ASX ANNOUNCEMENT
26 NOVEMBER 2025

Orica Limited (ASX:ORI) - Appendix 3Y and Appendix 3G

Please find attached an Appendix 3Y – Change of Director's Interest Notice for Mr Sanjeev Gandhi and an accompanying Appendix 3G – Notification regarding unquoted securities in relation to members of Orica's key management personnel (executive KMP) (together "the Notices").

The Notices include details in relation to the vesting and forfeiture of Performance Rights granted to executive KMP under the FY23 Long-Term Incentive Plan occurring on 14 November 2025. The Notices should have been lodged by 21 November 2025.

In relation to the late lodgement of the attached Notices, we advise as follows:

1. The Notices are being lodged late due to an administrative process error. As soon as the oversight was identified, the Notices were prepared and promptly lodged with the ASX.

2. The Company has undertaken to update the necessary reporting and notification processes to ensure future compliance with its disclosure requirements under ASX Listing Rules 3.19A and 3.10.3A.

3. The Company considers that the late lodgement is an isolated incident and believes that putting in place the updated notification processes will be adequate to ensure future compliance with the ASX Listing Rules 3.19A, and 3.10.3A.

Yours sincerely

Krista Stewart
Company Secretary

Rule 3.19A.2

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	ORICA LIMITED
ABN	24 004 145 868

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Sanjiv Kumar Gandhi
Date of last notice	12 February 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	
Date of change	14 November 2025
No. of securities held prior to change	538,894 Ordinary Shares 654,699 Performance Rights 22,454 Deferred Rights
Class	Ordinary Shares Performance Rights
Number acquired	190,078 Ordinary Shares
Number disposed	33,019 Performance Rights
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Nil

No. of securities held after change	728,972 Ordinary Shares 431,602 Performance Rights 22,454 Deferred Rights
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	1. Vesting of 190,078 Performance Rights granted under the FY23 Long Term Incentive Plan and conversion to ordinary shares. 2. Forfeiture of 33,019 Performance Rights granted under the FY23 Long Term Incentive Plan.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	
Nature of interest	
Name of registered holder **(if issued securities)**	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	

+ See chapter 19 for defined terms.

If prior written clearance was provided, on what date was this provided?	

+ See chapter 19 for defined terms.