

ASX ANNOUNCEMENT

VESTING AND LAPSE OF FY18 LTI OPTIONS

27 October 2020

Costa Group Holdings Limited (ASX: CGC) advises that, in accordance with the terms of the Company's FY18 Long Term Incentive Plan, a proportion of the issued FY18 LTI Options have vested following satisfaction of performance conditions, with the balance to lapse, as follows:

Options	No. of options held prior to testing of hurdles	No. of options vesting	No. of options lapsing
Options subject to EPS hurdle	1,133,614	Nil	1,133,614
Options subject to growth hurdle	377,867	151,141	226,726
Total	1,511,481	151,141	1,360,340

The FY18 LTI options that have vested have an exercise price of \$4.82 and may be exercised at any time until 1 September 2022.

In accordance with the terms of the Company's FY18 Long Term Incentive Plan, the Board (excluding the CEO) determined that 40% of the options subject to the strategic growth hurdle would vest (being 10% of the overall options granted under the FY18 LTI plan), with the balance to lapse. The Board recognised that a challenging CY19 slowed the implementation of the Company's growth agenda during the 3 year performance period ending 28 June 2020. Further details of the Board's determination will be set out in the Company's next Remuneration Report.

Authorised by David Thomas, Company Secretary, Costa Group Holdings Limited.

About Costa (ASX:CGC)

Costa is Australia's leading grower, packer and marketer of fresh fruit & vegetables and operates principally in five core categories: berries, mushrooms, glasshouse tomatoes, citrus and avocados. Operations include approximately 4,500 planted hectares of farmland, 30 hectares of glasshouse facilities and three mushroom growing facilities across Australia. Costa also has strategic foreign interests, with majority owned joint ventures covering six blueberry farms in Morocco and four berry farms in China.

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