Announcement Summary

Entity name

ORICA LIMITED

Date of this announcement

Thursday October 08, 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
ORIAB	PERFORMANCE RIGHTS	18,652	30/09/2026

Refer to next page for full details of the announcement

For personal use only

Part 1 - Entity and announcement details

1.1 Name of entity

ORICA 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

ABN

Registration number

24004145868

1.3 ASX issuer code

ORI

1.4 The announcement is

New announcement

1.5 Date of this announcement

8/10/2026

For personal use only

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")

For personal use only

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

ORIAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

30/9/2026

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

A summary of the key terms that apply to this grant of Performance Rights is set out below.

Each Performance Right is a right to receive one fully paid ordinary share in Orica Limited, subject to satisfaction of the performance and service-based vesting conditions under the terms of the FY2026 Long Term Incentive Plan.

Vesting will be determined following testing of the performance condition following the end of the three-year performance period and any Rights that do not vest at this time will lapse immediately.

Unvested Rights do not carry a right to vote or to receive dividends, or in general, a right to participate in other corporate actions such as bonus issues.

The grant of Performance Rights are subject to the applicable employee plan rules.

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

Issue details

Number of +securities

18,652

For personal use only

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
ORI : ORDINARY FULLY PAID	463,542,526

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
ORIAA : DEFERRED RIGHTS	59,211
ORIAB : PERFORMANCE RIGHTS	5,705,785

For personal use only

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?

18,652

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

For personal use only