

Terms and Conditions of Options issued to staff on 11 February 2016

- a) Each Option entitles the holder to subscribe for and be allotted one ordinary share in the capital of the Company. The exercise price is \$3.00 per Option.
- b) The Options are exercisable at any time prior to 5.00 pm on 31 January 2019 (the “Expiry Date”) by notice in writing to the Directors accompanied by the payment of the exercise price.
- c) The Options are not transferable, except with the Board’s approval, or by force of law on death or legal incapacity.
- d) No application will be made to the ASX for Official Quotation of the Options.
- e) Shares will be allotted and issued pursuant to the exercise of Options not more than 10 business days after receipt of a properly executed Notice of Exercise and payment of the requisite application monies.
- f) Shares issued upon exercise of the Options will rank pari passu in all respects with the Company’s fully paid ordinary shares. The Company will apply for Official Quotation by the ASX of all shares issued upon exercise of Options within 3 Business Days after the date of allotment of those Shares.
- g) There are no participating rights or entitlements inherent in the Options and holders will not be entitled to participate in new issues of capital offered or made to the shareholders during the currency of the Options. However, the Company will send a notice to each option holder at least 9 business days before the record date for any proposed issue of capital. This will give option holders the opportunity to exercise their Options prior to the date of determining entitlements to participate in any such issue.
- h) There are no rights to a change in the exercise price, or in the number of Shares over which the Options can be exercised in the event of a bonus issue by the Company prior to the exercise of any Options.
- i) In the event of any reorganisation of the issued capital of the Company on or prior to the Expiry Date, the rights on an option holder will be changed to the extent necessary to comply with the applicable ASX Listing Rules at the time of the reorganisation.
- j) The Company will, at least 20 Business Days before the Expiry Date, send notices to the option holders stating the name of the option holder, the number of Options held, the number of Shares to be issued on exercise of the Options, the exercise price, the due date for payment of the exercise price, and the consequences of non-payment.
- k) The Options will vest on the basis of 50% of the number of Options after one year and the balance after two years.