Announcement Summary

Entity name

MACMAHON HOLDINGS LIMITED

Date of this announcement

Thursday February 29, 2024

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
MAHAO	SHARE RIGHTS	500,526	29/02/2024

Refer to next page for full details of the announcement

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Part 1 - Entity and announcement details

1.1 Name of entity

MACMAHON HOLDINGS 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

ACN

Registration number

007634406

1.3 ASX issuer code

MAH

1.4 The announcement is

New announcement

1.5 Date of this announcement

29/2/2024

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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")

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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

MAHAO : SHARE RIGHTS

Date the +securities the subject of this notification were issued

29/2/2024

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
Hamish Tyrwhitt	Hamish Tyrwhitt held by the Trustee of the Macmahon Employee Share Trust	158,500
Denise McComish	Denise McComish held by the Trustee of the Macmahon Employee Share Trust	141,816
David Gibbs	David Gibbs held by the Trustee of the Macmahon Employee Share Trust	200,210

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

See ASX announcement of 5 July 2018 for a summary of the Non-Executive Director Salary Sacrifice Plan: https://www.asx.com.au/asxpdf/20180705/pdf/43wb06ssdx3wcc.pdf

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

Share Rights (unquoted) are held in the Non-Executive Director Salary Share Plan and vest in August 2024 after release of Macmahon's FY24 Results. Shares issued on conversion of Share Rights are acquired on-market by the Trustee of the Macmahon Employee Share Trust and those shares will be subject to trading restrictions until the earlier of the Non-Executive Director ceasing to be a Director, the date of a change of control occurs, or 15 years from the date the relevant Share Rights were granted.

Issue details

Number of +securities

500,526

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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
MAH : ORDINARY FULLY PAID	2,154,985,818

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
MAHAM : PERFORMANCE RIGHTS	17,835,296
MAHAN : PERFORMANCE RIGHTS	52,007,682
MAHAO : SHARE RIGHTS	646,284

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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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