

ASX Release

1 September 2020

Issue of Shares and Performance Rights

Highlights:

- To incentive Amaero Employees and retain key personnel, Amaero has today issued Shares and Performance Rights under its Employee Incentive Plan ("EIP").
- To further preserve the Company's capital Amaero's Directors, Senior Employees and Management are also opting to take 20% of their salary in equity from August 2020.
- The issue of Performance Rights to Employees as a long-term incentive component of their remuneration package is to better align staff interest with the interest of shareholders.

Amaero International Limited ("**Amaero**") (the "**Company**") (ASX:3DA), a leader in metal additive manufacturing, advises that it has issued 595,000 fully paid ordinary shares ("**Shares**") after satisfaction of the relevant performance milestones and 1,422,883 unlisted performance rights ("**Performance Rights**") convertible into the same number of Shares subject to certain time-based vesting conditions. The Shares and Performance Rights were issued under the Company's EIP to incentive Amaero employees and retain key personnel.

The securities have been issued to employees as an incentive component of their remuneration package to better align their interest with the interest of shareholders.

Salary Sacrifice Shares

Amaero continues to manage its cash as a priority with Amaero's Directors, senior employees and management also opting to take 20% of their salary in equity from August 2020, to further preserve the Company's capital.

In relation to the salary sacrifice measures, 20% of the salary of senior employees and management will be issued in 269,713 Shares in lieu of cash payments.

Amaero International Limited CEO, Barrie Finnin, commented: "With a world leading team, Amaero has utilised Shares and Performance Rights to not only retain key team members, but importantly to also preserve capital, and better align employee and shareholder interests."

Director Fees

The Company further proposes to issue 379,958 salary sacrifice shares to its Directors in lieu of cash payments of the relevant director fees subject to the Company receiving shareholder approval under ASX Listing Rule 10.14 at its annual general meeting, as follows:

- 9,083 Shares to David Hanna;
- 7,569 Shares to Kathryn Presser; and
- 363,306 Shares to Stuart Douglas.

In accordance with ASX Listing Rule 3.16.4, the Company wishes to advise that it has extended its contractor agreement with Innovyz Institute Pty Ltd ("**Innovyz**") for an additional term of 12 months until 31 August 2021 pursuant to which Stuart Douglas will continue to serve as an Executive Director of the Company. In accordance with amended contractor agreement, it is proposed that Stuart will be

issued Shares in lieu of 100% of the fees payable to Innovyz under the contractor agreement for the period of August 2020 to January 2021 provided that the Company receives shareholder approval.

These Shares and Performance Rights have been issued in accordance with a resolution of the Board of Amaero.

An Appendix 2A and 3G in respect of the Shares and Performance Rights as well as an Appendix 3Y in respect of each Director will follow this announcement.

This ASX release is approved by the Board of Amaero International Limited.

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About Amaero International Limited:

Amaero International Limited is an Australian based company that manufactures large format complex components in metal with laser-based additive manufacturing processes, commonly known as 3D printing.

The principal activity of Amaero is the provision of end to end additive manufacturing solutions in terms of services, equipment and technology to its key clients in the Aviation Defence and Space sectors and the Tool and Die industry.

Amaero has worked with many of the world's leading manufacturers of aerospace and defence products in both an R&D and manufacturing capability and has a demonstrated ability to deliver aviation and military specification 3D printed alloy critical operation components.

Amaero was established with the support of Monash University in 2013 to take advantage of commercial opportunities identified by the Monash Centre for Additive Manufacturing (MCAM). Amaero is co-located with MCAM in Melbourne Australia. It operates two additional facilities, in Adelaide, South Australia, and El Segundo, California, USA.