



Announcement Summary

**Entity name**

ST BARBARA LIMITED

**Date of this announcement**

Monday November 29, 2021

**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
SBMAK	PERFORMANCE RIGHTS	3,499,564	29/11/2021

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

---

**1.1 Name of entity**

ST BARBARA 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**

ACN

**Registration number**

009165066

**1.3 ASX issuer code**

SBM

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

29/11/2021

For personal use only



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:**

has an existing ASX security code ("existing class")

For personal use only



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

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

SBMAK : PERFORMANCE RIGHTS

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

29/11/2021

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

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
Mr Craig Jetson	Mr Craig Jetson	423,729
Mr Lucas Welsh	Mr Lucas Welsh	161,017

**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**

The terms of the incentive rights are outlined in the Company's 2021 Notice of Annual General Meeting: <https://stbarbara.com.au/wp-content/uploads/2021/09/2021.09.17-asx-2021-notice-of-annual-general-meeting-and-proxy-form.pdf>

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

3,075,835 unlisted employee rights issued to eligible employees (including to Key Management Personnel (KMP) excluding the Managing Director & CEO) as performance-linked long-term incentives in respect of the 2022 financial year under the St Barbara Limited Rights Plan. Rights issued to KMP on terms sets out in the Notice of 2021 Annual General Meeting, and to non-KMP on substantially similar terms.

423,729 unlisted employee rights issued to the Managing Director & CEO as performance-linked long-term incentives in respect of the 2022 financial year under the St Barbara Limited Rights Plan. Rights issued on terms set out in the Notice of 2021 Annual General Meeting.

Rights issued to the Managing Director & CEO were approved by the shareholders at the Company's Annual General Meeting held on 27 October 2021.



Issue details

---

**Number of +securities**

3,499,564

---

For personal use only



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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SBM : ORDINARY FULLY PAID	709,527,049

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SBMAK : PERFORMANCE RIGHTS	6,128,297



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**

14

For personal use only