



Announcement Summary

Entity name

CIVMEC LIMITED

Date of this announcement

Friday December 01, 2023

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
CVLAD	PERFORMANCE RIGHTS	1,817,000	01/12/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

CIVMEC 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

ARBN

Registration number

604316690

1.3 ASX issuer code

CVL

1.4 The announcement is

New announcement

1.5 Date of this announcement

1/12/2023



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")



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

CVLAD : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

1/12/2023

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
Kevin Deery	Kevin Deery	306,000
Adam Goldsmith	Adam Goldsmith	153,000
Mylon Manusiu	Mylon Manusiu	153,000
David Power	David Power	153,000
Peter Ricciardello	Peter Ricciardello	153,000
Charles Sweeney	Charles Sweeney	153,000
Other management	Various	746,000

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

Refer to the schedule (Summary of the Civmec PRP) of the Companys 2023 notice of annual general meeting released to ASX on 09 October 2023
https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02722973-6A1173198?access_token=83ff96335c2d45a094df02a206a39ff4

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

Performance rights issued under the Companys performance Rights Plan (PRP) for the performance period 1 July 2023 to 30 June 2026 as approved at the 2023 annual general meeting.
 The aggregate number of performance rights which shall vest in favour of the employee will be based on certain predetermined performance targets (which based on absolute earnings per share (aEPS) as determined by the



Remuneration Committee in accordance with the Civrnec PRP. The vesting schedule is as follows
Number of Performance Rights to be vested, calculated as a percentage of the number of Performance Rights for the performance period
50% if the aEPS achieved is equal to 90% of the three year average annual target
On a pro rata basis between 90% and 100% if the aEPS achieved is more than 90% but more than 110% of the three year average annual target
100% if the aEPS achieved is more than 110% of the three year average annual target

Issue details

Number of +securities

1,817,000

Part 4 - +Securities on issue

**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
CVL : CHESS DEPOSITARY INTERESTS 1:1	240,764,118

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
CVLAB : COMMON SHARES	266,826,882
CVLAC : TREASURY SHARES	15,000
CVLAD : PERFORMANCE RIGHTS	5,289,000



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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