



CIVMEC LIMITED
(Company Registration Number 201011837H)

PERTH/SINGAPORE, 14 October 2022

**RESPONSE TO SGX QUERIES IN RELATION TO THE ANNUAL REPORT FOR
FINANCIAL YEAR ENDED 30 JUNE 2022**

The Board of Directors (the "Board" of Civmec Limited refers to the query raised by the SGX RegCo on 14 October 2022 relating to the Company's Annual Report for FY2022.

The Company wishes to provide below its responses to the queries raised

Query 1

Rule 1207(19) requires an issuer to disclose whether and how it has complied with specified best practices on dealings in securities, including inter alia, to devise and adopt its own internal compliance code to provide guidance to its officers with regard to dealing by the listed issuer and its officer in its securities. Please make the necessary disclosure pursuant to Rule 1207(19). If the Company has not put in place a policy with regard to dealings in securities that is consistent with Rule 1207(19), please explain why.

Company Response

The Company has in place a Securities Trading Policy which is published on our website at <https://www.civmec.com.au/approach/policies/>

With regards to Rule 1207(19) the policy sets out closed periods for trading by Key Management Personnel (KMP) or their associates in section 5.1, including periods of four weeks prior and 48 hours after release of the Company's annual financial report and two weeks prior and 48 hours after release of the Company's half year financial report/quarterly reports. Section 6.1 of the policy also restricts KMP from engaging in short term trading of securities

Query 2

Rule 1207(18B) requires an issuer to explain, amongst others, how it has complied with the requirements for the identity of the whistleblower to be kept confidential, and for protection of the whistleblower against detrimental or unfair treatment. Please explain how the Company's whistleblowing policy complies with Rule 1207(18B).

Company Response

The Company has a Code of Conduct which is published on its website at <https://www.civmec.com.au/approach/policies/>

Section 9 of this Code details the process for reporting concerns and whistleblowing. With regards to Rule 1207(18B), the Code confirms that the whistleblowing line is administered by an independent third-party provider and that the identity of persons using this facility will be kept confidential. The Code also confirms that the Company will not tolerate victimisation of a whistleblower and that any reports to the whistleblowing line are reported to the Audit Committee



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This announcement was authorised for release to the ASX and SGX by the Board.

*******End of Release*******

About Civmec Limited

Civmec is an integrated, multi-disciplinary construction and engineering services provider to the Energy, Resources, Infrastructure and Marine & Defence sectors. Headquartered in Henderson, Western Australia, Civmec has regional offices in Newcastle (New South Wales, Australia), Gladstone (Queensland, Australia), and Port Hedland (Western Australia). The company is listed on the SGX (Singapore SGX:P9D) and the ASX (Australia ASX:CVL). Its core capabilities include heavy engineering, shipbuilding, modularisation, SMP (structural, mechanical, piping), EIC (electrical, instrumentation and control), precast concrete, site civil works, industrial insulation, maintenance, surface treatment, refractory and access solutions.

For more information, please visit our website at www.civmec.com.au.