



Announcement Summary

Entity name

PACIFIC LIME AND CEMENT LIMITED

Date of this announcement

Friday July 24, 2026

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
New class - code to be confirmed	Long Term Incentive Performance Options	5,000,000	24/07/2026

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

24/7/2026



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:

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



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

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

24/7/2026

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?

No

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 0.30000000

Expiry date

24/7/2029

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 Options to a new employee who has recently commenced with the company. Exercise price of \$0.30 per unlisted option, which shall vest upon the Company's share price achieving a 30 day VWAP of \$0.70 or greater. 3 year term from date of issue. Consistent terms to those issued to some Directors earlier this year (see Notice of General Meeting issued on 2 March 2026)



Issue details

Number of +securities

5,000,000

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	860,718,662

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
PLAAA : OPTION EXPIRING 13-APR-2029 EX \$0.40	32,200,000
PLAAE : PERFORMANCE RIGHTS	13,033,880
PLAAB : OPTION EXPIRING 17-JUN-2029 EX \$0.30	7,500,000
New class - code to be confirmed : Long Term Incentive Performance Options	5,000,000



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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