



Announcement Summary

Entity name

CLEANAWAY WASTE MANAGEMENT LIMITED

Date of this announcement

Friday October 29, 2021

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
CWYAO	PERFORMANCE RIGHTS	100,747	25/10/2021

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

CLEANAWAY WASTE MANAGEMENT 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

74101155220

1.3 ASX issuer code

CWY

1.4 The announcement is

New announcement

1.5 Date of this announcement

29/10/2021

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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")

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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

ASX +security code and description

CWYAO : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

25/10/2021

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
Brendan Gill	Brendan Gill	44,134
Paul Binfield	Paul Binfield	14,510
Mark Crawford	Mark Crawford	23,162
Tim Richards	Tim Richards	18,941

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

Plan :Deferred Equity Plan FY21

Type of Securities: Rights to acquire fully paid ordinary shares in the Company that convert into shares after vesting.

There are no performance measures attached to the vesting of the rights.

No monetary consideration will be sought in relation to the rights granted.

Nil exercise price.

Term of the rights: 14 days after the date on which the annual financial results of the Company for the financial year ending 30 June 2022 are released to the ASX.

Rights vesting and exercise: Vesting of the rights will be subject to the participant being employed at the vesting date.

Vested rights may be exercised at any time within 6 months of the date of vesting. Each right is exercisable into one ordinary share in the Company and will rank equally with other shares in the [Company.On](#) exercise, the Board will determine whether to provide the shares via a new issue or an on-market purchase. If not exercised within the 6 months of this date, the rights will lapse.

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

Dealing restrictions after vesting: None (subject to the Company's Share Trading Policy)

Termination of employment: Subject to the Corporations Act, the Board will determine the extent, if any, to which unvested rights will vest. Any rights that do not vest will lapse. Subject to the discretion of the Board to determine another treatment,



in general rights will remain on foot.

Change of control: In the event of a change of control of the Company, the Board may in its absolute discretion resolve that: any unexercised rights (whether vested or not) will be exercisable; or any restrictions on trading cease.

Bonus issues and capital reconstructions : In the event of a pro rata bonus issue of Company shares or any reorganisation of the issued capital of the Company, the number of rights will be adjusted as determined by the Board to ensure that no advantage or disadvantage accrues to holders of rights from such actions.

Issue details

Number of +securities

100,747

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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
CWY : ORDINARY FULLY PAID	2,061,629,118

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
CWYAO : PERFORMANCE RIGHTS	4,765,418

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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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No

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