
Share Loan Plan Rules

NSX Limited

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Share Loan Plan Rules

1 Introduction

Purpose of plan

- 1.1 The Company has established this Plan to encourage Employees to share in the ownership of the Company and to promote the long-term success of the Company as a goal shared by all Employees.

Advice

- 1.2 There are legal and tax consequences associated with participation in the Plan. Employees should ensure that they understand these consequences before accepting an invitation to participate in the Plan.
- 1.3 Any advice given by or on behalf of the Company is general advice only, and Employees should consider obtaining their own financial product advice from an independent person who is licensed by ASIC to give such advice.
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2 Definitions and Interpretation

Definitions

- 2.1 In these Rules unless the contrary intention appears, terms defined in the Corporations Act or Listing Rules have the same meaning in these Rules, and:

Application means a written acceptance of an Offer for, or an application for, Awards in a form approved by or acceptable to the Board.

ASIC means the Australian Securities and Investments Commission.

ASX means ASX Limited or the securities market which it operates, as the context requires.

Award or **Limited Recourse Loan Award** means a Share issued under clause 3.1.

Board means the Board of Directors of the Company.

Company means NSX Limited (ACN 089 447 058).

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

Employee means a person who is a full-time or permanent part-time employee or officer, or director of the Company or any related body corporate of the Company.

Financial Assistance means a loan made to a Participant on the terms and conditions of these Rules to enable the Participant to acquire a Share.

issue of a Share includes the transfer of an existing Share in accordance with clause 8.3.

Issue Price means the price (if any) to be paid for the issue of a Share as stated in the Offer.

Listed means the Company being and remaining admitted to the official list of the ASX.

Listing Rules means the Listing Rules of ASX and any other rules of the ASX which are applicable while the Company is Listed each as amended or replaced from time to time, except to the extent of any waiver granted by the ASX.

Market Price means the weighted average sale price of Shares on the ASX over the five trading days immediately preceding the day the Offer is made, or another pricing method determined by the Company.

Offer means an offer or issue of Awards made to an Employee under clause 4. Where Awards are issued without the need for acceptance, an Offer includes the document setting out the terms of the Award.

Participant means an Employee to whom Awards are issued.

Plan means this Share Loan Plan.

Restricted Award means an Award or a Share issued on exercise of an Award in respect of which a restriction on sale or disposal applies under this Plan.

Restriction Period means the period during which Awards are subject to the restrictions in these Rules on sale, transfer, and other actions, being the period specified in, or in accordance with, an Offer.

Rules means these rules as amended from time to time.

Security Interest means an interest in an asset which provides security for, or protects against default by, a person for the payment or satisfaction of a debt, obligation or liability including a mortgage, charge, bill of sale, pledge, deposit, lien, encumbrance, hypothecation, first right of refusal, voting right or arrangement for the retention of title or any agreement, option or other arrangement to grant such an interest or right.

Share means a fully paid ordinary share of the Company.

Tax Act means the *Income Tax Assessment Act 1936*, or any legislation amending or replacing the provisions of that Act relating to the issue and exercise of Awards.

Vesting Conditions means any conditions described in the Offer that must be satisfied before an Award is no longer subject to forfeiture under these Rules or the terms of an Offer.

Vesting Date means the date on which an Award is no longer subject to forfeiture following satisfaction of any Vesting Conditions.

Interpretation

2.2 In these Rules, unless expressed to the contrary:

- (a) terms defined in the Corporations Act have the same meaning in these Rules;
- (b) words importing:
 - (i) the singular include the plural and vice versa;
 - (ii) any gender includes the other genders;
- (c) if a word or phrase is defined cognate words and phrases have corresponding definitions;
- (d) a reference to:

- (i) a person includes a firm, unincorporated association, corporation and a government or statutory body or authority;
- (ii) a person includes its legal personal representatives, successors and assigns;
- (iii) a statute, ordinance, code or other law includes regulations and other statutory instruments under it and consolidations, amendments, re-enactments or replacements of any of them;
- (iv) a right includes a benefit, remedy, discretion, authority or power;
- (v) “\$” or “dollars” is a reference to the lawful currency of Australia;
- (vi) this or any other document includes the document as varied or replaced and notwithstanding any change in the identity of the parties; and
- (vii) any thing (including, without limitation, any amount) is a reference to the whole or any part of it and a reference to a group of things or persons is a reference to any one or more of them.

Headings

2.3 Headings are for convenience only and do not affect the interpretation of these Rules.

3 Limited Recourse Share Awards

- 3.1 The Company may, at the discretion of the Board, issue Limited Recourse Loan Awards, which are Shares where some or all of the Issue Price is funded by way of Financial Assistance from the Company.
- 3.2 Limited Recourse Loan Awards are Restricted Awards until the Financial Assistance is repaid or discharged.

4 Offers of Awards

4.1 Subject to clause 5, the Company may make an Offer to any Employee.

Form of Offer

- 4.2 Each Offer must be in writing (which includes email), include an Application if acceptance is required, and specify the following to the extent applicable:
 - (a) the name and address of the Employee to whom the Offer is made;
 - (b) the number of Awards being offered;
 - (c) any Vesting Conditions for the Awards;
 - (d) the Issue Price for the Awards, or the manner in which the Issue Price is to be determined;
 - (e) any Financial Assistance that is offered in connection with the Awards;
 - (f) any Restriction Period in addition to that specified in clause 3.2;

- (g) any other terms or conditions that the Board decides to include; and
- (h) any other matters required to be specified in the Offer by either the Corporations Act or the Listing Rules.

4.3 If and to the extent required by applicable laws or the conditions to applicable ASIC relief, the Offer must include an undertaking by the Company to provide to a Participant, within a reasonable period of being so requested, the current market price of the Shares.

Compliance with laws

4.4 No Offer will be made to the extent that any such Offer would contravene the Company's Constitution, the Listing Rules, the Corporations Act or any other applicable law.

Acceptance

4.5 An Offer may be accepted:

- (a) by an Employee completing and returning the Application, as required by the Offer, by not later than the date specified in the Offer; and
- (b) if required, by the Employee making or directing payment of the total amount payable for the Awards (if any) accepted under the Offer, in the manner specified in the Offer.

4.6 An Offer lapses if it is not accepted by the Employee to whom the Offer is made as required under clause 4.5.

Nominees

4.7 If permitted by the terms of an Offer, an Employee may nominate another person to be issued with the Award. The nominee must execute any documents required by the Company in order to receive the Award.

4.8 If Awards are held by a person nominated by an Employee, then the Employee will continue to be treated as the Participant under these Rules for the purposes of any provision regarding restraint, restriction, vesting, forfeiture and rights of the Company in respect of the Awards and any associated Financial Assistance.

5 Dilution limit

5.1 An Offer of Awards must not be made if the total of the following:

- (a) the number of Shares which are the subject of the Offer of Awards;
- (b) the total number of Shares which are the subject of any outstanding Offers of Awards; and
- (c) the total number of Shares issued during the previous five years under this Plan or any other employee share scheme extended only to Employees of the Company (adjusted if necessary in each case for capital reorganisations), but not including existing Shares transferred to a Participant after having been acquired for that purpose;

but disregarding any Offer made, or Award offered or issued, or Share issued under another scheme, by way of or as a result of:

- (d) an offer to a person situated outside Australia at the time of receipt of the offer;

- (e) an offer that did not need disclosure to investors because of section 708 of the Corporations Act; or
- (f) an offer made under a disclosure document as defined in the Corporations Act, would exceed 5% of the number of Shares on issue at the time of the Offer.

6 Financial Assistance

Company can offer Financial Assistance

- 6.1 The Company may provide Financial Assistance for some or all of the Issue Price for an Award by making a loan to a Participant, on the terms set out in an Offer and in these Rules. However, the Company will not offer, provide, or accept an application for Financial Assistance if to do so would be in breach of the Corporations Act, the Listing Rules (if applicable) or any other law or regulation in any jurisdiction.

Terms of Financial Assistance

- 6.2 Financial Assistance will be provided on an interest free basis unless the Offer specifies otherwise.
- 6.3 Subject to this clause 6, Financial Assistance provided to a Participant will be repayable by the Participant in accordance with the terms upon which the Financial Assistance was provided. However, the Board may in its discretion extend the period for repayment of the Financial Assistance or otherwise vary the terms of the Financial Assistance for the benefit of the Participant.
- 6.4 A Participant may voluntarily repay Financial Assistance to the Company at any time in respect (and only in respect) of Shares to which Vesting Conditions do not apply.

When Financial Assistance is repayable

- 6.5 Unless the terms of an Offer specify otherwise, Financial Assistance must be repaid in full immediately upon the earliest of:
- (a) 5 years from the date of issue of the relevant Awards;
 - (b) the Participant's Shares being bought back or transferred under clause 9;
 - (c) failure to satisfy any Vesting Conditions imposed on an Award to which the Financial Assistance relates;
 - (d) 3 months (or a longer period set out in an Offer or determined by the Board in its discretion) after the Participant ceases to be an Employee;
 - (e) any material breach by the Participant of this Plan where the breach is not remedied within 30 days of the Company's notice to the Participant to do so; or
 - (f) an application being made to a court for an order, or an order being made, that the Participant be made bankrupt (or any similar event in any jurisdiction as determined by the Board in its discretion).

Amount or method of repayment

- 6.6 If Financial Assistance provided to a Participant becomes repayable, the Company must accept in full and complete satisfaction of the Participant's indebtedness and obligations to it under the Financial Assistance:
- (a) if the applicable Vesting Conditions have been satisfied - the total amount owing by the Participant to the Company in cash or by other means agreed between the Participant and the Company; or
 - (b) in any case - the transfer to the Company (or its nominee) of the Shares to which the Financial Assistance relates in accordance with clause 9.

Dividends and other entitlements

- 6.7 The Company may retain, or pay to itself on behalf of a Participant, any moneys (except, in the case of dividends, only 50% of the cash amount of a dividend) and any capital distributions that may become payable in respect of a Share in reduction of the amount outstanding under Financial Assistance in respect of that Share.
- 6.8 A Participant may not participate in any dividend reinvestment plan (or similar plan) established by the Company until the Financial Assistance in respect of his or her Shares has been fully repaid.

Voluntary repayment

- 6.9 A Participant is entitled to make voluntary repayments or prepayments of Financial Assistance in respect of Awards for which the applicable Vesting Conditions have been satisfied. A Participant may choose to repay or prepay Financial Assistance in full for particular Awards only.

Limited recourse

- 6.10 If Financial Assistance is discharged or repaid under clause 6.6 then:
- (a) no further amount will be repayable by the Participant to the Company under the Financial Assistance in respect of the Shares; and
 - (b) no further amount will at any time be recoverable by the Company from the Participant in respect of the Financial Assistance.

Security

- 6.11 As security for Financial Assistance, each Participant grants to the Company:
- (a) a pledge of its Shares provided under the Plan; and
 - (b) a charge over all dividends and other amounts paid or payable on those Shares.
- 6.12 The Company is entitled to retain the share certificates (if any) for any Shares provided under this Plan to the Participant, and to impose a holding lock on the Shares.
- 6.13 A Participant must not create, other than in favour of the Company, any Security Interest over any Shares while they are subject to the restrictions of this Plan without the consent of the Board.

Bonus and entitlement issues

- 6.14 If any Shares or other securities are issued in respect of the Shares provided under an Award as part of a bonus or entitlement issue, then those Shares or other securities will also be subject to the security in this clause 6 and the other terms of this Plan as if they were a Limited Recourse Loan Award (unless the Board otherwise determines).

7 Vesting of Awards

Vesting

- 7.1 The Awards held by a Participant will vest, and the Participant will become able to repay the Financial Assistance in respect of those Awards, upon the satisfaction of any Vesting Conditions specified in the Offer and in accordance with these Rules.
- 7.2 Vesting Conditions may be waived at the absolute discretion of the Board (unless such waiver is excluded by the terms of the Award).

Vesting on change of control

- 7.3 Unless the terms of an Offer provide otherwise, all Vesting Conditions in relation to particular Awards will be deemed to have been satisfied if:
- (a) a person who did not Control the Company at the date of issue of the Awards gains Control of the Company (but only if the person is not itself Controlled by another person who Controlled the Company at the date of issue); or
 - (b) other circumstances occur which the Board determines in its absolute discretion are analogous to a Control transaction and justify removal of Vesting Conditions.
- 7.4 In clause 7.2 **Control** means where a person and its related bodies corporate (as defined in the Corporations Act) together hold more than 50% of the Shares then on issue.

8 Shares issued in relation to Awards

Rights attaching to Shares

- 8.1 The Shares issued under this Plan will upon allotment:
- (a) be credited as fully paid;
 - (b) rank equally for dividends and other entitlements where the record date is on or after the date of allotment, but will carry no right to receive any dividend or entitlement where the record date is before the date of allotment;
 - (c) be subject to any restrictions imposed under these Rules, and
 - (d) otherwise rank equally with the existing issued Shares at the time of allotment.

Quotation

- 8.2 If the Company is Listed, then as soon as practicable after the date of the allotment of Shares, the Company will, unless the Board otherwise resolves, apply for official quotation of such Shares on the ASX.

New or existing Shares

- 8.3 The Company may, in its discretion, either issue new Shares or cause existing Shares to be acquired for transfer to the Participant, or a combination of both alternatives, to satisfy the Company's obligations under these Rules.
- 8.4 If the Company determines to cause the transfer of Shares to a Participant, the Shares may be acquired in such manner as the Company considers appropriate, including from a trustee appointed under clause 8.5.

Trustee

- 8.5 The Company may appoint a trustee on terms and conditions which it considers appropriate to acquire and hold Shares or other securities of the Company either on behalf of Participants or for the purposes of this Plan.

9 Share buy-back or transfer

When Shares are bought back or transferred

- 9.1 Shares held by a Participant will be bought back and cancelled if:
- (a) the Participant elects to transfer them to the Company in satisfaction of any outstanding Financial Assistance under clause 6.6(b);
 - (b) Financial Assistance has become repayable and either the relevant Vesting Conditions have not been satisfied at the repayment due date, or the Participant has not repaid the Financial Assistance in accordance with clause 6.6(a) by the repayment due date; or
 - (c) the relevant Vesting Conditions have not been satisfied by the last date for their satisfaction (if applicable) or have otherwise failed to be satisfied.

Buy back price

- 9.2 The consideration for the buy back is the full satisfaction of any Financial Assistance provided in connection with the acquisition of those Shares, even if the amount of Financial Assistance was or has been reduced to nil.
- 9.3 The Board may determine that the Company should pay to the Participant greater consideration than set out in clause 9.2, for example if the Participant has made voluntary repayments or has had dividends or other distributions credited to the Participant's Financial Assistance balance prior to the buy back.

How Shares are bought back

- 9.4 A Participant and the Company must do whatever is necessary or desirable to effect a buy-back or transfer of Shares when required under clause 9. Each Participant irrevocably appoints the Company and each of its Directors and secretaries from time to time severally as its attorney to sign any document necessary or desirable, and carry out any act, on that Participant's behalf for the purposes of this clause 9.
- 9.5 If it is impractical to buy back Shares to which this clause 9 applies, or if the Board in its discretion otherwise determines, the Company may instead of buying back the relevant Shares direct that they be transferred to a person nominated by the Company. Any such transfer will

discharge the Participant's Financial Assistance in the same way as a buy back would have done if conducted under this clause 9.

10 Restricted Awards

Restrictions

- 10.1 A Participant must not sell, transfer, grant a Security Interest over, or otherwise dispose of any Restricted Awards, or agree to do any of those things, during the Restriction Period.
- 10.2 The Company may implement any procedures it considers appropriate to ensure that Restricted Awards are not disposed of during the Restriction Period, including applying a holding lock in respect of Shares.
- 10.3 Without limiting its discretions under these Rules, the Board may at any time in its discretion waive or shorten the Restriction Period applicable to an Award.

Bonus issues

- 10.4 If the Company makes a pro rata bonus issue to holders of Restricted Awards, the Shares issued to Participants under the pro rata bonus issue will be subject to the balance of the Restriction Period that applied to the Restricted Awards.

Takeovers etc

- 10.5 If a takeover bid is made to acquire all of the issued Shares of the Company, or a scheme of arrangement, selective capital reduction or other transaction is initiated which has an effect similar to a full takeover bid for Shares in the Company, then Participants are entitled to accept the takeover bid or participate in the other transaction in respect of all or part of their Awards notwithstanding that the Restriction Period in respect of such Awards has not expired. The Board may, in its discretion, waive unsatisfied Vesting Conditions in relation to some or all Awards in the event of a such a takeover or other transaction.

Personal representatives

- 10.6 If a Participant dies before the end of the Restriction Period, then the legal personal representative of that deceased Participant will have the same rights and benefits and be subject to the same obligations in respect of those Shares as the deceased Participant would have had or been subject to had they survived until the end of the Restriction Period.
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11 Hedging unvested Awards

- 11.1 Participants must not enter into transactions or arrangements, including by way of derivatives or similar financial products, which limit the economic risk of holding unvested Awards.
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12 Tax administration

Liability for tax payments

- 12.1 Where the Company, or any of its related bodies corporate, or a trustee appointed under clause 8.5 (the *Payer*) must account for any tax (including fringe benefits tax), social security

contributions, or amounts of a similar nature (in any jurisdiction) as a result of the issue or transfer of Shares, or the grant, vesting or exercise of an Award or the provision of Financial Assistance (the **Amount**), the Participant is obliged to reimburse the Payer for any part of the Amount which the Payer has paid or is liable to pay.

- 12.2 In addition, and whether or not the Payer has paid any part of the Amount, the Payer may in its discretion:
- (a) withhold up to the Amount from any cash payment or payments due to the Participant (including future wages or salaries); and/or
 - (b) withhold a number of Shares which would otherwise be provided to the Participant and sell them in order to realise the Amount (with any excess received over the Amount net of costs of sale being paid to the Participant).

The Payer may also, either instead of or in addition to exercising the above discretion:

- (c) accept payment from the Participant of the relevant Amount; or
- (d) make acceptable arrangements with the Participant for the Amount to be made available.

Information

- 12.3 Participants acknowledge that the Company may have reporting obligations in relation to participation in the Plan. Participants authorise the Company to provide information regarding their participation in the Plan, and any related information, to any tax authority or other person to the extent required by law, or by the official policy of the tax authority or a government agency.

13 Power of attorney

- 13.1 In consideration of the issue of the Awards, and without limiting any other power of attorney in these Rules, each Participant irrevocably appoints each director and the secretary for the time being of the Company severally as his or her attorney, to do all acts and things and to complete and execute any documents, including share transfers, in his or her name and on his or her behalf that may be convenient or necessary for the purpose of giving effect to the provisions of these Rules or the terms of an Award.
- 13.2 The Participant (or after his or her death, his or her legal personal representative) will be deemed to ratify and confirm any act or thing done under this power and must indemnify the attorney in respect of doing so.

14 Powers of the Board

- 14.1 The Plan will be administered by the Board, or a committee of the Board, which will have an absolute discretion to:
- (a) determine appropriate procedures for administration of the Plan consistent with these Rules;
 - (b) resolve conclusively all questions of fact or interpretation arising in connection with the Plan or these Rules;

- (c) delegate to any one or more persons, for such period and on such conditions as they may determine, the exercise of any of their powers or discretions under the Plan or these Rules;
 - (d) formulate special terms and conditions (subject to the Listing Rules), in addition to those set out in these Rules to apply to Participants employed and/or resident in and/or who are citizens of countries other than Australia. Each of these special terms and conditions will be restricted in their application to those Participants employed and/or resident in and/or who are citizens of other jurisdictions; and
 - (e) amend these Rules, provided that such amendments do not materially prejudice the rights of existing Participants.
- 14.2 While the Company is Listed, the Board may only exercise its powers in accordance with the Listing Rules.
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15 Commencement, suspension, termination and amendment of Plan

- 15.1 Subject to the passing of any necessary resolution approving the establishment of the Plan and the issue of the Awards, the Plan will take effect when the Board decides.
- 15.2 The Plan may be suspended, terminated or amended at any time by the Board, subject to any resolution of the Company required by the Listing Rules.
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16 General provisions

Participants bound

- 16.1 Participants issued Awards under this Plan are bound by these Rules and by the Constitution of the Company.

Notices

- 16.2 Any notice required to be given by the Company to a Participant or any correspondence to be made between the Company and a Participant may be given or made by the Board or its delegate on behalf of the Company.
- 16.3 Any notice to be given by the Company may be given by email, and any reference to the Company giving or providing information or documents in writing includes doing so by email.

Effect on employee entitlements

- 16.4 Participation in the Plan does not affect an Employee's terms of employment or appointment with the Company. In particular, participation in the Plan does not detract from any right the Company may have to terminate the employment or appointment of an Employee.
- 16.5 Participation in the Plan, or the issuing of any Awards, does not form part of the Employee's remuneration for the purposes of determining payments in lieu of notice of termination of employment, severance payments, leave entitlements, or any other compensation payable to an Employee upon the termination of employment.

Governing law

16.6 These Rules are governed by and are to be construed in accordance with the laws of New South Wales.