



Announcement Summary

Entity name

STARPHARMA HOLDINGS LIMITED

Date of this announcement

Friday January 12, 2024

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
SPLAK	PERFORMANCE RIGHT	2,278,428	10/01/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

STARPHARMA 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**

ABN

**Registration number**

20078532180

**1.3 ASX issuer code**

SPL

**1.4 The announcement is**

☒ New announcement

**1.5 Date of this announcement**

12/1/2024



## Part 2 - Issue details

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### **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:**

☒ 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

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

SPLAK : PERFORMANCE RIGHT

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

10/1/2024

**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
CHERYL MALEY	SAME	2,278,428

**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**

- The terms of the Starpharma Holdings Limited Employee Performance Rights Plan were approved by shareholders at the 2023 AGM on 29 November 2023 as linked - <https://www.starpharma.com/assets/uploads/2023-09/2023%20SPL%20Notice%20of%20AGM%20and%20Proxy%20Form%20Final.pdf>
- A summary of the key terms of the executive employment agreement between Starpharma and Ms Cheryl Maley was announced on ASX on 10 November 2023 (<https://www.starpharma.com/assets/asxannouncements/231110%20Starpharma%20announces%20new%20CEO%20Ms%20Cheryl%20Maley%20-%20FINAL.pdf>).

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

The 2,278,428 performance rights issued to Ms Maley is the initial offer of performance rights, as per the employment agreement announced on 10 November 2023. The actual award of rights will be determined based on assessed performance against Board-approved KPIs at the end of the performance period. The rights offer comprises of:

Deferred STI Equity of 398,725 performance rights  
LTI Equity of 1,879,703 performance rights

The ultimate number of rights to vest for STI will be based on assessed performance against Board-approved KPIs. The equity STI will have a performance period ending on 30 June 2024 and a vesting date of 30 June 2025.

The LTI equity vesting date will be 30 September 2026, and the ultimate number of rights to vest will be determined based on assessed performance against Board-approved KPIs (50%) and TSR for the 2.5-year period to 30 June 2026 (50%).



Issue details

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**Number of +securities**

2,278,428

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Part 4 - +Securities on issue

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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
SPL : ORDINARY FULLY PAID	411,797,758

**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
SPLAK : PERFORMANCE RIGHT	25,925,740



## Part 5 - Other Listing Rule requirements

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**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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