



Company announcement, 4th October 2013

Greenland Minerals Implements Employee Rights Plan

Greenland Minerals and Energy Ltd (“GMEL” or “the Company”) has implemented a new Employee Rights Plan (“the Plan”). All permanent staff members of GMEL and the Greenland subsidiary, Greenland Minerals and Energy (Trading) A/S have been invited to participate in the Plan. Directors are not participating in the Plan and therefore will not be receiving any benefit under the Plan.

The Plan has been structured as a staff incentive to aid in retaining crucial staff during the ongoing feasibility studies on the Kvanefjeld project. All staff have been employees of the Company for several years or longer. The Company will issue up to 9,685,500 Employee Rights under the plan with each Employee Right converting into one fully paid GMEL share upon satisfying the vesting conditions.

Employees must satisfy a 12 month service period where, the employee must remain an eligible employee until 25 September 2014. In addition to the service period condition, the Employee Rights will vest in three equal tranches where GMEL’s share price, based on a five day volume weighted average weighted price (“VWAP”) equals or exceeds the following:

	VWAP
Tranche 1	\$0.50
Tranche 2	\$0.75
Tranche 3	\$1.00

Employees accepting the offer to participate in the Plan will also agree to forego all rights and entitlements to the Performance Rights previously issued to employees in 2011 that were set to expire in 2014. A total of 4,860,000 unvested Performance Rights issued under the 2011 plan have now been cancelled.

Managing Director Roderick McIlree said “The board has determined to modify the existing incentive scheme to ensure continuity of all current staff through the next phase of the company’s evolution. Kvanefjeld will shortly be entering a critical development phase and it is important that the interests of both shareholders and employees are aligned. This scheme, which does not extend to members of the board, will ensure that the company will retain its current employees as it continues to progress the Kvanefjeld multi element project”

Yours faithfully,

Roderick McIlree
Managing Director
Greenland Minerals and Energy Ltd

ABOUT GREENLAND MINERALS AND ENERGY LTD.

Greenland Minerals and Energy Ltd (ASX – GGG) is an exploration and development company focused on developing high-quality mineral projects in Greenland. The Company's flagship project is the 100% owned Kvanefjeld multi-element deposit (Rare Earth Elements, Uranium, Zinc), that is rapidly emerging as a premier specialty metals project. A comprehensive pre-feasibility study has demonstrated the potential for a large-scale, cost-competitive, multi-element mining operation. For further information on Greenland Minerals and Energy visit <http://www.ggg.gl> or contact:

Roderick Mcillree
Managing Director
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Greenland Minerals and Energy Ltd will continue to advance the Kvanefjeld project in a manner that is in accord with both Greenlandic Government and local community expectations, and looks forward to being part of continued stakeholder discussions on the social and economic benefits associated with the development of the Kvanefjeld Project.

The information in this report that relates to exploration targets, exploration results, geological interpretations, appropriateness of cut-off grades, and reasonable expectation of potential viability of quoted rare earth element, uranium, and zinc resources is based on information compiled by Mr Jeremy Whybrow. Mr Whybrow is a director of the Company and a Member of the Australasian Institute of Mining and Metallurgy (AusIMM). Mr Whybrow has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined by the 2004 edition of the "Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves". Mr Whybrow consents to the reporting of this information in the form and context in which it appears.

The geological model and geostatistical estimation for the Kvanefjeld and Zone 2 deposits were prepared by Robin Simpson of SRK Consulting. Mr Simpson is a Member of the Australian Institute of Geoscientists (AIG), and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined by the 2004 edition of the "Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves". Mr Simpson consents to the reporting of information relating to the geological model and geostatistical estimation in the form and context in which it appears.