



Announcement Summary

Entity name

COSTA GROUP HOLDINGS LIMITED

Date of this announcement

Monday May 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
New class - code to be confirmed	Performance rights	595,159	01/05/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

COSTA GROUP HOLDINGS 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

ABN

Registration number

68151363129

1.3 ASX issuer code

CGC

1.4 The announcement is

New announcement

1.5 Date of this announcement

1/5/2023



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:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code

New class - code to be confirmed

+Security description

Performance rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/5/2023

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Wayne Johnston	Wayne Johnston	77,177
Marc Werner	Marc Werner	77,973

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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

- Performance rights have been issued under and are subject to the Company's CY23 Long Term Incentive Plan Rules.
- Performance rights are subject to vesting hurdles that have been set by the Board, with a performance period consisting of the CY23, CY24 and CY25 years.
- 75% of the rights are subject to financial hurdles and 25% are subject to a strategic growth hurdle.
- Each vested performance right is a right to receive one ordinary share in the Company upon exercise, with exercise available within 2 years following vesting.
- Vesting is subject to service conditions and the Board retains clawback rights for fraud or gross misconduct together with rights to determine the treatment of performance rights if specified events occur.
- 50% of the shares delivered following exercise of vested performance rights will be subject to a holding lock, which, subject to the plan rules, will be for a period of 12 months following vesting.



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

The performance rights that have not been issued to KMP have been issued to other members of the company's Executive management team.

Issue details

Number of +securities

595,159

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
CGC : ORDINARY FULLY PAID	464,709,793

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
CGCAA : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	50,000
CGCAG : OPTION EXPIRING 01-MAR-2027 EX \$2.96	1,179,874
CGCAE : OPTION EXPIRING 01-MAR-2026 EX \$3.95	810,173
New class - code to be confirmed : Performance rights	595,159



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

595,159

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No