0.30	7,638,887
New class - code to be confirmed : Long Term Incentive Performance Options	32,200,000



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?

Yes

5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1

24/3/2026