



## ASX ANNOUNCEMENT

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31 July 2018

# Issue and Vesting of Employee Incentives

Metro Mining Limited (Metro) wishes to advise that today it has issued 1,385,004 performance rights to the Management team and Employees under its Employee Incentive Plan (approved by shareholders on 21 November 2017). The performance rights may vest in future periods if several pre-determined performance hurdles are satisfied.

Metro also advises that 882,921 Options, granted to members of Metro's Management team on 25 October 2017, vested on 31 July 2018 (**Vesting Date**) following satisfaction of the first performance hurdle provided for under the terms of the Option award agreements (**Vested Options**). The Vested Options were granted under Metro's approved Employee Incentive Plan and form part of the management team's long-term incentive-based remuneration. The Vested Options may be exercised between the Vesting Date and 24 October 2021. Shares issued on exercise of the Vested Options will be subject to voluntary escrow until 1 July 2020.



ASX: MMI | ACN 117 763 443

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Rule 2.7, 3.10.3, 3.10.4, 3.10.5

# 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

Metro Mining Limited (Metro)

ABN

45 117 763 443

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  | A. Fully paid ordinary shares<br>B. Performance rights  |
| 2 | Number of +securities issued or to be issued (if known) or maximum number which may be issued   | A. 770,640 fully paid ordinary shares<br>B. 1,385,004 Performance rights  |
| 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) | A. The New Ordinary Shares will be issued on the same terms as existing fully paid ordinary shares in Metro.<br>B. Performance Rights issued to Management team and employees under the Company's Employee Incentive Plan, capable of being converted into fully paid ordinary Shares on the satisfaction of various performance hurdles. |

+ See chapter 19 for defined terms.

## Appendix 3B

### New issue announcement

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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"> <li>• the date from which they do</li> <li>• the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment</li> <li>• the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment</li> </ul>	<p>A. Yes, the New Shares will rank equally in all respects with existing fully paid ordinary shares in Metro.</p> <p>B. N/a The Performance rights are unquoted securities</p>
5	Issue price or consideration	<p>A. \$0.183 per Ordinary Share</p> <p>B. Nil issue price for Performance rights</p>
6	Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)	<p>A. Issued on the exercise of anti-dilution rights to sophisticated investor.</p> <p>B. Performance rights issued to Management team and employees under the Company's Employee Incentive Plan approved by shareholders on 21 November 2017.</p>
6a	<p>Is the entity an +eligible entity that has obtained security holder approval under rule 7.1A?</p> <p>If Yes, complete sections 6b – 6h in relation to the +securities the subject of this Appendix 3B, and comply with section 6i</p>	Yes
6b	The date the security holder resolution under rule 7.1A was passed	21 November 2017
6c	Number of +securities issued without security holder approval under rule 7.1	770,640 Ordinary Shares

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+ See chapter 19 for defined terms.

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	1,385,004
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	Capacity remaining under ASX Listing Rule 7.1 – <b>106,119,818</b>  Capacity remaining under ASX Listing Rule 7.1A – <b>129,593,638</b>
7	+Issue dates  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.	31 July 2018

+ See chapter 19 for defined terms.

## Appendix 3B

### New issue announcement

8	Number and <sup>+</sup> class of all <sup>+</sup> securities quoted on ASX (including the <sup>+</sup> securities in section 2 if applicable)	Number	<sup>+</sup> Class
		1,384,207,029	Fully paid ordinary shares (2,985,239 of which are subject to voluntary escrow)
9	Number and <sup>+</sup> class of all <sup>+</sup> securities not quoted on ASX (including the <sup>+</sup> securities in section 2 if applicable)	Number	<sup>+</sup> Class
		30,059,610	Unquoted options
		1,385,004	Unquoted performance rights
10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	The Ordinary Shares will rank for dividends declared on or after the date of issue but will carry no right to receive any dividend before the date of issue.	

## Part 2 - Pro rata issue

11	Is security holder approval required?	N/A
12	Is the issue renounceable or non-renounceable?	N/A
13	Ratio in which the <sup>+</sup> securities will be offered	N/A
14	<sup>+</sup> Class of <sup>+</sup> securities to which the offer relates	N/A
15	<sup>+</sup> 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  Note: Security holders must be told how their entitlements are to be dealt with.  Cross reference: rule 7.7.	N/A

<sup>+</sup> See chapter 19 for defined terms.

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
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	N/A

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+ See chapter 19 for defined terms.

## Appendix 3B

### New issue announcement

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	sale through a broker)?	<input type="text"/>
33	+Issue date	<input type="text" value="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
- 1,001 - 5,000
- 5,001 - 10,000
- 10,001 - 100,000
- 100,001 and over

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

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+ See chapter 19 for defined terms.

### Entities that have ticked box 34(b)

38	Number of +securities for which +quotation is sought	N/A	
39	+Class of +securities for which quotation is sought	N/A	
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> <ul style="list-style-type: none"> <li>• the date from which they do</li> <li>• the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment</li> <li>• the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment</li> </ul>	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	
42	Number and +class of all +securities quoted on ASX (including the +securities in clause 38)	Number	+Class
		N/A	N/A

+ See chapter 19 for defined terms.



**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: 31 July 2018

Print name:        Amy Treble

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+ See chapter 19 for defined terms.

# Appendix 3B – Annexure 1

## 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	
<b>Step 1: Calculate “A”, the base figure from which the placement capacity is calculated</b>	
<b>Insert</b> number of fully paid +ordinary securities on issue 12 months before the +issue date or date of agreement to issue	1,205,062,788
<b>Add</b> the following: <ul style="list-style-type: none"> <li>Number of fully paid +ordinary securities issued in that 12 month period under an exception in rule 7.2</li> <li>Number of fully paid +ordinary securities issued in that 12 month period with shareholder approval</li> <li>Number of partly paid +ordinary securities that became fully paid in that 12 month period</li> </ul> <b>Note:</b> <ul style="list-style-type: none"> <li>Include only ordinary securities here – other classes of equity securities cannot be added</li> <li>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</li> <li>It may be useful to set out issues of securities on different dates as separate line items</li> </ul>	10 July 2018 – 3,900,000 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 1 May 2018 – 677,945 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 30 April 2018 – 1,047,493 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 6 April 2018 – 2,307,294 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 29 November 2017 – 500,000 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 24 November 2017 – 1,000,000 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 17 November 2017 – 500,000 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 24 October 2017 – 500,000 fully paid ordinary shares (issued under an exception in ASX Listing Rule 7.2) 5 September 2017 – 6,049,883 fully paid ordinary shares (approved by shareholders on 21 August 2017) 24 August 2017 – 24,426,054 fully paid ordinary shares (approved by shareholders on 21 August 2017)

+ See chapter 19 for defined terms.

**Appendix 3B**  
**New issue announcement**

	8 August 2017 – 49,964,932 fully paid ordinary shares (approved by shareholders on 21 August 2017)
<b>Subtract</b> the number of fully paid +ordinary securities cancelled during that 12 month period	Nil
<b>“A”</b>	1,295,936,389
<b>Step 2: Calculate 15% of “A”</b>	
<b>“B”</b>	0.15 <i>[Note: this value cannot be changed]</i>
<b>Multiply</b> “A” by 0.15	194,390,458
<b>Step 3: Calculate “C”, the amount of placement capacity under rule 7.1 that has already been used</b>	
<b>Insert</b> number of +equity securities issued or agreed to be issued in that 12 month period <i>not counting</i> those issued: <ul style="list-style-type: none"> <li>• Under an exception in rule 7.2</li> <li>• Under rule 7.1A</li> <li>• With security holder approval under rule 7.1 or rule 7.4</li> </ul> <b>Note:</b> <ul style="list-style-type: none"> <li>• <i>This applies to equity securities, unless specifically excluded – not just ordinary securities</i></li> <li>• <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i></li> <li>• <i>It may be useful to set out issues of securities on different dates as separate line items</i></li> </ul>	31 July 2018 – 770,640 fully paid ordinary shares (the subject of this Appendix 3B) 10 July 2018 – 17,291,377 fully paid ordinary shares 28 June 2018 – 70,208,623 fully paid ordinary shares
<b>“C”</b>	88,270,640
<b>Step 4: Subtract “C” from [“A” x “B”] to calculate remaining placement capacity under rule 7.1</b>	
“A” x 0.15 <i>Note: number must be same as shown in Step 2</i>	194,390,458
<b>Subtract</b> “C” <i>Note: number must be same as shown in Step 3</i>	88,270,640

+ See chapter 19 for defined terms.

<b>Total</b> ["A" x 0.15] – "C"	<b>106,119,818</b> <i>[Note: this is the remaining placement capacity under rule 7.1]</i>
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## Part 2

<b>Rule 7.1A – Additional placement capacity for eligible entities</b>	
<b>Step 1: Calculate "A", the base figure from which the placement capacity is calculated</b>	
<b>"A"</b> <i>Note: number must be same as shown in Step 1 of Part 1</i>	1,295,936,389
<b>Step 2: Calculate 10% of "A"</b>	
<b>"D"</b>	0.10 <i>Note: this value cannot be changed</i>
<b>Multiply "A" by 0.10</b>	129,593,638
<b>Step 3: Calculate "E", the amount of placement capacity under rule 7.1A that has already been used</b>	
<b>Insert</b> number of <sup>+</sup> equity securities issued or agreed to be issued in that 12 month period under rule 7.1A  <i>Notes:</i> <ul style="list-style-type: none"><li>• This applies to equity securities – not just ordinary securities</li><li>• Include here – if applicable – the securities the subject of the Appendix 3B to which this form is annexed</li><li>• 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</li><li>• It may be useful to set out issues of securities on different dates as separate line items</li></ul>	Nil
<b>"E"</b>	Nil

<sup>+</sup> See chapter 19 for defined terms.

Appendix 3B  
New issue announcement

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<b>Step 4: Subtract “E” from [“A” x “D”] to calculate remaining placement capacity under rule 7.1A</b>	
“A” x 0.10 <i>Note: number must be same as shown in Step 2</i>	129,593,638
<b>Subtract “E”</b> <i>Note: number must be same as shown in Step 3</i>	Nil
<b>Total</b> [“A” x 0.10] – “E”	<b>129,593,638</b> <i>Note: this is the remaining placement capacity under rule 7.1A</i>

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+ See chapter 19 for defined terms.