



28 September 2020

Manager, Company Announcements Office
ASX Limited
Level 4, Exchange Centre
20 Bridge Street
Sydney NSW 2000

Dear Sir/Madam

Insurance Australia Group Limited (IAG) 2020 Notice of Meeting Addendum

Attached is an Addendum to the 2020 Notice of Meeting (the **Addendum**) released by Insurance Australia Group Limited (**IAG** or the **Company**) on 10 September 2020 (**Original Notice**).

There is no change to the date or time of IAG's 2020 Annual General Meeting (**AGM**) – it will still be held virtually on Friday 23 October 2020 starting at 10.00am (Sydney time) for all shareholders through the online AGM platform at <https://web.lumiagm.com>. The details for how to participate, including voting, appointing a proxy and asking questions prior to the AGM remain as set out in the Original Notice.

Additional resolution: Resolution 11 – Allocation of share rights to Mr Nicholas Hawkins

Following IAG's 21 September 2020 announcement that Mr Nicholas Hawkins will be appointed as IAG's Managing Director and Chief Executive Officer (**CEO**) effective 2 November 2020, shareholder approval is being sought for the portion of Mr Hawkins' FY21 long term incentive award that relates to his service as CEO. This additional resolution is the subject of the attached Addendum.

Order of business at the AGM

The numbering of the resolution in the Addendum is a continuation of the numbering used in IAG's Original Notice.

As Resolution 11 relates to remuneration of the incoming CEO, it will be considered at the AGM immediately after Resolution 1 (Adoption of the Remuneration Report). The meeting will then continue to consider the remaining resolutions in numerical order.

Updated Voting and Proxy Form

Given the inclusion of the new Resolution 11, also **attached** is an updated Voting and Proxy Form. To be valid, the Voting and Proxy Form must be submitted to IAG's share registry by 10.00am (Sydney time) on Wednesday 21 October 2020.

Shareholder questions

As in past years, IAG encourages shareholders to ask questions in advance of the AGM.

Shareholders are able to ask a question ahead of the meeting via any of these options:

- online at www.investorvote.com.au;
- by printing off a copy of the question form available at www.iag.com.au/shareholder-centre/annual-meetings.com.au and mailing or faxing this to IAG's share registry Computershare Investor Services at the address shown in the Original Notice; or
- by emailing questions to: investor.relations@iag.com.au.

Shareholders are reminded that questions must be submitted by no later than 5.00pm on Friday 16 October 2020.

Copies of the documents attached to this letter will be available on the company's website at: <https://www.iag.com.au/shareholder-centre/annual-meetings>.

Yours sincerely



Jane Bowd
Group Company Secretary



Addendum to
Notice of Meeting 2020
Insurance Australia Group Limited

ABN 60 090 739 923

10.00am on Friday, 23 October 2020

Dear shareholder

This is an Addendum to the 2020 Notice of Meeting released by Insurance Australia Group Limited (**IAG** or **the Company**) on 10 September 2020 (**Original Notice**).



There is no change to the date or time of IAG's 2020 Annual General Meeting (**AGM**) – it will still be held virtually on Friday 23 October 2020 starting at 10.00am (Sydney time) for all shareholders through the online AGM platform at <https://web.lumiagm.com>. The details for how to participate, including voting, appointing a proxy and asking questions prior to the AGM remain as set out in the Original Notice, which can be accessed at <https://www.iag.com.au/shareholder-centre/annual-meetings>.

On 21 September 2020, IAG announced that Mr Nicholas (Nick) Hawkins will be appointed as IAG's Managing Director and Chief Executive Officer (**CEO**) effective 2 November 2020. In the interests of good governance, shareholder approval is being sought through a new Resolution 11 for the portion of Mr Hawkins' FY21 long term incentive award that relates to his service as CEO (**LTI Award**). The Directors recommend that you vote **IN FAVOUR** of Resolution 11.

As Resolution 11 relates to remuneration of the incoming CEO, it will be considered at the AGM immediately after Resolution 1 (Adoption of the Remuneration Report).

In relation to the resolutions set out in the Original Notice, it continues to be the case that:

- **Resolutions 1 to 7:** The Board recommends that you vote **IN FAVOUR** of these resolutions; and
- **Resolutions 8 to 10:** The Board does **NOT** consider these resolutions to be in the best interests of IAG and recommends that you vote **AGAINST** these resolutions for the reasons set out in the Original Notice.

To submit a direct vote or proxy vote for Resolution 11, please follow the instructions on pages 6-7 of the Original Notice and the AGM Access Notice sent to you by post or email. Alternatively, to receive a new Voting Form, which will include Resolution 11, call Computershare on 1300 360 688 (inside Australia) or +61 (0) 3 9415 4210 (outside Australia).

Please note that if you have already submitted a direct or proxy vote for Resolutions 1-10 as set out in the Original Notice and you do not submit a direct or proxy vote for Resolution 11, your original direct or proxy vote will continue to be valid for the AGM and you will be taken not to have cast a vote on Resolution 11.

Thank you for your continued support of IAG. I look forward to welcoming you to our virtual AGM.

Yours sincerely

A handwritten signature in black ink that reads "Elizabeth Bryan".

Elizabeth Bryan AM
Chairman

Ordinary business

Addendum to Notice of Meeting – Additional Resolution

The numbering of the resolution in this Addendum is a continuation of the numbering used in IAG's original 2020 Notice of Annual General Meeting released on 10 September 2020.

Ordinary business

Resolution 11

Allocation of share rights to Mr Nicholas Hawkins

To consider, and if thought fit, pass the following resolution as an **ordinary** resolution:

'That approval is given to allocate Mr Nicholas Hawkins Executive Performance Rights (**EPRs**) in accordance with the terms of the LTI Plan and as described in the explanatory notes.'

Dated in Sydney on 28 September 2020.

By order of the Board.



Jane Bowd
Group Company Secretary

Explanatory Notes to Resolution 11

Resolution 11 – Allocation of share rights to Mr Nicholas Hawkins

It is proposed that Mr Nicholas Hawkins, IAG's incoming CEO, be granted securities as his FY21 LTI Award. Mr Hawkins will commence as CEO on 2 November 2020. Shareholders are asked to approve the grant of 270,600 Executive Performance Rights (**EPRs**) to Mr Hawkins under IAG's long term incentive (**LTI**) plan for FY21 to strengthen the alignment between Mr Hawkins' interests and those of shareholders. This grant of EPRs is the portion of Mr Hawkins' FY21 long term incentive award that relates to his service as CEO.

Why is shareholder approval being sought?

Under the ASX Listing Rules, shareholder approval is required for the issue of equity securities to Directors. Although Mr Hawkins will be a Director when the EPRs are issued, shareholder approval is not required for the issue of equity securities under an employee incentive scheme where the underlying shares to satisfy the vesting of those securities are required by the terms of the scheme to be purchased on market. Any shares allocated to Mr Hawkins on vesting and exercise of his EPRs must be acquired on market, so shareholder approval is not required under the ASX Listing Rules. However, we are voluntarily seeking shareholder approval as a matter of good governance.

If shareholder approval is not obtained for the LTI Award, the Board may consider alternative arrangements to appropriately remunerate and incentivise Mr Hawkins in his role as CEO.

Background

As announced to the market on 21 September 2020, Mr Hawkins' remuneration as CEO includes:

- fixed pay (base salary plus superannuation) – \$1,600,000 per annum;
- a short term incentive (**STI**) opportunity – 150% of fixed pay:
 - 50% payable in cash;
 - 50% deferred in the form of deferred award rights (**DARs**) which vest in tranches over a period of two years; and
- an LTI opportunity provided in the form of EPRs – 150% of fixed pay.*

* This LTI opportunity will be pro-rated on a monthly basis to reflect the portion of FY21 for which Mr Hawkins will serve as CEO (i.e. 2 November 2020 to 30 June 2021). Mr Hawkins will receive a separate pro-rated LTI award based on his LTI opportunity for the period during which he served as Deputy CEO (i.e. 1 July 2020 to 1 November 2020) being 94,700 EPRs.

The cash STI, DARs and EPRs are 'at risk'. EPRs only vest if the applicable performance hurdles are met and are subject to adjustment at the discretion of the Board.

At the time that the FY21 LTI Awards will be granted, Mr Hawkins will be the only Executive Director of the Company and therefore will be the only Director eligible to participate in the LTI plan. IAG's current CEO, Mr Peter Harmer, whose retirement as CEO was announced in April 2020, will not receive an FY21 LTI award given that he will be ceasing employment with IAG on 1 November 2020.

An overview of the LTI plan is provided below and further details of the plan (including information in relation to performance hurdles) can be found at www.iag.com.au/shareholder-centre/annual-meetings.

Proposed LTI arrangements – EPRs

Mr Hawkins is provided an LTI Award in the form of EPRs. The LTI Award is subject to performance hurdles that must be met before EPRs vest and become exercisable. These hurdles create a direct link between the remuneration paid to executives and the achievement of IAG's strategic financial objectives. In the Board's view, this supports IAG's economic sustainability and is in the long-term interests of shareholders.

The Board retains an overriding discretion to adjust vesting outcomes by determining that all or a portion of unexercised EPRs will lapse, including in light of considerations relating to financial soundness, business performance and unforeseen consequences.

Each EPR is a right to acquire an ordinary share in the Company (or a cash amount equivalent to the value of an ordinary share in the Company, as determined by the Board). EPRs will be granted at no cost to Mr Hawkins. EPRs will only vest and become exercisable (at no cost) if the performance hurdles are met. Performance hurdles are measured over a four-year period from 1 July 2020 – 30 June 2024.

The performance hurdles relevant to the LTI Award are:

- Total Shareholder Return (**TSR**) of IAG relative to a peer group of companies. This hurdle will apply to 50% of the EPRs; and
- Cash Return on Equity (**Cash ROE**) measured relative to IAG's weighted average cost of capital (**WACC**). This hurdle will apply to 50% of the EPRs.

Each of these performance hurdles is discussed in further detail below.

Explanatory Notes to Resolution 11

(a) Total Shareholder Return Performance Hurdle

TSR is measured against that of the top 50 industrial companies within the S&P/ASX 100 Index. Industrial companies are defined by Standard & Poor's as being all companies excluding those defined as being in the Energy sector (GICS Tier 1) and the Metals & Mining industry (GICS Tier 3). Companies which are no longer part of the index at the end of the performance period (e.g. due to acquisition or delisting) may be removed from the peer group.

The proportion of EPRs in the TSR component of the FY21 LTI Award that may vest is determined in accordance with the following table (subject to the discretion of the Board):

IAG TSR Ranking Relative to peer group (for 50% of the LTI Award)	Percentage of EPRs in the TSR component of the LTI Award to vest
Less than 50th percentile of peer group	0%
50th percentile of peer group	50%
Between the 50th and the 75th percentile	Pro rata vesting on a straight line basis between 50% and 100%
75th percentile of peer group or greater	100%

(b) Cash Return on Equity Performance Hurdle

Cash ROE is measured relative to IAG's WACC. The proportion of EPRs in the Cash ROE component of the FY21 LTI Award that may vest is determined in accordance with the following table (subject to the discretion of the Board):

Cash ROE Relative to WACC (for 50% of the LTI Award)	Percentage of EPRs in the Cash ROE component of the LTI Award to vest
Cash ROE < 1.4 times WACC	0%
Cash ROE = 1.4 times WACC	20%
Cash ROE is between 1.4 times WACC and 1.9 times WACC	Pro rata vesting on a straight line basis between 20% and 100%
Cash ROE is ≥ 1.9 times WACC	100%

How many EPRs will be granted to Mr Hawkins?

The Board has determined that Mr Hawkins will be granted a maximum of 270,600 EPRs as his LTI Award for FY21. This is a pro-rata portion of Mr Hawkins' LTI opportunity as CEO, representing the portion of FY21 for which he will serve as CEO.

That number was calculated using the following formula:

$$E = P \times (1.50 \times F) / S$$

Where:

P = the proportion of the FY21 financial year, determined on a monthly basis, that Mr Hawkins will serve as CEO;

1.50 = the proportion of fixed pay that is constituted by the LTI award, being 150%;

E = the number of EPRs to be offered rounded up to the nearest 100;

F = the dollar value of Mr Hawkins' fixed pay at the time of grant (being \$1,600,000); and

S = the volume weighted average share price of IAG shares over the period of 30 calendar days to 30 June 2020 being \$5.914228.

On the basis of this formula, the dollar value of the 270,600 EPRs is \$1,600,390.

If Resolution 11 is approved, the EPRs will be granted to Mr Hawkins as soon as practicable on or after 2 November 2020 but, in any event, within 12 months of the Meeting. The Board retains the discretion to adjust any unvested EPRs downwards if it decides it is prudent to do so.

Cessation of employment

If Mr Hawkins ceases employment with the Company due to retirement, redundancy, death, or total and permanent disablement or with the approval of the Board, he will retain his EPRs which will continue to be subject to the same performance hurdles, unless the Board determines otherwise.

If Mr Hawkins ceases employment for any other reason (excluding serious misconduct), his unvested EPRs lapse on the date that his employment ceases, unless the Board exercises its discretion and allows Mr Hawkins to retain his EPRs. Where the Board exercises that discretion, Mr Hawkins' EPRs will continue to be subject to the same performance hurdles.

In the event that Mr Hawkins' employment is terminated in circumstances of serious misconduct, his EPRs will lapse on cessation of employment irrespective of whether they have become exercisable.

Other discretions

The Board also has additional discretions in relation to the EPRs and rules of the LTI plan. For example:

- The Board may suspend or delay the date on which EPRs become exercisable for a particular holder of EPRs including in circumstances where the Board has determined that it requires a further period of time to determine whether the holder's EPRs should be subject to adjustment in accordance with the LTI plan.
- If there a change of control event, such as a takeover or scheme of arrangement, the Board has sole and absolute discretion to determine how EPRs may be dealt with, including whether all or some of the outstanding EPRs on issue will vest or lapse.
- EPRs are subject to the Board's powers to make adjustments to the award of EPRs as set out in the rules of the LTI plan.
- Mr Hawkins' entitlement to shares on exercise of EPRs may also be adjusted to take account of capital reconstructions and bonus issues.
- The Board retains an overriding discretion to adjust vesting outcomes by determining that all or a portion of unexercised EPRs will lapse, including in light of considerations relating to financial soundness, business performance and unforeseen consequences.

Additional information

- A total of 1,597,700 EPRs have been granted to Mr Hawkins under the Series 6 Executive Performance Rights Plan in prior years (commencing from 2013) of which:
 - 753,594 have vested and been exercised;
 - 165,693 have lapsed as a result of performance conditions not being met;
 - 663,515 are unvested and remain on foot; and
 - 14,898 were consolidated as part of the Capital Management Initiative in November 2018.
- These awards were granted to Mr Hawkins under long term incentive arrangements for no cost.
- IAG grants the LTI Award in EPRs because they align the interests of Mr Hawkins and shareholders but do not provide Mr Hawkins with the full benefits of share ownership (such as dividend and voting rights) unless the EPRs vest and are exercised.
- No loan has been, or is intended to be, given by the Company to Mr Hawkins in relation to the proposed grant of EPRs.

Voting exclusion statement

The Company will disregard any votes cast on Resolution 11:

- in favour of Resolution 11 by Mr Hawkins, Mr Harmer or any of their associates, regardless of the capacity in which the vote is cast; or
- as a proxy by a person who is a member of key management personnel (**KMP**) at the date of the Meeting (and their closely related parties),

unless the vote is cast on Resolution 11:

- as a proxy or attorney for a person entitled to vote on Resolution 11 in accordance with a direction given to the proxy or attorney to vote on Resolution 11 in that way; or
- by the Chairman of the Meeting as a proxy for a person entitled to vote on Resolution 11 in accordance with an express authorisation on the Voting Form to vote undirected proxies as they see fit even though Resolution 11 is connected with the remuneration of KMP; or
- by a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on Resolution 11; and
 - the holder votes on Resolution 11 in accordance with directions given by the beneficiary to the holder to vote in that way.

Board recommendation

The Directors recommend that you vote in favour of Resolution 11. The Chairman of the Meeting intends to vote all available proxies in favour of Resolution 11.



Shareholder information

Share Registry

Computershare Investor Services Pty Limited
GPO Box 4709, Melbourne VIC 3001 Australia

Hand deliveries:
Level 3, 60 Carrington Street
Sydney NSW 2000 Australia

Telephone:
(within Australia) 1300 360 688
or (outside Australia) +61 (0)3 9415 4210

Other:
Email iag@computershare.com.au
Facsimile (general) +61 (0)3 9473 2470

Registered Office

Insurance Australia Group Limited
Level 13, 201 Sussex Street
Sydney NSW 2000 Australia
Telephone +61 (0)2 9292 9222
Email investor.relations@iag.com.au
Facsimile +61 (0)2 9292 8072
Website www.iag.com.au

Online information

To view other information about IAG and to manage your shareholding online, visit www.iag.com.au. You can also register to receive email news alerts when IAG makes important announcements.



MR JOHN SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

NEED ASSISTANCE?

 **Phone:**
1300 360 688 (inside Australia)
+61 (0) 3 9415 4210 (outside Australia)

 **Questions:**
Questions can be lodged on the form enclosed or online at www.investorvote.com.au

 **Mail:**
Share Registry
Computershare Investor Services Pty Ltd
GPO Box 242
Melbourne Vic 3001 Australia

 **YOUR VOTE IS IMPORTANT**
For your vote to be valid, your voting instruction must be received by 10.00am (Sydney time) on Wednesday, 21 October 2020.

VOTING FORM

HOW TO VOTE ON ITEMS OF BUSINESS

Voting 100% of your holding:

You are able to vote directly or instruct your proxy how to vote by marking one of the boxes opposite each item of business. Your proxy may vote or abstain, to the extent permitted by law, as they choose, if you do not mark a box on an item of business.

If you mark more than one box on an item of business your vote will be invalid on that item.

Voting a portion of your holding:

You are able to cast a portion of your voting rights directly, or instruct your proxy how to vote, by inserting a percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast by you on each resolution must not exceed your voting entitlement or 100%.

Appointing a second proxy:

You are entitled to appoint up to two proxies to attend a meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing two proxies write both names and the percentage of votes or number of securities for each overleaf.

A proxy may be an individual or a body corporate, and need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: The Voting Form must be signed by the securityholder or the securityholder's duly authorised attorney.

Joint Holding: The Voting Form must be signed by each of the joint securityholders personally or by their duly authorised attorneys.

Power of Attorney: If you have not already lodged your Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a sole director who is also the sole company secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a company secretary, a sole director can also sign alone. Otherwise this form must be signed by a director jointly with either another director or a company secretary. Please sign in the appropriate place to indicate the office held.

HOW SHAREHOLDERS CAN PARTICIPATE IN THE AGM

To participate online you will need to:

- visit web.lumiagm.com and type in IAG's meeting number, which is 384962274; and
- select the Securityholder or Proxy button; type in your SRN/HIN; and type in your postcode.

If you log in to the online meeting on 23 October 2020 as a shareholder, you will be able to view a live webcast of the meeting, ask the Directors questions online, and submit your vote in real time.

To participate via teleconference you will need to:

- use any landline or mobile device; and
- dial this phone number 1800 455 963 or 1800 908 299 (Australia) or 0800 452 795 (New Zealand) and when prompted, enter the meeting code which is 10009761.

To vote in advance of the meeting:

You can vote on the resolutions being put to the meeting anytime between now and 10:00am on 21 October 2020, by following the instructions set out in the box on the front of this page. You will need to:

- type in the Control number provided; and type in your SRN/HIN when prompted.

Documents may be lodged:

VIA THE INTERNET

Use your computer or smartphone to vote online at www.investorvote.com.au using your secure access

Control Number: 123456
SRN/HIN: I1234567890
Postcode: 1234

For Intermediary Online subscribers (custodians) use www.intermediaryonline.com

BY FAX

Please fax your completed form to (03) 9473 2555 within Australia or +61 (0) 3 9473 2555 if you are outside Australia.

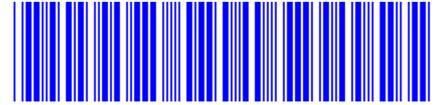
BY MAIL

Share Registry
Computershare Investor Services Pty Ltd
GPO Box 242
Melbourne Vic 3001
Australia

 **PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential**

VOTING FORM

MR JOHN SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030



I 1234567890

I N D

Please mark to indicate your directions

STEP 1

INDICATE HOW YOUR VOTE WILL BE CAST – **Select one of the two options only**

XX

At the Annual General Meeting (the Meeting) of Insurance Australia Group Limited (the Company) to be held virtually on Friday, 23 October 2020, from 10.00am (Sydney time) and at any adjournment of that Meeting I/we being members of the Company and entitled to vote direct the following:

1. VOTE DIRECTLY

Record my/our votes strictly in accordance with the directions below.

For a valid Direct Vote to be recorded you must mark either FOR, AGAINST or ABSTAIN on each item.

OR

2. APPOINT A PROXY TO VOTE ON YOUR BEHALF

The Chairman of the Meeting OR

The name of the person or body corporate you are appointing if this person is someone other than the Chairman of the Meeting.

or failing the person/body corporate named, or if no person/body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the Meeting on my/our behalf, and to vote in accordance with the following directions (or, if no directions have been given, to the extent permitted by law, as the proxy sees fit).

Chairman of the Meeting authorised to exercise proxies on remuneration related resolutions (Resolutions 1 and 11): Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman of the Meeting becomes my/our proxy by default) and I/we have not indicated a voting direction below then by submitting this form, I/we expressly authorise the Chairman of the Meeting to exercise my/our proxy on Resolutions 1 and 11, even though Resolutions 1 and 11 are connected with the remuneration of the key management personnel of the Company (which includes the Chairman of the Meeting).

STEP 2

ITEMS OF BUSINESS

Please mark **X** within the box to indicate your directions. If you mark the abstain box for a particular item, you are directing that your vote will not be counted on a poll and will not be included in the required majority.

The Chairman of the Meeting intends to vote all available undirected proxies FOR Resolutions 1 to 7 and 11 and AGAINST Resolutions 8 to 10. In exceptional circumstances, the Chairman of the Meeting may change her voting intention on any resolution, in which case an ASX announcement will be made.

Resolutions 1 to 7 are SUPPORTED by the Directors and the Chairman intends to vote undirected proxies in favour of these Resolutions.		Board Recommendation	FOR	AGAINST	ABSTAIN
1	Adoption of Remuneration Report	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Election of Mr Simon Allen	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Re-election of Mr Duncan Boyle	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Re-election of Ms Sheila McGregor	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Re-election of Mr Jonathan Nicholson	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approve and adopt a new Constitution	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Proportional takeover provisions	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolutions 8 to 10 are NOT SUPPORTED by the Directors and the Chairman intends to vote undirected proxies against these Resolutions.		Board Recommendation	FOR	AGAINST	ABSTAIN
8	To amend the constitution	Against	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	IAG World Heritage Policy	Against	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Relationship with Industry Associations	Against	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 11 is SUPPORTED by the Directors and the Chairman intends to vote undirected proxies in favour of these Resolutions.		Board Recommendation	FOR	AGAINST	ABSTAIN
11	Allocation of share rights to Mr Nicholas Hawkins, Managing Director and Chief Executive Officer	For	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SIGN

SIGNATURE OF SECURITYHOLDER(S) **This section must be completed.**

Individual or Securityholder 1

Sole Director & Sole Company Secretary

Contact

Name _____

Securityholder 2

Director

Daytime

Telephone _____

Securityholder 3

Director/Company Secretary

Date

_____/_____/_____