

Emefcy Group Ltd (ASX: EMC) Issue of Employee Options

Melbourne, Australia and Caesarea, Israel, 6 May, 2016

Emefcy shareholders approved the implementation of an Employee Share Option Plan ("Plan") on 17 November 2015. The Plan has recently been registered by the Israel Taxation Office and Employee Options have now been issued to Board approved employees engaged by the Company in the period since 18 December 2015.

Employee Options form an integral component of employee remuneration and have assisted in reducing the overall fixed salary cost to the Company.

Details are as follows:

Total Employee Options issued, or to be issued: 2,837,946

Term of Employee Options: 4 years from the deemed option commencement date for each employee

Vesting periods:

- a) For Israeli based employees, and in keeping with accepted Israeli remuneration practices, 33.33% of the Options vest on the first anniversary of the commencement of the Option period. Thereafter, 8.33% of the Options vest at the end of each subsequent three months period until the options are fully vested after three years;
- b) For non-Israeli Employees there is a three year vesting period.

Vesting conditions:

All Employees must continue to be employed / engaged by the company at the time of vesting.

Exercise price

The exercise prices for all of the Employee Options subject to this announcement are the same as for those approved by shareholders for the issue of Director's options on 17 November 2015: [as the Options vest], 50% are exercisable at \$0.30 and 50% are exercisable at \$0.40.

New employee option exercise price policy going forward-

Any future Employee Options to be issued will have the exercise price determined as on the following basis: 10 day Volume Weighted Average Price of EMC shares up to the date immediately preceding the issue date **plus** a 10% premium. This is designed to ensure an ongoing alignment of long term incentives with shareholder interests.

Following the achievement of the first commercial milestone, and in accordance with the terms for the acquisition of Emefcy Limited (Israel) that were approved by shareholders on 17 November 2015, 26,139,339 of the Company's ordinary shares that have already been issued to Emefcy Vendors as part of the consideration for the Emefcy acquisition have been released from voluntary escrow. Vendors representing the major shareholders have indicated that they have no current intention to sell their shares.

Details of the Company's issued capital including options are set out in the attached ASX Appendix3B New Issue Announcement.

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About Emefcy Group Limited (EMC)

The Company offers a commercially-proven wastewater treatment solution potentially disrupting large existing markets and addressing the growing global need for clean water. Its initial technology, SABRE – The Spiral Aerobic Biofilm Reactor is a modular decentralised wastewater treatment solution using 90% less energy than conventional technology. Future generation SABRE2 and SUBRE are higher capacity solutions being developed for broader markets. The Company's future technology under development,



EBR - The Electrogenic Bioreactor is being designed to harvest electricity from highly-loaded industrial wastewater that is typically very costly to treat. The energy's value has the potential to completely offset other treatment operating costs.

Any forward-looking statements in this announcement are not guarantees of future performance and involve known and unknown risks, uncertainties, assumptions and other important factors, many of which are beyond the control of the Company, its directors and management.

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

Emefcy Group Limited (ASX: EMC)

ABN

52 127 734 196

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	Unlisted Options (New Classes)
2	Number of +securities issued or to be issued (if known) or maximum number which may be issued	2,837,946
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)	Unlisted options issued under the Company's Employee Share Option Plan, of which 50% will be exercisable at \$0.30 per option and 50% will be exercisable at \$0.40 per option. For Israeli based employees, 33.33% of their options will vest on the first anniversary of the deemed option commencement date and thereafter 8.33% of their options will vest every three months, until all of their options have vested four years after the deemed option commencement date. For employees who are not based in Israel, their options will vest over three years. All of these options will expire on the 4 th anniversary of the deemed option commencement date.

+ See chapter 19 for defined terms.

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, the options are unlisted, however shares issued upon exercise of the options will rank equally with the Company's existing ordinary shares.</p>
5	Issue price or consideration	<p>Nil cash, issued as part of the remuneration of the recipients.</p>
6	<p>Purpose of the issue</p> <p>(If issued as consideration for the acquisition of assets, clearly identify those assets)</p>	<p>As noted above, issued as part of the remuneration of the recipients under the Company's Employee Share Option Plan.</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 <i>in relation to the ⁺securities the subject of this Appendix 3B</i>, and comply with section 6i</p>	<p>No</p>
6b	The date the security holder resolution under rule 7.1A was passed	<p>Not applicable</p>
6c	Number of ⁺ securities issued without security holder approval under rule 7.1	<p>Not applicable</p>
6d	Number of ⁺ securities issued with security holder approval under rule 7.1A	<p>Not applicable</p>

6e	Number of +securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	Not applicable	
6f	Number of +securities issued under an exception in rule 7.2	Not applicable	
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.	Not applicable	
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	Not applicable	
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	Not applicable	
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.	3 May 2016	
8	Number and +class of all +securities quoted on ASX (including the +securities in section 2 if applicable)	Number 165,083,157	+Class Fully Paid Ordinary Shares

+ See chapter 19 for defined terms.

- 9 Number and ⁺class of all ⁺securities not quoted on ASX (including the ⁺securities in section 2 if applicable)

Number (QT Y)	Class - Fully Paid Ordinary Shares	
	Escrow Expiry Date	
18,608,268	23 December 2017	
4,945,486	23 December 2016	

Number (QT Y)	Class - Unlisted Options	
	Exercise Price	Expiration Date
7,313,645	\$0.06	1 Dec 2016
900,000	\$0.15	5 Jun 2017
2,500,000	\$0.30	18 Dec 2018
2,500,000	\$0.40	18 Dec 2019
2,000,000	\$0.30	31 Jul 2018
2,000,000	\$0.40	31 Jan 2019
500,000	\$0.35	13 Apr 2020
431,473	\$0.30	23 Dec 2019
431,473	\$0.40	23 Dec 2019
112,500	\$0.30	28 Feb 2020
112,500	\$0.40	28 Feb 2020
825,000	\$0.30	23 Mar 2020
825,000	\$0.40	23 Mar 2020
50,000	\$0.30	12 April 2020
50,000	\$0.40	12 April 2020

- 10 Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests) Unchanged

Part 2 - Pro rata issue

- 11 Is security holder approval required? Not applicable
- 12 Is the issue renounceable or non-renounceable? Not applicable
- 13 Ratio in which the ⁺securities will be offered Not applicable
- 14 ⁺Class of ⁺securities to which the offer relates Not applicable
- 15 ⁺Record date to determine entitlements Not applicable
- 16 Will holdings on different registers (or subregisters) be aggregated for calculating entitlements? Not applicable

⁺ See chapter 19 for defined terms.

17	Policy for deciding entitlements in relation to fractions	Not applicable
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.	Not applicable
19	Closing date for receipt of acceptances or renunciations	Not applicable
20	Names of any underwriters	Not applicable
21	Amount of any underwriting fee or commission	Not applicable
22	Names of any brokers to the issue	Not applicable
23	Fee or commission payable to the broker to the issue	Not applicable
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of security holders	Not applicable
25	If the issue is contingent on security holders' approval, the date of the meeting	Not applicable
26	Date entitlement and acceptance form and offer documents will be sent to persons entitled	Not applicable
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	Not applicable
28	Date rights trading will begin (if applicable)	Not applicable
29	Date rights trading will end (if applicable)	Not applicable

+ See chapter 19 for defined terms.

30	How do security holders sell their entitlements <i>in full</i> through a broker?	Not applicable
31	How do security holders sell <i>part</i> of their entitlements through a broker and accept for the balance?	Not applicable
32	How do security holders dispose of their entitlements (except by sale through a broker)?	Not applicable
33	+Issue date	Not applicable

+ See chapter 19 for defined terms.

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

Entities that have ticked box 34(b)

38 Number of ⁺securities for which ⁺quotation is sought

39 ⁺Class of ⁺securities for which quotation is sought

⁺ 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> <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 					
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>					
42	<p>Number and +class of all +securities quoted on ASX (<i>including</i> the +securities in clause 38)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; padding: 5px;">Number</th> <th style="width: 50%; padding: 5px;">+Class</th> </tr> </thead> <tbody> <tr> <td style="height: 60px;"></td> <td></td> </tr> </tbody> </table>	Number	+Class		
Number	+Class					

+ 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: Date: 6 May 2016
Company secretary

Print name: Ross Kennedy

+ 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	
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	
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 <p><i>Note:</i></p> <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><i>Note:</i></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	
<p>“A” x 0.15</p> <p><i>Note: number must be same as shown in Step 2</i></p>	
<p>Subtract “C”</p> <p><i>Note: number must be same as shown in Step 3</i></p>	
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 <i>Notes:</i> <ul style="list-style-type: none"> • <i>This applies to equity securities – 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>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</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	
“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>