



25 May 2017

ASX CODE: LAU

### **CEO Employment Agreement - Kim Lindsay**

Lindsay Australia Limited (**Company**) has successfully secured Kim Lindsay's ongoing commitment to the Company as Chief Executive Officer (**CEO**) and Managing Director (**MD**).

The Company has entered into an amended employment agreement (**Agreement**) with Kim Lindsay to secure his ongoing employment as CEO and MD of the Company. The term of his employment will continue until terminated in accordance with the Agreement.

Mr Lindsay has been employed by the Company since 12 January 1996 and has served as the Company's CEO and MD since 25 August 2009, during which time he has shown ongoing commitment to the Company.

Chairman, John Pressler, said "Kim continues to provide energetic and dynamic leadership to the Company through an extended period of success, Kim is an important part of Lindsay's future growth and strategy implementation".

The key terms of Mr Lindsay's employment are shown below in accordance with Listing Rule 3.16.4.

Appointment	Michael (Kim) Lindsay
Position	Chief Executive Officer and MD of Lindsay Australia Limited.
Term	No fixed term, Mr Lindsay's employment will continue until terminated in accordance with the Agreement
Fixed Remuneration	Comprising salary (\$753,898), superannuation (\$35,000) and motor vehicle allowance (\$20,000)
Short term incentive	Between 0% and 60% of Fixed Remuneration. The short term incentive is based on Mr Lindsay meeting key performance indicators and targets as determined by the Board, and payment of any short term incentive is at the absolute discretion of the Board.
Long-term incentive	Mr Lindsay will be eligible to participate in the Company's long-term incentive plan as amended from time to time. Where Mr Lindsay is granted a long-term incentive in a given year, the size and conditions of any such grant will be determined by the Board.
Termination of employment or resignation	The Company may terminate Mr Lindsay's employment for any reason by giving Mr Lindsay 12 months' written notice, payment in lieu of such notice, or a combination of both. The Company may terminate Mr Lindsay's employment immediately in certain circumstances including for serious misconduct. Mr Lindsay may resign by giving the Company 12 months' written notice.

Yours Faithfully,

A handwritten signature in black ink, appearing to read "Broderick Jones", with a small horizontal line at the end.

Broderick Jones  
Company Secretary