



Announcement Summary

Entity name

DECMIL GROUP LIMITED

Date of this announcement

Friday November 17, 2023

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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	Class F Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235	17/11/2023
New class - code to be confirmed	Class G Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235	17/11/2023
New class - code to be confirmed	Class H Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235	17/11/2023
New class - code to be confirmed	Class I Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235	17/11/2023
New class - code to be confirmed	Class J Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,234	17/11/2023
New class - code to be confirmed	Class K Performance Rights: vesting 30-Jun-2024, expiring 17-Nov-2028	333,333	17/11/2023
New class - code to be confirmed	Class L Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028	333,333	17/11/2023
New class - code to be confirmed	Class M Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028	333,334	17/11/2023
New class - code to be confirmed	Class N Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028	1,000,000	17/11/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

DECMIL GROUP 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

35111210390

1.3 ASX issuer code

DCG

1.4 The announcement is

New announcement

1.5 Date of this announcement

17/11/2023



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class F Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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
Rodney Lewis Heale	Same	1,162,020
Peter Thomas	Same	1,023,591

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

https://decml.com/reports_category/asx-announcements/

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

https://decml.com/reports_category/asx-announcements/

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

These Performance Rights are issued under the Company's amended Employee Securities Incentive Plan (ESIP) which was approved by shareholders at the Company's 2023 Annual General Meeting held on 12 October 2023.



Issue details

Number of +securities

3,541,235

New +securities issued under an +employee incentive scheme**ASX +security code**

New class - code to be confirmed

+Security description

Class G Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028

+Security type

Other

ISIN code**Date the +securities the subject of this notification were issued**

17/11/2023

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Issue details

Number of +securities

3,541,235

New +securities issued under an +employee incentive scheme**ASX +security code**

New class - code to be confirmed

+Security description

Class H Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028

+Security type

Other

ISIN code**Date the +securities the subject of this notification were issued**

17/11/2023

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or a summary of the terms

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Issue details

Number of +securities

3,541,235

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class I Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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Issue details

Number of +securities

3,541,235

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class J Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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Issue details

Number of +securities

3,541,234

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class K Performance Rights: vesting 30-Jun-2024, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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

Andrew Christian Barclay

Name of registered holder

Same

Number of +securities

333,333



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Issue details

Number of +securities

333,333

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class L Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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Yes

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Provide details of the KMP or +associates being issued +securities.

Name of KMP

Andrew Christian Barclay

Name of registered holder

Same

Number of +securities

333,333



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Issue details

Number of +securities

333,333

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class M Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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

Andrew Christian Barclay

Name of registered holder

Same

Number of +securities

333,334



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Issue details

Number of +securities

333,334

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Class N Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

17/11/2023

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Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

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Name of KMP

Andrew Christian Barclay

Name of registered holder

Same

Number of +securities

1,000,000



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Issue details

Number of +securities

1,000,000





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
DCG : ORDINARY FULLY PAID	155,586,158
DCGPA : CONVERT PEF 12.00% SEMI CUM STEP RED T-07-26	131,342,687

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
DCGAE : OPTION EXPIRING 23-OCT-2026 EX \$0.252	2,793,238
DCGAA : OPTION EXPIRING 31-OCT-2024 EX \$0.75	1,800,000
DCGAB : PERFORMANCE RIGHTS	19,147,125
DCGAC : WARRANTS	50,769,231
New class - code to be confirmed : Class F Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235
New class - code to be confirmed : Class G Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235
New class - code to be confirmed : Class H Performance Rights: vesting 30-Jun-2026, expiring 17-Nov-2028	3,541,235
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New class - code to be confirmed : Class K Performance Rights: vesting 30-Jun-2024, expiring 17-Nov-2028	333,333
New class - code to be confirmed : Class L Performance Rights: vesting 30-Jun-2025, expiring 17-Nov-2028	333,333



New class - code to be confirmed : Class M Performance Rights: vesting 30-Jun-2025,
expiring 17-Nov-2028

333,334

New class - code to be confirmed : Class N Performance Rights: vesting 30-Jun-2025,
expiring 17-Nov-2028

1,000,000



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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