

20 February 2018

Issue of 34 million Share Performance Rights to CEO

Sydney: ComOps Limited (ASX: COM) (**ComOps**) the Australian based provider of workforce management solutions, wishes to advise shareholders, customers and the market that the Board has approved the issue of 34 million share performance rights to the Chief Executive Officer, Mr Chris Fydler, in line with the announcement on 19 June 2017 of Chris' appointment.

The share performance rights will vest in the following manner on the basis that Mr Fydler is still employed by the Company on the below dates:

- a) 6 million Performance Rights (**First Tranche**) to vest on or after 1 January 2018 (**First Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 2.5 cents;
- b) 6 million Performance Rights (**Second Tranche**) to vest on or after 1 January 2019 (**Second Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 3 cents;
- c) 5 million Performance Rights (**Third Tranche**) to vest on or after 1 January 2019 (**Second Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 1.3 cents;
- d) 6 million Performance Rights (**Fourth Tranche**) to vest on or after 1 January 2020 (**Third Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value 4 cents;
- e) 5 million Performance Rights (**Fifth Tranche**) to vest on or after 1 January 2020 (**Second Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 1.3 cents;
- f) 6 million Performance rights (**Sixth Tranche**) to vest on or after 1 July 2018 (**Bonus Vesting Date**) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 6 cents,

with the value being share (CPS) on a 3 month Volume Weighted Average Price basis. The VWAP will be calculated by the Board from publicly available values.

The Appendix 3B is attached.

About ComOps

ComOps is an Australian company that provides innovative workforce management and optimisation solutions. Initially developed to simplify the highly complex labour force environments of Australian and New Zealand, today it provides these solutions to enterprises globally who are looking to simplify complex workforce environments and gain greater efficiency and transparency of their workforces. It specialises in interpreting Award Wages and Enterprise Bargaining Agreements and equivalent structures.

ComOps supports more than 250 customers in over 5800 locations globally and has a particular focus on the following industries:

- Retail, hospitality and education
- Transport and logistics, and
- Aviation and security

Enquiries Additional Information

ComOps Limited

Niall Cairns, Chairman

Chris Fydler, Chief Executive Officer

Christopher Brooke, Company Secretary

Telephone +61 9923 8000

Email: investor@comops.biz

Appendix 3B

New issue announcement, application for quotation of additional securities and agreement

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 01/07/96 Origin: Appendix 5 Amended 01/07/98, 01/09/99, 01/07/00, 30/09/01, 11/03/02, 01/01/03, 24/10/05, 01/08/12, 04/03/13

Name of entity

ComOps Limited

ABN

79 000 648 082

We (the entity) give ASX the following information.

Part 1 - All issues

You must complete the relevant sections (attach sheets if there is not enough space).

- | | | |
|---|---|---|
| 1 | +Class of +securities issued or to be issued | Share Performance Rights |
| 2 | Number of +securities issued or to be issued (if known) or maximum number which may be issued | 34,000,000 Share Performance Rights granted under the Company's Performance Rights Plan |

<p>3 Principal terms of the +securities (e.g. if options, exercise price and expiry date; if partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)</p>	<p>The share performance rights will vest in the following manner on the basis that Mr Fydler is still employed by the Company on the below dates:</p> <ul style="list-style-type: none"> a) 6 million Performance Rights (First Tranche) to vest on or after 1 January 2018 (First Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 2.5 cents; b) 6 million Performance Rights (Second Tranche) to vest on or after 1 January 2019 (Second Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 3 cents; c) 5 million Performance Rights (Third Tranche) to vest on or after 1 January 2019 (Second Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 1.3 cents; d) 6 million Performance Rights (Fourth Tranche) to vest on or after 1 January 2020 (Third Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value 4 cents; e) 5 million Performance Rights (Fifth Tranche) to vest on or after 1 January 2020 (Second Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 1.3 cents;
--	---

+ See chapter 19 for defined terms.

	<p>f) 6 million Performance rights (Sixth Tranche) to vest on or after 1 July 2018 (Bonus Vesting Date) in the event that prior to expiry the Company Ordinary Share Price achieving a value of 6 cents,</p> <p>with the value being share (CPS) on a 3 month Volume Weighted Average Price basis. The VWAP will be calculated by the Board from publicly available values.</p>
4	<p>Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?</p> <p>If the additional +securities do not rank equally, please state:</p> <ul style="list-style-type: none"> • the date from which they do • the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment • the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment
	<p>No.</p> <p>A grant of a Performance Right will not give the holder a legal or beneficial interest in ordinary fully paid shares in the Company until that Performance Right vests.</p> <p>Prior to vesting, Performance Rights do not carry a right to vote, receive dividends or generally participate in other corporate actions.</p> <p>When Performance Rights have vested, ordinary fully paid shares in the Company will be allocated. These shares will rank equally with existing shares on issue in the Company.</p>
5	<p>Issue price or consideration</p>
	<p>Nil</p>
6	<p>Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)</p>
	<p>Issued in accordance with the Board approved long term incentive performance rights plan to Mr Chris Fydler, CEO.</p>

6a	Is the entity an +eligible entity that has obtained security holder approval under rule 7.1A? If Yes, complete sections 6b – 6h <i>in relation to the +securities the subject of this Appendix 3B</i> , and comply with section 6i	No
6b	The date the security holder resolution under rule 7.1A was passed	n/a
6c	Number of +securities issued without security holder approval under rule 7.1	n/a
6d	Number of +securities issued with security holder approval under rule 7.1A	n/a
6e	Number of +securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	n/a
6f	Number of +securities issued under an exception in rule 7.2	n/a
6g	If +securities issued under rule 7.1A, was issue price at least 75% of 15 day VWAP as calculated under rule 7.1A.3? Include the +issue date and both values. Include the source of the VWAP calculation.	n/a
6h	If +securities were issued under rule 7.1A for non-cash consideration, state date on which valuation of consideration was released to ASX Market Announcements	n/a
6i	Calculate the entity's remaining issue capacity under rule 7.1 and rule 7.1A – complete Annexure 1 and release to ASX Market Announcements	n/a

+ See chapter 19 for defined terms.

7	<p>⁺Issue dates</p> <p>Note: The issue date may be prescribed by ASX (refer to the definition of issue date in rule 19.12). For example, the issue date for a pro rata entitlement issue must comply with the applicable timetable in Appendix 7A. Cross reference: item 33 of Appendix 3B.</p>	20 February 2018
---	--	------------------

		<table><tr><th>Number</th><th>+Class</th></tr><tr><td>989,691,821</td><td>Ordinary Shares</td></tr></table>	Number	+Class	989,691,821	Ordinary Shares
Number	+Class					
989,691,821	Ordinary Shares					
8	Number and +class of all +securities quoted on ASX (<i>including</i> the +securities in section 2 if applicable)					

		Number	+Class
9	Number and +class of all +securities not quoted on ASX (<i>including</i> the +securities in section 2 if applicable)	30,000,000	Options exercisable at 4 cents on or before 18 November 2018
		5,000,000	Options exercisable at 1 cent on or before 30 June 2019
		2,000,000	Options exercisable at 2 cents on or before 30 June 2019
		7,565,380	Options exercisable at 3 cents on or before 30 September 2019
		4,000,000	Options exercisable at 3 cents on or before 31 December 2019
		5,000,000	Options exercisable at 3 cents on or before 30 June 2022
		34,000,000	Performance rights vesting on various dates

10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	The payment of dividends to shareholders is in accordance with section 254T of the Corporations Act.
----	--	--

Part 2 - Pro rata issue – N/A

11	Is security holder approval required?	n/a
12	Is the issue renounceable or non-renounceable?	n/a
13	Ratio in which the +securities will be offered	n/a
14	+Class of +securities to which the offer relates	n/a
15	+Record date to determine entitlements	n/a
16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	n/a
17	Policy for deciding entitlements in relation to fractions	n/a
18	Names of countries in which the entity has security holders who will not be sent new offer documents <small>Note: Security holders must be told how their entitlements are to be dealt with. Cross reference: rule 7.7.</small>	n/a
19	Closing date for receipt of acceptances or renunciations	n/a
20	Names of any underwriters	n/a
21	Amount of any underwriting fee or commission	n/a

+ See chapter 19 for defined terms.

22	Names of any brokers to the issue	n/a
23	Fee or commission payable to the broker to the issue	n/a
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of security holders	n/a
25	If the issue is contingent on security holders' approval, the date of the meeting	n/a
26	Date entitlement and acceptance form and offer documents will be sent to persons entitled	n/a
27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	n/a
28	Date rights trading will begin (if applicable)	n/a
29	Date rights trading will end (if applicable)	n/a
30	How do security holders sell their entitlements <i>in full</i> through a broker?	n/a
31	How do security holders sell <i>part</i> of their entitlements through a broker and accept for the balance?	n/a
32	How do security holders dispose of their entitlements (except by sale through a broker)?	n/a
33	⁺ Issue date	n/a

Part 3 - Quotation of securities

You need only complete this section if you are applying for quotation of securities

34 Type of ⁺securities
(tick one)

(a) ☐ ⁺Securities described in Part 1

(b) ☐ All other ⁺securities

Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

Entities that have ticked box 34(a)

Additional securities forming a new class of securities

Tick to indicate you are providing the information or documents

35 ☐ If the ⁺securities are ⁺equity securities, the names of the 20 largest holders of the additional ⁺securities, and the number and percentage of additional ⁺securities held by those holders

36 ☐ If the ⁺securities are ⁺equity securities, a distribution schedule of the additional ⁺securities setting out the number of holders in the categories

1 - 1,000	0
1,001 - 5,000	0
5,001 - 10,000	0
10,001 - 100,000	0
100,001 and over	23

37 ☐ A copy of any trust deed for the additional ⁺securities

Entities that have ticked box 34(b) – n/a

38 Number of ⁺securities for which ⁺quotation is sought

n/a

39 ⁺Class of ⁺securities for which quotation is sought

n/a

⁺ See chapter 19 for defined terms.

40	<p>Do the ⁺securities rank equally in all respects from the ⁺issue date with an existing ⁺class of quoted ⁺securities?</p> <p>If the additional ⁺securities do not rank equally, please state:</p> <ol style="list-style-type: none"> 1. the date from which they do 2. the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment 3. the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment 	n/a
----	---	-----

41	<p>Reason for request for quotation now</p> <p>Example: In the case of restricted securities, end of restriction period</p> <p>(if issued upon conversion of another ⁺security, clearly identify that other ⁺security)</p>	n/a
----	--	-----

	Number	⁺ Class
42	<p>Number and ⁺class of all ⁺securities quoted on ASX (including the ⁺securities in clause 38)</p>	n/a

Quotation agreement

1 +Quotation of our additional +securities is in ASX's absolute discretion. ASX may quote the +securities on any conditions it decides.

2 We warrant the following to ASX.

- The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.
- There is no reason why those +securities should not be granted +quotation.
- An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.

Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

- Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.
- If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.

4 We give ASX the information and documents required by this form. If any information or document is not available now, we will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.

Sign here:



Company secretary

Date: 20 February 2018

Print name: Christopher Brooke

== == == == ==

+ See chapter 19 for defined terms.

Appendix 3B – Annexure 1 – n/a

Calculation of placement capacity under rule 7.1 and rule 7.1A for eligible entities

Introduced 01/08/12 Amended 04/03/13

Part 1

Rule 7.1 – Issues exceeding 15% of capital	
Step 1: Calculate “A”, the base figure from which the placement capacity is calculated	
Insert number of fully paid +ordinary securities on issue 12 months before the +issue date or date of agreement to issue	n/a
Add the following: <ul style="list-style-type: none"> • Number of fully paid +ordinary securities issued in that 12 month period under an exception in rule 7.2 • Number of fully paid +ordinary securities issued in that 12 month period with shareholder approval • Number of partly paid +ordinary securities that became fully paid in that 12 month period Note: <ul style="list-style-type: none"> • <i>Include only ordinary securities here – other classes of equity securities cannot be added</i> • <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	
Subtract the number of fully paid +ordinary securities cancelled during that 12 month period	
“A”	

+ See chapter 19 for defined terms.

Step 2: Calculate 15% of “A”	
“B”	0.15 <i>[Note: this value cannot be changed]</i>
Multiply “A” by 0.15	
Step 3: Calculate “C”, the amount of placement capacity under rule 7.1 that has already been used	
<p>Insert number of ⁺equity securities issued or agreed to be issued in that 12 month period <i>not counting</i> those issued:</p> <ul style="list-style-type: none"> • Under an exception in rule 7.2 • Under rule 7.1A • With security holder approval under rule 7.1 or rule 7.4 <p>Note:</p> <ul style="list-style-type: none"> • <i>This applies to equity securities, unless specifically excluded – not just ordinary securities</i> • <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	
“C”	
Step 4: Subtract “C” from [“A” x “B”] to calculate remaining placement capacity under rule 7.1	
“A” x 0.15 <i>Note: number must be same as shown in Step 2</i>	
Subtract “C” <i>Note: number must be same as shown in Step 3</i>	
Total [“A” x 0.15] – “C”	<i>[Note: this is the remaining placement capacity under rule 7.1]</i>

+ See chapter 19 for defined terms.

Part 2

Rule 7.1A – Additional placement capacity for eligible entities	
Step 1: Calculate “A”, the base figure from which the placement capacity is calculated	
“A” <i>Note: number must be same as shown in Step 1 of Part 1</i>	
Step 2: Calculate 10% of “A”	
“D”	0.10 <i>Note: this value cannot be changed</i>
Multiply “A” by 0.10	
Step 3: Calculate “E”, the amount of placement capacity under rule 7.1A that has already been used	
Insert number of +equity securities issued or agreed to be issued in that 12 month period under rule 7.1A Notes: <ul style="list-style-type: none"> • This applies to equity securities – not just ordinary securities • Include here – if applicable – the securities the subject of the Appendix 3B to which this form is annexed • Do not include equity securities issued under rule 7.1 (they must be dealt with in Part 1), or for which specific security holder approval has been obtained • It may be useful to set out issues of securities on different dates as separate line items 	
“E”	

+ See chapter 19 for defined terms.

Step 4: Subtract “E” from [“A” x “D”] to calculate remaining placement capacity under rule 7.1A	
“A” x 0.10 <i>Note: number must be same as shown in Step 2</i>	
Subtract “E” <i>Note: number must be same as shown in Step 3</i>	
Total [“A” x 0.10] – “E”	<i>Note: this is the remaining placement capacity under rule 7.1A</i>