



Engineering Success

GRANT OF PERFORMANCE RIGHTS PURSUANT TO THE CIVMEC KEY SENIOR EXECUTIVES' PERFORMANCE RIGHTS PLAN

The Board of Directors of Civmec Limited (the "Company") advises that it has completed the issue of 1,817,000 performance rights to key management personnel and management under the Company's Civmec Key Senior Executives Performance Rights Plan.

As required under ASX listing rules, an Appendix 3G for the issue of the Performance Rights will follow this announcement.

The Company confirms that, following the security issues described above, its capital structure is as follows:

Security	Number
Shares	507,606,000
Performance Rights issued under the Company's Performance Rights Plan	5,289,000

Details of the Performance Rights Being Granted

- (a) Date of grant of Performance Rights : 01 December 2023
- (b) Number of Performance Rights granted : 1,817,000
- (c) Market Price of the Company's shares on the date of grant : S\$0.755 (approximately A\$0.86)
- (d) Number of Performance Rights granted to each director and controlling shareholder (and each of their associates), if any : Kevin James Deery 306,000
- (e) Validity period of the Performance Rights : Rights will be vest based on outcomes of the 3 year performance period 1 July 2023 to 30 June 2026

This announcement was authorised for release to the ASX and SGX by the Board.

*******End of Release*******

CIVMEC LIMITED

(Company Registration Number 201011837H)



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About Civmec Limited

Civmec is an integrated, multi-disciplinary construction and engineering services provider to the Energy, Resources, Infrastructure and Marine & Defence sectors. Headquartered in Henderson, Western Australia, Civmec has regional offices in Newcastle (New South Wales, Australia), Gladstone (Queensland, Australia), and Port Hedland (Western Australia). The company is listed on the SGX (Singapore SGX:P9D) and the ASX (Australia ASX:CVL). Its core capabilities include heavy engineering, shipbuilding, modularisation, SMP (structural, mechanical, piping), EIC (electrical, instrumentation and control), precast concrete, site civil works, industrial insulation, maintenance, surface treatment, refractory and access solutions.

For more information, please visit our website at www.civmec.com.au