

## Issue of Securities

ASX Announcement | 30/10/2020

**Solar security, sensing and visual AI solutions and platforms company Spectur Limited (ASX: SP3) ("Spectur" or the "Company")** refers to the Appendix 3B lodged on the ASX announcements platform today and confirms the following issues:

### Shares

273,253 fully paid ordinary shares to Darren John Cooper and 145,735 fully paid ordinary shares to Bilyana Smith in lieu of director fees for services provided April – June 2020. The number of shares issued was based upon the Volume Weighted Average Price of Spectur Shares traded for the period 1 April – 30 June 2020. The issue of shares in lieu of directors fees was approved by shareholders at Spectur's AGM held 27 October 2020.

### Performance Rights

Long Term Incentive (LTI) Performance Rights issued under the Spectur Limited Employee Incentive Plan ('Plan') for FY21. A total of 4,316,038 Performance Rights have been issued to four employees, including the Managing Director, (holders), who have been identified by the Board as key to the delivery of the Company's long term strategy.

The Performance Rights will vest on 30 June 2023 (Vesting Date) and can be converted into fully paid ordinary shares at the election of the holder if:-

1. the holder is an employee of the Company at the Vesting Date, and,
2. the vesting hurdles are met.

Each holder has vesting hurdles and relative weightings applying to LTI performance Rights as follows:

- The Company returns a positive Earning Per Share for FY23
- Share price growth over a 3-year period – (Total Shareholder Return) tested at the end of FY23 an calculated as a minimum of 231% - or a \$0.20 share price;
- Delivery of other outcomes relating to an employees responsibilities.

For further information on employee LTI incentives or Performance Rights, refer to the FY20 remuneration report.

This issue of the Performance Rights to Managing Director Gerard Dyson was subject to shareholder approval which was obtained at Spectur's 2020 Annual General Meeting held on 27 October 2020.

### Ends.

This ASX release is authorised by the Board of Directors of Spectur Limited

**For further information, please contact:**

**Corporate enquiries**

Spectur Limited

Gerard Dyson

p: +61 (08) 9414 9059

e: [investors@spectur.com.au](mailto:investors@spectur.com.au)

**About Spectur Limited**

Spectur Limited (ASX:SP3) is an Australian-based developer of security, surveillance and warning solutions powered by solar, IoT [Internet of Things], camera and cloud-based technology. The Company owns the rights to its innovative hardware and disruptive cloud-based systems which are deployed to provide solutions to industries including government and utilities, and the building, construction and civil sector.

Spectur's core products are solar powered deterrence and surveillance systems and associated cloud-based platforms. These systems incorporate cameras, lighting, audible warnings and a hardware IoT platform, remotely accessed and connected via 3G/4G technology to a cloud-based platform. The offering is complemented by a longer distance, 24-hour thermal camera deterrence solution, suitable for customers with long perimeters.

Spectur is used and trusted by small business to multinationals and the Company is currently implementing a strategic growth plan to build market dominance in the Australian government and utilities sector to meet demand for innovative, remote camera and IoT solutions.

To learn more, please visit: [www.spectur.com.au](http://www.spectur.com.au)

