



GR Engineering Services Limited
2015 Equity Incentive Plan

As approved by the Board on 2 December 2015

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GR Engineering Services Limited 2015 Equity Incentive Plan Rules

1. Definitions and interpretation

1.1 Definitions

In these Rules, unless the context otherwise requires, the following terms and expressions will have the following meanings:

Applicable Law means any one or more or all, as the context requires of:

- (a) the Corporations Act;
- (b) the Listing Rules;
- (c) the Constitution;
- (d) the *Income Tax Assessment Act 1936 (Cth)* and the *Income Tax Assessment Act 1997 (Cth)*, each as amended from time to time;
- (e) any practice note, policy statement, regulatory guide, class order, declaration, guideline, policy, procedure, ruling, judicial interpretation or other guidance note made to clarify, expand or amend (a), (b), and (d) above;
- (f) any other legal requirement (including, without limitation, any requirement of a Government Agency) that applies to the Plan; and
- (g) in respect of acquisition or disposals of any Shares, any formal policy relating to dealings in Shares adopted by the Board from time to time, including the Share Trading Policy.

Application means an application by an Eligible Employee to participate in the Plan made in response to an Invitation Letter.

ASIC means the Australian Securities and Investments Commission.

Associated Body Corporate means:

- (a) a body corporate which is a Related Body Corporate of the Issuer;
- (b) a body corporate that has voting power in the Issuer of not less than 20%; or
- (c) a body corporate in which the Issuer has voting power of not less than 20%,

and **Associated Bodies Corporate** has a similar meaning.

ASX means the ASX Limited (ABN 98 008 624 691) trading as the Australian Securities Exchange or the securities exchange operated by that entity, as appropriate.

Award means:

- (a) a Performance Right; and/or
- (b) a Share Appreciation Right,

as the case may be, which is granted under the Plan.

Bad Leaver means a Participant who ceases to be an Eligible Employee in any of the following circumstances:

- (a) the Participant's Engagement Arrangement is terminated due to:
 - (i) serious and wilful misconduct (including, without limitation, fraud and dishonesty);
 - (ii) the Participant's material breach of their Engagement Arrangement;
 - (iii) gross negligence; or
 - (iv) (iii) other conduct justifying termination of the Participant's Engagement Arrangement without notice, or at common law;
- (b) the Participant terminates their Engagement Arrangement of their own volition;
- (c) the Participant ceases his or her Engagement Arrangement for any reason and commences employment or office, or otherwise acts, in breach of any post-termination restrictions contained in his or her Engagement Arrangement; or
- (d) the Participant is ineligible to hold his or her office for the purposes of Part 2D.6 of the Corporations Act.

Board means the board of directors of the Company, a committee appointed by the board of directors of the Company as constituted from time to time, or, in respect of a matter, any person who is provided with delegated authority by the board of directors of the Company in respect of that matter from time to time.

Business Day means a day on which banks are open for general banking business in Western Australia, excluding Saturdays, Sundays or public holidays in Western Australia.

Buy-Back means the buy-back by the Company of Plan Shares, pursuant to clause 19.

Certificate means the certificate issued by the Company to a Participant in respect of an Award.

Change of Control Event means:

- (a) where a person or entity becomes a legal or beneficial owner of 50% or more of the Issued Capital of the Company; or
- (b) where a person or entity becomes entitled to, acquires, holds or has an equitable interest in more than 50% of the Issued Capital of the Company.

Company means GR Engineering Services Limited (ABN 12 121 542 738).

Constitution means the constitution of the Company, as amended from time to time.

Corporations Act means the *Corporations Act* 2001 (Cth), as amended from time to time.

Eligible Employee means a person that:

- (a) is an “eligible participant” (as that term is defined in ASIC Class Order CO [14/1000]) in relation to the Company or an Associated Body Corporate; and
- (b) has been determined by the Board to be eligible to participate in the Plan from time to time.

Engagement Arrangement means in respect of:

- (a) an employee of a member of the Group, the terms under which the relevant member of the Group has employed that person; or
- (b) a director of a member of the Group that is not also an employee, the terms under which the relevant member of the Group has appointed that director to their office; or
- (c) a contractor or consultant to a member of the Group, the terms under which the relevant member of the Group has engaged that contractor or consultant.

Equity Settled has the meaning as set out in clause 9.4.

Exercise means the exercise of Performance Rights in accordance with clause 8 and/or the exercise of Share Appreciation Rights in accordance with clause 9 (as the case may be), and **Exercised** has a similar meaning.

Exercise Conditions means any criteria, requirements or conditions, as determined by the Board or under these Rules, which must be met (notwithstanding the satisfaction of any Vesting Conditions and/or Performance Hurdles) prior to the Awards being Exercised.

Expiry Date means, in relation to an Award:

- (a) the date determined by the Board and specified in an Invitation as the “expiry date”;; or
- (b) if an Invitation does not specify an “expiry date”, the date which is fifteen (15) years from the Grant Date of that Award.

Good Leaver means a Participant who ceases to be an Eligible Employee and who is not a Bad Leaver, and includes where a Participant ceases to be an Eligible Employee due to death, permanent incapacity, redundancy, retirement, or any other reason the Board determines in its sole and absolute discretion.

Grant Date means the date on which Awards are granted to a Participant following the acceptance of an Application by the Board.

Government Agency means any government or governmental, semi-governmental, administrative, fiscal or judicial body, department, commission, authority, tribunal, agency or entity whether foreign, federal, state, territorial or local.

Group means the Company and its Associated Bodies Corporate.

Initial Market Value means the Market Value of a Share as at the Grant Date or such other date as determined by the Board and as specified in the Invitation Letter (plus a premium if applicable and as specified in the Invitation Letter).

Invitation means an invitation to an Eligible Employee to apply for the grant of Awards under these Rules.

Invitation Letter means a letter from the Company to an Eligible Employee, which contains the Invitation.

Issued Capital means issued and fully paid Shares.

Issuer means the Company.

Listing Rules means the listing rules, market rules or operating rules of a financial market in respect of which the Company's shares are quoted or are the subject of an application for quotation, including but not limited the official listing rules of the ASX.

Market Value means the volume weighted average price of the Shares over a 5 day period, or as otherwise determined by the Board.

Nominated Party means, in respect of an Eligible Employee:

- (a) an immediate family member of that Eligible Employee;
- (b) a company whose members comprise no persons other than that Eligible Employee or immediate family members of that Eligible Employee; or
- (a) a corporate trustee of a self-managed superannuation fund (within the meaning of the Superannuation Industry (Supervision) Act 1993) where that Eligible Employee is a director of the trustee.

Notice of Exercise means a notice given by or on behalf of the Participant (in the form determined by the Board from time to time) to Exercise a Performance Right in accordance with clause 8 or a Share Appreciation Right in accordance with clause 9 (as the case may be), where required under the terms of an Invitation.

Participant means an Eligible Employee who has been offered Awards and who has returned a corresponding Application to the Company that has been accepted by the Company pursuant to these Rules.

Performance Hurdles means any ongoing minimum performance requirements (as specified in the Invitation Letter and determined by the Board in its sole and absolute discretion) which must be met prior to Awards Vesting in a Participant.

Performance Right means an entitlement of a Participant granted under the Plan to be issued and/or transferred (as determined by the Board in its sole and absolute discretion) one Plan Share (or a cash amount of an equivalent value) subject to the satisfaction of any Vesting Conditions, Performance Hurdles and/or Exercise Conditions.

Plan means an employee incentive scheme of the Issuer that is known as the GR Engineering Services Limited 2015 Equity Incentive Plan where:

- (a) the scheme is extended only to Eligible Employees; and
- (b) the terms of the scheme are substantially the same as the Rules.

Plan Share means any Share held by a Participant upon the Exercise of an Award.

Related Body Corporate has the meaning given in section 9 of the Corporations Act.

Rules means these rules in respect of the operation of the Plan, as amended from time to time.

Securities has the meaning given in the Listing Rules.

Security Interest means a mortgage, charge, pledge, lien, encumbrance or other third party interest of any nature.

Share means a fully paid ordinary share in the capital of the Company.

Share Appreciation Right means a right of a Participant to be issued and/or transferred (as determined by the Board in its sole and absolute discretion) a Plan Share or Plan Shares (as calculated in accordance with these Rules) (or a cash amount of an equivalent value) subject to the satisfaction of any Vesting Conditions, Performance Hurdles and/or Exercise Conditions.

Share Trading Policy means any Company share trading policy, as amended from time to time.

Shareholder means any holder of Shares.

Shareholder Approval means any prior consent or affirming resolution that needs to be obtained from Shareholders of the Company before an action is taken or determination made under these Rules.

Subsequent Market Value means the Market Value of a Share as at the date of Exercise of a Share Appreciation Right.

Tax means tax withheld under applicable taxation laws.

Term means the period commencing on the Grant Date and ending on the Expiry Date (inclusive).

Vested means for the purposes of the Plan, when any Vesting Conditions and/or Performance Hurdles applicable to a Participant have been satisfied, waived by the Board, or are deemed to have been satisfied under these Rules, and where the Company has issued a Vesting Notification to the Participant informing him or her that some or all of their Awards have vested, and **Vest** and **Vesting** have a similar meaning.

Vesting Conditions means any time based criteria, requirements or conditions (as specified in the Invitation Letter and determined by the Board in its sole and absolute discretion) which must be met prior to Awards vesting in a Participant.

Vesting Notification means a notice given to a Participant by or on behalf of the Company informing him or her that his or her Performance Rights and/or Share Appreciation Rights (as the case may be) have Vested and are eligible to be Exercised.

1.2 Interpretation

In these Rules, unless otherwise stated or the contrary intention appears:

- (a) the singular includes the plural and vice versa;
- (b) a gender includes all genders;
- (c) a reference to a document or agreement includes that document or agreement as novated, altered, supplemented or replaced;
- (d) headings are for convenience only and do not affect the interpretation of these Rules;
- (e) a reference to any thing (including any amount) includes any part of that thing and a reference to a group of things or persons includes each thing or person in that group;
- (f) a reference to any legislation includes any modification or replacement of it and all regulations and statutory instruments issued under it and a reference to any provision of any legislation includes any modification or substitution of it;
- (g) a reference to these Rules means these Rules as amended from time to time and includes all recitals, annexures, addendums and schedules to these Rules;
- (h) a reference to a person includes a reference to the person's executors, administrators and successors or a body corporate including any person taking by way of novation and, in the case of a trustee, includes any substituted or additional trustee;
- (i) in these Rules any reference to include means to include without limitation; and
- (j) where any word is given a defined meaning, any other part of speech or other grammatical form in respect of such word or phrase has a corresponding meaning.

1.3 Construed against a party

No provision or expression in these Rules is to be construed against a party on the basis that the party (or its advisers) was responsible for the drafting of these Rules.

1.4 Applicable Laws

These Rules, the offering and granting of any Awards or Plan Shares and the rights attaching to or interests in the Awards or Plan Shares will at all times be subject to all Applicable Laws.

1.5 Rounding

Where any calculation or adjustment to be made pursuant to these Rules produces a fraction of a cent or a fraction of an Award or Plan Share, the fraction will be eliminated by rounding to the nearest whole number.

1.6 Constitution

The entitlements of Eligible Employees and Participants under these Rules are subject to the Constitution. In the event of any inconsistency between these Rules and the Constitution, the terms of the Constitution will prevail.

1.7 Inconsistencies

Notwithstanding anything to the contrary in any Engagement Arrangement with a Participant, but subject at all times to these Rules, if there is any inconsistency between these Rules and an Engagement Arrangement, these Rules prevail.

1.8 Income Tax Assessment Act

This Plan is a plan to which Subdivision 83A-C of the *Income Tax Assessment Act* 1997 (Cth) applies (subject to the conditions in that act).

2. Purpose

The purpose of the Plan is to:

- (a) assist in the reward, retention and motivation of Eligible Employees;
- (b) link the reward of Eligible Employees to Shareholder value creation; and
- (c) align the interests of Eligible Employees with Shareholders by providing an opportunity to Eligible Employees to receive an equity interest in the form of Awards.

3. Commencement

The Plan will commence on a date determined by resolution of the Board.

4. Maximum Award allocation

The Board must not make an offer or grant of Awards in reliance on an ASIC Instrument which exempts or modifies the Corporations Act in connection with offers made under an employee incentive scheme (or an individual instrument of relief granted by ASIC which is in terms similar to such an ASIC Instrument) unless at the time of making the offer or grant there are reasonable grounds to believe that the number of Shares that may be issued upon exercise of those Awards will not exceed the maximum permitted under the relevant ASIC Instrument (or individual instrument of relief).

5. Eligibility and grant

5.1 Participation

The Board may from time to time in its sole and absolute discretion determine that an Eligible Employee may participate in the Plan.

5.2 Selection

Following determination that an Eligible Employee may participate in the Plan, the Board may at any time and from time to time make an Invitation to the Eligible Employee.

5.3 Invitation

Subject to clause 6, the manner, form, content, timing and frequency of an Invitation Letter and Application will be as determined by the Board in its sole and absolute discretion.

5.4 Application

Unless otherwise determined by the Board in its sole and absolute discretion, an Eligible Employee who wishes to apply to participate in the Plan in response to an Invitation Letter must, on or before the period of time allowed for acceptance of the Invitation, give an Application:

- (a) to the person specified in the Invitation Letter; and
- (b) in accordance with any instructions or conditions set out in the Invitation Letter,

on the acceptance by the Board of the Application, the notice confirming the grant of the Awards will be accompanied by a Certificate.

5.5 Participant agrees to be bound

Each Participant is, by submitting a completed Application, deemed to have agreed to be bound by:

- (a) the terms of the Invitation and the Application;
- (b) the provisions of these Rules, as amended from time to time; and
- (c) the Constitution.

5.6 Nominated Party

- (a) The Board may, in its sole and absolute discretion, where an Invitation is made to an Eligible Employee renounce such Invitation in favour of a Nominated Party.
- (b) The Board may in its sole and absolute discretion determine whether it will facilitate the renunciation of the Invitation as set out in clause 5.6(a) and on what conditions it will agree to do so. For the avoidance of doubt, the Board will not facilitate the renunciation of the Invitation as set out in clause 5.6(a) in favour of the Nominated Party where to do so would be inconsistent with any covenant or other provision set out in an exemption or modification granted from time to time by ASIC in respect of the Plan or which applies to the Plan pursuant to ASIC's power to exempt or modify the Corporations Act.

5.7 Multiple Invitations

Unless otherwise determined by the Board in its sole and absolute discretion, the Board may grant any number of Awards to Eligible Employees, as set out in any Invitation Letter, notwithstanding that a grant or grants may have previously been made to any Eligible Employee.

6. Terms of Awards

6.1 Board determination

The terms and conditions of Awards offered or granted under these Rules to each Eligible Employee will be:

- (a) determined by the Board in its sole and absolute discretion and include as a minimum:
 - (i) the number and type of Award(s);
 - (ii) the Grant Date;
 - (iii) in the case of a Share Appreciation Right, the Initial Market Value;
 - (iv) the Term and Expiry Date;
 - (v) the Vesting Conditions (if any), the Performance Hurdles (if any), and/or Exercise Conditions (if any);
 - (vi) whether the Board, on vesting of the Awards:
 - (A) must allocate Plan Shares to the Eligible Employee; or
 - (B) will at the time, in its discretion, allocated Plan Shares to the Eligible Employee or pay a cash amount of equivalent value to the Eligible Employee.
 - (vii) any disposal restrictions attaching to the Plan Shares; and
 - (viii) any rights attaching to the Awards and/or Plan Shares; and
 - (ix) agreement with the Eligible Employee for the Company to supply details to third parties where required by law; and
- (b) set out in an Invitation Letter delivered to the Eligible Employee.

6.2 Award entitlements

Subject to the Board determining otherwise prior to an Invitation, and subject to these Rules, upon Exercise:

- (a) each Performance Right entitles the Participant holding the Performance Right to be issued and/or transferred one Share;
- (b) each Share Appreciation Right entitles the Participant holding the Share Appreciation Right to be issued and/or transferred such number of Shares as calculated in accordance with clause 9.4; and
- (c) any Plan Share issued and/or transferred pursuant to these Rules will rank *pari passu* with all existing Shares from the date of acquisition.

6.3 Method of obtaining Plan Shares

For the purpose of clause 6.2 Plan Shares may be obtained by the Participant in the following ways, as determined by the Board from time to time in its sole and absolute discretion:

- (a) by way of allotment and issue of Shares by the Company;
- (b) by the Company acquiring Shares from a third party on behalf of the Participant; or
- (c) by any combination of the methods set out in subclauses (a) or (b).

6.4 Participant rights

A Participant who holds Awards is not entitled to:

- (a) notice of, or to vote or attend at, a meeting of the Shareholders of the Company; or
- (b) receive any dividends declared by the Company,

unless and until:

- (c) any Performance Rights are Exercised in accordance with clause 8 and the Participant holds Plan Shares; and/or
- (d) any Share Appreciation Rights are Exercised in accordance with clause 9 and the Participant holds Plan Shares.

6.5 Conditions for vesting and exercise

- (a) The Board will determine prior to an Invitation being made, and specify in the Invitation Letter, any Vesting Conditions, Performance Hurdles, and/or Exercise Conditions attaching to the Awards.
- (b) Awards will only Vest if applicable Vesting Conditions and/or Performance Hurdles have been satisfied, waived by the Board, or are deemed to have been satisfied under these Rules and the Company issues a Vesting Notification to the Participant in respect of those Awards.
- (c) Vested Awards will only be exercisable in accordance with these Rules when applicable Exercise Conditions have been satisfied, waived by the Board, or are deemed to have been satisfied under these Rules.

6.6 No transfer of Awards

Awards granted under this Plan may not be assigned, transferred, encumbered with a Security Interest in or over them, or otherwise disposed of by a Participant unless such assignment or transfer occurs by force of law upon the death of a Participant to the Participant's legal personal representative.

6.7 Awards to be registered

Awards will be registered in the appropriate register of the Company.

7. Trust

The Board may, in its sole and absolute discretion, use an employee share trust or other mechanism for the purposes of holding any Plan Shares for Participants under the Plan and/or delivering any Plan Shares to Participants upon Exercise of any Awards.

8. Exercise of Performance Rights

8.1 Vesting Notification

Performance Rights are deemed to have vested if and when any Vesting Conditions, Performance Hurdles and/or Exercise Conditions applicable to a Participant's Performance Rights have been satisfied, waived by the Board, or are deemed to have been satisfied under these Rules, and where the Company has issued a Vesting Notification to the Participant informing them that some or all of their Performance Rights have Vested.

8.2 Method of exercise of Performance Rights

- (a) A Performance Right may only be exercised in accordance with the relevant Participant's Invitation.
- (b) If the relevant Participant's Invitation provides for the deemed exercise of Performance Rights, following the issuing of a Vesting Notification the Participant will be deemed to have automatically Exercised his or her Performance Rights the subject of that Vesting Notification.
- (c) If the relevant Participant's Invitation provides for the manual exercise of a Performance Right, to Exercise that Performance Right the Participant must deliver a signed Notice of Exercise to the Company at any time prior to the Expiry Date of that Performance Right.

8.3 Actions on exercise

Upon the Exercise of Performance Rights in accordance with clause 8.2:

- (a) the Performance Rights will automatically lapse;
- (b) the Company will, within 30 Business Days, and at the Board's discretion either:
 - (i) allot and issue and/or transfer, the number of Plan Shares to which the Participant is entitled to through the Exercise of the Performance Rights; or
 - (ii) pay to the Participant a cash amount of equivalent value; and
- (c) the Company will issue a substitute Certificate for any remaining Performance Rights.

9. Exercise of Share Appreciation Rights

9.1 Vesting Notification

Share Appreciation Rights are deemed to have Vested if and when Vesting Conditions, Performance Hurdles and/or Exercise Conditions applicable to a Participant's Share Appreciation Rights have been satisfied, waived by the Board, or are deemed to have been satisfied under these Rules, and where

the Company has issued a Vesting Notification to the Participant informing him or her that some or all of his or her Share Appreciation Rights have Vested.

9.2 Method of exercise of Share Appreciation Rights

- (a) A Share Appreciation Right may only be exercised in accordance with the relevant Participant's Invitation. All Exercise Conditions applicable to a Share Appreciation Right must be satisfied or waived by the Board prior to the exercise of that Share Appreciation Right.
- (b) If the relevant Participant's Invitation provides for the deemed exercise of Share Appreciation Rights, following the issuing of a Vesting Notification the Participant will be deemed to have automatically Exercised his or her Share Appreciation Rights the subject of that Vesting Notification.
- (c) If the relevant Participant's Invitation provides for the manual exercise of a Share Appreciation Right, to Exercise that Share Appreciation Right the Participant must deliver a signed Notice of Exercise to the Company at any time prior to the Expiry Date of that Share Appreciation Right.

9.3 Actions on exercise

Upon the Exercise of Share Appreciation Rights in accordance with clause 9.2:

- (a) the Share Appreciation Rights will automatically lapse;
- (b) the Company will, within 30 Business Days:
 - (i) allot and issue and/or transfer the number of Plan Shares to which the Participant is entitled through the Exercise of the Share Appreciation Rights (the number of which is to be determined in accordance with these Rules and the Invitation); or
 - (ii) pay to the Participant a cash amount of equivalent value.
- (c) the Company will issue a substitute Certificate for any remaining Share Appreciation Rights.

9.4 Equity Settled

Upon the Exercise of Share Appreciation Rights in accordance with clause 9.2 the number of Plan Shares to be provided to or on behalf of a Participant will be calculated as follows:

- (a) the total number of Vested and Exercised Share Appreciation Rights will be multiplied by the value calculated according to the following formula:

the Subsequent Market Value

minus

the Initial Market Value,

(Resulting Value) (and for the avoidance of doubt, where the amount determined according to the above formula is less than zero, the Resulting Value will be zero); and

- (b) the Resulting Value will be divided by the Subsequent Market Value, and then that resulting number will be provided as Plan Shares (rounded down to the nearest whole number) to or on behalf of the Participant.

10. Leavers

10.1 Good Leaver

Where a Participant who holds Awards becomes a Good Leaver:

- (a) all Vested Awards that have not been Exercised in accordance with these Rules will continue in force and remain exercisable in accordance with these Rules until the Expiry Date, unless the Board in its sole and absolute discretion determines otherwise; and
- (b) unvested Awards will Vest where, in the Board's sole and absolute discretion, any Vesting Conditions and/or Performance Hurdles applicable to those Awards have been satisfied with that Vesting to be on a pro rata basis over the relevant period, unless the Board in its sole and absolute discretion determines otherwise.

10.2 Bad Leaver

Where a Participant who holds Awards becomes a Bad Leaver, all unvested Awards will automatically be forfeited by the Participant, unless the Board otherwise determines to permit some or all of the Awards to vest.

11. Fraudulent or dishonest actions

Where, in the opinion of the Board, a Participant:

- (a) acts fraudulently or dishonestly; or
- (b) wilfully breaches his or her duties to the Group,

then the Board may (in its sole and absolute discretion) deem all unvested and/or unexercised Awards of the Participant to have lapsed.

12. Awards may be cancelled if Participant consents

Notwithstanding any other provisions of these Rules, and subject to the Listing Rules, if a Participant and the Board agree in writing that some or all of the unvested Awards granted to that Participant may be cancelled on a specified date or on the occurrence of a particular event, then the Board may cancel those Awards on the relevant date or on the occurrence of the particular event (as the case may be) for no consideration.

13. Lapse of Awards

13.1 Lapsing events

Unless the Board determines otherwise in its sole and absolute discretion, Awards will lapse on the earlier of:

- (a) subject to clause 10.1(b), the cessation of employment or office of a Participant or the cessation of the Participant's Engagement Arrangement;
- (b) where clause 11 applies;
- (c) if any applicable Vesting Conditions and/or Performance Hurdles are not achieved by the relevant time;
- (d) if the Board determines in its sole and absolute discretion that any applicable Vesting Conditions, Performance Hurdles and/or Exercise Conditions have not been met and cannot be met prior to the Expiry Date; or
- (e) the Expiry Date.

13.2 What happens on lapsing

Where a Participant's Awards have lapsed under clause 13.1, the Company will:

- (a) notify the Participant that the Awards held by them have lapsed;
- (b) arrange for the Participant or the Participant's agent or attorney to sign any transfer documents required to transfer or otherwise deal with the Awards; and
- (c) not be liable for any damages or other amounts to the Participant in respect of the Awards.

14. Listing

14.1 Awards

Unless determined otherwise by the Board in its sole and absolute discretion, Awards granted under the Plan will not be quoted on the ASX.

14.2 Plan Shares

If Plan Shares of the same class as those allotted pursuant to Vested Awards granted under the Plan are listed on the ASX, the Company must apply for official quotation of those Plan Shares within the time required by the Listing Rules after the date of allotment.

15. Rights attaching to Plan Shares

15.1 Shares to rank equally

Any Plan Shares allotted and issued, or transferred, by the Company to a Participant will rank equally with all existing Shares on and from the date of issue or transfer.

15.2 Dividends

A Participant will have a vested and indefeasible entitlement to any dividends declared and distributed by the Company on the Plan Shares which, at the books closing date for determining entitlement to those dividends, are standing to the account of the Participant.

15.3 Dividend reinvestment

The Participant may participate in any dividend reinvestment plan operated by the Company in respect of Plan Shares held by the Participant and such participation must be in respect of all Plan Shares held by the Participant. Shares issued under any dividend reinvestment plan operated by the Company will be subject to the same terms and conditions as the Plan Shares held by the Participant.

15.4 Voting rights

A Participant may exercise any voting rights attaching to Plan Shares registered in the Participant's name.

16. *Disposal restrictions on Plan Shares*

16.1 Board determines

The Board may, in its sole and absolute discretion, determine prior to an Invitation being made, whether there will be any restrictions on the disposal of, the granting (or purporting to grant) of any Security Interest in or over, or otherwise on dealing with (or purporting to dispose or deal with), Plan Shares held by any Participants.

16.2 No transfer

Subject to clause 16.1, Plan Shares, or any beneficial or legal interest in Plan Shares, may not be transferred, encumbered or otherwise disposed of, or have a Security Interest granted over them, by a Participant unless all restrictions on the transfer, encumbrance or disposal of the Plan Shares have been met, the Board has waived any such restrictions, or prior consent of the Board is obtained which consent may impose such terms and conditions on such transfer, encumbrance or disposal as the Board sees fit.

16.3 Board actions

The Company may do such things and enter into such arrangements with the Company's share registry or otherwise as it considers necessary to enforce the transfer restrictions set out in clause 16.2, including but not limited imposing an ASX holding lock on the Plan Shares or using an employee share trust to hold the Plan Shares during the relevant restriction period. Participants will be bound by any action by the Company under this clause 16.3.

16.4 Overriding restrictions on dealing with Plan Shares

Plan Shares must not be dealt with under this Plan if to do so would contravene Applicable Laws.

16.5 Plan Shares entitlements

For the avoidance of doubt, the imposition of a restriction on the Plan Shares held by a Participant pursuant to clause 16.1 will not affect the Participant's entitlement to receive a notice of, or to vote or attend at, a meeting of the members of the Company or Shareholders, and to receive any dividends declared by the Company during the relevant restriction period.

16.6 Company's Share Trading Policy

At all times Participants must comply with any Share Trading Policy.

17. Change of Control Event

On the occurrence of a Change of Control Event, the Board will determine, in its sole and absolute discretion, the manner in which all unvested and vested Awards will be dealt with.

18. Bonus issues and reconstruction

18.1 Bonus issues

- (a) If Securities are issued by way of a "bonus issue" (as that term is defined in the Listing Rules) to the holders of Shares, a Participant is entitled, upon Exercise of an Award, to receive, in addition to any Plan Share acquired upon the Vesting and Exercise of the Award, and without the payment of any further consideration, the number of Securities that the Participant would have received if the Award had vested and been exercised before the record date for the bonus issue.
- (b) Any additional Securities to which a Participant becomes entitled under clause 18.1(a) will, until those additional Securities are allotted and issued, or transferred, to the Participant, be regarded as:
 - (i) additional Securities into which the Awards may vest for the purposes of any subsequent application of clause 18.1(a); and
 - (ii) additional Awards to which the Participant is entitled for the purposes of any application of clause 18.3.

18.2 Pro rata issue

- (a) Pro rata issue and Performance Rights

As Performance Rights have a nil exercise price, no adjustment will be required in the case of a "pro rata issue".

- (b) Pro rata issue and Share Appreciation Rights

If there is a "pro rata issue" (as that term is defined in the Listing Rules, except a bonus issue) to the holders of Shares, the Initial Market Value will be reduced according to the following formula:

$$O' = \frac{O - [P - (S + D)]}{N+1}$$

where:

O' = the Initial Market Value immediately following the adjustment;

O = the Initial Market Value immediately prior to the adjustment;

- P = the volume weighted average market price per Share during the 5 trading days ending on the day before the ex rights date or ex entitlements date;
- S = the subscription price for a Share under the pro rata issue;
- D = any dividend due but not yet paid on a Share (except any Share to be issued under the pro rata issue); and
- N = the number of Shares with rights or entitlements that must be held to receive a right to one new Share.

18.3 Reorganisation

(a) Performance Rights

In the event of any reorganisation (including consolidation, sub-division, reduction, return or cancellation) of the Issued Capital of the Company, the number of Performance Rights to which a Participant is entitled will be changed in accordance with the Listing Rules.

(b) Share Appreciation Rights

In the event of any reorganisation (including consolidation, sub-division, reduction, return or cancellation) of the Issued Capital of the Company, the number of Share Appreciation Rights to which a Participant is entitled, and/or the Initial Market Value will be changed in a similar manner to that required for options under the Listing Rules.

18.4 Limited right to participate in new issues

During the currency of any Awards, and prior to their Vesting and being Exercised, Participants are not entitled to participate in any new issue of Securities of the Company as a result of their holding Awards.

18.5 Fairness in application

In the application of this clause 18, the Board may (as far as possible) make whatever adjustments it deems necessary or desirable to ensure that the consequences of that application are fair as between the Participants and the holders of other securities in the Company, subject to the Listing Rules.

19. Buy-Back

19.1 Buy-Back

The Company may Buy-Back Plan Shares in accordance with clause 19.2.

19.2 Buy-Back procedure

Subject to Applicable Law, the Board may cause the Company to Buy-Back Plan Shares held by a Participant for:

- (a) an amount agreed with the Participant at any time;

- (b) where there is a formal takeover offer made for at least 5% of the Shares of the Company, the Company may Buy-Back Plan Shares at the price offered by the bidder under the takeover offer.

19.3 Buy-Back mechanism

Each Participant will do all acts, matters and things which are necessary or desirable to give effect to any Buy-Back of his or her Plan Shares.

20. *Contravention of Applicable Laws*

No act will be done or determination made in accordance with these Rules where to do so would contravene any Applicable Laws, and where any such act is done or determination made it will be considered void and to the extent possible be unwound and of no effect in respect of unexercised Awards or Plan Shares.

21. *Administration of the Plan*

21.1 Regulations

The Board may make such regulations for the operation of the Plan as it considers necessary, provided such regulations are consistent with these Rules.

21.2 Delegation

- (a) The Board may delegate any of its powers or discretions conferred on it by these Rules to a committee of the Board or to any one or more persons selected by it, including but not limited to the company secretary.
- (b) Any delegation will be for such period and upon such terms and conditions as determined by the Board from time to time.

21.3 Decisions final

Every exercise of a discretion by the Board (or its delegates) and any decision by the Board (or its delegates) regarding the interpretation, effect or application of these Rules will be final, conclusive and binding.

21.4 Notice

- (a) Address for service
 - (i) Any notice required to be given to the Participants under the Plan or the terms of the Awards granted will be sent to the address of the Participant as entered in the register unless delivered in person.
 - (ii) Any notice required to be given to the Company under the Plan or the terms of the Awards granted will be sent to the registered office of the Company or such other address as is notified to Participants from time to time.
- (b) Delivery of notices

- (i) Any notice to be given to Participants may be delivered by hand to the Participant or by any other means specified in the Constitution for delivery of notices to members.
- (ii) Any notice to be given to the Company may be delivered by hand or by prepaid post. Notices may also be given to the Company by means of facsimile, e-mail or other mode of electronic delivery to such address as is notified by the Company to the Participant.
- (iii) Notices delivered to Participants in accordance with the Constitution will be taken to be delivered in accordance with the Constitution. Notices delivered to the Company by prepaid post will be taken to be delivered if properly addressed and stamped, 48 hours after mailing in Australia and 7 days after mailing outside Australia. Notices delivered by facsimile, e-mail or other mode of electronic delivery will be taken to be delivered on receipt of a successful transmission notice, return receipt or such other confirmation by which the sender can reasonably verify delivery.

22. Plan amendment

22.1 Amendment of Plan

- (a) Subject to clause 22.1(b), the Listing Rules and the Constitution, the Board may at any time amend these Rules or the terms and conditions upon which any Awards have been granted under the Plan.
- (b) No amendment to these Rules or to the terms of any Awards granted under the Plan may be made if the amendment materially reduces the rights of any Participant in respect of Awards granted to them prior to the date of the amendment, other than:
 - (i) an amendment introduced primarily:
 - (A) for the purposes of complying with or conforming to present or future legislation governing or regulating the Plan or like plans;
 - (B) to correct any manifest error or mistake;
 - (C) to allow the implementation of a trust arrangement in relation to the holding of Plan Shares granted under the Plan;
 - (D) for the purpose of complying with Applicable Laws; and/or
 - (E) to take into consideration possible adverse taxation implications in respect of the Plan including changes to applicable taxation legislation or the interpretation of that legislation by a court of competent jurisdiction or any rulings from taxation authorities administering such legislation; or
 - (ii) an amendment agreed to in writing by the Participant(s).
- (c) Subject to the Listing Rules, the Board may determine that any amendment to these Rules or the terms of Awards granted under the Plan be given retrospective effect.
- (d) Amendment of these Rules or the terms upon which Awards are granted under the Plan by the Board will be of immediate effect unless otherwise determined by the Board.

- (e) As soon as reasonably practicable after making any amendment to these Rules or the terms of Awards granted under the Plan, the Board will give notice of the amendment to any Participant affected by the amendment. Failure by the Board to notify a Participant of any amendment will not invalidate the amendment as it applies to that Participant.

22.2 Amendment by addendum

Subject to any other provision of these Rules, the Board may from time to time amend the terms of this Plan as they will apply in particular jurisdictions or circumstances by means of an addendum to these Rules.

23. Termination or suspension

23.1 Termination or suspension

Subject to clause 23.2, the Board may at anytime terminate the Plan or suspend the operation of the Plan for such period or periods as it thinks fit.

23.2 Resolution to terminate or suspend

In passing a resolution to terminate or suspend the operation of the Plan, the Board must consider and endeavour to ensure that there is fair and equitable treatment of all Participants.

24. No employment contract

Nothing in these Rules or the terms of any Award:

- (a) confers upon an Eligible Employee a right to a grant or offer of a grant of Awards;
- (b) confers on an Eligible Employee or a Participant the right to continue as an employee or officer of any member of the Group (as the case may be);
- (c) affects the rights of any member of the Group to terminate the Engagement Arrangement of an Eligible Employee or a Participant (as the case may be);
- (d) affects the rights and obligations of any Eligible Employee or Participant under the terms of their Engagement Arrangement with any member of the Group;
- (e) confers any legal or equitable right on an Eligible Employee or a Participant whatsoever to take action against any member of the Group in respect of their Engagement Arrangement; or
- (f) confers on an Eligible Employee or a Participant any rights to compensation or damages in consequence of the termination of their Engagement Arrangement by any member of the Group for any reason whatsoever including ceasing to have rights under the Plan as a result of such termination.

25. ASIC relief

Notwithstanding any other provisions of the Plan, every covenant or other provisions set out in an exemption or modification granted from time to time by ASIC in respect of the Plan or which applies to the Plan pursuant to its power to exempt and modify the Corporations Act and required to be included

in the Plan in order for that exemption or modification to have full effect, is deemed to be contained in the Plan. To the extent that any covenant or other provision deemed by this clause 25 to be contained in the Plan is inconsistent with any other provision in the Plan, the deemed covenant or other provision will prevail.

26. Non-exclusivity

26.1 Non-exclusivity

This Plan will not be deemed to be the exclusive method of providing incentive compensation to Eligible Employees, nor will it preclude any member of the Group from authorising or approving other forms of incentive compensation for employees, directors or contractors of any member of the Group.

26.2 Relationship to other equity plans

Participation in this Plan will not affect or be affected by any participation in any other employee equity plan operated by any member of the Group, except as specifically provided in the terms of that other plan.

27. General

27.1 No fiduciary capacity

The Board may exercise any power or discretion conferred on it by these Rules in the interest or for the benefit of the Company, and in so doing the Board is not required to act in the interests of another person or as requested by another person and will not be under any fiduciary obligation to another person.

27.2 Non-Australian residents

Where an Award or a Plan Share is granted under the Plan to a person who is not a resident of Australia, the provisions of the Plan apply. However, the Board may alter the Plan as it decides having regard to any laws, matters of convenience and desirability and to similar factors which may apply to the Participant or to any member of the Group in relation to an Award or Plan Share.

27.3 Listing Rules

While the Company remains admitted to the ASX, the provisions of the Listing Rules of the ASX will apply to the Plan, and to the extent that the Plan and the Listing Rules are inconsistent, the provisions of the Listing Rules will prevail.

27.4 Enforcement

These Rules, any determination of the Board made pursuant to the Rules, and the terms of any Awards granted under the Plan, will be deemed to form a contract between the Company and the Participant.

27.5 Governing law

- (a) This Plan and any Awards granted under it will be governed by, and must be construed according to, the laws of the State of Western Australia and the Commonwealth of Australia.

- (b) Each party submits to the non-exclusive jurisdiction of the courts of Western Australia, and the courts competent to determine appeals from those courts, with respect to any proceedings that may be brought at any time relating to this Plan and/or any Awards granted under it.