



## CEO Long Term Incentive

The Board of Globe Metals & Mining Limited (“**the Company**” or “**Globe**”) (ASX:**GBE**) sets out below the Long Term Incentive being granted to the Chief Executive Officer, Mr Alistair Stephens as part of his salary package.

Mr Stephens will be issued the following options;

Four (4) million Company options.

- One million A\$0.10 options that vest on 1 July 2014 and expire on 30 June 2017 but conditional on the following; Company volume weighted average share price of above A\$0.20 over any 15 consecutive trading days on ASX before the vesting date for the option to be exercised; share price must be higher than the exercise price at the vesting date; vesting date is the date of vesting or the first business day after that date that options can be exercised on.
- One million A\$0.15 options that vest on 1 July 2015 and expire on 30 June 2018 but conditional on the following; Company volume weighted average share price of above A\$0.30 over any 15 consecutive trading days on ASX before the vesting date for the option to be exercised; share price must be higher than the exercise price at the vesting date; vesting date is the date of vesting or the first business day after that date that options can be exercised on.
- One million A\$0.20 options that vest on 1 July 2016 and expire on 30 June 2019 but conditional on the following; Company volume weighted average share price of above A\$0.40 over any 15 consecutive trading days on ASX before the vesting date for the option to be exercised; share price must be higher than the exercise price at the vesting date; vesting date is the date of vesting or the first business day after that date that options can be exercised on.
- One million A\$0.25 options that vest on 1 July 2017 and expire on 30 June 2020 but conditional on the following; Company volume weighted average share price of above A\$0.50 over any 15 consecutive trading days on ASX before the vesting date for the option to be exercised; share price must be higher than the exercise price at the vesting date; vesting date is the date of vesting or the first business day after that date that options can be exercised on.
- All shares issued on vesting of any of these options will be subject to an ASX Holding Lock which will prevent any disposal of the Shares occurring until such time as Board approval has been obtained and the Holding Lock is lifted.

ENDS

**Contact:**

**Alistair Stephens**  
CEO  
Globe Metals & Mining Ltd  
Tel: +61 (0) 8 9327 0700

**Shasha Lu**  
Deputy CEO and Executive Director  
Globe Metals & Mining Ltd  
Tel: +61 (0) 8 9327 0700



## About Globe Metals & Mining

Globe is an African-focused resources company, with a strategy to become the major niobium and tantalum producer in southern and eastern Africa.

Globe's primary focus is the advanced multi-commodity Kanyika Niobium Project in Malawi, which will produce niobium pentoxide and tantalum pentoxide, key additives in sophisticated steels. The recently released Mineral Resource indicates Kanyika could support a 20 year mine life.

Globe's corporate head office in Perth, Australia is supported by regional operational offices in Lilongwe and Maputo. The Company has been listed on the ASX since December 2005 (ASX:GBE).

In April 2011, the Company entered into a strategic partnership with East China Mineral Exploration and Development Bureau (ECE), a Chinese State Owned Enterprise with extensive mining operations in China and overseas. ECE is the major shareholder in Globe, and a key partner for Globe's exploration and development program in Africa.