

Appendix 3G

Notification of issue, conversion or payment up of equity +securities

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

If you are an entity incorporated outside Australia and you are issuing a new class of +securities other than CDIs, you will need to obtain and provide an International Securities Identification Number (ISIN) for that class. Further information on the requirement for the notification of an ISIN is available from the Create Online Forms page. ASX is unable to create the new ISIN for non-Australian issuers.

*Denotes minimum information required for first lodgement of this form, with exceptions provided in specific notes for certain questions. The balance of the information, where applicable, must be provided as soon as reasonably practicable by the entity.

Part 1 – Entity and announcement details

Question no	Question	Answer
1.1	*Name of entity <i>We (the entity here named) give notice of the issue, conversion or payment up of the following unquoted +securities.</i>	McPherson's Limited
1.2	*Registration type and number <i>Please supply your ABN, ARSN, ARBN, ACN or another registration type and number (if you supply another registration type, please specify both the type of registration and the registration number).</i>	A.C.N. 004 068 419
1.3	*ASX issuer code	MCP
1.4	*This announcement is <i>Tick whichever is applicable.</i>	<input checked="" type="checkbox"/> A new announcement <input type="checkbox"/> An update/amendment to a previous announcement <input type="checkbox"/> A cancellation of a previous announcement
1.4a	*Reason for update <i>Mandatory only if "Update" ticked in Q1.4 above. A reason must be provided for an update.</i>	N/A
1.4b	*Date of previous announcement to this update <i>Mandatory only if "Update" ticked in Q1.4 above.</i>	N/A
1.4c	*Reason for cancellation <i>Mandatory only if "Cancellation" ticked in Q1.4 above.</i>	N/A
1.4d	*Date of previous announcement to this cancellation <i>Mandatory only if "Cancellation" ticked in Q1.4 above.</i>	N/A
1.5	*Date of this announcement	29 September 2020

Part 2 – Type of issue

Question No.	Question	Answer
2.1	<p>*The +securities the subject of this notification are: <i>Select whichever item is applicable.</i> <i>If you wish to notify ASX of different types of issues of securities, please complete a separate Appendix 3G for each type of issue.</i></p>	<p><input type="checkbox"/> +Securities issued as a result of options being exercised or other +convertible +securities being converted and that are not to be quoted on ASX</p> <p><input type="checkbox"/> Partly paid +securities that have been fully paid up and that are not to be quoted on ASX</p> <p><input checked="" type="checkbox"/> +Securities issued under an +employee incentive scheme that are not being immediately quoted on ASX</p> <p><input type="checkbox"/> Other [please specify] <i>If you have selected 'other' please provide the circumstances of the issue here:</i></p>
2.2a.1	<p>Please state the number and type of options that were exercised or other +convertible securities that were converted (including their ASX security code if available)? <i>Answer this question if your response to Q2.1 is "securities issued as a result of options being exercised or other convertible securities being converted and that are not to be quoted on ASX".</i></p>	N/A
2.2a.2	<p>And the date the options were exercised or other +convertible securities were converted: <i>Answer this question if your response to Q2.1 is "securities issued as a result of options being exercised or other convertible securities being converted and that are not to be quoted on ASX".</i> <i>Note: If this occurred over a range of dates, enter the date the last of the options was exercised or convertible securities was converted.</i></p>	N/A
2.2b.1	<p>Please state the number and type of partly paid +securities that were fully paid up (including their ASX security code if available)? <i>Answer this question if your response to Q2.1 is "partly paid securities that have been paid up and that are not to be quoted on ASX".</i></p>	N/A
2.2b.2	<p>And the date the +securities were fully paid up: <i>Answer this question if your response to Q2.1 is "partly paid securities that have been paid up and that are not to be quoted on ASX".</i> <i>Note: If this occurred over a range of dates, enter the date the last of the securities was fully paid up.</i></p>	N/A

2.2c.1	<p>Please state the number and type of +securities (including their ASX security code) issued under an +employee incentive scheme that are not being immediately quoted on ASX</p> <p><i>Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX".</i></p>	<p>628,000 Unquoted Performance Rights ASX Code: MCPAJ</p>												
2.2c.2	<p>*Please attach a document or provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms.</p> <p><i>Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX".</i></p>	<p>The McPherson's Limited Performance Rights Plan Rules are attached.</p>												
2.2c.3	<p>*Are any of these +securities being issued to +key management personnel (KMP) or an +associate</p> <p><i>Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX".</i></p>	<p>Yes</p>												
2.2c.3.a	<p>*Provide details of the recipients and the number of +securities issued to each of them.</p> <p><i>Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX" and your response to Q2.2c.3 is "Yes". Repeat the detail in the table below for each KMP involved in the issue. If the securities are being issued to the KMP, repeat the name of the KMP or insert "Same" in "Name of registered holder". If the securities are being issued to an associate of a KMP, insert the name of the associate in "Name of registered holder".</i></p> <table border="1" data-bbox="339 1173 1362 1368"> <thead> <tr> <th data-bbox="339 1173 676 1223">Name of KMP</th> <th data-bbox="676 1173 1050 1223">Name of registered holder</th> <th data-bbox="1050 1173 1362 1223">Number of +securities</th> </tr> </thead> <tbody> <tr> <td data-bbox="339 1223 676 1272">Laurie McAllister</td> <td data-bbox="676 1223 1050 1272">Laurie McAllister</td> <td data-bbox="1050 1223 1362 1272">318,000</td> </tr> <tr> <td data-bbox="339 1272 676 1321">Paul Witheridge</td> <td data-bbox="676 1272 1050 1321">Paul Witheridge</td> <td data-bbox="1050 1272 1362 1321">50,000</td> </tr> <tr> <td data-bbox="339 1321 676 1368">Lori Pirozzi</td> <td data-bbox="676 1321 1050 1368">Lori Pirozzi</td> <td data-bbox="1050 1321 1362 1368">41,000</td> </tr> </tbody> </table>		Name of KMP	Name of registered holder	Number of +securities	Laurie McAllister	Laurie McAllister	318,000	Paul Witheridge	Paul Witheridge	50,000	Lori Pirozzi	Lori Pirozzi	41,000
Name of KMP	Name of registered holder	Number of +securities												
Laurie McAllister	Laurie McAllister	318,000												
Paul Witheridge	Paul Witheridge	50,000												
Lori Pirozzi	Lori Pirozzi	41,000												
2.2d.1	<p>*The purpose(s) for which the entity is issuing the +securities is:</p> <p><i>Answer this question if your response to Q2.1 is "Other".</i></p> <p><i>You may select one or more of the items in the list.</i></p>	<p><input type="checkbox"/> To raise additional working capital</p> <p><input type="checkbox"/> To fund the retirement of debt</p> <p><input type="checkbox"/> To pay for the acquisition of an asset [provide details below]</p> <p><input type="checkbox"/> To pay for services rendered [provide details below]</p> <p><input type="checkbox"/> Other [provide details below]</p> <p><i>Additional details:</i></p>												

2.2d.2	<p>Please provide any further information needed to understand the circumstances in which you are notifying the issue of these +securities to ASX, including (if applicable) why the issue of the +securities has not been previously announced to the market in an Appendix 3B</p> <p><i>You must answer this question if your response to Q2.1 is "Other". If there is no other information to provide, please answer "Not applicable" or "N/A".</i></p>	N/A
2.3	<p>*The +securities being issued are: <i>Tick whichever is applicable</i></p>	<p><input checked="" type="checkbox"/> Additional +securities in an existing unquoted class that is already recorded by ASX ("existing class")</p> <p><input type="checkbox"/> New +securities in an unquoted class that is not yet recorded by ASX ("new class")</p>

Part 3A – number and type of +securities being issued (existing class)

Answer the questions in this part if your response to Q2.3 is "existing class".

Question No.	Question	Answer
3A.1	*ASX security code & description	MCPAJ – Performance Rights
3A.2	*Number of +securities being issued	628,000
3A.3a	*Will the +securities being issued rank equally in all respects from their issue date with the existing issued +securities in that class?	Yes
3A.3b	<p>*Is the actual date from which the +securities will rank equally (non-ranking end date) known?</p> <p><i>Answer this question if your response to Q3A.3a is "No".</i></p>	N/A
3A.3c	<p>*Provide the actual non-ranking end date</p> <p><i>Answer this question if your response to Q3A.3a is "No" and your response to Q3A.3b is "Yes".</i></p>	N/A
3A.3d	<p>*Provide the estimated non-ranking end period</p> <p><i>Answer this question if your response to Q3A.3a is "No" and your response to Q3A.3b is "No".</i></p>	N/A
3A.3e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> • in relation to the next dividend, distribution or interest payment; or • for any other reason <p><i>Answer this question if your response to Q3A.3a is "No".</i></p> <p><i>For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.</i></p>	N/A

Part 3B – number and type of +securities being issued (new class)

Answer the questions in this part if your response to Q2.3 is “new class”.

Question No.	Question	Answer
3B.1	*Security description	N/A
3B.2	<p>*Security type</p> <p>Select one item from the list that best describes the securities the subject of this form. This will determine more detailed questions to be asked about the security later in this section. Select “ordinary fully or partly paid shares/units” for stapled securities or CDIs. For interest rate securities, please select the appropriate choice from either “Convertible debt securities” or “Non-convertible debt securities”. Select “Other” for performance shares/units and performance options/rights or if the selections available in the list do not appropriately describe the security being issued.</p>	<input type="checkbox"/> Ordinary fully or partly paid shares/units <input type="checkbox"/> Options <input type="checkbox"/> +Convertible debt securities <input type="checkbox"/> Non-convertible +debt securities <input type="checkbox"/> Redeemable preference shares/units <input type="checkbox"/> Other
3B.3	<p>ISIN code</p> <p>Answer this question if you are an entity incorporated outside Australia and you are issuing a new class of securities other than CDIs. See also the note at the top of this form.</p>	N/A
3B.4	*Number of +securities being issued	N/A
3B.5a	*Will all the +securities issued in this class rank equally in all respects from the issue date?	N/A
3B.5b	<p>*Is the actual date from which the +securities will rank equally (non-ranking end date) known?</p> <p>Answer this question if your response to Q3B.5a is “No”.</p>	N/A
3B.5c	<p>*Provide the actual non-ranking end date</p> <p>Answer this question if your response to Q3B.5a is “No” and your response to Q3B.5b is “Yes”.</p>	N/A
3B.5d	<p>*Provide the estimated non-ranking end period</p> <p>Answer this question if your response to Q3B.5a is “No” and your response to Q3B.5b is “No”.</p>	N/A
3B.5e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> • in relation to the next dividend, distribution or interest payment; or • for any other reason <p>Answer this question if your response to Q3B.5a is “No”.</p> <p>For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.</p>	N/A

3B.6	Please attach a document or provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued <i>You may cross reference a disclosure document, PDS, information memorandum, investor presentation or other announcement with this information provided it has been released to the ASX Market Announcements Platform.</i>	N/A
3B.7	*Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1? <i>Answer this question only if you are an ASX Listing. (ASX Foreign Exempt Listings and ASX Debt Listings do not have to answer this question). If your response is "No" and the securities have any unusual terms, you should approach ASX as soon as possible for confirmation under listing rule 6.1 that the terms are appropriate and equitable.</i>	N/A
3B.8a	Ordinary fully or partly paid shares/units details <i>Answer the questions in this section if you selected this security type in your response to Question 3B.2.</i>	
	*+Security currency <i>This is the currency in which the face amount of an issue is denominated. It will also typically be the currency in which distributions are declared.</i>	N/A
	*Will there be CDIs issued over the +securities?	N/A
	*CDI ratio <i>Answer this question if you answered "Yes" to the previous question. This is the ratio at which CDIs can be transmuted into the underlying security (e.g. 4:1 means 4 CDIs represent 1 underlying security whereas 1:4 means 1 CDI represents 4 underlying securities).</i>	N/A
	*Is it a partly paid class of +security?	N/A
	*Paid up amount: unpaid amount <i>Answer this question if answered "Yes" to the previous question. The paid up amount represents the amount of application money and/or calls which have been paid on any security considered 'partly paid' The unpaid amount represents the unpaid or yet to be called amount on any security considered 'partly paid'. The amounts should be provided per the security currency (e.g. if the security currency is AUD, then the paid up and unpaid amount per security in AUD).</i>	N/A
	*Is it a stapled +security? <i>This is a security class that comprises a number of ordinary shares and/or ordinary units issued by separate entities that are stapled together for the purposes of trading.</i>	N/A
3B.8b	Option details <i>Answer the questions in this section if you selected this security type in your response to Question 3B.2.</i>	
	*+Security currency <i>This is the currency in which the exercise price is payable.</i>	N/A

	<p>*Exercise price <i>The price at which each option can be exercised and convert into the underlying security. If there is no exercise price please answer as \$0.00.</i> <i>The exercise price should be provided per the security currency (i.e. if the security currency is AUD, the exercise price should be expressed in AUD).</i></p>	N/A
	<p>*Expiry date <i>The date on which the options expire or terminate.</i></p>	N/A
	<p>*Details of the number and type of +security (including its ASX security code if the +security is quoted on or recorded by ASX) that will be issued if an option is exercised <i>For example, if the option can be exercised to receive one fully paid ordinary share with ASX security code ABC, please insert "One fully paid ordinary share (ASX:ABC)".</i></p>	N/A
3B.8c	<p>Details of non-convertible +debt securities, +convertible debt securities, or redeemable preference shares/units <i>Answer the questions in this section if you selected one of these security types in your response to Question 3B.2.</i> <i>Refer to Guidance Note 34 and the "Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities" for further information on certain terms used in this section</i></p>	
	<p>*Type of +security <i>Select one item from the list</i></p>	<input type="checkbox"/> Simple corporate bond <input type="checkbox"/> Non-convertible note or bond <input type="checkbox"/> Convertible note or bond <input type="checkbox"/> Preference share/unit <input type="checkbox"/> Capital note <input type="checkbox"/> Hybrid security <input type="checkbox"/> Other
	<p>*+Security currency <i>This is the currency in which the face value of the security is denominated. It will also typically be the currency in which interest or distributions are paid.</i></p>	N/A
	<p>Face value <i>This is the principal amount of each security.</i> <i>The face value should be provided per the security currency (i.e. if security currency is AUD, then the face value per security in AUD).</i></p>	N/A
	<p>*Interest rate type <i>Select one item from the list</i> <i>Select the appropriate interest rate type per the terms of the security. Definitions for each type are provided in the Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities</i></p>	<input type="checkbox"/> Fixed rate <input type="checkbox"/> Floating rate <input type="checkbox"/> Indexed rate <input type="checkbox"/> Variable rate <input type="checkbox"/> Zero coupon/no interest <input type="checkbox"/> Other
	<p>Frequency of coupon/interest payments per year <i>Select one item from the list.</i></p>	<input type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-annual <input type="checkbox"/> Annual <input type="checkbox"/> No coupon/interest payments <input type="checkbox"/> Other

	<p>First interest payment date</p> <p><i>A response is not required if you have selected "No coupon/interest payments" in response to the question above on the frequency of coupon/interest payments</i></p>	N/A
	<p>Interest rate per annum</p> <p><i>Answer this question if the interest rate type is fixed.</i></p>	% p.a.
	<p>*Is the interest rate per annum estimated at this time?</p> <p><i>Answer this question if the interest rate type is fixed.</i></p>	N/A
	<p>If the interest rate per annum is estimated, then what is the date for this information to be announced to the market (if known)</p> <p><i>Answer this question if the interest rate type is fixed and your response to the previous question is "Yes".</i> <i>Answer "Unknown" if the date is not known at this time.</i></p>	N/A
	<p>*Does the interest rate include a reference rate, base rate or market rate (e.g. BBSW or CPI)?</p> <p><i>Answer this question if the interest rate type is floating or indexed</i></p>	N/A
	<p>*What is the reference rate, base rate or market rate?</p> <p><i>Answer this question if the interest rate type is floating or indexed and your response to the previous question is "Yes".</i></p>	N/A
	<p>*Does the interest rate include a margin above the reference rate, base rate or market rate?</p> <p><i>Answer this question if the interest rate type is floating or indexed.</i></p>	N/A
	<p>*What is the margin above the reference rate, base rate or market rate (expressed as a percent per annum)</p> <p><i>Answer this question if the interest rate type is floating or indexed and your response to the previous question is "Yes".</i></p>	% p.a.
	<p>*S128F of the Income Tax Assessment Act status applicable to the +security</p> <p><i>Select one item from the list</i></p> <p><i>For financial products which are likely to give rise to a payment to which s128F of the Income Tax Assessment Act applies, ASX requests issuers to confirm the s128F status of the security:</i></p> <ul style="list-style-type: none"> • "s128F exempt" means interest payments are not taxable to non-residents; • "Not s128F exempt" means interest payments are taxable to non-residents; • "s128F exemption status unknown" means the issuer is unable to advise the status; • "Not applicable" means s128F is not applicable to this security 	<input type="checkbox"/> s128F exempt <input type="checkbox"/> Not s128F exempt <input type="checkbox"/> s128F exemption status unknown <input type="checkbox"/> Not applicable
	<p>*Is the +security perpetual (i.e. no maturity date)?</p>	N/A
	<p>*Maturity date</p> <p><i>Answer this question if the security is not perpetual</i></p>	N/A

	<p>*Select other features applicable to the +security</p> <p><i>Up to 4 features can be selected. Further information is available in the Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities.</i></p>	<input type="checkbox"/> Simple <input type="checkbox"/> Subordinated <input type="checkbox"/> Secured <input type="checkbox"/> Converting <input type="checkbox"/> Convertible <input type="checkbox"/> Transformable <input type="checkbox"/> Exchangeable <input type="checkbox"/> Cumulative <input type="checkbox"/> Non-Cumulative <input type="checkbox"/> Redeemable <input type="checkbox"/> Extendable <input type="checkbox"/> Reset <input type="checkbox"/> Step-Down <input type="checkbox"/> Step-Up <input type="checkbox"/> Stapled <input type="checkbox"/> None of the above
	<p>*Is there a first trigger date on which a right of conversion, redemption, call or put can be exercised (whichever is first)?</p>	N/A
	<p>*If yes, what is the first trigger date</p> <p><i>Answer this question if your response to the previous question is "Yes".</i></p>	N/A
	<p>Details of the number and type of +security (including its ASX security code if the +security is quoted on ASX) that will be issued if the securities to be quoted are converted, transformed or exchanged</p> <p><i>Answer this question if the security features include "converting", "convertible", "transformable" or "exchangeable".</i></p> <p><i>For example, if the security can be converted into 1,000 fully paid ordinary shares with ASX security code ABC, please insert "1,000 fully paid ordinary shares (ASX:ABC)".</i></p>	N/A

Part 4 – Issue details

Question No.	Question	Answer
4.1	*Have the +securities been issued yet?	Yes
4.1a	*What was their date of issue? <i>Answer this question if your response to Q4.1 is "Yes".</i>	25 September 2020
4.1b	*What is their proposed date of issue? <i>Answer this question if your response to Q4.1 is "No".</i>	N/A
4.2	*Are the +securities being issued for a cash consideration? <i>If the securities are being issued for nil cash consideration, answer this question "No".</i>	No

4.2a	*In what currency is the cash consideration being paid <i>For example, if the consideration is being paid in Australian Dollars, state AUD. Answer this question if your response to Q4.2 is "Yes".</i>	N/A
4.2b	*What is the issue price per +security <i>Answer this question if your response to Q4.2 is "Yes" and by reference to the issue currency provided in your response to Q4.2a. Note: you cannot enter a nil amount here. If the securities are being issued for nil cash consideration, answer Q4.2 as "No" and complete Q4.2c.</i>	N/A
4.2c	Please describe the consideration being provided for the +securities <i>Answer this question if your response to Q4.2 is "No".</i>	The performance rights are issued for nil consideration under the MCP Performance Rights Plan.
4.3	Any other information the entity wishes to provide about the issue	N/A

Part 5 – Unquoted +securities on issue

<p>Following the issue of the +securities the subject of this application, the unquoted issued +securities of the entity will comprise:</p> <p><i>Note: the figures provided in the table in section 5.1 below are used to calculate part of the total market capitalisation of the entity published by ASX from time to time. Please make sure you include in the table each class of unquoted securities issued by the entity. Restricted securities should be included in table 5.1.</i></p>					
5.1	<table border="1"> <thead> <tr> <th>*ASX security code and description</th> <th>*Total number of +securities on issue</th> </tr> </thead> <tbody> <tr> <td>MCPAJ – Performance Rights</td> <td>4,367,000</td> </tr> </tbody> </table>	*ASX security code and description	*Total number of +securities on issue	MCPAJ – Performance Rights	4,367,000
*ASX security code and description	*Total number of +securities on issue				
MCPAJ – Performance Rights	4,367,000				

Part 6 – Other Listing Rule requirements

The questions in this Part should only be answered if you are an ASX Listing (ASX Foreign Exempt Listings and ASX Debt Listings do not need to complete this Part) and:

- your response to Q2.1 is "+securities issued under an +employee incentive scheme that are not being immediately quoted on ASX"; or
- your response to Q2.1 is "Other"

Question No.	Question	Answer
6.1	<p>*Are the securities being issued under Listing Rule 7.2 exception 13¹ and therefore the issue does not need any security holder approval under Listing Rule 7.1?</p> <p><i>Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX".</i></p>	Yes
6.2	<p>*Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?</p> <p><i>Answer this question if the response to Q6.1 is "No".</i></p>	N/A
6.2a	<p>*Date of meeting or proposed meeting to approve the issue under listing rule 7.1</p> <p><i>Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "Yes".</i></p>	N/A
6.2b	<p>*Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?</p> <p><i>Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "No".</i></p>	N/A

¹ Exception 13

An issue of securities under an employee incentive scheme if within 3 years before the issue date:

- (a) in the case of a scheme established before the entity was listed – a summary of the terms of the scheme and the maximum number of equity securities proposed to be issued under the scheme were set out in the prospectus, PDS or information memorandum lodged with ASX under rule 1.1 condition 3; or
- (b) the holders of the entity's ordinary securities have approved the issue of equity securities under the scheme as an exception to this rule. The notice of meeting must have included:
 - a summary of the terms of the scheme.
 - the number of securities issued under the scheme since the entity was listed or the date of the last approval under this rule;
 - the maximum number of +equity securities proposed to be issued under the scheme following the approval; and
 - a voting exclusion statement.

Exception 13 is only available if and to the extent that the number of +equity securities issued under the scheme does not exceed the maximum number set out in the entity's prospectus, PDS or information memorandum (in the case of (a) above) or in the notice of meeting (in the case of (b) above).

Exception 13 ceases to be available if there is a material change to the terms of the scheme from those set out in the entity's prospectus, PDS or information memorandum (in the case of (a) above) or in the notice of meeting (in the case of (b) above).

6.2b.1	<p>*How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?</p> <p><i>Answer this question if the response to Q6.1 is "No", the response to Q6.2 is "No" and the response to Q6.2b is "Yes".</i></p> <p><i>Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure B to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1 to issue that number of securities.</i></p>	N/A
6.2c	<p>*Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?</p> <p><i>Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "No".</i></p>	N/A
6.2c.1	<p>*How many +securities are being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A?</p> <p><i>Answer this question if the response to Q6.1 is "No", the response to Q6.2 is "No" and the response to Q6.2c is "Yes".</i></p> <p><i>Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure C to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1A to issue that number of securities.</i></p>	N/A

Introduced 01/12/19; amended 31/01/20

McPHERSON'S LIMITED
PERFORMANCE RIGHTS PLAN

PLAN RULES

Dated: 20 September 2013 (as amended on 20 September 2016)

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1. Purpose

These are the rules of the Company's Performance Rights Plan. The purpose of the Plan is to provide Eligible Employees with an opportunity to acquire Rights to receive Shares. By doing so, the Plan seeks to provide Eligible Employees with an opportunity to share in the growth in value of the Company and to encourage them to improve the longer-term performance of the Company and its returns to shareholders. The Plan is also intended to assist the Company to attract and retain skilled and experienced senior employees and provide them with an incentive to have a greater involvement with and focus on the longer term goals of the Company. This Plan commences on the date the Company determines.

2. Definitions and Interpretation

2.1. Definitions

In these Rules, unless the context otherwise requires:

Acceptance Period has the meaning given to that term in Rule 4.2(h).

Amendment has the meaning given to that term in Rule 19.1.

Application Form means the form the Board determines is to be used by an Eligible Employee to apply for Rights under the Plan.

ASX means ASX Limited (ACN 008 624 691).

Bad Leaver means:

- (a) a Participant who commits a fraudulent or other dishonest act which brings disrepute upon a Group Company; or
- (b) a Participant who ceases to be employed by any member of the Group and who is not a Good Leaver. This includes where the employment of the Participant is terminated because of:
 - (i) serious misconduct;
 - (ii) a material breach of the terms of any contract or employment agreement entered into by a Group Company and the Participant;
 - (iii) gross negligence; or
 - (iv) any other conduct justifying termination of employment or office without notice at common law.

Board means the board of directors of the Company or a committee appointed by the board of directors of the Company for the purposes of the Plan.

Certificate means, in relation to a Right, the certificate or statement (in a form approved by the Board) issued to the Right Holder which discloses the number of Rights held by the Right Holder.

Company means McPherson's Limited (ACN 004 068 419).

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

Corporations Act means the *Corporations Act 2001* (Cth).

Eligible Employee means:

- (a) a full-time or permanent part-time senior employee of a Group Company; or

(b) an executive director or a company secretary of a Group Company,

other than a person who has been given notice of dismissal for misconduct from his or her employment or office with the Company, or any Subsidiary of the Company (or has given notice of resignation in order to avoid such dismissal).

Employee Incentive Scheme means any employee equity scheme extended to senior employees and/or executive directors of the Company and its Related Bodies Corporate, and includes the Plan.

Entitlements means any rights to acquire shares, options or other securities granted or issued by the Company or by any other company to shareholders of the Company.

Exercise Conditions means, in relation to a Right, the period of time, Performance Hurdles and other vesting conditions determined by the Board at the time of the offer of the Right which are required to be satisfied before the Right may be exercised.

Exercise Price means, in relation to a Right, the amount payable on exercise of the Right as determined in accordance with Rule 7.

Good Leaver means a Participant who ceases employment or office with any member of the Group in any of the following circumstances:

- (a) the Participant ceases employment with any and all Group Companies due to redundancy or Retirement;
- (b) the Participant ceases employment with any and all Group Companies due to the Participant's death or Permanent Incapacity; or
- (c) any other circumstances determined by the Board in its sole and absolute discretion.

Group means the Company and each Subsidiary of the Company and **Group Company** means any of them.

Holding Lock means a mechanism to prevent a Participant transferring or otherwise dealing with Shares.

Listing Rules means the official listing rules of the ASX.

Nominee means in respect of an Eligible Employee:

- (a) a person who is the spouse, parent, brother, sister or child (**close relative**) of the Eligible Employee;
- (b) a body corporate in which the Eligible Employee or a close relative of the Eligible Employee has, or any two or more of the Eligible Employee and close relatives of the Eligible Employee together have, a controlling interest (including any interest that gives control); or
- (c) such other person approved by the Board in its absolute discretion.

Offer Letter means an offer letter to an Eligible Employee inviting that person or his/her Nominee to participate in the Plan.

Participant means:

- (a) an Eligible Employee (or his/her Nominee) who accepts an invitation to participate in the Plan, agrees to be bound by these Rules and whose application for Rights in accordance with the invitation is accepted by the Board; or
- (b) the legal personal representative of any person referred to in (a) duly appointed on the death or legal incapacity of that person.

Performance Hurdles means conditions or events which must be satisfied before Rights may be exercised (which may include, without limitation, conditions relating to the profitability of the Company or the price at which its Shares are traded on the ASX) and/or conditions which may require that the number of Rights able to be exercised be reduced, or that some or all the Rights lapse in circumstances determined by the Board.

Permanent Incapacity means a condition the effect of which is in the opinion of the Board, to prevent a Participant from continuing to be an Employee engaged in a similar capacity as the Participant held prior to the condition arising.

Plan means the McPherson's Limited Performance Rights Plan as amended from time to time and operated in accordance with these Rules.

Related Body Corporate has the meaning given to that term in the Corporations Act.

Retirement means the permanent cessation by a Participant of all gainful employment.

Right means a right to subscribe for Share/s under this Plan.

Right Holder means the holder of Right/s.

Rules means these Rules, as amended from time to time.

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

Subsidiary has the meaning given to that term in the Corporations Act.

Trust means a trust nominated by the Board.

Trust Deed means the deed establishing the Trust (as amended from time to time).

Trustee means the trustee of a Trust.

Vested Right means a Right in respect of which all Exercise Conditions have been satisfied or which is otherwise exercisable in accordance with these Rules.

2.2. Interpretation

In these Rules, unless the context otherwise requires:

- (a) a gender includes all genders;
- (b) the singular includes the plural and conversely;
- (c) a reference to a person includes the legal personal representatives, successors and assigns of that person and also corporations and other entities recognised by law;
- (d) a reference to any law or to the Listing Rules includes that law or the Listing Rules as amended, re-enacted or replaced and any law that supersedes that law; and
- (e) headings are for convenience only and do not affect the interpretation of these Rules.

3. Operation of the Plan

3.1. General

The Plan must be operated in accordance with these Rules.

3.2. Binding Rules

These Rules bind the Company, each Subsidiary of the Company, each Participant, each Right Holder and (if the Board has nominated a Trust pursuant to Rule 9.1) the Trustee.

4. Invitation

4.1. Invitation to Participate

Subject to these Rules, the Board may in its absolute discretion from time to time invite Eligible Employees to apply for Rights under the Plan on the terms set out in these Rules and any other terms the Board considers appropriate. In selecting Eligible Employees to apply for Rights, the Board will have regard to:

- (a) the position in the Group held or to be held by the Eligible Employee;
- (b) the Eligible Employee's length of service with the Group;
- (c) the contribution made by the Eligible Employee to the Group;
- (d) the potential contribution to be made by the Eligible Employee to the Group; and
- (e) any other matters which the Board considers relevant.

4.2. Application Form

The Board must give to each Eligible Employee who is invited to apply for Rights under the Plan an Application Form together with an Offer Letter setting out the following information in relation to the Rights:

- (a) the number of Rights for which the Eligible Employee may apply;
- (b) the consideration (if any) for the grant of the Rights;
- (c) the Exercise Price of the Rights or the method of determining such Exercise Price;
- (d) the latest time at which the Rights may be exercised;
- (e) any applicable Exercise Conditions (including, without limitation, the period or periods during which the Rights or any of them may be exercised and any applicable Performance Hurdles);
- (f) the conditions of any Holding Lock which applies to the Shares issued on exercise of Rights;
- (g) any other terms and conditions relating to the invitation or the Rights which in the opinion of the Board are fair and reasonable and not inconsistent with these Rules;
- (h) the time within which the invitation may be accepted by the Eligible Employee (**Acceptance Period**); and
- (i) any other information or documents that the Corporations Act or the Listing Rules require the Company to give to the Eligible Employee.

4.3. Participant bound by Application Form, Rules, Constitution and Trust Deed

By completing and returning the Application Form within the Acceptance Period, a Participant applies for Rights under the Plan on the terms of the Offer Letter and agrees to be bound by the terms of the Application Form, the Offer Letter, these Rules, the Constitution and (if the Board has nominated a Trust pursuant to Rule 9.1) the Trust Deed.

4.4. Acceptance by Nominee of Eligible Employee

- (a) An Eligible Employee may by notice to the Board nominate a Nominee in whose favour the Eligible Employee wishes to renounce an invitation received by, or any future invitation that may be made to, that Eligible Employee.
- (b) The Board may, in its discretion, elect not to allow a renunciation of an invitation in favour of a Nominee.
- (c) If the renunciation in favour of a Nominee is permitted by the Board and the Eligible Employee wishes to proceed with the renunciation in favour of its Nominee, then:
 - (i) the Eligible Employee will procure that its Nominee accepts the invitation made to that Eligible Employee;
 - (ii) both the Eligible Employee and the Nominee agree to be bound by these Rules as a Participant, except that (if the Board has nominated a Trust pursuant to Rule 9.1) only the Nominee will be a beneficiary under the Trust; and
 - (iii) the Eligible Employee must procure that the Nominee complies with the terms of the Application Form, these Rules, the Constitution and (if the Board has nominated a Trust pursuant to Rule 9.1) the Trust Deed as applicable.

5. Grant of Rights

5.1. Grant of Rights

Subject to the satisfaction of any terms or conditions set out in the Application Form, following receipt of a completed and signed Application Form and the acceptance by the Board of the Application Form, the Company will as soon as practicable after the end of the Acceptance Period:

- (a) issue to the Participant, on the terms of the Offer Letter, the number of Rights applied for by the Participant in the Application Form; and
- (b) complete a register of Rights in accordance with the Corporations Act.

5.2. No payment for Rights

Unless otherwise determined by the Board, no payment is required for the grant of Rights under the Plan.

5.3. Financial assistance

The Company may financially assist a person to pay for the grant of a Right or to pay any Exercise Price in respect of a Right, subject always to compliance with the provisions of the Corporations Act and the Listing Rules relating to financial assistance.

5.4. Certificate

The Company must issue a Certificate to a Participant in respect of the Rights granted to that Participant. The Company must comply with the Constitution, the Listing Rules and the Corporations Act with respect to the issue of the Certificate.

5.5. No quotation on ASX

Rights will not be quoted on the ASX.

5.6. Clawback of unvested Rights if Board deems appropriate

If the Board determines that to safeguard the interests of shareholders and to minimise the risk of unvested (performance based) Rights remaining available to Participants in circumstances where the Board has concluded that would be inappropriate, any unvested Rights issued under

any Offer Letters issued on or after 1 July 2016 may be subject to the clawback actions referred to below.

In particular, in such circumstances the Board may, (in its discretion):

- (a) cancel or require forfeiture of some or all of such Rights;
- (b) adjust the future performance based remuneration of Participant subject to clawback;
- (c) take legal action against the Participant; and/or
- (d) take such other action as the Board considers appropriate in any relevant circumstances as permitted to it by law.

6. Restrictions on transfer

6.1. No transfer

- (a) Rights may not be sold, transferred, mortgaged, charged or otherwise dealt with or encumbered without the prior written approval of the Board.
- (b) While a Share is subject to a Holding Lock, that Share may not be sold, transferred, mortgaged, charged or otherwise dealt with or encumbered without the prior written approval of the Board.

6.2. Prohibition on value schemes or arrangements

A Participant must not enter into a scheme or arrangement that protects the value of Rights granted under the Plan prior to them becoming a Vested Right.

7. Exercise Price

Subject always to the terms of any Offer Letter providing otherwise the Exercise Price of each Right will be zero.

8. Exercise of Rights

8.1. Manner of exercise of Rights

The exercise of any Right granted under the Plan may only be effected in such form and manner as the Board prescribes.

8.2. Exercise multiples

Right Holders must exercise Rights in multiples of 1,000 (or any other number stipulated by the Board), unless the Right Holder exercises all Rights able to be exercised by the Right Holder at that time. The exercise of some Rights only does not affect the Right Holder's right to exercise other Rights at a later time. If the Right Holder exercises less than all the Rights represented by a Certificate then the Company will cancel the Certificate and issue a new Certificate for the balance.

8.3. Exercise conditions

Subject to Rule 8.4, a Right granted under the Plan may only be exercised if, at the time of exercise:

- (a) the Right is a Vested Right;
- (b) the Right has not lapsed under Rule 10; and
- (c) the Exercise Price (as adjusted under Rule 11, if applicable) has been paid.

8.4. Other permitted exercise

The Board may determine that a Right will become a Vested Right and may be exercised, whether or not any or all applicable Exercise Conditions have been satisfied if (in the Board's opinion) one of the following events has occurred or is likely to occur:

- (a) the merger or consolidation of the Company into another company;
- (b) if a takeover bid is made in respect of the Company and the Board recommends acceptance to shareholders;
- (c) if a scheme of arrangement is made or undertaken in respect of the Company, and the Board in its absolute discretion determines exercise to be appropriate;
- (d) any event similar to those described in Rules 8.4(a) to 8.4(c) involving a change in ownership or control of the Company or all or substantial part of the assets of the Company; or
- (e) any other event as determined by the Board in its absolute discretion.

8.5. Provision of Shares on exercise of Right

- (a) The Board may determine in respect of the exercise of each Right the method by which Shares may be acquired for the purposes of the Plan, whether by allotment, issue or allocation.
- (b) Following exercise of a Right, the Company must, within such time as the Board determines, either:
 - (i) if the Board has not nominated a Trust pursuant to Rule 9.1: issue or allocate to or acquire on market for the person exercising the Right, that number of Shares in respect of which the Right has been exercised, credited as fully paid; or
 - (ii) if the Board has nominated a Trust pursuant to Rule 9.1: instruct the Trustee to acquire or allocate Shares for the benefit of the Participant or transfer Shares to the Participant (at a time and manner to be determined by the Board in its absolute discretion) and, if required, pay to the Trustee such amount as is necessary for that purpose.

8.6. Shares rank equally

Unless the terms of issue of the Rights provide otherwise, Shares issued on the exercise of Rights will rank equally in all respects with all existing Shares from the date of allotment, including in relation to:

- (a) voting rights; and
- (b) entitlements to participate in:
 - (i) distributions and dividends; and
 - (ii) future rights issues and bonus issues,

where the record date for determining entitlements falls on or after the date of allotment.

8.7. Quotation on ASX

The Company must apply for quotation on the official list of the ASX of Shares issued on the exercise of Rights as soon as practicable after the issue of those Shares, so long as Shares are quoted on the ASX at that time.

9. Trust

9.1. Nomination

The Board may in its sole and absolute discretion:

- (a) determine that any or all Shares to be issued, allotted or allocated following the exercise of a Right will be held in a Trust on behalf of Participants, for transfer to future Participants or otherwise for the purposes of the Plan;
- (b) nominate a Trust for the purposes of the Plan;
- (c) revoke the nomination of a Trust and determine that Shares to be issued, allotted or allocated following the exercise of a Right will not be held in any Trust; or
- (d) revoke the nomination of a Trust and nominate its replacement,

in each case, on terms and conditions that the Board considers appropriate.

9.2. Trustee to hold Shares

If the Board has nominated a Trust pursuant to Rule 9.1, then:

- (a) The Company may instruct the Trustee to do all such things and perform all such functions as the Board considers appropriate to enable the implementation of the Plan.
- (b) The Trustee will, in accordance with instructions received pursuant to Rule 8.5(b)(ii) acquire or allocate Shares (including for the benefit of a Participant) or transfer Shares (including to a Participant), provided that the Trustee has sufficient funds to acquire those Shares, and will hold those Shares and any Entitlements accruing to, or in connection with, those Shares on the terms of the Trust Deed.

9.3. Trustee to dispose of Shares

If the Board has revoked the nomination of a Trust (**Previous Trust**) pursuant to Rule 9.1, then the Company must instruct the trustee of the Previous Trust to, and the trustee of the Previous Trust must in accordance with those instructions, either:

- (a) transfer or distribute all Shares held by the trustee of the Previous Trust (including to the relevant Participants); or
- (b) (if the Board has nominated a replacement Trust) transfer all Shares held by the trustee of the Previous Trust to that replacement Trust,

in each case, on terms and conditions that the Company considers appropriate.

10. Lapse and forfeiture

10.1. End of exercise period

Subject to clauses 10.2, 10.3 and 10.4, a Right automatically lapses at the latest time at which that Right may be exercised, as specified by the Board in the Offer Letter.

10.2. Good Leaver

If a Participant is a Good Leaver, then:

- (a) all Shares held by the Trustee on behalf of the Participant will be transferred into the name of the Participant;
- (b) all Rights held by the Participant that are Vested Rights at the date of cessation of employment or office may be exercised by the Participant during the 30 day period following the date of cessation of employment or office (notwithstanding that the exercise period

specified in the Offer Letter ends during the 30 day period), after which those Vested Rights will automatically lapse;

- (c) all other Rights held by the Participant will automatically lapse on the date of cessation of employment or office; and
- (d) all Offer Letters which have not been accepted by the Participant are automatically revoked on the date of cessation of employment or office,

unless the Board determines otherwise.

10.3. Bad Leaver

If a Participant is a Bad Leaver, then on the date of cessation of employment or office:

- (a) those Shares and Entitlements held by the Trustee which relate to the Bad Leaver are automatically forfeited and, subject to the Corporations Act, cancelled;
- (b) the Participant automatically forfeits all of his/her rights, title and interest:
 - (i) in all Shares and Entitlements held by the Trustee and all proceeds on sale or transfer of those Shares and Entitlements;
 - (ii) in the Trust; and
 - (iii) he/she may have as a beneficiary of the Trust;
- (c) all Rights held by the Participant will automatically lapse; and
- (d) all Offer Letters which have not been accepted by the Participant are automatically revoked, unless the Board determines otherwise.

10.4. End of period otherwise determined by the Board

If the Board determines a further period, or reduces the period, in which Rights may be exercised, whether such revised period is more or less than the 30-day period specified in Rule 10.2(a), or more or less than the exercise period specified in the Offer Letter for those Rights, then those Rights will lapse at the end of that revised period.

10.5. Cessation of employment - interpretation

For the purposes of these Rules, a Participant will not be deemed to be either a Good Leaver or a Bad Leaver if:

- (a) the Participant is absent due to approved leave granted by a Group Company;
- (b) immediately after the Participant leaves the employment or office of a Group Company the Participant is employed by, or holds an office with, another Group Company;
- (c) the Participant is seconded from a Group Company to a government department or instrumentality or to another company; or
- (d) immediately after the Participant leaves the employment or office of a Group Company the Participant is employed by a joint venture company in which a Group Company holds a substantial interest at the time of employment, and which has been approved by the Board as an associated company for the purposes of the Plan.

11. Capital reconstructions and new issues

11.1. Alterations to capital and reconstructions

Subject to the Listing Rules, if the Company makes any new issue of securities or alterations to its capital by way of a rights issue, bonus issue or other distribution of capital, reduction of capital or reconstruction of capital then the Board may make adjustments to the rights attaching to the Rights (including, without limitation, to the number of Shares which may be acquired on exercise of the Rights and the Exercise Price of a Right) on any basis it deems fit in its discretion.

11.2. New issues

Subject to the Listing Rules, unless the Board determines otherwise, a Right Holder is only entitled to participate (in respect of Rights granted under the Plan) in a new issue of Shares to existing shareholders of the Company if the Right Holder has validly exercised the Right Holder's Rights and become a Shareholder prior to the relevant record date, and is then only entitled to participate in relation to Shares of which the Right Holder is the registered holder.

12. Powers of the Board

12.1. Powers of the Board

The Plan will be managed by the Board, which will have power to:

- (a) determine appropriate procedures and make regulations for the administration of the Plan consistent with these Rules;
- (b) resolve and bind the Company and Participants absolutely regarding any question of fact, interpretation, effect or application arising in connection with the Plan;
- (c) determine matters falling for determination under these Rules in its absolute discretion having regard to the interests of and for the benefit of the Company;
- (d) exercise the discretions conferred on it by these Rules or which may otherwise be required in relation to the Plan; and
- (e) delegate to any one or more persons (for such period and on such conditions as it may determine) the exercise of any of its powers or discretions arising under the Plan.

12.2. Suspension or termination of Plan

- (a) The Plan may be suspended or terminated at any time by resolution of the Board.
- (b) In the event of a suspension or termination, these Rules will continue to operate with respect to any Rights issued under the Plan prior to that suspension or termination.

13. Contracts of Employment and Other Employment Rights

13.1. Rules not part of employment contract etc

- (a) This Plan does not form part of any contract of employment or services between a Group Company, or any Related Body Corporate of a Group Company, and any Eligible Employee.
- (b) Nothing in these Rules confers on any Eligible Employee the right to receive any Rights.
- (c) It is a condition of these Rules that the Plan may be terminated at any time at the discretion of the Board and that no compensation under any employment or services contract will arise as a result.

13.2. Termination of employment

This Plan:

- (a) does not confer on any Eligible Employee or Participant the right to continue as an employee or officer of any Group Company or any Related Body Corporate of a Group Company;
- (b) does not affect any rights which a Group Company, or any Related Body Corporate of a Group Company, may have to terminate the employment or office of the Eligible Employee or Participant; and
- (c) may not be used to increase damages in any action brought against a Group Company, or any Related Body Corporate of a Group Company, in respect of that termination.

14. Connection with other plans

Unless the Board otherwise determines, participation in the Plan does not affect, and is not affected by, participation in any other Employee Incentive Scheme by the Company unless the terms of that other Employee Incentive Scheme provide otherwise.

15. Notices

Any notice or direction given under these Rules is validly given if it is handed to the person concerned or sent by ordinary prepaid post to the person's last known address or given in any reasonable manner which the Board from time to time determines.

16. Plan costs and brokerage

Unless otherwise determined by the Board, the Company must pay:

- (a) all costs, charges and expenses relating to the establishment and operation of the Plan; and
- (b) any brokerage for the acquisition of Shares upon the exercise of a Right.

For the avoidance of doubt, the Company is not responsible for any brokerage payable in relation to the sale of Shares held by any Participant.

17. Overseas Eligible Employees

The Company, at the Board's discretion, may:

- (a) invite Eligible Employees who are resident outside of Australia to participate in the Plan; and
- (b) make regulations for the operation of the Plan which are not inconsistent with these Rules to apply to Eligible Employees and Participants who are resident outside of Australia.

18. General restrictions

18.1. General

Notwithstanding any Rule, Rights and Shares may not be issued, transferred or dealt with under the Plan if to do so would contravene the Corporations Act, the Listing Rules or any other applicable laws or where the compliance with any applicable law would in the opinion of the Board be unduly onerous or impractical.

18.2. Limit on aggregate number of Shares

Unless otherwise determined by the Board, taking into account what it considers to be all relevant factors, an offer of Rights may only be made under the Plan at any particular time, if:

- (a) the number of Shares that may be acquired on exercise of the Rights proposed to be issued pursuant to that offer; plus

- (b) the number of Shares that may be acquired on exercise of the rights or options on issue under any Employee Incentive Scheme (including the Plan); plus
- (c) the number of Shares which would be issued if each already issued and outstanding offer with respect to Shares or rights or options over Shares under any Employee Incentive Scheme (including the Plan) was to be accepted and, if the offer relates to rights or options, those rights or options were exercised,

does not exceed 5% (five percent) of the total number of issued Shares as at the time of the offer.

19. Amendment of the Rules, Exercise Conditions or terms of issue

19.1. General

Subject to Rule 19.2 and the Listing Rules, the Board may amend, add to, delete, revoke or otherwise vary any or all of the Exercise Conditions, the terms of issue of a Right, or these Rules at any time in any manner it thinks fit in its absolute discretion (**Amendment**).

19.2. Limitation on Amendments

No Amendment to the provisions of these Rules may be made which reduces the rights of Participants in respect of Rights acquired by them prior to the date of the Amendment, other than an Amendment introduced primarily:

- (a) for the purpose of complying with or conforming to present or future State, Territory or Commonwealth legislation or the Listing Rules;
- (b) to correct any manifest error or mistake; or
- (c) for the purpose of enabling Participants to receive a more favourable taxation treatment in respect of their participation in the Plan.

20. Governing law

These Rules are governed by and shall be construed in accordance with the laws of the State of Victoria.