

14 July 2023

## **Straker 2023 Annual General Meeting & Director Nominations**

Straker Translations Limited (ASX: STG) announces that its 2023 Annual General will be held on Wednesday 23 August 2023 at 02.00 pm Canberra, Melbourne and Sydney / 04.00 pm NZST.

In accordance with the Company's constitution and ASX Listing Rule 3.13.1, notice is provided that the closing date for receipt of nominations of persons to be considered for election as a director at the Annual General Meeting must be received at the Company's registered office no later than 5:00pm (NZST) on Tuesday 18 July 2023.

### **Authorisation**

This announcement has been authorised for release by the Board of Straker Translations Limited.

#### **Corporate:**

Grant Straker, CEO & Co-Founder  
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### **About Straker Translations**

Based in New Zealand Straker provides next generation language services supported by a state-of-the-art technology stack and robust AI layer to clients around the world. By combining the latest available technologies with linguistic expertise, Straker's solutions are scalable, cost-effective, and accurate. Through technical innovation and data analytics, Straker is a proven partner in future-proofing global communications.

For more information visit: [www.strakertranslations.com](http://www.strakertranslations.com)

**STRAKER TRANSLATIONS LIMITED**

**NOTICE OF ANNUAL MEETING, EXPLANATORY STATEMENT AND PROXY FORM**

**Date**

Wednesday, 23 August 2023

**Time**

02:00 pm Canberra, Melbourne and Sydney / 04.00pm NZST

**Venue**

Straker Translations Limited Offices at Level 2, 49 Parkway Drive, Rosedale, Auckland 0632, New Zealand.

The Meeting will also be held virtually via Zoom.

**Your vote is important**

The business of the Meeting affects the Company and your vote is important.

**Voting by proxy**

To vote by proxy, please complete and sign the accompanying Proxy Form and return by the time specified and in accordance with the instructions set out in the Proxy Form.

**Straker Translations (STG)**  
NZ Company no. 1008867  
ARBN: 628 707 399

**Registered Address**  
Level 2, 49 Parkway Drive  
Rosedale, Auckland 0632

**[www.strakertranslations.com](http://www.strakertranslations.com)**  
**[investors@strakertranslations.com](mailto:investors@strakertranslations.com)**

## **NOTICE OF ANNUAL GENERAL MEETING 2023**

Notice is given that the Annual General Meeting of Shareholders of Straker Translations Limited (**Company**) will be held at 02:00 pm Canberra, Melbourne and Sydney / 04.00pm NZST on Wednesday, 23 August 2023 at the Company's Offices, Level 2, 49 Parkway Drive, Rosedale, Auckland 0632, New Zealand and virtually via Zoom.

Further details in respect of the Resolutions proposed in this Notice of Annual General Meeting are set out in the Explanatory Statement accompanying this Notice. The Explanatory Statement and the Proxy Form should be read together with, and form part of, this Notice.

## **ATTENDING THE ANNUAL GENERAL MEETING**

The Annual General Meeting will be held physically at the address notified in this Notice of Meeting.

In addition, pursuant to section 11.1 of the Company's Constitution, the Company may also "*hold a meeting of members at one or more venues at which, by means of audio, or audio and visual, communication all participating Shareholders can simultaneously hear each other throughout the meeting.*" Accordingly, the Company also offers a virtual meeting option for this Meeting. The Company has arranged for virtual attendance at the Meeting via a Zoom webinar, and you will need to register in advance for this webinar at the link below. Please note that you will need your shareholder number during the registration process.

[https://strakertranslations.zoom.us/webinar/register/WN\\_6gkBWMVMR6OB5nJgFV087w](https://strakertranslations.zoom.us/webinar/register/WN_6gkBWMVMR6OB5nJgFV087w)

After registering, you will receive a confirmation email containing information about joining the webinar.

## **Q&A**

You will be able to view the Meeting presentations, listen to the Meeting live, and submit questions to the Chairman in real time.

## **Voting during the meeting**

Online voting during the Meeting will be provided via the Link online voting portal available at the link below. You will need your shareholder details to login to the Link portal.

<https://meetings.linkgroup.com/agm/STG2023>

Attending the Meeting online enables Shareholders to view the Meeting live and to also ask questions and cast votes at the appropriate times whilst the Meeting is in progress. Please refer to the Online Voting Guide for instructions on how to vote, which can be downloaded from the Link online platform.

## **AGENDA**

### **Financial Statements and Audit Report**

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To receive and consider the Company's annual Financial Statements and Audit Report for the year ended 31 March 2023.

Note: The Financial Statements and Audit Report for the financial year ended 31 March 2023 will be provided before the Meeting. However, there is no requirement for the Shareholders to approve those Reports. Shareholders will be given an opportunity to ask the Directors and the Company's Auditor questions on those Reports at the Meeting.

### **Resolution 1: Auditor's Remuneration**

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To consider and, if thought fit, to pass the following Resolution as an Ordinary Resolution:

*"To record that BDO Auckland continue in office as the Company's Auditors and to authorise the Directors to fix the remuneration of BDO Auckland for the ensuing year."*

### **Resolution 2: Election of Director – Mr James Johnstone**

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To consider and, if thought fit, to pass the following Resolution as an Ordinary Resolution:

*"That, Mr James Johnstone be elected as a Director of the Company."*

### **Resolution 3: Re-Election of Director – Ms Amanda Cribb**

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To consider and, if thought fit, to pass the following Resolution as an Ordinary Resolution:

*"That, Ms Amanda Cribb, who retires in accordance with clause 21.2 of the Company's Constitution and, being eligible, offers herself for election, to be re-elected as a Director of the Company."*

### **Resolution 4: Approval of additional 10% Placement Capacity**

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To consider and, if thought fit, pass the following Resolution as a **Special Resolution**:

*"That, pursuant to and in accordance with ASX Listing Rule 7.1A and for all other purposes, Shareholders approve the issue of equity securities up to 10% of the issued capital of the Company (at the issue date or the date of agreement to issue) calculated in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 and on the terms and conditions in the Explanatory Statement."*

**Voting exclusion:** The Company will disregard any votes cast in favour of the Resolution by or on behalf of any person who is expected to participate in, or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the Company) or an associate of that person (or those persons).

However, this does not apply to a vote cast in favour of the Resolution by:

- A person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- The Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - The beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
  - The holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Under ASX Listing Rule 14.11.1 and the notes under that rule about Rule 7.1A, as at the date of this Notice of Meeting it is not known who may participate in the proposed issue (if any). On that basis, no Shareholders are currently excluded from voting.

#### **Resolution 5: Issue of Options to Director – Grant Straker**

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To consider and, if thought fit, to pass the following Resolution as an Ordinary Resolution:

*“That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 163,600 Options and the issue of underlying Shares in respect of the Options, to Grant Straker, the CEO of the Company, or his nominee(s), pursuant to the Company’s 2020 LTI Employee Share Option Plan on the terms and conditions set out in the Explanatory Statement.”*

**Voting exclusion:** The Company will disregard any votes cast in favour of the Resolution by or on behalf of Grant Straker or a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the 2020 LTI Employee Share Option Plan, or an associate of that person (or those persons).

However, this does not apply to a vote cast in favour of the Resolution by:

- A person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- The Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:

- The beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
- The holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**Resolution 6: Issue of Options to related party of a Director – Merryn Straker**

To consider and, if thought fit, to pass the following Resolution as an Ordinary Resolution:

*“That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 80,500 Options, and the issue of underlying Shares in respect of the Options, to Merryn Straker, a related party of the Company, or her nominee(s), pursuant to the Company’s 2020 LTI Employee Share Option Plan on the terms and conditions set out in the Explanatory Statement.”*

**Voting exclusion:** The Company will disregard any votes cast in favour of the Resolution by or on behalf of Merryn Straker or a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the 2020 LTI Employee Share Option Plan, or an associate of that person (or those persons).

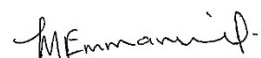
However, this does not apply to a vote cast in favour of the Resolution by:

- A person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- The Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - The beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
  - The holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

**Explanatory Statement**

The accompanying Explanatory Statement provides additional information on matters to be considered at the Meeting. The Explanatory Statement, the Proxy Form, and Important Information form part of this Notice.

**By order of the Board**



Matilda Emmanuel  
Company Secretary  
14 July 2023

## **EXPLANATORY STATEMENT**

This Explanatory Statement accompanies and forms part of the Company's Notice of Annual General Meeting. The Meeting is to be held at the Company's Offices, Level 2, 49 Parkway Drive, Rosedale, Auckland 0632, New Zealand on Wednesday, 23 August 2023.

This Explanatory Statement is to assist Shareholders in understanding the background to, and the legal and other implications of, the Notice and the reasons for the proposed Resolutions. Both documents should be read in their entirety and in conjunction with each other.

Terms used in this Explanatory Statement will, unless the context otherwise requires, have the same meaning as given to them in the Glossary contained in this Explanatory Statement.

### **Resolution 1: Auditor's Remuneration**

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BDO Auckland is the existing Auditor of the Company and has indicated its willingness to continue in office. Pursuant to section 207T of the Companies Act, BDO Auckland is automatically re-appointed at the Annual General Meeting as Auditor of the Company. The proposed Resolution is to authorise the Directors to fix the Auditors' remuneration for the ensuing year for the purposes of section 207S of the Companies Act.

### **Directors' Recommendation**

The Board unanimously recommends that Shareholders vote in favour of this Resolution.

### **Resolution 2: Election of Director – Mr James Johnstone**

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Mr Paul Wilson tendered his resignation as a director of the Company effective 1 December 2022.

In order to fill the outgoing Director role, and in accordance with Clause 20.8 of the Company's Constitution, Mr James Johnstone is submitting himself for Election as a Director.

James is Partner at Bailador Technology Investments, an ASX-listed investment fund targeting private expansion stage technology companies. James leads new investment activity at Bailador, along with leveraging his entrepreneurial background to provide operational expertise to the fund's portfolio companies.

He is a Director of BTI portfolio company Access Telehealth, and a Board Observer for Mosh and InstantScripts.

James was integral to Bailador's investments and successful exits in DocsCorp and Lendi. He also worked closely with portfolio company Straker Translations and was previously a director until Straker's IPO in 2018. James is currently a member the Company's People & Culture Committee.

Prior to Bailador, James was the founding Commercial Director of Mozo, an online financial comparison marketplace which was acquired by Future Plc (FUTR.LSE) in 2021.

James has more than 20 years' experience in venture capital, strategy consulting and corporate development, previously working as a strategy consultant and with Virgin Group Travel and Financial Services businesses in Sydney and London.

James completed a Co-op Scholarship (Bachelor of Accounting) from UTS Sydney, is a qualified Chartered Accountant, and is a Graduate of the Australian Institute of Company Directors.

### **Directors' Recommendation**

The Board unanimously supports Mr James Johnstone's election as a Non-Executive Director of the Company and recommends that Shareholders vote in favour of this Resolution.

### **Resolution 3: Re-Election of Director – Ms Amanda Cribb**

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In accordance with clause 21.2 of the Company's Constitution, whilst the Company is admitted to the Official List of ASX, at least one Director must retire from office at each Annual General Meeting unless there has been an election of Directors earlier that year. Unless required to retire pursuant to Clause 21.1 of the Company's Constitution, the Director to retire will be the Director who has been longest in office since that Director's last election.

Clause 21.1 of the Company's Constitution states that a Director must not hold office without re-election past the third Annual General Meeting after that Director's last appointment or re-election or for more than three years, whichever is longer. A single Managing Director of the Company (appointed under clause 23 of the Company's Constitution) is exempt from these requirements.

Amanda was appointed as a Non-Executive Director of Straker Translations Limited on 20 July 2020 by the Shareholders at the 2020 Annual General Meeting. Amanda is currently Chair of the Audit & Risk Committee and member of the People & Culture Committee.

In accordance with clause 21.2 of the Constitution, Amanda is retiring and submitting herself for re-election as a Director of the Company.

With over 18 years of executive leadership roles in technology companies, Amanda has been instrumental in steering companies through early-stage growth and fostering long-term sustainability.



Prior to her directorship, Amanda held various Chief Financial Officer positions, including 10 years at Zag (now part of Accenture) and 5 years at Datacom. Amanda brings a deep understanding of the industry and a track record of success in driving growth and transformation.

In addition to her directorship, Amanda also serves as a Director of the Garage Project and holds an executive position in a cybersecurity company.

Amanda holds an MBA from the Henley Business School in the UK, is a full member of Chartered Accountants Australia & New Zealand (CA ANZ), and a Chartered Member of the New Zealand Institute of Directors.

Having regard to the ASX Corporate Governance Principles, the Board considers Ms Cribb to be an Independent Non-Executive Director.

### **Directors' Recommendation**

The Board unanimously supports Ms Amanda Cribb's election as an Independent Non-Executive Director of the Company and recommends that Shareholders vote in favour of this Resolution.

### **Resolution 4: Approval of additional 10% Placement Capacity**

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#### **General**

Broadly speaking, and subject to a number of exceptions, Listing Rule 7.1 limits the amount of equity securities that a listed company can issue without the approval of its shareholders over any 12-month period to 15% of the fully paid ordinary securities it had on issue at the start of that period.

Under Listing Rule 7.1A, however, an eligible entity can seek approval from its members, by way of a Special Resolution passed at its Annual General Meeting, to increase this 15% limit by an extra 10% to 25%.

The Resolution seeks Shareholder approval by way of Special Resolution for the Company to have the additional 10% capacity provided for in Listing Rule 7.1A to issue equity securities without Shareholder approval.

If the Resolution is passed, the Company will be able to issue equity securities up to the combined 25% limit in Listing Rules 7.1 and 7.1A without any further Shareholder approval.

If the Resolution is not passed, the Company will not be able to access the additional 10% capacity to issue equity securities without Shareholder approval provided for in Listing Rule 7.1A and will remain subject to the 15% limit on issuing equity securities without Shareholder approval set out in Listing Rule 7.1.

The Resolution is a Special Resolution and therefore requires approval of 75% of the votes cast by Shareholders present and eligible to vote (in person, by proxy, by attorney or, in the case of a corporate Shareholder, by a corporate representative).

### **Eligibility**

An eligible entity under ASX Listing Rule 7.1A is one which, at the date of the Resolution, has a market capitalisation of \$300 million or less and is not included in the S&P / ASX 300 Index. The Company anticipates it will be an eligible entity for the purposes of ASX Listing Rule 7.1A at the time of the Meeting.

The exact number of equity securities that may be issued pursuant to the 10% Placement Capacity will be determined in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 which provides that eligible entities that have obtained Shareholder approval at an Annual General Meeting may issue or agree to issue, during the 12-month period after the date of the Annual General Meeting, a number of equity securities calculated as follows:

### **(A x D) – E**

Where

**A** is the number of fully paid ordinary securities on issue 12 months before the date of issue or agreement to issue (**the relevant period**):

- plus the number of fully paid ordinary securities issued in the relevant period under an exception in ASX Listing Rule 7.2 other than exception 9, 16 or 17;
- plus the number of fully paid ordinary securities issued in the relevant period on the conversion of convertible securities under rule 7.2 exception 9 where:
  - the convertible securities were issued or agreed to be issued before the commencement of the relevant period; or
  - the issue of, or agreement to issue, the convertible securities was approved, or taken under these rules to have been approved, under rule 7.1 or rule 7.4;
- plus the number of fully paid ordinary securities issued in the relevant period under an agreement to issue securities within rule 7.2 exception 16 where:
  - the agreement was entered into before the commencement of the relevant period; or
  - the agreement or issue was approved, or taken under these rules to have been approved, under rule 7.1 or 7.4;
- plus the number of fully paid ordinary securities issued in the relevant period with approval under rule 7.1 or rule 7.4;
- plus the number of partly paid ordinary securities that became fully paid in the relevant period;
- less the number of fully paid ordinary securities cancelled in the relevant period;

Note that A has the same meaning in the ASX Listing Rule 7.1 when calculating an entity's 15% placement capacity.

**D** is 10%.

**E** is the number of equity securities issued or agreed to be issued under ASX Listing Rule 7.1A.2 in the relevant period before the date of issue or agreement to issue that has not been subsequently approved by Shareholders under ASX Listing Rule 7.4.

Any equity securities issued under the 10% Placement Capacity must be in an existing quoted class of the Company's equity securities. The Company presently has one class of quoted securities, being Shares (ASX Code: STG).

### **Required information**

The following information is provided to Shareholders to allow them to assess the Resolution, including for the purposes of ASX Listing Rule 7.3A.

### **Minimum price**

As required by ASX Listing Rule 7.1A.3, any equity securities issued by the Company under ASX Listing Rule 7.1A can only be issued at a price that is no less than 75% of the volume weighted average market price for securities in that class calculated over the 15 trading days on which trades in that class were recorded immediately before:

the date on which the price at which the securities are to be issued is agreed by the Company and the recipient of the securities; or  
if the securities are not issued within 10 trading days of the date in paragraph (a) above, the date on which the securities are issued.

### **Risk of economic and voting dilution to existing Shareholders**

If the Resolution is approved by Shareholders and the Company issues securities under the 10% Placement Capacity, the additional economic and voting interests in the Company will be diluted. There is a risk that the market price of the Company's securities may be significantly lower on the issue date than on the date of the Annual General Meeting and the securities may be issued at a price that is at a discount to the market price on the issue date.

The table below shows a number of potential dilution scenarios for a capital raising which may be conducted under ASX Listing Rule 7.1A as required by ASX Listing Rule 7.3A.4 where the number of the Company's Shares on issue (Variable "A" in the formula in ASX Listing Rule 7.1A.2) has remained current or increased by either 50% or 100% and the Share price has decreased by 50%, remained current or increased by 100% based on the closing Share price on ASX at 30 June 2023.

Shares	<b>67,839,299</b>	50% decrease in Issue Price	Issue Price @ 30 June 2023	100% increase in Issue Price
Closing Price	<b>0.67</b>	0.335	0.67	1.34
<b>Variable “A” in ASX Listing Rule 7.1A.2</b>		<b>Dilution</b>		
		<b>50% decrease in Issue Price</b>	<b>Issue Price @ 30 June 2023</b>	<b>100% increase in Issue Price</b>
<b>Current Variable A</b>	<b>10% Voting Dilution</b>	6,783,930	6,783,930	6,783,930
67,839,299 Shares	<b>Funds Raised</b>	\$2,272,617	\$4,545,233	\$9,090,466
<b>50% increase in current Variable A</b>	<b>10% Voting Dilution</b>	10,175,895	10,175,895	10,175,895
101,695,523 Shares	<b>Funds Raised</b>	\$3,408,925	\$6,817,850	\$13,635,699
<b>100% increase in current Variable A</b>	<b>10% Voting Dilution</b>	13,567,860	13,567,860	13,567,860
135,594,030 Shares	<b>Funds Raised</b>	\$4,545,233	\$9,090,466	\$18,180,932

The above dilution table uses the following assumptions which the Company does not represent will necessarily occur:

- the “issue price at current market price” is the closing price of the Shares on ASX on 30 June 2023;
- Variable “A” is 67,839,299 which equates to the number of current Shares on issue as at 30 June 2023. The number of Shares on issue may increase as a result of issues of Shares that do not require Shareholder approval (for example, a pro-rata issue) or future specific placements under ASX Listing Rule 7.1 that are approved at a future Shareholder meeting;
- the Company issues the maximum number of securities available under the additional 10% ASX Listing Rule 7.1A approval;
- the table shows only the effect of issues of securities under ASX Listing Rule 7.1A, not under the 15% placement capacity under ASX Listing Rule 7.1;
- no options (including any options issued under the 10% Placement Capacity) are exercised into Shares before the date of issue of equity securities;
- the 10% voting dilution reflects the aggregate percentage dilution against the issued share capital at the time of issue. This is why the voting dilution is shown in each example as 10%;

- g) the table does not show an example of dilution that may be caused to a particular Shareholder by reason of the placements under ASX Listing Rule 7.1A, based on that Shareholder's holding at the date of the Annual General Meeting;
- h) the issue of Shares under ASX Listing Rule 7.1A consists only of fully-paid ordinary shares in the Company; and
- i) "Funds Raised" are before any capital raising costs which may be incurred.

#### **10% Placement Period**

Shareholder approval under ASX Listing Rule 7.1A is valid from the date of the Annual General Meeting at which approval is obtained until the earlier of:

- a) the date which is 12 months after the date of the Annual General Meeting at which the approval was obtained;
- b) the time and date of the Company's next Annual General Meeting; or
- c) the time and date of approval by Shareholders of a transaction under ASX Listing Rule 11.1.2 (a significant change to the nature or scale of activities) or ASX Listing Rule 11.2 (disposal of main undertaking).

#### **Purpose of additional 10% Placement Capacity**

While the Company has no immediate plans to issue Shares under the 10% Placement Capacity, when it does it will only do so for cash consideration. The Company intends to use the funds raised towards working capital, investing activities (including possible complementary business acquisitions if any are identified and approved by the Board), meet financing commitments or capital management activities deemed by the Board to be in the best interests of the Company

#### **Allocation policy**

The Company's allocation policy is dependent upon the prevailing market conditions at the time of any proposed issue pursuant to the 10% Placement Capacity. The identity of allottees of equity securities will be determined on a case-by-case basis having regard to factors including but not limited to the following:

- a) the methods of raising funds that are available to the Company;
- b) the effect of the issue of the equity securities on the control of the Company;
- c) the financial situation and solvency of the Company; and
- d) advice from professional and corporate advisers (if applicable).

Allottees under the 10% Placement Capacity pursuant to ASX Listing Rule 7.1A have not been determined as at the date of this Notice of Meeting and may include existing and/or new Shareholders but cannot include any related parties or associates of a related party of the Company.

### **Previous Issue of Securities under ASX Listing Rule 7.1A**

The Company has issued zero securities under ASX Listing Rule 7.1A in the preceding 12 months.

### **Compliance with ASX Listing Rules 7.1A.4 and 3.10.3**

When the Company issues equity securities pursuant to the 10% Placement Capacity, it will give ASX:

- a) a list of the names of the persons to whom the Company issues the equity securities and the number of equity securities allotted to each (not for release to the market), in accordance with ASX Listing Rule 7.1A.4; and
- b) the information required by ASX Listing Rule 3.10.3 for release to the market.

At the date of the Notice of Meeting the Company has not invited and has not determined to invite any particular existing Shareholder or an identifiable class of existing Shareholder to participate in an offer under ASX Listing Rule 7.1A. Accordingly, no existing Shareholder will be excluded from voting on this Resolution.

### **Directors' Recommendation**

The Board unanimously recommends that Shareholders vote in favour of this Resolution.

### **Resolution 5-6: Issue of Options to Directors and Related Party**

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The Company is proposing to issue 163,600 Options to Grant Straker and 80,500 Options to Merryn Straker under the Straker Translations Limited 2020 Employee Share Option Scheme (2020 LTI ESOP) (the Options Issues).

A summary of the terms of the 2020 LTI ESOP is set out in Schedule A. In addition, a copy of the 2020 LTI ESOP is available for review by Shareholders at the Registered Office of the Company and a copy of the 2020 LTI ESOP can also be provided upon request to the Company.

The proposed allocation of Options to Grant and Merryn Straker forms part of their performance-based remuneration for the financial year ended 31 March 2024 and has been calculated in a manner that is consistent with the formula used to calculate option allocations for other members of the Company's senior leadership team.

Listing Rule 10.14 provides that a listed company must not permit any of the following persons to acquire equity securities under an employee incentive scheme:

- A director of the company;
- An associate of a director of the company; or

- A person whose relationship with the company or a person referred to in Listing Rule 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by its shareholders,

unless it obtains the approval of its shareholders.

The Options Issue to Grant Straker falls within Listing Rule 10.14.1 and the Options Issue to Merryn Straker falls within Listing Rule 10.14.2 and therefore requires the approval of the Company's Shareholders under Listing Rule 10.14.

Resolutions 5 and 6 seek the required Shareholder approval to the Options Issues under and for the purposes of Listing Rule 10.14.

If the Resolutions are passed, the Company will be able to proceed with the Options Issues and the Options (and Shares issued upon vesting of the Options) will not be included in calculating the Company's capacity to issue equity securities equivalent to 15% of the Company's ordinary securities under Listing Rule 7.1.

If the Resolutions are not passed, the Company will not be able to proceed with the Options Issues. In that circumstance, issues may arise with the competitiveness of Mr Straker's or Ms Straker's (as relevant) total remuneration package and alignment of rewards with other senior executives in the Company. The Board would then need to consider alternative remuneration arrangements which are consistent with the Company's remuneration principles, including providing an equivalent cash long-term incentive subject to the risk of forfeiture, performance conditions and performance period.

Details of any securities issued under the ESOP will be published in the Annual Report of the Company relating to the period in which they were issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14.

Any additional persons covered by Listing Rule 10.14 who become entitled to participate in the ESOP after the Resolutions are approved and who were not named in this Notice will not participate until approval is obtained under that rule.

In accordance with ASX Listing Rule 10.15, which contains requirements as to the contents of a notice sent to Shareholders for the purposes of Listing Rule 10.14, the following information is provided to Shareholders in respect of the Resolutions.

#### General Terms

Issue Price: The Options will be issued for nil cash consideration.

Issue Date: The Options will be granted on the day of the Annual General Meeting if Shareholder approval is granted.

**Straker Translations (STG)**  
NZ Company no. 1008867  
ARBN: 628 707 399

**Registered Address**  
Level 2, 49 Parkway Drive  
Rosedale, Auckland 0632

**[www.strakertranslations.com](http://www.strakertranslations.com)**  
[investors@strakertranslations.com](mailto:investors@strakertranslations.com)

Exercise Price: \$0.81, being the 20-day VWAP immediately prior to the date of the previously held Remuneration Committee meeting.

Expiry Date: As per the standard 2020 LTI plan, i.e., 6 years from date of vesting. The options vest over 3 years in equal tranches.

Terms of any loans to acquire the securities: No loans are proposed to be advanced in relation to the proposed issue of the Options.

*Resolution 5 – Issue of Options to Director – Grant Straker Specific Terms*

Recipient: Mr Grant Straker or his nominee(s).

Maximum number of securities to be issued:	Total Remuneration Package:	Employee benefits – defined contribution plan:	Total Options under LTI ESOP plan:
163,600 Options	NZ \$420,000	NZ\$ 12,600	927,267

*Resolution 6 – Issue of Options to an Associate of a Director – Merryn Straker Specific Terms*

Recipient: Ms Merryn Straker or her nominee(s).

Maximum number of securities to be issued:	Total Remuneration Package of Associated Director Grant Straker:	Total Options under LTI ESOP plan:
80,500 Options	As above	413,933

**Directors' Recommendation**

The Board, with the exception of Mr Grant Straker, unanimously recommends that Shareholders vote in favour of Resolutions 5 and 6.



## GLOSSARY

**\$ or A\$** means Australian dollars.

**ASX** means the Australian Securities Exchange, or ASX Limited (ACN 008 624 691).

**ASX Corporate Governance Principles** means the ASX Corporate Governance Principles and Recommendations (4th edition).

**ASX Listing Rules** means the Official Listing Rules of ASX.

**Board** means the current Board of Directors of the Company.

**Company** means Straker Translations Limited (NZ1008867).

**Companies Act** means the *Companies Act 1993* (NZ).

**Constitution** means the Company's Constitution.

**Directors** means the directors of the Company, or any one of them as the context requires.

**Explanatory Statement** means the explanatory statement accompanying the Notice of Meeting.

**Meeting or Annual General Meeting** means the Annual General Meeting convened by this Notice to be held at the Company's offices, at Level 2, 49 Parkway Drive, Rosedale, Auckland 0632, New Zealand, or held by way of virtual attendance via a Zoom webinar (per attached link), 02:00 pm Canberra, Melbourne and Sydney / 04.00pm NZST on 23 August 2023.

**Notice or Notice of Meeting** means this Notice of Annual Meeting including the Explanatory Statement, Important Information, and the Proxy Form.

**Proxy Form** means the Proxy Form accompanying the Notice.

**Resolution** means the Resolutions set out in the Notice of Meeting, or any one of them, as the context requires.

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

**Shareholder** means a holder of Shares in the Company.

## **IMPORTANT INFORMATION**

### **Resolutions**

Resolutions 1, 2, 3, 5 and 6 are Ordinary Resolutions. Ordinary Resolutions are required to be approved by a simple majority of the votes of those Shareholders entitled to vote and voting on the question.

Resolution 4 is a Special Resolution. Special Resolutions are required to be approved by not less than 75% of the votes of those Shareholders entitled to vote and voting on the question.

### **Voting entitlements**

Any person who is registered as a Shareholder of the Company at 02:00 pm Canberra, Melbourne and Sydney / 04.00pm NZST on Monday, 22 August 2023 is entitled to attend and vote at the Meeting or to appoint a proxy to attend and vote in their place.

### **Proxies**

All Shareholders are entitled to attend and vote at the Annual Meeting or to appoint a proxy to attend and vote in their place.

Enclosed with this Notice is a Proxy Form. For the appointment of a proxy to be valid, the Proxy Form must be received by the Company either by post to Straker Translations Limited, C/- Link Market Services Limited, Locked Bag A14, Sydney South, NSW 1235 or by fax to +61 2 9287 0309 at least 48 hours before the start of the Meeting at 02:00 pm Canberra, Melbourne and Sydney; 04.00pm NZST, that being Monday, 21 August 2023. All joint holders of a Share must sign the proxy form.

A proxy need not be a Shareholder. If the Shareholder is entitled to cast two or more votes at the Meeting, then the Shareholder may appoint two proxies and may specify the proportion or number of votes that each proxy is appointed to exercise. If the Shareholder does not specify such proportion or number of votes each proxy may exercise, then each proxy may exercise half of the votes. A single proxy exercises all votes of the Shareholder.

If the Proxy Form is returned without direction as to how the proxy should vote on the resolutions, then the proxy may vote as he or she thinks fit on that resolution. The Chair of the Meeting and any Director appointed as proxy intend, to the extent possible, to vote all discretionary proxies in favour of the relevant resolution. If a proxy is excluded from voting on a particular resolution, then the proxy will only be able to vote in accordance with the Shareholder's express instructions (and so not under any discretion).

A Shareholder that is a corporation may sign under the hand of a duly authorised officer or by power of attorney. If the Proxy Form has been signed under a power of attorney, a copy of the power of attorney (unless already deposited with the Company) and a signed certificate of non-revocation of the power of attorney must be delivered to the Company with the Proxy Form.

### **Corporate Representatives**

A Shareholder that is a corporation may appoint a representative to attend the Meeting on its behalf. The representative must bring a properly executed letter or other document confirming that they are authorised to act as the Shareholder's representative at the Meeting. A '*Certificate of Appointment of Corporate Representative*' may be obtained from Link.

### **Powers of attorney**

Any person representing a Shareholder(s) by virtue of a power or attorney must bring to the Meeting a copy of the power of attorney (unless already deposited with the Company) and a signed certificate of non-revocation of the power of attorney must be produced to the Company.

### **Postal voting**

Pursuant to the Constitution, a Shareholder may not exercise his or her right to vote at the Meeting by casting a postal vote.



## YOUR NAME AND ADDRESS

This is your name and address as it appears on the Company's share register. If this information is incorrect, please make the correction on the form. Shareholders sponsored by a broker should advise their broker of any changes. **Please note: you cannot change ownership of your shares using this form.**

## APPOINTMENT OF PROXY

If you wish to appoint the Chairman of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chairman of the Meeting as your proxy, please write the name of that individual or body corporate in Step 1. A proxy need not be a shareholder of the Company.

## DEFAULT TO CHAIRMAN OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chairman of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chairman of the Meeting will be voted according to the instructions set out in this Proxy Form.

## VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

## APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Proxy Form may be obtained by telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

- on each of the first Proxy Form and the second Proxy Form state the percentage of your voting rights or number of shares applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded; and
- return both forms together.

## SIGNING INSTRUCTIONS

You must sign this form as follows in the spaces provided:

**Individual:** where the holding is in one name, the holder must sign.

**Joint Holding:** where the holding is in more than one name, either shareholder may sign.

**Power of Attorney:** to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, please attach a certified photocopy of the Power of Attorney to this form when you return it.

**Companies:** where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to the *Companies Act 1993*) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please indicate the office held by signing in the appropriate place.

## CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting virtually the appropriate "Certificate of Appointment of Corporate Representative" must be received at [registrars@linkmarketservices.com.au](mailto:registrars@linkmarketservices.com.au) prior to admission in accordance with the Notice of Annual General Meeting. A form of the certificate may be obtained from the Company's share registry or online at [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au).

## LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **2.00pm (AEST)/4.00pm (NZST) on Monday, 21 August 2023**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting.

Proxy Forms may be lodged using the reply paid envelope or:



### ONLINE

<https://investorcentre.linkgroup.com>

Login to the Link website using the holding details as shown on the Proxy Form. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, shareholders will need their "Holder Identifier" - Securityholder Reference Number (SRN) or Holder Identification Number (HIN).



### BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your proxy by scanning the QR code adjacent or enter the voting link <https://investorcentre.linkgroup.com> into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

### QR Code



To scan the code you will need a QR code reader application which can be downloaded for free on your mobile device.



### BY MAIL

Straker Translations Limited  
C/- Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235  
Australia



### BY FAX

+61 2 9287 0309



### BY HAND

delivering it to Link Market Services Limited\*  
Parramatta Square  
Level 22, Tower 6  
10 Darcy Street  
Parramatta NSW 2150

or

Level 12  
680 George Street  
Sydney NSW 2000

\*During business hours Monday to Friday (9:00am - 5:00pm)



# Virtual Meeting Online Guide

## Before you begin

Ensure your browser is compatible.  
Check your current browser by going to the website: **[whatismybrowser.com](https://whatismybrowser.com)**

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Supported browsers are:

- Chrome – Version 44 & 45 and after
- Firefox – 40.0.2 and after
- Safari – OS X v10.9 & OS X v10.10 and after
- Internet Explorer – 11 and up
- Microsoft Edge - 92.0 and after

**To attend and vote you must have your securityholder number and postcode.**

Appointed Proxy: Your proxy number will be provided by Link before the meeting.

**Please make sure you have this information before proceeding.**

# Virtual Meeting Online Guide

## Step 1

Open your web browser and go to <https://meetings.linkgroup.com/agm/STG2023>

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Log into to the portal using your full name, mobile number, email address and company name (if applicable).

To proceed further you will need to read and accept the terms and conditions by ticking the box.

Click on the 'Continue' button.

**LINKGroup**

Welcome to the Link Group Meeting  
Please register your details to participate

YOUR DETAILS VOTING DETAILS

Full Name

Mobile (e.g. 022 123 1234)

Email

Company Name

☐ I have read and accept the [Terms & Conditions](#)

CONTINUE

Help Number: 1800 990 363

## Step 2

Select your 'Registration Type' from the drop-down box by choosing – Shareholder, Proxyholder or Guest.

---

**LINKGroup**

Welcome to the Link Group Meeting  
Please register your details to participate

YOUR DETAILS VOTING DETAILS

Registration Type

Please select

Please select

Shareholder

Proxy

Guest

BACK REGISTER

Help Number: 1800 990 363

## Step 3

Follow the instructions below that correspond to the 'Registration Type' you selected in Step 2.

### Shareholder

At 'Registration Type' select 'Shareholder' from the drop-down box. Enter your Security Reference Number (SRN) or Holder Identification Number (HIN).

Click the 'Register' button.

The screenshot shows the LINK Group Meeting registration interface. At the top is the LINK Group logo. Below it, a welcome message reads: "Welcome to the Link Group Meeting. Please register your details to participate." There are two tabs: "YOUR DETAILS" and "VOTING DETAILS", with "VOTING DETAILS" being the active tab. Under "VOTING DETAILS", there is a "Registration Type" dropdown menu currently set to "Shareholder". Below this is a text input field for the "Shareholder Number". At the bottom, there are two buttons: "BACK" and "REGISTER". A help number, "1800 990 363", is displayed at the very bottom.

### Proxyholder

At 'Registration Type' select 'Proxy' from the drop-down box.

Click the 'Register' button.

This screenshot is similar to the one for Shareholders but shows the "Proxy" option selected in the "Registration Type" dropdown menu. The rest of the interface, including the welcome message, tabs, input fields, buttons, and help number, remains the same.

## Navigating

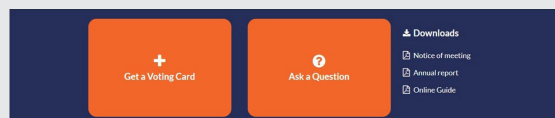
Once you have logged in you will see:

- On the left – a live webcast of the Meeting starts automatically once the meeting has commenced. If the webcast does not start automatically please press the play button and ensure your audio on your computer or device is turned on.
- On the right – the presentation slides that will be addressed during the Meeting.

**Note:** After you have logged in we recommend that you keep your browser open for the duration of the meeting. If you close your browser, your session will expire. If you attempt to log in again, you will be sent a recovery link via email for security purposes.

Below the webcast and presentation there are three boxes. Refer to each section below for operating instructions.

- 4 Get a voting card
- 5 Ask a Question
- 6 Downloads





# Virtual Meeting Online Guide continued

## 4. Get a voting card

To Register to vote – click on the ‘Get a voting card’ button.

Your voting card will appear with the resolutions to be voted on by Shareholders at the Meeting (as set out in the Notice of Meeting). You may need to use the scroll bar on the right hand side of the voting card to scroll up or down to view the resolutions.

Securityholders and proxies can either submit a Full Vote or Partial Vote. You can move between the two tabs by clicking on ‘Full Vote’ or ‘Partial Vote’ at the top of the voting card.

The screenshot shows a web interface for a voting card. At the top, a dark blue header bar contains a user icon and the name 'JOHN SAMPLE' on the left, and a masked ID 'I\*\*\*\*\*0014' with a close button 'X' on the right. Below the header, the title 'Voting Card' is displayed. A paragraph of instructions follows: 'Please complete your vote by selecting the required voting instruction (For, Against or Abstain) for each resolution. If you would like to complete a partial vote, please specify the number of votes for each resolution in the Partial Vote section. Proxy holder votes will only be applied to discretionary (undirected) votes. Directed votes will be applied as per the member's voting instructions.' Below this text are two tabs: 'Full Vote' and 'Partial Vote', with 'Partial Vote' currently selected. The main content area shows 'Resolution 1' with three buttons: 'For' (with a checkmark icon), 'Against' (with an X icon), and 'Abstain' (with a minus icon). Below the buttons, the text 'GENERAL BUSINESS' is visible. At the bottom of the card is a large orange button labeled 'SUBMIT VOTE'. A vertical scrollbar is visible on the right side of the card.

### Full Votes

To submit a full vote on a resolution ensure you are in the ‘Full Vote’ tab. Place your vote by clicking on the ‘For’, ‘Against’, or ‘Abstain’ voting buttons.

### Partial Votes

To submit a partial vote on a resolution ensure you are in the ‘Partial Vote’ tab. You can enter the number of votes you would like to vote (for any or all) resolution/s. The total amount of votes that you are entitled to vote for will be listed under each resolution. When you enter the number of votes in a certain box it will automatically tally how many votes you have left.

**Note:** If you are submitting a partial vote and do not use all of your entitled votes, the un-voted portion will be submitted as No Instruction and therefore will not be counted.

Once you have finished voting on the resolutions scroll down to the bottom of the box and click on the ‘Submit Vote’ or ‘Submit Partial Vote’ button.

**Note:** You can close your voting card without submitting your vote at any time while voting remains open. Any votes you have already made will be saved for the next time you open up the voting card. The voting card will appear on the bottom left corner of the webpage. The message ‘Not yet submitted’ will appear at the bottom of the page.

You can edit your voting card at any point while voting is open by clicking on ‘Edit Card’. This will reopen the voting card with any previous votes made.

At the conclusion of the Meeting a red bar with a countdown timer will appear at the top of the Webcast and Slide windows advising the remaining voting time. Please make any changes and submit your voting cards.

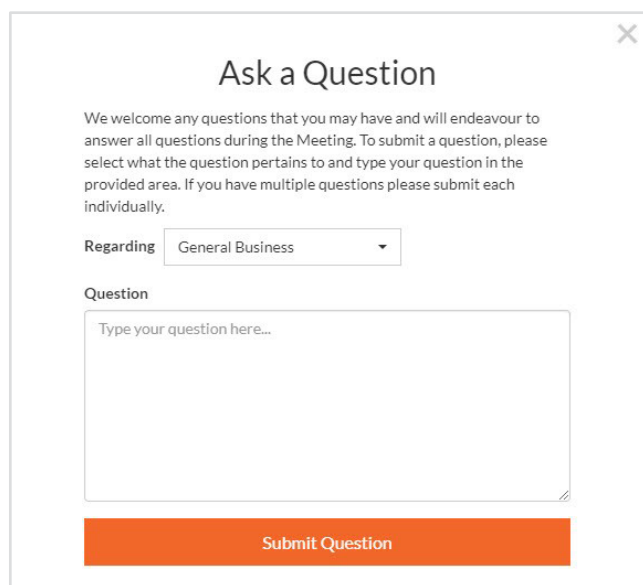
Once voting has been closed all submitted voting cards cannot be changed.

## 5. How to ask a question

**Note:** Only eligible Securityholders, Proxyholders and Company Representatives are eligible to ask questions.

If you have yet to obtain a voting card, you will be prompted to enter your securityholder number or proxy details before you can ask a question. To ask a question, click on the 'Ask a Question' button either at the top or bottom of the webpage.

The 'Ask a Question' box will then pop up with two sections for completion.



The 'Ask a Question' form is a modal window with a title bar and a close button. It contains a welcome message, a 'Regarding' dropdown menu set to 'General Business', a 'Question' text area with a placeholder 'Type your question here...', and a 'Submit Question' button.

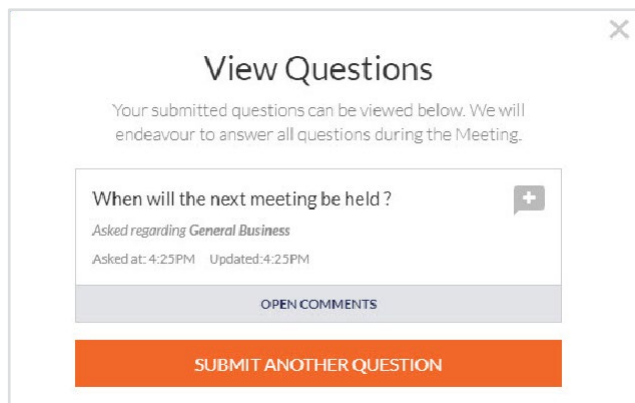
In the 'Regarding' section click on the drop down arrow and select the category/resolution for your question.

Click in the 'Question' section and type your question and click on 'Submit'.

A 'View Questions' box will appear where you can view your questions at any point. Only you can see the questions you have asked.

If your question has been answered and you would like to exercise your right of reply, you can submit another question.

Note that not all questions are guaranteed to be answered during the Meeting, but we will do our best to address your concerns.



The 'View Questions' box is a modal window with a title bar and a close button. It displays a list of submitted questions. The first question is 'When will the next meeting be held?', asked regarding 'General Business' at 4:25PM and updated at 4:25PM. Below the question is an 'OPEN COMMENTS' button. At the bottom of the box is a 'SUBMIT ANOTHER QUESTION' button.

## 6. Downloads

View relevant documentation in the Downloads section.

## 7. Voting closing

Voting will close 5 minutes after the close of the Meeting.

At the conclusion of the Meeting a red bar with a countdown timer will appear at the top of the Webcast and Slide screens advising the remaining voting time. If you have not yet submitted your vote, you should do so now.

## Contact us

Australia  
T +61 1800 990 363  
E [info@linkmarketservices.com.au](mailto:info@linkmarketservices.com.au)

## Schedule A - Summary of 2020 LTI ESOP

Eligibility	Qualifying employees, senior executives and directors of the Company may participate in the 2020 LTI ESOP, with eligibility and the number of Option to be issued under the 2020 LTI ESOP to be determined by the Company's Board if Directors
Vesting conditions	The 2020 LTI ESOP is governed by scheme rules that provide for the vesting of Option issues under the 2020 LTI ESOP or occur after a certain time period has lapsed from the time of issue of the options issued under the 2020 LTI ESOP, or a specified performance hurdle is achieved by the participant.
Exercise	<p>After the Options issued under the 2020 LTI ESOP has vested, participants may then choose to exercise their 2020 LTI ESOP Options at any time within the specified exercise period by giving notice in writing to the Company and paying the relevant exercise price in respect of the 2020 LTI ESOP Options being exercised (unless the participant has elected to exercise the Options under the cashless exercise mechanism, see below). The exercise price of the 2020 LTI ESOP Options will be determined by the company's Board of Directors.</p> <p>At the time of exercise if the the 2020 LTI ESOP Options, subject to the Board approval at that time, the participant may elect not to be required to provide payment of the exercise price for the number of 2020 LTI ESOP Options specified in a notice of exercise but that on exercise of those 2020 LTI ESO Options the Company will issue to the participant that number of Shares equal in value to the positive difference between the Market Value of the Share at the time of exercise and the exercise price that would otherwise be payable to exercise those 2020 LTI ESOP Options.</p> <p>'Market Value' means , at any given date the volume weighted average price per Share traded on the ASX over the 20 business days immediately preceding the notice of exercise being delivered to the Company by the participant, unless otherwise determined by the Board (at its sole discretion).</p>
Expiry	Options issued under the 2020 LTI ESOP will expire at the end of the exercise period which is a date fixed in the Option certificate issued to each particular participant.
Cessation of employment of holder of 200 LTI ESOP Options	Participants who cease their employment or directorship with the Company (for reasons other than death or total and permanent disability) are given 60 days following termination to exercise any applicable 2020 LTI ESOP

	<p>Options that have vested and are able to be exercised at that time.</p> <p>Participants who cease employment or directorship with the Company in circumstances constituting total and permanent disability then the Board in its sole discretion may allow any 2020 LTI ESOP Options that are exercisable at the time to be exercised or cancelled with Shares issued representing any gain within a certain period.</p> <p>Unvested 2020 LTI ESOP Options at the time of cessation of employment will be cancelled and be of no further effect.</p>
Early exercise	<p>Where certain “change of control” events occur (including a transfer of all of the Company’s assets, or a merger whereby the Company is not the surviving entity) all 2020 LTI ESOP Options will become fully exercisable and may be exercised on or before the date of the relevant event, after which time any exercised 2020 LTI ESOP Options will lapse.</p>
Capital Restructure	<p>Any reconstruction of the share capital of the Company (including any consolidation, re-capitalization, subdivision, share buyback and cancellation) which affects the 2020 LTI ESOP Options will result in appropriate adjustments being made by the Directors of the Company in such a manner as they consider to be equitable (in accordance with the requirements of the Listing Rules and any applicable laws). Participants will have no other rights to a change in the exercise price of 2020 LTI ESOP Options or the number of Shares to be issued and allotted on the exercise of 2020 LTI ESOP Options under the terms of 2020 LTI ESOP.</p>