



ABN 92 009 657 489

Dividend Reinvestment Plan

Terms and Conditions

Amended May 2015

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1 Definitions

Definitions

In these terms:

ASX means the ASX Limited.

Board means the board of directors of the Company.

Business Day means Monday to Friday inclusive, except New Year's Day, Good Friday, Easter Monday, Christmas Day, and any other day that ASX declares is not a business day.

Commencement Date means such date as the Directors in their sole discretion determine.

Company means ALS Limited (ABN 92 009 657 489).

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

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

Directors means the directors of the Company from time to time.

Discount means, in relation to a dividend to be reinvested under this DRP, any discount to Market Price determined by the Board in its absolute discretion to apply to Participating Shares to be acquired with that particular dividend.

DRP means the Company's Dividend Reinvestment Plan conducted in accordance with these terms, as amended from time to time.

DRP Price means the price at which Shares will be issued under the DRP, being the Market Price less any applicable Discount.

Election Date means the Business Day following the Record Date.

Listing Rules means the ASX Listing Rules.

Market Price means arithmetic average of the VWAP (rounded to the nearest cent) on each day during the Price Determination Period as determined by the Directors or, if no Shares are traded during the Price Determination Period, the last sale price for the Shares, recorded on the ASX before the start of the Price Determination Period.

Notice of Election means a notice in a form determined by the Directors of the Company by which a shareholder makes an election as to the Shareholder's participation in the DRP.

Participant means a Shareholder participating in the DRP.

Participating Shares means a Participant's Shares which are to participate in the DRP, determined in accordance with the Notice of Election lodged by that Participant under clause 5.

Price Determination Period means the period starting on the first trading day after the relevant Election Date and ending five trading days after the relevant Election Date, unless otherwise determined by the Directors in their sole discretion.

Record Date means the date for determining entitlements to a dividend.

Register means the register of members maintained by the Company, including the principal register and any branch registers.

Security Registrar means, BoardRoom Pty Limited (ABN 14 003 209 836), the security registrar for the Company.

Shareholder means a person registered as a holder of Shares in the Register.

Shares means fully paid ordinary shares in the capital of the Company.

Trading Days means days on which the ASX is open for trading.

VWAP means the daily volume weighted average market prices of all Shares sold on ASX's trading platform, but excluding, at the discretion of the Directors, such transactions which are not in the ordinary course of trading on ASX, such as special crossings, crossings prior to the commencement of the open session state, portfolio special crossings, equity combinations, crossings during overnight trading, overseas trades, trades pursuant to the exercise of options over Shares, and any other trades that the Directors determine should be excluded on the basis that the trades are not fairly reflective of genuine supply and demand.

2 Interpretation

In these terms, unless the context indicates a contrary intention:

- (a) words importing the singular include the plural and vice versa;
- (b) words importing a gender include any gender;
- (c) an expression importing a natural person includes any company, partnership, joint venture, association, corporation or other body corporate; and
- (d) a word or expression in these terms that deals with a matter dealt with by a provision of the Constitution has the same meaning as in that provision.

3 Eligibility to participate in the DRP

- (a) The Company may from time to time invite Shareholders to participate in the DRP.
- (b) Participation in the DRP is subject to these terms, applicable laws, the Listing Rules and the Constitution of the Company.
- (c) The DRP gives Shareholders a way to increase their shareholding in the Company by reinvesting all or part of their dividends in more shares in accordance with these terms.
Any Shareholder can participate in the DRP, unless excluded under paragraph (d) in respect of a particular Record Date if, at that Record Date, they were recorded in the Company's Register as a registered holder of Shares.
- (d) A Shareholder is excluded from the DRP if that Shareholder's residential address or address on the Register is outside Australia or New Zealand, unless the directors approve of that Shareholder's participation in the DRP, in their absolute discretion.

4 Multiple holdings

- (a) Separate notices must be given for each parcel of Shares identified in the Register by a separate Shareholder number. A Shareholder is deemed for the purposes of the DRP to be a separate Shareholder in relation to each parcel of Shares identified by a separate Shareholder number.
- (b) If Shares are jointly held by two or more Shareholders, all joint holders of such Shares must sign a single Notice of Election for it to be valid. If one or more of the joint holders of the Shares is not an Eligible Shareholder, none of the joint holders can apply to participate in the DRP with respect to the Shares jointly held.

5 Level of participation

- (a) A Shareholder does not have to participate in the DRP. A Shareholder must complete a Notice of Election and lodge with the Security Registrar, or register online through the online application process established under clause 11(a) if they want to participate in the DRP in a way allowed by these terms.
- (b) Participation in the DRP may be either:

- (i) full participation, being participation for a Shareholder's shareholding from time to time however acquired (including Shares issued under the DRP); or
 - (ii) part participation, being participation for a nominated number of Shares registered in the name of a Shareholder plus participation for Shares issued under the DRP.
- (c) A Notice of Election is effective upon receipt by the Company via its Security Registrar in accordance with clause 11. Any Notice of Election received from a Shareholder in respect of the DRP is deemed to continue to apply for that Shareholder with respect to any dividend that the Directors determine this DRP operates in respect of unless the Shareholder otherwise notifies the Company via its Securities Registrar of a change in or termination of their election in accordance with paragraph (e).
 - (d) A Notice of Election is deemed to specify full participation in accordance with clause 5(b)(i), unless a Shareholder specifies its nominated number of Shares in the Notice of Election.
 - (e) A Participant may at any time terminate their participation in the DRP or change their level of participation in the DRP by giving the Company via its Securities Registrar written notice.

6 Commencement Date

The DRP and these terms will commence operation on the Commencement Date.

7 DRP entitlements

- (a) Subject to this clause, the Company must apply each dividend that the Directors determine this DRP operates in respect of and payable to a Participant in respect of Participating Shares to subscribe for or accept a transfer of Shares on the Participant's behalf at the DRP Price.
- (b) The number of Shares subscribed for or transferred under this clause is the total amount of the dividend payable on the Participant's Participating Shares, divided by the DRP Price referable to the relevant dividend and where not a whole number, the nearest whole number to that number (whether above or below) and if equidistant between two whole numbers, the nearest whole number above that number.
- (c) A dividend payable in respect of a Participant is not available for reinvestment under the DRP to the extent that the Company is entitled to and does retain or otherwise deal with the dividend in accordance with its Constitution or any legal requirements, including withholding tax.
- (d) The DRP does not operate in relation to a dividend to the extent that the transfer, allotment or issue of Shares under the DRP is in breach of any applicable law or where the Participant does not have sufficient dividend from Participating Shares to accept a transfer of or be allotted a DRP Share.
- (e) If and to the extent that the DRP does not operate, the relevant dividend must instead be distributed in cash to Participants in the same way as to other Shareholders who do not participate in the DRP.

8 Allotment or Transfer of Shares

Shares allotted to a Participant under the DRP or purchased under the DRP on their behalf:

- (a) must be allotted or transferred on the date that the dividend is applied under clause 7(a) and (b).
- (b) must be allotted or transferred in accordance with the Listing Rules;
- (c) rank equally with existing Shares from the date of allotment or transfer; and
- (d) must be registered on the same Register as the majority of the relevant Participant's Participating Shares.

9 Statements

- (a) After each allocation of shares under the DRP, the Company must send to each Participant a holding statement for the Shares allotted or transferred.
- (b) At the time the Company sends advice about each dividend payment, it must send to each Participant a statement setting out:
 - (i) the Record Date for the purposes of the payment by the Company of the relevant dividend;
 - (ii) the number of Participating Shares in the DRP as at the last Record Date;
 - (iii) the total amount of the dividend in cents paid per Participating Share;
 - (iv) the number of Shares allotted or transferred to the Participant under the DRP and the cost of each of those Shares;
 - (v) the DRP Price for the Shares allotted or transferred to the Participant under the DRP;
 - (vi) the amount of withholding tax (if any) applicable to the dividend;
 - (vii) the extent to which the dividend is franked;
 - (viii) the Participant's total holding of both Participating and Non-Participating Shares after the allocation; and
 - (ix) other information as the directors determine.

10 Changes in a participant's shareholding

- (a) Where a Participant transfers Shares, the Shares transferred will not be Participating Shares unless the Participant has elected full participation in accordance with clause 5(b)(i) or the Participant lodges a further Notice of Election.
- (b) Where Participating Shares are transferred, they cease to be Participating Shares as soon as the relevant transfer is registered.

11 Election Notices

- (a) Any applications or notices to the Company via its Securities Registrar must be in the form prescribed by the Company, if any, from time to time. The Company may, from time to time, establish an online application process for Shareholders to participate in the DRP. Details of the online application process will be made available at www.alsglobal.com and on the Securities Registrar's website. Any Notice of Election lodged electronically must comply with the applicable terms and conditions of the electronic lodgement facility.
- (b) Notices of Election which the Company via its Securities Registrar receives are effective for a particular Record Date if received by 5.00pm AEST time on the Business Day following the Record Date.
- (c) Notices of Election received after 5.00pm AEST time on the Business Day following a particular Record Date are not effective in respect of that Dividend but are effective in respect of subsequent Dividends.

12 ASX Quotation

The Company must promptly apply for quotation on the ASX of all Shares allotted or transferred under the DRP.

13 Modification, Suspension and termination

- (a) The Directors may modify the terms of the DRP, or terminate or suspend the DRP, at any time by giving written notice to Participants by way of lodging an announcement with the ASX describing the modification, termination or suspension of the DRP and the posting of that announcement on the Company's website.
- (b) The modification, termination or suspension of the DRP takes effect upon the date specified by the Directors and does not give rise to any liability on the part of, or right of action against, the Company, its officers, employees or agents.
- (c) If the DRP or these terms are varied, a Participant continues to participate under the DRP and these terms in their varied form apply unless the Participant terminates its participation in the DRP by submitting a Notice of Election in accordance with these terms.
- (d) If the DRP is suspended, an election as to participation in the DRP will also be suspended and all Shares are deemed to be non-Participating Shares for the purpose of any dividend paid while the DRP is suspended.
- (e) Any suspension under clause 13(d) will continue until such time as the Board resolves to recommence or terminate the DRP.
- (f) The DRP may be reinstated following a suspension in accordance with this clause 13 by notification on the Company's website and by notice to ASX. Upon reinstatement of the DRP, all prior elections will be reinstated and will continue to apply until a new valid Notice of Election is lodged, unless the Company determines otherwise.
- (g) A dispute or disagreement arising under or in relation to the DRP or these terms may be settled by the Directors in any way they consider appropriate. A determination made by the Directors is final and binding.

14 Costs

No brokerage, commission or other transaction costs are payable by the Participants in respect of an allotment or transfer of Shares under the DRP.

15 Governing law

The laws of Queensland govern these terms.