

## Appendix 2A

### Application for quotation of +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 seeking quotation of 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 We (the entity here named) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules. <sup>1</sup>	NETLINKZ 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>	ABN 55 141 509 426
1.3	*ASX issuer code	
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

<sup>1</sup> Appendix 2A of the Listing Rules includes a warranty that an offer of the securities for sale within 12 months after their issue will not require disclosure under section 707(3) or 1012C(6) of the Corporations Act. If the securities to be quoted have been issued by way of a pro rata offer, to give this warranty, you will generally need to have lodged a cleansing notice with ASX under section 708AA(2)(f) or 1012DAA(2)(f) of the Corporations Act within 24 hours before the securities are offered (see ASIC Regulatory Guide 189 *Disclosure relief for rights issues*). If in doubt, please consult your legal adviser.

1.5	*Date of this announcement	16 December 2019
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## Part 2 – Type of issue

Question No.	Question	Answer
2.1	<p>*The +securities to be quoted are: <i>Select whichever item is applicable.</i> <i>If you wish to apply for quotation of different types of issues of securities, please complete a separate Appendix 2A for each type of issue.</i></p>	<p><input type="checkbox"/> Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B</p> <p><input type="checkbox"/> Being issued under a +dividend or distribution plan</p> <p><input type="checkbox"/> Being issued as a result of options being exercised or other +convertible securities being converted</p> <p><input type="checkbox"/> Unquoted partly paid +securities that have been paid up and are now quoted fully paid +securities</p> <p><input type="checkbox"/> Restricted securities where the escrow period has expired or is about to expire</p> <p><input type="checkbox"/> +Securities previously issued under an +employee incentive scheme where the restrictions on transfer have ceased or are about to cease</p> <p><input checked="" type="checkbox"/> +Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer</p> <p><input type="checkbox"/> Other</p>
2.2a.1	<p>*Date of Appendix 3B notifying the market of the proposed issue of securities for which quotation is now being sought <i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B"</i></p>	N/A
2.2a.2	<p>*Are there any further issues of +securities yet to take place to complete the transaction(s) referred to in the Appendix 3B? <i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B"</i></p>	N/A

2.2a.2.1	<p>*Please provide details of the further issues of +securities yet to take place to complete the transaction(s) referred to in the Appendix 3B</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.2a.2 is "Yes".</i></p> <p><i>Please provide details of the proposed dates and number of securities for the further issues. This may be the case, for example, if the Appendix 3B related to an accelerated pro rata offer with an institutional component being quoted on one date and a retail component being quoted on a later date.</i></p>	N/A
2.2b.1	<p>*Date of Appendix 3A.1 lodged with ASX in relation to the underlying +dividend or distribution</p> <p><i>Answer this question if your response to Q2.1 is "Being issued under a dividend or distribution plan".</i></p>	N/A
2.2b.2	<p>*Does the +dividend or distribution plan meet the requirement of listing rule 7.2 exception 4 that it does not impose a limit on participation?</p> <p><i>Answer this question if your response to Q2.1 is "Being issued under a dividend or distribution plan".</i></p> <p><i>Note: Exception 4 only applies where security holders are able to elect to receive all of their dividend or distribution as securities. For example, Exception 4 would not apply in the following circumstances: 1) The entity has specified a dollar limit on the level of participation e.g. security holders can only participate to a maximum value of \$x in respect of their entitlement. 2) The entity has specified a maximum number of securities that can participate in the plan e.g. security holders can only receive securities in lieu of dividend payable for x number of securities.</i></p>	N/A
2.2c.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)</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as a result of options being exercised or other convertible securities being converted".</i></p>	N/A
2.2c.2	<p>And the date the options were exercised or other +convertible securities were converted</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as a result of options being exercised or other convertible securities being converted".</i></p> <p><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
2.2d.1	<p>Please state the number and type of partly paid +securities (including their ASX security code) that were fully paid up</p> <p><i>Answer this question if your response to Q2.1 is "Unquoted partly paid securities that have been paid up and are now quoted fully paid securities".</i></p>	N/A

2.2d.2	<p>And the date the +securities were fully paid up</p> <p><i>Answer this question if your response to Q2.1 is "Unquoted partly paid securities that have been paid up and are now quoted fully paid securities".</i></p> <p><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
2.2e.1	<p>Please state the number and type of +restricted securities (including their ASX security code) where the escrow period has expired or is about to expire</p> <p><i>Answer this question if your response to Q2.1 is "Restricted securities where the escrow period has expired or is about to expire".</i></p>	N/A
2.2e.2	<p>And the date the escrow restrictions have ceased or will cease</p> <p><i>Answer this question if your response to Q2.1 is "Restricted securities where the escrow period has expired or is about to expire".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the escrow restrictions has ceased or will cease.</i></p>	N/A
2.2f.1	<p>Please state the number and type of +securities (including their ASX security code) previously issued under the +employee incentive scheme where the restrictions on transfer have ceased or are about to cease</p> <p><i>Answer this question if your response to Q2.1 is "Securities previously issued under an employee incentive scheme where the restrictions on transfer have ceased or are about to cease".</i></p>	N/A
2.2f.2	<p>And the date the restrictions on transfer have ceased or will cease:</p> <p><i>Answer this question if your response to Q2.1 is "Securities previously issued under an employee incentive scheme where the restrictions on transfer have ceased or are about to cease".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the restrictions on transfer has ceased or will cease.</i></p>	N/A
2.2g.1	<p>Please state the number and type of +securities (including their ASX security code) issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer</p> <p><i>Answer this question if your response to Q2.1 is "Securities issued under an employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	6,403,846 Ordinary shares - NET

2.2g.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 subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	Attached					
2.2g.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 subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	Yes					
2.2g.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 subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer" and your response to Q2.2g.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="336 967 1362 1066"> <thead> <tr> <th data-bbox="336 967 675 1014">Name of KMP</th> <th data-bbox="675 967 1046 1014">Name of registered holder</th> <th data-bbox="1046 967 1362 1014">Number of +securities</th> </tr> </thead> <tbody> <tr> <td data-bbox="336 1014 675 1066">James Preketes</td> <td data-bbox="675 1014 1046 1066">James Preketes</td> <td data-bbox="1046 1014 1362 1066">1,153,846</td> </tr> </tbody> </table>	Name of KMP	Name of registered holder	Number of +securities	James Preketes	James Preketes	1,153,846
Name of KMP	Name of registered holder	Number of +securities					
James Preketes	James Preketes	1,153,846					
2.2h.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>					
2.2h.2	<p>*Please provide any further information needed to understand the circumstances in which you are applying to have these +securities quoted on ASX, including why the issue of the +securities has not been previously announced to the market in an Appendix 3B</p> <p><i>Answer this question if your response to Q2.1 is "Other".</i></p>	N/A					
2.2i	<p>*Are these +securities being offered under a +disclosure document or +PDS?</p> <p><i>Answer this question if your response to Q2.1 is any option other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B".</i></p>	No					

2.2i.1	<p>*Date of +disclosure document or +PDS?</p> <p><i>Answer this question if your response to Q2.1 is any option other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.2i is "Yes".</i></p> <p><i>Under the Corporations Act, the entity must apply for quotation of the securities within 7 days of the date of the disclosure document or PDS.</i></p>	N/A
2.3	<p>*The +securities to be quoted are:</p> <p><i>Tick whichever is applicable</i></p>	<input checked="" type="checkbox"/> Additional +securities in a class that is already quoted on ASX ("existing class") <input type="checkbox"/> New +securities in a class that is not yet quoted on ASX ("new class")

### Part 3A – number and type of +securities to be quoted (existing class or new class) where issue has previously been notified to ASX in an Appendix 3B

*Answer the questions in this Part if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "existing class" or "new class".*

Question No.	Question	Answer
3A.1	*ASX +security code & description	N/A
3A.2	*Number of +securities to be quoted	N/A

### Part 3B – number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

*Answer the questions in this Part if your response to Q2.1 is anything other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "existing class".*

Question No.	Question	Answer
3B.1	*ASX +security code & description	NET
3B.2	*Number of +securities to be quoted	6,403,846
3B.3a	*Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?	Yes
3B.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 Q3B.3a is "No".</i></p>	N/A
3B.3c	<p>*Provide the actual non-ranking end date</p> <p><i>Answer this question if your response to Q3B.3a is "No" and your response to Q3B.3b is "Yes".</i></p>	N/A
3B.3d	<p>*Provide the estimated non-ranking end period</p> <p><i>Answer this question if your response to Q3B.3a is "No" and your response to Q3B.3b is "No".</i></p>	N/A

3B.3e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> <li>• in relation to the next dividend, distribution or interest payment; or</li> <li>• for any other reason</li> </ul> <p><i>Answer this question if your response to Q3B.3a is "No".</i></p> <p><i>For example, the securities may not rank at all, or on a pro rata basis for the next dividend, distribution or interest payment; or the securities may not rank at all or on a pro rata basis or be entitled to participate in some other event, such as an entitlement issue.</i></p>	N/A
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### Part 3C – number and type of +securities to be quoted (new class) where issue has not previously been notified to ASX in an Appendix 3B

Answer the questions in this Part if your response to Q2.1 is anything other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "new class".

Question No.	Question	Answer
3C.1	*Security description	N/A
3C.2	<p>*Security type</p> <p><i>Select one item from the list</i></p> <p><i>Please select the most appropriate security type from the list. 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.</i></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
3C.3	<p>ISIN code</p> <p><i>Answer this question if you are an entity incorporated outside Australia and you are seeking quotation of a new class of securities other than CDIs. See also the note at the top of this form.</i></p>	N/A
3C.4	*Number of +securities to be quoted	N/A
3C.5a	*Will all the +securities issued in this class rank equally in all respects from the issue date?	N/A
3C.5b	<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 Q3C.5a is "No".</i></p>	N/A
3C.5c	<p>*Provide the actual non-ranking end date</p> <p><i>Answer this question if your response to Q3C.5a is "No" and your response to Q3C.5b is "Yes".</i></p>	N/A
3C.5d	<p>*Provide the estimated non-ranking end period</p> <p><i>Answer this question if your response to Q3C.5a is "No" and your response to Q3C.5b is "No".</i></p>	N/A

3C.5e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> <li>in relation to the next dividend, distribution or interest payment; or</li> <li>for any other reason</li> </ul> <p><i>Answer this question if your response to Q3C.5a is "No".</i></p> <p><i>For example, the securities may not rank at all, or on a pro rata basis for the next dividend, distribution or interest payment; or the +securities may not rank at all or on a pro rata basis or be entitled to participate in some other event, such as an entitlement issue.</i></p>	N/A																		
3C.6	<p>Please attach a document or provide a URL link for a document lodged with ASX setting out the material terms of the +securities to be quoted</p> <p><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></p>	N/A																		
3C.7	<p>*Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?</p> <p><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).</i></p> <p><i>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></p>	N/A																		
3C.8	<p>*Provide a distribution schedule for the new +securities according to the categories set out in the left hand column – including the number of recipients and the total percentage of the new +securities held by the recipients in each category.</p> <table border="1" data-bbox="338 1272 1410 1588"> <thead> <tr> <th data-bbox="338 1272 697 1350">Number of +securities held</th> <th data-bbox="697 1272 1054 1350">Number of holders</th> <th data-bbox="1054 1272 1410 1350">Total percentage of +securities held</th> </tr> </thead> <tbody> <tr> <td data-bbox="338 1350 697 1397">1 – 1,000</td> <td data-bbox="697 1350 1054 1397"></td> <td data-bbox="1054 1350 1410 1397"></td> </tr> <tr> <td data-bbox="338 1397 697 1444">1,001 – 5,000</td> <td data-bbox="697 1397 1054 1444"></td> <td data-bbox="1054 1397 1410 1444"></td> </tr> <tr> <td data-bbox="338 1444 697 1491">5,001 – 10,000</td> <td data-bbox="697 1444 1054 1491"></td> <td data-bbox="1054 1444 1410 1491"></td> </tr> <tr> <td data-bbox="338 1491 697 1538">10,001 – 100,000</td> <td data-bbox="697 1491 1054 1538"></td> <td data-bbox="1054 1491 1410 1538"></td> </tr> <tr> <td data-bbox="338 1538 697 1588">100,001 and over</td> <td data-bbox="697 1538 1054 1588"></td> <td data-bbox="1054 1538 1410 1588"></td> </tr> </tbody> </table> <p><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) and the securities to be quoted have already been issued.</i></p> <p><i>Note: if the securities to be quoted have not yet been issued, under listing rule 3.10.5, you will need to provide to ASX a list of the 20 largest recipients of the new +securities, and the number and percentage of the new +securities received by each of those recipients, and a distribution schedule for the securities when they are issued.</i></p>	Number of +securities held	Number of holders	Total percentage of +securities held	1 – 1,000			1,001 – 5,000			5,001 – 10,000			10,001 – 100,000			100,001 and over			
Number of +securities held	Number of holders	Total percentage of +securities held																		
1 – 1,000																				
1,001 – 5,000																				
5,001 – 10,000																				
10,001 – 100,000																				
100,001 and over																				
3C.9a	<p><b>Ordinary fully or partly paid shares/units details</b></p> <p><i>Answer the questions in this section if you selected this security type in your response to Question 3C.2.</i></p>																			
	<p>*+Security currency</p> <p><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></p>	N/A																		
	<p>*Will there be CDIs issued over the +securities?</p>	N/A																		

	<p><b>*CDI ratio</b> <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></p>	N/A
	<p><b>*Is it a partly paid class of +security?</b></p>	N/A
	<p><b>*Paid up amount: unpaid amount</b> <i>Answer this question if answered "Yes" to the previous question.</i> <i>The paid up amount represents the amount of application money and/or calls which have been paid on any security considered 'partly paid'</i> <i>The unpaid amount represents the unpaid or yet to be called amount on any security considered 'partly paid'.</i> <i>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></p>	N/A
	<p><b>*Is it a stapled +security?</b> <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></p>	N/A
3C.9b	<p><b>Option details</b> <i>Answer the questions in this section if you selected this security type in your response to Question 3C.2.</i></p>	
	<p><b>*+Security currency</b> <i>This is the currency in which the exercise price is payable.</i></p>	N/A
	<p><b>*Exercise price</b> <i>The price at which each option can be exercised and convert into the underlying security.</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><b>*Expiry date</b> <i>The date on which the options expire or terminate.</i></p>	N/A
	<p><b>*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 an option is exercised</b> <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

3C.9c	<p><b>Details of non-convertible +debt securities, +convertible debt securities, or redeemable preference shares/units</b></p> <p>Answer the questions in this section if you selected one of these security types in your response to Question 3C.2.</p> <p>Refer to Guidance Note 34 and the <u>"Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities"</u> for further information on certain terms used in this section</p>	
	<p>*Type of +security Select one item from the list</p>	<p><input type="checkbox"/> Simple corporate bond</p> <p><input type="checkbox"/> Non-convertible note or bond</p> <p><input type="checkbox"/> Convertible note or bond</p> <p><input type="checkbox"/> Preference share/unit</p> <p><input type="checkbox"/> Capital note</p> <p><input type="checkbox"/> Hybrid security</p> <p><input type="checkbox"/> Other</p>
	<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. 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 Select one item from the list <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>	<p><input type="checkbox"/> Fixed rate</p> <p><input type="checkbox"/> Floating rate</p> <p><input type="checkbox"/> Indexed rate</p> <p><input type="checkbox"/> Variable rate</p> <p><input type="checkbox"/> Zero coupon/no interest</p> <p><input type="checkbox"/> Other</p>
	<p>Frequency of coupon/interest payments per year Select one item from the list.</p>	<p><input type="checkbox"/> Monthly</p> <p><input type="checkbox"/> Quarterly</p> <p><input type="checkbox"/> Semi-annual</p> <p><input type="checkbox"/> Annual</p> <p><input type="checkbox"/> No coupon/interest payments</p> <p><input type="checkbox"/> Other</p>
	<p>First interest payment date <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 <i>Answer this question if the interest rate type is fixed.</i></p>	N/A
	<p>*Is the interest rate per annum estimated at this time? <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) <i>Answer this question if the interest rate type is fixed and your response to the previous question is "Yes". 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>	N/A
	<p>*Is the margin estimated at this time?</p> <p><i>Answer this question if the interest rate type is floating or indexed.</i></p>	N/A
	<p>If the margin 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 floating or indexed and your response to the previous question is "Yes".</i></p> <p><i>Answer "Unknown" if the date is not known at this time.</i></p>	N/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"> <li>• "s128F exempt" means interest payments are not taxable to non-residents;</li> <li>• "Not s128F exempt" means interest payments are taxable to non-residents;</li> <li>• "s128F exemption status unknown" means the issuer is unable to advise the status;</li> <li>• "Not applicable" means s128F is not applicable to this security</li> </ul>	<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 share (ASX:ABC)".</i></p>	N/A

## Part 4 – Issue details

Question No.	Question	Answer
4.1	*Have the +securities to be quoted 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>	16 December 2019
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 to be quoted 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>	AUD
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 and Q4.2d.</i>	N/A
4.2c	Please describe the consideration being provided for the +securities to be quoted <i>Answer this question if your response to Q4.2 is "No".</i>	Issue under the Employee Incentive Share scheme
4.2d	Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted <i>Answer this question if your response to Q4.2 is "No".</i>	5,000,000 at AUD0.065 per Share 250,000 at AUD0.16 per Share 1,153,846 at AUD0.13 per Share

## Part 5 – Issued capital following quotation

<p>Following the quotation of the +securities the subject of this application, the issued capital of the entity will comprise:</p> <p><i>Note: the figures provided in the tables in sections 5.1 and 5.2 below are used to calculate the total market capitalisation of the entity published by ASX from time to time. Please make sure you include in the relevant table each class of securities issued by the entity.</i></p> <p><i>If you have quoted CHES Depository Interests (CDIs) issued over your securities, include them in the table in section 5.1 and include in the table in section 5.2 any securities that do not have CDIs issued over them (and therefore are not quoted on ASX).</i></p> <p><i>Restricted securities should only be included in the table in section 5.1 if you are applying to have them quoted because the escrow period for the securities has expired or is about to expire. Otherwise include them in the table in section 5.2.</i></p>					
5.1	<p><b>*Quoted +securities</b> (total number of each +class of +securities quoted on ASX following the +quotation of the +securities the subject of this application)</p> <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>NET – Fully paid Ordinary Shares</td> <td>1,755,551,950</td> </tr> </tbody> </table>	ASX +security code and description	Total number of +securities on issue	NET – Fully paid Ordinary Shares	1,755,551,950
ASX +security code and description	Total number of +securities on issue				
NET – Fully paid Ordinary Shares	1,755,551,950				

5.2	*Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX):	
	ASX +security code and description	Total number of +securities on issue
	Unlisted Options exercisable at \$0.01 expiring on 2 July 2020.	39,375,000
	Unlisted Options exercisable at \$0.045 expiring on 1 Aug 2020.	33,500,000
	Unlisted Options exercisable at \$0.06 expiring on 1 Aug 2020.	2,500,000
	Unlisted Options exercisable at \$0.12 expiring on 1 Aug 2020.	5,000,000
	Unlisted Options exercisable at \$0.30 expiring on 1 Aug 2020.	10,000,000
	Unlisted Options exercisable at \$0.187 on or before 3 November 2020.	267,379
	Unlisted Options exercisable at \$0.045 expiring on 31 Jan 2020.	188,890
	Unlisted Options exercisable at \$0.30 expiring on 31 Jan 2020.	5,000,000
	Unlisted Options exercisable at \$0.06 expiring on 1 Jan 2021.	3,300,000
	Unlisted Options exercisable at \$0.12 expiring on 1 Jan 2021.	3,300,000
	Unlisted Options exercisable at \$0.24 expiring on 1 Jan 2021.	3,400,000
	Unlisted Options exercisable at \$0.02 expiring on 2 Jul 2021.	26,000,000
	Unlisted Options exercisable at \$0.045 expiring on 2 Jul 2021.	2,250,000
	Unlisted Options exercisable at \$0.09 expiring on 2 Jul 2021.	6,250,000

	Unlisted Options exercisable at \$0.15 expiring on 2 Jul 2021.	5,000,000
	Unlisted Options exercisable at \$0.06 expiring on 1 Oct 2021.	2,000,000
	Unlisted Options exercisable at \$0.12 expiring on 1 Oct 2021.	2,000,000
	Unlisted Options exercisable at \$0.24 expiring on 1 Oct 2021.	2,000,000
	Unlisted Options exercisable at \$0.36 expiring on 1 Oct 2021.	2,000,000
	Unlisted Options exercisable at \$0.02 expiring on 21 Dec 2021.	25,000,000
	Unlisted Options exercisable at \$0.037 expiring on 31 Jan 2022.	50,800,000

## 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 "Being issued under a dividend/distribution plan" and the response to Q2.2b.2 is "No"; or
- your response to Q2.1 is "Other".

Note that if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B", it is assumed that you will have provided the information referred to in this Part in the Appendix 3B.

Question No.	Question	Answer
6.1	*Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?	N/A
6.1a	*Date of meeting or proposed meeting to approve the issue under listing rule 7.1 <i>Answer this question if the response to Q6.1 is "Yes".</i>	N/A
6.1b	*Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1? <i>Answer this question if the response to Q6.1 is "No".</i>	N/A
6.1b.1	*How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1? <i>Answer this question if the response to Q6.1 is "No" and the response to Q6.1b is "Yes".</i>	N/A

	<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>	
6.1c	<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".</i></p>	N/A
6.1c.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" and the response to Q6.1c 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

**NETLINKZ LIMITED**  
**ACN 141 509 426**  
**(Company)**

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**INCENTIVE SHARE PLAN**

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Last approved by Shareholders on 27 November 2019

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## TABLE OF CONTENTS

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<b>1.</b>	<b>DEFINITIONS AND INTERPRETATION .....</b>	<b>1</b>
	1.1 Definitions .....	1
	1.2 Interpretation .....	4
<b>2.</b>	<b>PURPOSE .....</b>	<b>5</b>
<b>3.</b>	<b>COMMENCEMENT AND TERM.....</b>	<b>6</b>
<b>4.</b>	<b>OFFER OF PLAN SHARES .....</b>	<b>6</b>
	4.1 Making of Offers .....	6
	4.2 Offer Document .....	6
	4.3 Personal Offer.....	6
	4.4 Nominee .....	6
	4.5 Minimum Contents of Offer Document.....	6
	4.6 Number of Shares .....	7
	4.7 Issue Price .....	7
	4.8 Vesting Conditions.....	7
	4.9 Share Restriction Period .....	7
	4.10 Deferred Taxation.....	7
	4.11 Limits on Offers .....	7
<b>5.</b>	<b>ACCEPTANCE OF OFFER .....</b>	<b>8</b>
	5.1 Acceptance of Offer.....	8
	5.2 Board's right to reject.....	8
	5.3 Participant Agrees to be Bound.....	8
	5.4 Lapse of Offer .....	8
<b>6.</b>	<b>ISSUE OF PLAN SHARES .....</b>	<b>8</b>
	6.1 Issue of Plan Shares.....	8
	6.2 Approvals.....	9
	6.3 Blackout, Takeover Restrictions and Insider Trading .....	9
	6.4 Withholding .....	9
	6.5 Rights attaching to Plan Shares .....	9
	6.6 Share ranking .....	9
	6.7 Quotation on ASX.....	9
	6.8 Sale of Plan Shares .....	10
<b>7.</b>	<b>RESTRICTIONS ON DEALING IN PLAN SHARES .....</b>	<b>10</b>
	7.1 Restriction Period .....	10
	7.2 Restriction Period Exceptions .....	10
	7.3 Enforcement of Restriction Period.....	10
	7.4 Lapse of Restriction Period .....	11
	7.5 Hedging Prohibition.....	11
<b>8.</b>	<b>FORFEITURE OF PLAN SHARES .....</b>	<b>11</b>
	8.1 Forfeiture, Buyback and Cancellation .....	11
	8.2 Fraud and Related Matters .....	12
	8.3 Consideration for Buyback.....	12
	8.4 Power of Attorney.....	12
<b>9.</b>	<b>LOAN .....</b>	<b>12</b>
	9.1 Grant of Loan.....	12
	9.2 Offer .....	12
	9.3 Loan.....	13
	9.4 Interest.....	13
	9.5 Cash Dividends .....	13

9.6	Repayment.....	13
9.7	Limited Recourse Loan .....	14
9.8	Discretion to forgive Loan .....	14
<b>10.</b>	<b>TRUSTEE .....</b>	<b>14</b>
10.1	Appointment.....	14
10.2	Acquisition and Holding of Plan Shares by Trustee .....	14
10.3	Transfer and Disposal of Plan Shares.....	15
10.4	Rights of Participants.....	16
10.5	Restrictions on Plan Shares .....	16
10.6	Forfeiture of Shares.....	16
<b>11.</b>	<b>PARTICIPATION RIGHTS AND REORGANISATIONS .....</b>	<b>17</b>
11.1	Participation Rights.....	17
11.2	Adjustments for Reorganisation.....	17
<b>12.</b>	<b>OVERRIDING RESTRICTIONS ON ISSUE.....</b>	<b>17</b>
<b>13.</b>	<b>AMENDMENTS .....</b>	<b>17</b>
13.1	Power to amend Plan .....	17
13.2	Adjustment to Plan Share Terms .....	17
13.3	Notice of amendment.....	18
<b>14.</b>	<b>MISCELLANEOUS .....</b>	<b>18</b>
14.1	Rights and obligations of Participant.....	18
14.2	Power of the Board .....	19
14.3	Dispute or disagreement .....	19
14.4	ASIC relief.....	19
14.5	Non-residents of Australia.....	20
14.6	Communication.....	20
14.7	Attorney .....	20
14.8	Costs and Expenses.....	21
14.9	Adverse Tax .....	21
14.10	Data protection.....	21
14.11	Error in Allocation.....	21
14.12	No fiduciary capacity .....	21
14.13	ASX Listing Rules .....	22
14.14	Enforcement.....	22
14.15	Laws governing Plan .....	22
	<b>SCHEDULE 1 – SHARE PLAN – OFFER DOCUMENT.....</b>	<b>23</b>
	<b>SCHEDULE 2 – NETLINKZ LIMITED INCENTIVE SHARE PLAN - ACCEPTANCE FORM .....</b>	<b>27</b>

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## NETLINKZ LIMITED INCENTIVE SHARE PLAN

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The Directors are empowered to operate the Netlinkz Limited Incentive Share Plan (**Plan**) on the following terms and in accordance with the ASX Listing Rules (where applicable).

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### 1. DEFINITIONS AND INTERPRETATION

#### 1.1 Definitions

In this Plan:

**Acceptance Form** means the Acceptance Form by which an Eligible Participant or Nominee (as applicable) accepts an Offer for Shares, in substantially the same form as set out in Schedule 2 or as otherwise approved by the Company from time to time.

**ASIC** means the Australian Securities and Investments Commission.

**Associated Body Corporate** means:

- (a) a related body corporate (as defined in the Corporations Act) of the Company;
- (b) a body corporate which has an entitlement to not less than 20% of the voting Shares of the Company; and
- (c) a body corporate in which the Company has an entitlement to not less than 20% of the voting shares.

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

**ASX Listing Rules** means the official Listing Rules of the ASX as they apply to the Company from time to time.

**Blackout Period** means a period when the Participant is prohibited from trading in the Company's securities by the Company's written policies.

**Board** means the board of Directors of the Company or committee appointed by the Board for the purposes of the Plan.

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

**Change of Control** means:

- (a) a bona fide Takeover Bid is declared unconditional and the bidder has acquired a Relevant Interest in at least 50.1% of the Company's issued Shares;
- (b) a court approves, under Section 411(4)(b) of the Corporations Act, a proposed compromise or arrangement for the purposes of, or in connection with, a scheme for the reconstruction of the Company or its amalgamation with any other company or companies; or
- (c) in any other case, a person obtains Voting Power in the Company which the Board (which for the avoidance of doubt will comprise those Directors

immediately prior to the person acquiring that Voting Power) determines, acting in good faith and in accordance with their fiduciary duties, is sufficient to control the composition of the Board.

**Class Order** means ASIC Class Order 14/1000 as amended or replaced.

**Closing Date** means the date on which an Offer is stated to close.

**Company** means Netlinkz Limited (ACN 141 509 426).

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

**Director** means any person occupying the position of a director of any Group Company (including an alternate director or managing director appointed in accordance with the relevant constitution).

**Eligible Participant means:**

- (a) a Director (whether executive or non-executive) of any Group Company;
- (b) a full or part time employee of any Group Company;
- (c) a casual employee or contractor of a Group Company to the extent permitted by the Class Order; or
- (d) a prospective participant, being a person to whom the Offer is made but who can only accept the Offer if an arrangement has been entered into that will result in the person becoming an Eligible Participant under Rules (a), (b) or (c) above,

who is declared by the Board to be an Eligible Participant for the purposes of the Plan.

**Group** means the Company and any other Group Company.

**Group Company** means the Company or any Associated Body Corporate.

**Holding Lock** has the meaning given to that term in the ASX Listing Rules.

**Issue Date** in relation to particular Plan Shares, means the date on which the Plan Shares are issued.

**Issue Price** means the price at which the Company offers to issue a Plan Share to an Eligible Participant in accordance with Rule 4.6.

**Loan** means a loan made by the Company under this Plan for the purchase of Plan Shares.

**Loan Repayment Date** means the date by which a Loan must be repaid in full.

**Nominee** means a nominee of an Eligible Participant that is one of the following:

- (a) an immediate family member of the Eligible Participant or (subject to Board approval) a trustee of a superannuation fund whose beneficiaries are limited to the Eligible Participant and/or the Eligible Participant's immediate family members;
- (b) a company whose members comprise no persons other than the Eligible Participant or immediate family members of the participant; or

- (c) a corporate trustee of a self-managed superannuation fund (within the meaning of the *Superannuation Industry (Supervision) Act 1993*) where the Eligible Participant is a director of the trustee.

**Notice of Withdrawal of Plan Shares** means a duly completed and executed request for permission by a Participant to withdraw some or all of their Plan Shares from the Plan or request and authorisation of the Trustee to sell some or all of their Plan Shares at or above the current market price of the Plan Shares, submitted by a Participant to the Trustee, in respect of Plan Shares previously notified by the Trustee as having been acquired for the benefit of that Participant. Such Notice of Withdrawal of Plan Shares shall specify the number of Plan Shares to be withdrawn or sold and be submitted on the form approved by the Board.

**Offer** means an offer made to an Eligible Participant to subscribe for one or more Shares under the Plan as set out in an Offer Document.

**Offer Document** means an offer document in substantially the same form as set out in Schedule 2, or such other form as approved by the Board from time to time consistent with the Corporations Act and the Class Order.

**Participant** means an Eligible Participant to whom Shares have been issued under the Plan, or if Rule 4.4 applies, a Nominee of the Eligible Participant to whom Shares have been issued under the Plan.

**Plan** means the plan as set out in this document, subject to any amendments or additions made under Rule 12.

**Plan Share** means a Share issued pursuant to the Plan.

**Redundancy** means termination of the employment, office or engagement of a Relevant Person due to economic, technological, structural or other organisational change where:

- (a) no Group Company requires the duties and responsibilities carried out by the Relevant Person to be carried out by anyone; or
- (b) no Group Company requires the position held by the Relevant Person to be held by anyone.

**Relevant Interest** has the meaning given in the Corporations Act.

**Relevant Person** means:

- (a) in respect of an Eligible Participant, that person; and
- (b) in respect of a Nominee of an Eligible Participant, that Eligible Participant.

**Restriction Period** means, in relation to a Plan Share, the period commencing on the date of issue of the Plan Share and ending on the later of:

- (a) the date all Vesting Conditions that apply to that Plan Share (if any) are satisfied or waived; and
- (b) the date any Loan in relation to the Plan Share is repaid in full or otherwise discharged under this Plan.

**Retirement** means where a Relevant Person intends to permanently cease all gainful employment in circumstances where the Relevant Person provides, in

good faith, a written statutory declaration to the Board to that effect.

**Severe Financial Hardship** means the Relevant Person is unable to provide themselves, their family or other dependents with basic necessities such as food, accommodation and clothing, including as a result of family tragedy, financial misfortune, serious illness, impacts of natural disaster and other serious or difficult circumstances.

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

**Share Payment** means, in respect of an Eligible Participant, an amount equal to the Issue Price multiplied by the number of Plan Shares accepted by the Eligible Participant in their Acceptance Form.

**Shareholder** means a holder of Shares.

**Special Circumstances** means:

- (a) a Relevant Person ceasing to be an Eligible Participant due to:
  - (i) death or Total or Permanent Disability of a Relevant Person; or
  - (ii) Retirement or Redundancy of a Relevant Person;
- (b) a Relevant Person suffering Severe Financial Hardship;
- (c) any other circumstance stated to constitute "Special Circumstances" in the terms of the relevant Offer made to and accepted by the Participant; or
- (d) any other circumstances determined by the Board at any time (whether before or after the Offer) and notified to the relevant Participant which circumstances may relate to the Participant, a class of Participant, including the Participant or particular circumstances or class of circumstances applying to the Participant.

**Takeover Bid** means a takeover bid (as defined in the Corporations Act) to acquire Shares.

**Total and Permanent Disability** means that the Relevant Person has, in the opinion of the Board, after considering such medical and other evidence as it sees fit, become incapacitated to such an extent as to render the Relevant Person unlikely ever to engage in any occupation with the Company or its Associated Bodies Corporate for which he or she is reasonably qualified by education, training or experience.

**Trustee** means a trustee appointed by the Company to act as a trustee in respect of Plan Shares in accordance with a Trust Deed.

**Vesting Condition** means, in respect of a Plan Share, a condition set out in an Offer that must be satisfied (unless waived in accordance with this Plan) before that Plan Share can be sold, transferred, assigned, charged or otherwise encumbered.

**Voting Power** has the meaning given to that term in Section 9 of the Corporations Act.

## 1.2 Interpretation

In this Plan unless the context otherwise requires:

- (a) headings are for convenience only and do not affect the interpretation of this Plan;
- (b) any reference in the Plan to any enactment of the ASX Listing Rules includes a reference to that enactment or those ASX Listing Rules as from time to time amended, consolidated, re-enacted or replaced;
- (c) the singular includes the plural and vice versa;
- (d) any words denoting one gender include the other gender;
- (e) where any word or phrase is given a definite meaning in this Plan, any part of speech or other grammatical form of that word or phrase has a corresponding meaning;
- (f) a reference to:
  - (i) a person includes a natural person, partnership, joint venture, government agency, association, corporation or other body corporate;
  - (ii) a document includes all amendments or supplements to that document;
  - (iii) a Rule is a reference to a Rule of this Plan;
  - (iv) a law includes a constitutional provision, treaty, decree, convention, statute, regulation, ordinance, by-law, judgment, Rule of common law or equity and is a reference to that law as amended, consolidated or replaced;
  - (v) an agreement other than this Plan includes an undertaking, or legally enforceable arrangement or understanding, whether or not in writing; and
  - (vi) a monetary amount is in Australian dollars; and
- (g) when the day on which something must be done is not a Business Day, that thing must be done on the following Business Day.

---

## **2. PURPOSE**

The purpose of the Plan is to:

- (a) assist in the reward, retention and motivation of Eligible Participants;
- (b) link the reward of Eligible Participants to performance and the creation of Shareholder value;
- (c) align the interests of Eligible Participants more closely with the interests of Shareholders by providing an opportunity for Eligible Participants to receive Shares;
- (d) provide Eligible Participants with the opportunity to share in any future growth in value of the Company; and

- (e) provide greater incentive for Eligible Participants to focus on the Company's longer-term goals.

---

### **3. COMMENCEMENT AND TERM**

- (a) This Plan will commence on the date determined by resolution of the Board and will continue until terminated by the Board.
- (b) The Board may terminate the Plan at any time by resolution. Termination shall not affect the rights or obligations of a Participant or the Company which have arisen under the Plan before the date of termination and the provisions of the Plan relating to a Participant's Shares shall survive termination of the Plan until fully satisfied and discharged.

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### **4. OFFER OF PLAN SHARES**

#### **4.1 Making of Offers**

- (a) The Board may, from time to time, in its absolute discretion, make a written offer to any Eligible Participant (including an Eligible Participant who has previously received an Offer) to apply for up to a specified number of Plan Shares, upon the terms set out in the Plan and upon such additional terms and conditions as the Board determines (**Offer**).
- (b) In exercising its discretion to make an Offer, the Board may have regard to the following (without limitation):
  - (i) the Eligible Participant's length of service with the Group;
  - (ii) the contribution made by the Eligible Participant to the Group;
  - (iii) the potential contribution of the Eligible Participant to the Group;  
or
  - (iv) any other matter the Board considers relevant.
- (c) For the avoidance of doubt, nothing in this document obliges the Company at any time to make an Offer, or further Offer, to any Eligible Participant.

#### **4.2 Offer Document**

An Offer must be made using an Offer Document.

#### **4.3 Personal Offer**

Subject to Rule 4.4, an Offer is personal and is not assignable.

#### **4.4 Nominee**

- (a) Upon receipt of an Offer, an Eligible Participant may, by notice in writing to the Board, nominate a Nominee in whose favour the Eligible Participant wishes to renounce the Offer.
- (b) The Board may, in its discretion, resolve not to allow a renunciation of an Offer in favour of a Nominee without giving any reason for that decision.

#### **4.5 Minimum Contents of Offer Document**

An Offer Document will advise the Eligible Participant of the following minimum information regarding the Plan Shares offered:

- (a) the maximum number of Plan Shares that the Eligible Participant may apply for, or the formula for determining the number of Plan Shares Rights that may be applied for;
- (b) the Issue Price of the Plan Shares, or the formula for determining the Issue Price;
- (c) whether the Company is prepared to grant the Eligible Participant a Loan in accordance with the Plan, and the maximum loan amount;
- (d) any applicable Vesting Conditions;
- (e) the date by which an Offer must be accepted (**Closing Date**); and
- (f) any other information required by law or the ASX Listing Rules or considered by the Board to be relevant to the Plan Shares.

#### **4.6 Number of Shares**

Subject to Rule 4.11, the number of Shares to be offered to an Eligible Participant from time to time will be determined by the Board in its discretion and in accordance with applicable law and the ASX Listing Rules.

#### **4.7 Issue Price**

The Issue Price of the Plan Shares offered under an Offer shall be determined by the Board in its absolute discretion, which may be a nominal or nil amount.

#### **4.8 Vesting Conditions**

A Plan Share may be made subject to Vesting Conditions as determined by the Board in its discretion and as specified in the Offer for the Plan Shares.

#### **4.9 Share Restriction Period**

A Share issued under this Plan may be subject to a Restriction Period as determined by the Board in accordance with Rule 6.7 of this Plan.

#### **4.10 Deferred Taxation**

Subdivision 83A-C of the *Income Tax Assessment Act 1997* applies to the Plan except to the extent an Offer provides otherwise.

#### **4.11 Limits on Offers**

The Company must have reasonable grounds to believe, when making an Offer, that the number of Shares offered under an Offer, when aggregated with the number of Shares issued or that may be issued as a result of offers made in reliance on the Class Order at any time during the previous 3 year period under an employee incentive scheme covered by the Class Order or an ASIC exempt arrangement of a similar kind to an employee incentive scheme, will not exceed 5% of the total number of Shares on issue at the date of the Offer.

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## **5. ACCEPTANCE OF OFFER**

### **5.1 Acceptance of Offer**

- (a) An Eligible Participant (or Nominee) may accept an Offer in whole or in part, by signing and returning an Acceptance Form to the Company no later than the Closing Date together with, subject to Rule 5.1(b), payment in full of the Share Payment (if any) for those Plan Shares.
- (b) If a Loan is approved in relation to the Participant's acquisition of Plan Shares, the Participant need only include payment for that portion of the Share Payment (if any) that is not covered by the Loan.

### **5.2 Board's right to reject**

- (a) The Board may accept or reject any Acceptance Form in its absolute discretion.
- (b) Before accepting or rejecting the Acceptance Form, the Board may require the Eligible Participant to provide any information that the Board requests concerning the person's entitlement to lodge an Acceptance Form under this Plan.
- (c) The Board must promptly notify an Eligible Participant if an Acceptance Form has been rejected, in whole or in part and must promptly refund any Share Payment paid by the Eligible Participant to the extent an Acceptance Form is rejected.

### **5.3 Participant Agrees to be Bound**

- (a) An Eligible Participant, by submitting an Acceptance Form, agrees to be bound by the terms and conditions of the Offer and the Acceptance Form, the Plan and the Constitution of the Company, as amended from time to time.
- (b) If the Board resolves to allow a renunciation of an Offer in favour of a Nominee, the Eligible Participant will procure that the permitted Nominee accepts the Offer made to that Eligible Participant and that both the Eligible Participant and the Nominee agree be bound by the terms and conditions of the Offer and the Acceptance Form, the Plan and the Constitution of the Company, as amended from time to time.

### **5.4 Lapse of Offer**

To the extent an Offer is not accepted in accordance with Rule 5.1, the Offer will lapse on the date following the Closing Date, unless the Board determines otherwise.

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## **6. ISSUE OF PLAN SHARES**

### **6.1 Issue of Plan Shares**

Subject to Rules 6.2, once the Board has received and accepted a duly signed and completed Acceptance Form for Plan Shares, the Company must, provided the Eligible Participant to whom the Offer was made remains an Eligible Participant, promptly:

- (a) issue the applicable Plan Shares to the Participant, upon the terms set out in the Offer, the Acceptance Form and the Plan and upon such additional terms and conditions as the Board determines;
- (b) despatch a share certificate or enter the Plan Shares in the Participant's uncertificated holding, as the case may be; and
- (c) unless the Plan Shares are subject to Vesting Conditions, apply for quotation on the ASX of Plan Shares issued under the Plan as soon as practicable after the Issue Date in accordance with the ASX Listing Rules.

## **6.2 Approvals**

The Company's obligation to issue Plan Shares is conditional on:

- (a) the issue of the Plan Shares complying with all applicable legislation and the ASX Listing Rules; and
- (b) all necessary approvals required under any applicable legislation and the ASX Listing Rules being obtained prior to the issue of the Plan Shares.

## **6.3 Blackout, Takeover Restrictions and Insider Trading**

If the issue of Plan Shares would otherwise fall within a Blackout Period, or breach the insider trading or takeover provisions of the Corporations Act, the Company may delay the issue of the Plan Shares until 10 Business Days following the expiration, as applicable, of the Blackout Period or the day on which the insider trading or takeover provisions no longer prevent the issue of the Plan Shares.

## **6.4 Withholding**

If a Participant is liable for tax, duties or other amounts on the issue of their plan Shares, and the Company is liable to make a payment to the appropriate authorities on account of that liability, unless the Participant and the Company agree otherwise, the Company must issue and sell such number of Plan Shares which would otherwise be issued and allocated to the Participant so that the net proceeds of sale equal the payment the Company is required to pay to the appropriate authorities.

## **6.5 Rights attaching to Plan Shares**

A Participant will, from and including the Issue Date, be the legal owner of the Plan Shares issued under the Plan and will be entitled to dividends and to exercise voting rights attached to the Plan Shares.

## **6.6 Share ranking**

Each Plan Share shall be issued on the same terms and conditions as the Company's issued Shares (other than in respect of restrictions imposed by the Plan) and it will rank equally with all other issued Shares from the Issue Date except for entitlements which have a record date before the Issue Date and other than in respect of restrictions imposed by the Plan.

## **6.7 Quotation on ASX**

If Shares of the same class as those issued under the Plan are quoted on the ASX, the Company will, subject to the ASX Listing Rules, apply to the ASX for those Plan Shares to be quoted on ASX within the later of 10 Business Days after:

- (a) the date the Plan Shares are issued; and
- (b) the date any Restriction Period that applies to the Plan Shares ends.

## **6.8 Sale of Plan Shares**

- (a) Subject to Rule 6.7 (Restriction on Dealing in Plan Shares), there will be no transfer restrictions on Plan Shares issued under the Plan unless the sale, transfer or disposal by the Participant of the Plan Shares issued to them would require the preparation of a disclosure document (as that term is defined in the Corporations Act).
- (b) If a disclosure document is required, the Participant agrees to enter into such arrangements with the Company as the Board considers appropriate to prevent the sale, transfer or disposal of the relevant Plan Shares in a manner that would require a disclosure document to be prepared.
- (c) The Company will issue, where required to enable Plan Shares to be freely tradeable on the ASX (subject to any Restriction Period), a cleansing statement under Section 708A(5) of the Corporations Act at the time Plan Shares are issued. Where a cleansing statement is required, but cannot be issued, the Company will have a prospectus available in relation to the Plan Shares which complies with the requirements of the Corporations Act.

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## **7. RESTRICTIONS ON DEALING IN PLAN SHARES**

### **7.1 Restriction Period**

- (a) Subject to Rule 7.1(b) and Rule 7.2, a Participant may not dispose or otherwise deal with any Plan Shares until the end of any Restriction Period applying to that Plan Share.
- (b) Rule 7.1(a) does not apply to any transfers of Shares by force of law, upon death, to the Participant's legal personal representative or, upon bankruptcy, to the Participant's trustee in bankruptcy.

### **7.2 Restriction Period Exceptions**

Notwithstanding Rule 7.1, the Board may in its absolute discretion except in respect of clause 7.2(b), where any Restriction Period is deemed to be automatically waived, by written notice to a Participant, resolve to waive any Restriction Period (including any Vesting Condition) applying to Plan Shares due to:

- (a) Special Circumstances arising in relation to a Relevant Person in respect of those Plan Shares;
- (b) a Change in Control occurring;
- (c) the Company passing a resolution for voluntary winding up, or an order is made for the compulsory winding up of the Company.

### **7.3 Enforcement of Restriction Period**

- (a) The Company may implement any procedure it considers appropriate to restrict a Participant from dealing with any Plan Shares for as long as those

Plan Shares are subject to a Restriction Period.

- (b) The Participant agrees to:
- (i) execute an ASX restriction agreement in relation to the Plan Shares reflecting any Restriction Period applying to the Plan Shares under the Plan;
  - (ii) the Company lodging the share certificates for Plan Shares (where issuer sponsored) with a bank or recognised trustee to hold until the expiry of any Restriction Period applying to the Plan Shares or until the Plan Shares are otherwise released from restrictions (at which time the Company shall arrange for the share certificates to be provided to the Participant); and
  - (iii) the application of a holding lock over Plan Shares until any Restriction Period applying to the Plan Shares under the Plan has expired (at which time the Company shall arrange for the holding lock to be removed).

#### **7.4 Lapse of Restriction Period**

When a Restriction Period in respect of a Plan Share ends, all restrictions on disposing of or otherwise dealing or purporting to deal with that Plan Share provided in or under these Rules will cease.

#### **7.5 Hedging Prohibition**

A Participant must not enter into any arrangement for the purpose of hedging, or otherwise affecting their economic exposure, to their Plan Shares.

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### **8. FORFEITURE OF PLAN SHARES**

#### **8.1 Forfeiture, Buyback and Cancellation**

Except as otherwise provided by this Plan, a Plan Share will be forfeited, and the Company must, subject to the Corporations Act and the ASX Listing Rules, buy back and cancel a Plan Share under Part 2J.1 of the Corporations Act where:

- (a) an unauthorised dealing in, or hedging of, the Plan Share occurs, as governed by Rule 6.7 or an applicable Trust Deed;
- (b) a Vesting Condition in relation to the Plan Share is not satisfied by the due date, or becomes incapable of satisfaction, as determined by the Board in its absolute discretion, unless the Board exercises its discretion to waive the Vesting Condition under Rule 7.2 or clause 8.1 (c)(ii) applies;
- (c) a Relevant Person ceases to be an Eligible Participant and, at that time, there is a Vesting Condition in relation to that Plan Share that is unsatisfied or is incapable of satisfaction in the opinion of the Board, unless the Board:
  - (i) exercises its discretion to waive that Vesting Condition under Rule 7.2; or
  - (ii) in its absolute discretion, resolves to allow the Vesting Condition to continue to apply to the Plan Share after the Relevant Person ceases to be an Eligible Participant;

- (d) the Board deems that a Plan Share is forfeited due to fraud, dishonesty or other improper behaviour of the holder/Eligible Participant under Rule 8.2 (Fraud and Related Matters); or
- (e) the Company undergoes a Change in Control or a winding up resolution or order is made, and the Board does not waive the Vesting Condition in accordance with Rule 7.2.

## **8.2 Fraud and Related Matters**

Notwithstanding any other provision of this Plan, where a Relevant Person:

- (a) in the opinion of the Board, acts fraudulently or dishonestly, is grossly negligent, demonstrates serious and wilful misconduct, or causes a material adverse effect on the reputation of the Company;
- (b) has his or her employment or office terminated due to serious or wilful misconduct or otherwise for cause without notice; or
- (c) becomes ineligible to hold his or her office due to Part 2D.6 of the Corporations Act,

the Board may, by written notice to the Participant, deem any Plan Shares issued in respect of that Relevant Person to be forfeited and require the relevant Participant to do all such things necessary to cancel any Plan Shares issued.

## **8.3 Consideration for Buyback**

A buyback of a Plan Share must be at a price equal to the cash consideration paid by the Participant for the Plan Shares provided that:

- (a) any Loan will not be treated as cash consideration. Any Loan Amount repayments by the Participant, or dividends applied to the Loan Amount, will be treated as cash consideration; and
- (b) no amount will be payable in the event the Plan Share is bought back under Rules 8.1(a) or 8.1(d).

## **8.4 Power of Attorney**

For the purposes of Rule 7.4, the Participant irrevocably appoints each of the Company and each director of the Company severally as his or her attorney to do all things necessary to give effect to the buy-back of the Participant's Plan Shares including executing all documents and seeking or providing all necessary approvals and the Participant acknowledges and agrees that the power of attorney is given for valuable consideration (in the form of the Plan Shares).

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## **9. LOAN**

### **9.1 Grant of Loan**

The Company may, in its absolute discretion, grant a Loan to a Participant for the purpose of purchasing Plan Shares under an Offer in accordance with this Rule 9.

### **9.2 Offer**

Where the Company decides to offer a Loan to a Participant to acquire Plan Shares, the Offer for the Plan Shares must include:

- (a) the maximum amount of the Loan (which must not exceed the Share Payment in respect of the Plan Shares offered under the Offer); and
- (b) the Loan Repayment Date.

### **9.3 Loan**

Where a Participant lodges an Acceptance Form agreeing to a Loan, and the Company accepts that Acceptance Form:

- (a) a loan agreement is deemed to arise between the Company and the Applicant on the terms and conditions in this Rule 9;
- (b) the Company is deemed to loan the amount agreed in the Acceptance Form (**Loan Amount**) to the Applicant at the time the Company issues the Plan Shares to the Applicant; and
- (c) the Applicant is deemed to direct the Company to apply the entire Loan Amount towards paying the Share Payment (in full or in part) in respect of the Plan Shares being acquired under the Offer.

### **9.4 Interest**

A Loan will be interest free unless the Company and the Applicant agree otherwise. The Company shall be responsible for any Fringe Benefits Tax, or any other tax liability which may accrue to the Eligible Participant, which arises from the interest arrangements for the Loan.

### **9.5 Cash Dividends**

A Participant is deemed to have irrevocably directed the Company to apply any Cash Dividends in respect of Plan Shares held by the Participant to repayment of any outstanding Loan Amount under the Participant's Loan. Any surplus of the Cash Dividend after repayment of the Loan will be paid to the Participant.

### **9.6 Repayment**

- (a) A Loan is repayable in full on the Loan Repayment Date specified in the Offer unless earlier repayment is otherwise required under the Plan.
- (b) A Participant may repay all or part of its Loan to the Company at any time prior to the Loan Repayment Date.
- (c) The Company shall have a lien over the Plan Shares in respect of which a Loan Amount is outstanding and the Company shall be entitled to sell those Plan Shares in accordance with the terms of this Plan.
- (d) A Loan in respect of a Plan Share shall be repayable in full where:
  - (i) a Vesting Condition in relation to the Plan Share the subject of the Loan is not satisfied by the due date, or becomes incapable of satisfaction in the opinion of the Board, unless that Vesting Condition is not waived by the Board under Rule 7.2;
  - (ii) the Participant (or, where the Participant is a Nominee of the Eligible Participant, that Eligible Participant) ceases to be an Eligible Participant and, at that time, there is a Vesting Condition in relation to the Plan Share that is unsatisfied or is incapable of

satisfaction in the opinion of the Board (and that Vesting Condition is not waived by the Board under Rule 7.2); and

- (iii) the Participant suffers an Event of Insolvency;
  - (iv) the Company notifies that the Plan Share is to be bought back under Rule 8.1 (d); or
  - (v) the Participant breaches any condition of the Loan or the Plan.
- (e) A Participant may not transfer, assign, encumber or otherwise deal with a Plan Share until the Loan Amount in respect of that Plan Share has been fully repaid or otherwise forgiven in accordance with this Plan.

#### **9.7 Limited Recourse Loan**

- (a) A Loan will be non-recourse except against the Plan Shares held by the Participant to which the Loan relates.
- (b) In the event the Plan Shares are bought back and cancelled under Rule 7.4 of this Plan, any Loan will be deemed to be forgiven.

#### **9.8 Discretion to forgive Loan**

The Board may, in its absolute discretion, agree to forgive a Loan granted to a Participant under this Plan. The Company shall be responsible for any Fringe Benefits Tax, or any other tax liability which may accrue to the Eligible Participant, which arises directly from such a loan forgiveness.

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### **10. TRUSTEE**

#### **10.1 Appointment**

- (a) The Board may, in its absolute discretion, on or before the time of making an Offer, determine that Plan Shares offered to an Eligible Employee must be held by a Trustee on trust for the benefit of the Participant.
- (b) The Trustee must hold the Plan Shares on trust for the benefit of the Participant in accordance with this Plan and the Offer (including any Restriction Conditions) and any trust deed entered into for the purposes of the Plan (**Trust Deed**).
- (c) The Board may do all things necessary for the establishment, administration, operation and funding of an employee share trust.
- (d) This clause 10 only applies to the extent a trustee is appointed in relation to the Plan.

#### **10.2 Acquisition and Holding of Plan Shares by Trustee**

- (a) On and from the commencement of the Plan, the Company or any Associated Body Corporate may pay to any Trustee contributions, or the Company may issue Shares to the Trustee, as determined by the Board from time to time, to enable the acquisition of Shares for the purposes of the Plan.
- (b) The Trustee must use such contributions to acquire Shares, or new issues of Shares, for the benefit of Participants as directed from time to time by

the Board. Shares will be acquired by the Trustee in the ordinary course of trading on ASX, from other purchases, or from a new issue of Shares by the Company for Participants as directed from time to time by the Board. Under no circumstances may the Trustee repay to the Company or any Associated Company any amount received as contributions for the acquisition of Shares.

- (c) Plan Shares acquired for the benefit of a Participant are to be registered in the name of the Trustee and allocated to that Participant. The Trustee shall ensure that each Plan Share for the benefit of a Participant is identified in the books and records of the Trust as being held on account of that Participant. Shares acquired for Participants as a result of that Participant forgoing salary or bonus will not be subject to any Vesting Conditions.
- (d) A Participant's rights and obligations under the Plan are conditional on Shares being registered in the name of the Trustee and allocated to that Participant in the books and records of the Trust.
- (e) The Trustee must ensure that each Participant is notified in writing when Shares are acquired and registered in the name of the Trustee for the benefit of that Participant and allocated to that Participant under the Plan.
- (f) A statement of each Participant's account shall be provided to each Participant by the Trustee at least annually at such times and in such form as determined by the Board in consultation with the Trustee.

### **10.3 Transfer and Disposal of Plan Shares**

- (a) Subject to any applicable Trust Deed, the Trustee may only transfer the Plan Shares to the Participant (or a third party at the direction of the Participant) after the Restriction Period has ended.
- (b) After the end of the Restriction Period (if any) applying to Plan Shares, and if those Plan Shares have not been forfeited under this Deed, a Participant may:
  - (i) continue to have their Plan Shares held subject to the restrictions of the Plan; or
  - (ii) decide to hold their Plan Shares outside the Plan or sell the Plan Shares by submitting a Notice of Withdrawal of Shares to the Trustee.
- (c) Except where Plan Shares are forfeited under Rule 7.4, a Participant must submit to the Trustee a Notice of Withdrawal of Shares in respect of all Plan Shares held by the Trustee on his/her behalf as soon as practicable after the Participant ceases to be an Eligible Participant. The Trustee may comply with the Notice of Withdrawal of Shares, subject to any administrative guidelines as agreed with the Board from time to time.
- (d) Where a Notice of Withdrawal of Shares has been submitted by a Participant, the Trustee shall notify the Company or the Associated Company accordingly. The Board must then consider, by no later than the next meeting held by the Board, whether to approve the Notice of Withdrawal of Shares. The Board shall only approve the Notice of Withdrawal of Shares if the Board determines that approval is

appropriate, and if any Vesting Conditions have been satisfied or waived. If the Board approves a Notice of Withdrawal of Shares, the Trustee shall, to the extent possible, comply with the terms of the Notice of Withdrawal.

- (a) The Trustee must not sell or transfer any Plan Shares for the benefit of a Participant until the Board has approved giving effect to a Notice of Withdrawal by the Participant in relation to those Plan Shares, in which case the Trustee must sell or transfer those Shares as the Participant directs.

#### **10.4 Rights of Participants**

- (a) A Participant is entitled to receive any dividends and franking credits which relate to those dividends, or other distributions or entitlements made in respect of Plan Shares held by the Trustee for his/her benefit under the Plan.
- (b) Entitlements to rights and bonus issues attaching to Plan Shares will be managed and delivered to Participants in the most administratively efficient manner as determined by the Trustee, subject to the Trust Deed.
- (c) Plan Shares held by the Trustee for the benefit of a Participant will not participate in any dividend reinvestment plan operated by the Company.
- (d) Subject to any applicable Trust Deed, each Participant may direct the Trustee by notice in writing as to how to exercise the voting rights attaching to Plan Shares standing to the credit of the account of that Participant either generally or in respect of a particular resolution. In the absence of such a direction those voting rights shall not be exercised by the Trustee.

#### **10.5 Restrictions on Plan Shares**

- (a) A Participant may not dispose of any Plan Shares held by the Trustee for the benefit of that Participant (whether or not such Plan Shares are subject to the Vesting Conditions) without submitting a Notice of Withdrawal of Shares and such notice having been approved by the Board.
- (b) The Trustee may, having regard to any debts or monies which are owing by or are payable by a Participant to a Group Company, or to the circumstances relating to the cessation of employment, office or engagement of the Participant with a Group Company, delay or withhold the actioning of any Notice of Withdrawal of Shares submitted by the Participant until satisfactory arrangements have been made for the repayment of the amounts owing by the Participant.
- (c) A Participant may agree with the Board to repay debts owing or monies payable to a Group Company on his or her behalf from the proceeds of disposal of Plan Shares or any amounts owing to that Participant by a Group Company.

#### **10.6 Forfeiture of Shares**

By notice in writing, the Board may require in its absolute discretion that the Trustee re-allocate any forfeited Plan Shares (or the proceeds of sale of such Plan Shares) to:

- (a) one or more other Participants; or
- (b) the trustee for the time being of any plan, scheme, or fund operated by the Company for the benefit of Eligible Participants as selected by the Board,

subject to any conditions specified by the Board.

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## **11. PARTICIPATION RIGHTS AND REORGANISATIONS**

### **11.1 Participation Rights**

Subject to the Plan, a Participant, upon issue of Plan Shares, will enjoy all rights attaching to Shares of the Company.

### **11.2 Adjustments for Reorganisation**

If at any time the capital of the Company is reorganised (including consolidation, subdivision, reduction or return), the terms of the Plan Shares will be changed in a manner consistent with the Corporations Act and the ASX Listing Rules at the time of the reorganisation.

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## **12. OVERRIDING RESTRICTIONS ON ISSUE**

Notwithstanding the Rules or the terms of any Plan Share, no Plan Share may be offered or issued under the Plan if to do so:

- (a) would contravene the Corporations Act, the ASX Listing Rules or any other applicable law; or
- (b) would contravene the local laws or customs of an Eligible Participant's country of residence or in the opinion of the Board would require actions to comply with those local laws or customs which are impractical.

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## **13. AMENDMENTS**

### **13.1 Power to amend Plan**

Subject to Rule 13.2, the Corporations Act and the ASX Listing Rules:

- (a) the Board may, at any time, by resolution amend or add to all or any of the provisions of the Plan, an Offer or the terms or conditions of any Plan Shares granted under the Plan; and
- (b) any amendment may be given such retrospective effect as is specified in the written instrument or resolution by which the amendment is made.

### **13.2 Adjustment to Plan Share Terms**

No adjustment or variation of the terms of a Plan Share will be made without the consent of the Participant who holds the relevant Plan Share if such adjustment or variation would have a materially prejudicial effect upon the Participant (in respect of his or her outstanding Plan Shares), other than an adjustment or variation introduced primarily:

- (a) for the purpose of complying with or conforming to present or future State, Territory or Commonwealth legislation governing or regulating the maintenance or operation of the Plan or like plans;

- (b) to correct any manifest error or mistake;
- (c) to enable a member of the Group to comply with the Corporations Act, the ASX Listing Rules, applicable foreign law, or a requirement, policy or practice of the ASIC or other foreign or Australian regulatory body; or
- (d) to take into consideration possible adverse taxation implications in respect of the Plan, including changes to applicable taxation legislation or the interpretation of that legislation by a court of competent jurisdiction or any rulings from taxation authorities administering such legislation.

### **13.3 Notice of amendment**

As soon as reasonably practicable after making any amendment under Rule 13, the Board will give notice in writing of that amendment to any Participant affected by the amendment.

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## **14. MISCELLANEOUS**

### **14.1 Rights and obligations of Participant**

- (a) The rights and obligations of an Eligible Participant under the terms of their office, employment or contract with a Group Company are not affected by their participating in the Plan. This Plan will not form part of, and are not incorporated into, any contract of any Eligible Participant (whether or not they are an employee of a Group Company).
- (b) No Participant will have any rights to compensation or damages in consequence of:
  - (i) the termination, for any reason, of the office, employment or other contract with a Group Company of the Participant (or, where the Participant is a Nominee of the Eligible Participant, that Eligible Participant) where those rights arise, or may arise, as a result of the Participant ceasing to have rights under the Plan as a result of such termination; or
  - (ii) the forfeiture of Plan Shares in accordance with this Plan.
- (c) Nothing in this Plan, participation in the Plan or the terms of any Plan Share:
  - (i) affects the rights of any Group Company to terminate the employment, engagement or office of an Eligible Participant or a Participant (as the case may be);
  - (ii) affects the rights and obligations of any Eligible Participant or Participant under the terms of their employment, engagement or office with any Group Company;
  - (iii) confers any legal or equitable right on an Eligible Participant or a Participant whatsoever to take action against any Group Company in respect of their employment, engagement or office;
  - (iv) confers on an Eligible Participant or a Participant any rights to compensation or damages in consequence of the termination

of their employment, engagement or office by any Group Company for any reason whatsoever including ceasing to have rights under the Plan as a result of such termination; or

- (v) confers any responsibility or liability on any Group Company or its directors, officers, employees, representatives or agents in respect of any taxation liabilities of the Eligible Participant or Participant.
- (d) If a Vesting Condition attached to a Share requires a Participant to remain an employee of a Group Company, then the Participant will be treated as having ceased to be an employee of a Group Company at such time the Participant's employer ceases to be a Group Company.
- (e) A Participant who is granted an approved leave of absence and who exercises their right to return to work under any applicable award, enterprise agreement, other agreement, statute or regulation will be treated for those purposes as not having ceased to be such an employee.

#### **14.2 Power of the Board**

- (a) The Plan is administered by the Board which has power to:
  - (i) determine appropriate procedures for administration of the Plan consistent with this Plan; and
  - (ii) 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.
- (b) Except as otherwise expressly provided in this Plan, the Board has absolute and unfettered discretion to act, or refrain from acting, under or in connection with the Plan or any Plan Share under the Plan and in the exercise of any power or discretion under the Plan.

#### **14.3 Dispute or disagreement**

In the event of any dispute or disagreement as to the interpretation of the Plan, or as to any question or right arising from or related to the Plan or to any Plan Share issued under it, the decision of the Board is final and binding.

#### **14.4 ASIC relief**

- (a) Notwithstanding any other provisions of the Plan, every covenant or other provisions set out in an exemption or modification granted from time to time by ASIC in respect of the Plan pursuant to its power to exempt and modify the Corporations Act and required to be included in the Plan in order for that exemption or modification to have full effect, is deemed to be contained in the Plan.
- (b) To the extent that any covenant or other provision deemed by this Rule to be contained in the Plan is inconsistent with any other provision in the Plan, the deemed covenant or other provision shall prevail.

#### **14.5 Non-residents of Australia**

- (a) The Board may adopt additional rules of the Plan applicable in any jurisdiction outside Australia under which rights offered under the Plan may be subject to additional or modified terms, having regard to any securities, exchange control or taxation laws or regulations or similar factors which may apply to the Participant or to any Group Company in relation to the rights. Any additional rule must conform to the basic principles of the Plan.
- (b) When a Plan Share is granted under the Plan to a person who is not a resident of Australia the provisions of the Plan apply subject to such alterations or additions as the Board determines having regard to any securities, exchange control or taxation laws or regulation or similar factors which may apply to the Participant or to any Group Company in relation to the Plan Share.

#### **14.6 Communication**

- (a) Any notice or other communication under or in connection with the Plan may be given by personal delivery or by sending the same by post or facsimile:
  - (i) in the case of a company, to its registered office;
  - (ii) in the case of an individual, to the individual's last notified address; or
  - (iii) where a Participant is a Director or employee of a Group Company, either to the Participant's last known address or to the address of the place of business at which the Participant performs the whole or substantially the whole of the duties of the Participant's office of employment.
- (b) Where a notice or other communication is given by post, it is deemed to have been received 48 hours after it was put into the post properly addressed and stamped. Where a notice or other communication is given by facsimile, it is deemed to have been received on completion of transmission. Where a notice is given by electronic transmission, the notice is taken to have been received at the time the electronic transmission is sent.

#### **14.7 Attorney**

Each Participant:

- (a) irrevocably appoints the Company and any person nominated from time to time by the Company (each an attorney), severally, as the Participant's attorney to complete and execute any documents, including applications for Shares and Share transfers, and to do all acts or things on behalf of and in the name of the Participant which may be convenient or necessary for the purpose of giving effect to the provisions of this Plan;
- (b) covenants that the Participant will ratify and confirm any act or thing done pursuant to this power;

- (c) releases each Group Company and the attorney from any liability whatsoever arising from the exercise of the powers conferred by this Rule; and
- (d) indemnifies and holds harmless each Group Company and the attorney in respect thereof.

#### **14.8 Costs and Expenses**

The Company will pay all expenses, costs and charges in relation to the establishment, implementation and administration of the Plan, including all costs incurred in or associated with the issue or purchase of Shares for the purposes of the Plan.

#### **14.9 Adverse Tax**

- (a) Where a Participant may suffer an adverse taxation consequence as a direct result of participating in the Plan that was not apparent to the Participant or the Company at the time the Participant was issued Shares under the Plan, the Board may, in its absolute discretion, agree to compensate the Participant in whole or in part.
- (b) For the avoidance of doubt, a tax liability on a gain arising from the difference between share sale proceeds received by the Participant and the Share Payment for the corresponding number of Shares shall not be considered an adverse taxation consequence.

#### **14.10 Data protection**

By lodging an Acceptance Form, each Participant consents to the holding and processing of personal data provided by the Participant to any Group Company for all purposes relating to the operation of the Plan. These include, but are not limited to:

- (a) administering and maintaining Participants' records;
- (b) providing information to trustees of any employee benefit trust, registrars, brokers or third-party administrators of the Plan;
- (c) providing information to future purchasers of the Company or the business in which the Participant works; and
- (d) transferring information about the Participant to a country or territory outside Australia.

#### **14.11 Error in Allocation**

If any Shares are provided under this Plan in error or by mistake to a person (**Mistaken Recipient**) who is not the intended recipient, the Mistaken Recipient shall have no right or interest, and shall be taken never to have had any right or interest, in those Shares and those Shares will immediately be forfeited.

#### **14.12 No fiduciary capacity**

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

#### **14.13 ASX Listing Rules**

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

#### **14.14 Enforcement**

This Plan and any determination of the Board made pursuant to this Plan will be deemed to form a contract between the Company and the Participant.

#### **14.15 Laws governing Plan**

- (a) This Plan, and any Performance Rights issued under it, are governed by the laws of New South Wales and the Commonwealth of Australia.
- (b) The Company and the Participants submit to the non-exclusive jurisdiction of the courts of New South Wales.

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## SCHEDULE 1 – SHARE PLAN – OFFER DOCUMENT

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[insert date]

[Name and address of eligible participant]

Dear [\*]

### **NETLINKZ LIMITED – INCENTIVE SHARE PLAN**

The board of directors of Netlinkz Limited (ACN 141 509 426) (**Company**) is pleased to make an offer to you of ordinary fully paid shares in the capital of the Company (**Shares**) under its Incentive Share Plan (**Plan**) on the terms of this offer letter (**Offer**). Terms used in this Offer have the same meaning as used in the Plan.

The Company is pleased to advise you of the following.

(a) This Offer is subject to the terms and conditions of the Plan, a copy of which is attached to this Offer.

(b) The Company is willing to offer you the following number of Shares (**Plan Shares**):

[insert number of Shares or formula for calculating number of Shares eg 'that number of Shares determined by dividing \$[insert] by the issue price of the Shares.']

(c) The issue price per Plan Share (**Issue Price**) will equal:

[[nil/\$insert]/the volume weighted average price (VWAP) at which the Company's Shares were traded on the ASX over the 5 trading days up to and including the later of:

(i) the trading day on which this Offer is accepted; and

(ii) the first trading day after Shareholder approval for the issue of the Plan Shares is obtained (if required).

Based on an Issue Price equal to the 5 trading day VWAP of Shares to the date before this Offer (being \$[insert]), you would be entitled to a maximum of [insert] Plan Shares.]

(d) The issue of the Plan Shares is subject to the terms of the Plan, including the Company obtaining any necessary Shareholder approvals and you remaining an Eligible Participant at the time the Plan Shares are to be issued.

(e) Subject to the terms of the Plan, the Plan Shares cannot be sold, transferred, assigned, charged or otherwise encumbered until the following Vesting Conditions are satisfied, unless waived by the Board in accordance with the Plan (such period being the **Restriction Period**):

(i) [insert];

(ii) [insert];

If a Vesting Condition in relation to particular Plan Shares is not satisfied and is not waived by the Board in accordance with the Plan, you will forfeit your right to those Plan Shares. Other than where a Trustee holds the Plan Shares, the Company may buy back and cancel or sell those Plan Shares in accordance with the Share Plan. Where a Trustee holds the Plan Shares, the Trustee will hold those Plan Shares for re-allocation under the Plan to other Participants.

(f) The Company may elect to issue the Plan Shares to the trustee of the Share Plan (**Trustee**) to hold for your benefit until the Plan Shares cease to be subject to any Vesting Conditions or the Board otherwise determines in accordance with the Share Plan, at which time the Plan Shares will be transferred to you [ or (at your election) sold with the sale proceeds remitted to you].

(i) If the Company wishes the Trustee to hold your Plan Shares, the terms of the Trust Deed are attached to this Offer. You should read the terms of the Trust Deed carefully to understand what rights you have in relation to the Plan Shares while they are held on your behalf by the Trustee.

(ii) You are entitled to receive any dividends and franking credits which relate to those dividends, or other distributions or entitlements made in respect of Plan Shares held by the Trustee for your benefit under the Share Plan.

(iii) Subject to the Trust Deed, you may direct the Trustee how to exercise the voting rights attaching to your Plan Shares either generally or in respect of a particular resolution. In the absence of such a direction those voting rights shall not be exercised by the Trustee.

(g) [The Company is prepared to grant you a limited recourse loan for the full amount to purchase the Shares on the terms set out in this Offer and the Share Plan (Loan). You may accept the offer of the Loan in whole (and not in part) by completing the Loan Agreement attached to this Offer and returning it to the Company Secretary as provided for in the Loan Agreement.

(i) Assuming an Issue Price of \$[insert] per Share, the total Loan will be \$[insert]. The actual Loan amount will depend on the Issue Price, and the number of Shares you are to be issued, which will be determined as set out above.

(ii) The Loan is repayable in full by [insert] (Loan Repayment Date) and is interest free.

(iii) As set out in the Share Plan, all or part of the Loan may be repaid prior to the Loan Repayment Date. In addition, the Loan must be repaid early in certain circumstances as set out in the Share Plan, including where you cease to be an Eligible Participant.

(iv) Shares under the Plan are subject to certain restrictions, including restrictions on transfer until the Loan is repaid in full.

(v) Please read the Share Plan and Loan Agreement in full and if you have any questions in respect of the Loan and the risks, rights and obligations relating to the Loan, you should contact your financial and legal advisers before accepting the Loan.]

(h) [You must either:

- (i) enclose with the completed Acceptance Form a cheque for the amount due for the number of Plan Shares that you (or your Nominee) have accepted; or
- (ii) at the time the completed Acceptance Form is lodged with the Company, pay the amount due for the number of Plan Shares that you (or your Nominee) have accepted by electronic funds transfer.]
- (i) This Offer remains open for acceptance by you until 5pm WST on [insert date] (**Closing Date**) at which time the Offer will close and lapse.
- (j) You may apply for the Shares by filling out Acceptance Form below and returning to the Company Secretary before the Closing Date.
- (k) You may apply for the Shares to be registered in your name, or in a Nominee's name. Examples of acceptable Nominees are set out in the Plan. Please discuss this with the Company Secretary if you have any queries.
- (l) Unless the Plan provides otherwise, the Shares to which you are entitled will be issued to [you/the Trustee to hold on your behalf], as soon as practicable after the exercise date.
- (m) If the issue of Plan Shares would otherwise fall within a Blackout Period, or breach the insider trading or takeover provisions of the Corporations Act, the Company may delay the issue of the Plan Shares until 10 Business Days following the expiration, as applicable, of the Blackout Period or the day on which the insider trading or takeover provisions no longer prevent the issue of the Plan Shares.
- (n) A completed Acceptance Form (and cheque, if applicable) should be returned to the Company at:
- [insert address]
- [Cheques must be in Australian currency, drawn on an Australian bank, made payable to [\*1] – [insert account name] and crossed non negotiable.
- Electronic funds transfers must be to the Company's account as set out below:
- |                 |          |
|-----------------|----------|
| Bank:           | [insert] |
| Account Name:   | [insert] |
| BSB:            | [insert] |
| Account Number: | [insert] |
- (o) The Company will apply for the Shares to be quoted on the ASX in accordance with the ASX Listing Rules within 10 Business Days of the later of the date the Shares are issued and the date any Restriction Period that applies to the Shares ends.
- (p) The Shares may be subject to restrictions on disposal in accordance with the Plan in which case the Company will impose a holding lock with the Company's share registry and will not be able to be traded until the holding lock is lifted by the Company.
- (q) The Company will issue, where required to enable Shares issued to be freely tradeable on the ASX (subject to any Restriction Period), a cleansing statement under Section 708A(5) of the Corporations Act at the time Shares are issued. Where a cleansing statement is required, but cannot be issued, the Company will have a prospectus available in relation to the Shares which complies with the requirements of the Corporations Act.

- (r) The Company undertakes that, during the period commencing on the date of this Offer and expiring on the Closing Date, it will, within a reasonable period of you so requesting, make available to you the current market price of the Company's Shares and, where the Issue Price is determined by a formula, the issue price in Australian Dollars of the Plan Shares applying that formula on the date of your request. The Company will provide this information to you, unless you agree otherwise, by sending this information to you at the address to which this Offer is sent.
- (s) The current market price of the Company's Shares on the ASX can be found on the Company's ASX website at [insert].
- (t) Subdivision 83A-C of the *Income Tax Assessment Act 1997*, which enables tax deferral on Shares, [will/will not] apply (subject to the conditions in that Act) to Shares granted to you under this Offer.

You should be aware that the business, assets and operations of the Company are subject to certain risk factors that have the potential to influence the operating and financial performance of the Company in the future. These risks can impact on the value of an investment in the securities of the Company, including Shares offered under the Plan.

Any advice given by the Company in relation to the Shares, the Plan and any Trust does not take into account your objectives, financial situation and needs (including financial or taxation issues).

This Offer and all other documents provided to you at the time of this Offer contain general advice only and you should consider obtaining your own financial product advice from an independent person who is licensed by the Australian Securities and Investments Commission to give such advice.

You are advised to seek independent professional advice regarding the Australian tax consequences of the issue of Shares and the disposing of any Shares that are issued under the Plan according to your own particular circumstances.

Please confirm your (or your Nominee's) acceptance of the Offer set out in this letter by completing the Acceptance Form below and returning it to the Company **by no later than** [insert].

Acceptance Form received after the Closing Date may be refused.

Yours faithfully

**[Insert Director's Name]**  
**For and on behalf of**  
**[\*1]**

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## SCHEDULE 2 – NETLINKZ LIMITED INCENTIVE SHARE PLAN - ACCEPTANCE FORM

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Under the Offer, to which this Acceptance Form is attached, Netlinkz Limited (ACN 141 509 426) (**Company**) has invited you (or your Nominee) under its incentive share plan (**Share Plan**) to apply for the issue of:

- (a) up to [insert] fully paid ordinary shares in the Company (**Plan Share**);
- (b) at an issue price (**Issue Price**) equal to [insert] per Plan Share.

An Applicant should read the Netlinkz Limited Incentive Share Plan, the Offer and the Trust Deed (if applicable) in entirety before completing this Acceptance Form.

Please complete the details below to apply for Plan Shares at the Issue Price.

Name:

\_\_\_\_\_

Address:

\_\_\_\_\_

Ph:

\_\_\_\_\_

Email:

\_\_\_\_\_

hereby applies for \_\_\_\_\_ Plan Shares at an Issue Price per Plan Share to be calculated as set out in the terms of the Offer, this Acceptance Form and the Share Plan.

Tax file number(s) or exemption: \_\_\_\_\_ CHESS HIN (where applicable):

\_\_\_\_\_

### Acknowledgement

In applying for the Plan Shares, the Applicant acknowledges and agrees:

- (a) to be entered on the register of members of the Company as the holder of the Plan Shares applied for, or for the Trustee to be registered as the legal holder to hold on trust for the Applicant;
- (b) to be bound by the terms of the constitution of Netlinkz Limited;
- (c) to be bound by the terms and conditions of the Share Plan and the Trust Deed (if applicable);
- (d) to be bound by the terms and conditions of the Offer;
- (e) a copy of the full terms of the Share Plan (and Trust Deed, if applicable) has been provided to me;
- (f) that, by completing this Acceptance Form, I will be taken to have agreed to appoint the Company Secretary as my attorney to complete and execute any documents and do all acts on my behalf which may be convenient or necessary for the purpose of giving effect to the provisions of the Share Plan;
- (g) that I have been offered the opportunity to obtain share price information in relation to Shares in the Company; and

- (h) any tax liability arising from the Company accepting my acceptance of Plan Shares under the Share Plan is my responsibility and not that of the Company;
- (i) that a prospectus has not been prepared or lodged by the Company in respect of the offer of the Plan Shares to me;
- (j) that an investment in the Company is speculative and there is no guarantee that there will be any return on Plan Shares (whether by way of dividends or return of capital or any other manner whatever);
- (k) that secondary trading in Plan Shares may be limited and there is no guarantee that there will be any market (whether official or unofficial) for trading of the Company's Shares generally; and
- (l) that this application is irrevocable and, except for the terms provided above, is unconditional.

Where an individual

**SIGNED** by **[INSERT NAME OF INDIVIDUAL]** )  
 in the presence of: )  
 )

\_\_\_\_\_  
 Signature of witness

\_\_\_\_\_  
 Signature

\_\_\_\_\_  
 Name of witness

Where a company

**EXECUTED** by **[INSERT COMPANY NAME]** )  
**ACN [INSERT ACN]** )  
 in accordance with section 127 of the )  
*Corporations Act 2001* (Cth): )

\_\_\_\_\_  
 Signature of director

\_\_\_\_\_  
 Signature of director/company secretary\*

\_\_\_\_\_  
 Name of director

\_\_\_\_\_  
 Name of director/company secretary\*

\*please delete as applicable