



CIVMEC LIMITED
(Incorporated in Singapore on 3 June 2010)
(Company Registration Number 201011837H)

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

The Board of Directors of Civmec Limited (the “Company”) wishes to announce the grant of Performance Rights pursuant to the Civmec Key Senior Executives Performance Rights Plan. Details of the grant of Performance Rights Plan are as follows:

- (a) Date of grant of Performance Rights : 30 October 2019
- (b) Number of Performance Rights granted : 7,359,993
- (c) Market Price of the Company’s shares on the date of grant : 0.360
- (d) Number of Performance Rights granted to each director and controlling shareholder (and each of their associates), if any : Each of the following Director was granted 750,000 Performance Rights:
James Finbarr Fitzgerald
Patrick John Tallon
Kevin James Deery
- (e) Validity period of the Performance Rights : Rights will be vest in two tranches as follows:
Tranche 1 (50%): 2 year performance period (1 July 2018 to 30 June 2020)
Tranche 1 (50%): 3 year performance period (1 July 2018 to 30 June 2021)

BY ORDER OF THE BOARD

James Finbarr Fitzgerald
Executive Chairman

30 October 2019