



## Market Release

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18 February 2020

### **Corum Group establishes a Long Term Incentive Plan**

Corum Group Limited (ASX:COO) announces the grant of performance rights to senior executives under a Long Term Incentive Plan.

In February 2020, the Directors of Corum Group Limited established the Long Term Incentive Plan ('The Plan').

Under The Plan, the Board has resolved to make an award of up to 10,000,000 performance rights for senior executives. Upon vesting, the holder of a performance right will be entitled to be issued one ordinary share for each performance right held. Assuming all performance rights vest, this will represent up to 2.48% of the issued share capital of Corum.

A summary of the key terms of the Performance Rights granted appear in the appendix to this announcement.

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Director  
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## Appendix - Key Terms of Performance Rights

<b>Nature of Performance Rights</b>	Each Performance Right entitles its holder to acquire a fully-paid ordinary share in the capital of Corum Group Limited ( <b>Corum</b> ) upon satisfaction of the Performance Hurdles, Service Conditions and Exercise Conditions described below.
<b>Grant Date</b>	The Grant Date for each Performance Right is the date the Board issues the Performance Right to a Participant. Which is 17 <sup>th</sup> February 2020
<b>Grant Price</b>	No amount is payable for the grant of Performance Rights.
<b>Exercise Price</b>	The Exercise Price for each Performance Right is Nil.
<b>Performance Hurdles</b>	In order for the Performance Rights to vest, a series of Performance Hurdles, which relate to absolute earnings per share measures during FY21 and FY22, must be satisfied.
<b>Last Vesting Date</b>	The last date on which the Performance Rights are able to Vest or remain Vested is the fifth anniversary of the Grant Date.
<b>Service Condition</b>	Performance Rights are only capable of vesting if a Participant has continued to be a full time employee of a Group Company for 3 consecutive years.
<b>Lapse</b>	<p>Subject to the Rules, the Performance Rights will lapse in the following circumstances (unless the Board determines otherwise in its absolute discretion):</p> <p>(a) the Performance Rights have not been exercised by the Last Vesting Date;</p> <p>(b) the Performance Rights have not Vested by the Last Vesting Date; or</p> <p>(c) if a Participant's employment or service with a Group Company is terminated as a result of becoming a Bad Leaver.</p>