

ABN 80 093 220 136

All correspondence to: Computershare Investor Services Pty Limited GPO Box 242 Melbourne Victoria 3001 Australia Enquiries (within Australia) 1300 850 505 (outside Australia) 61 3 9415 4000 Facsimile 61 3 9473 2555 www.computershare.com

16 September 2016

Dear Shareholder,

I have pleasure in inviting you to attend our Annual General Meeting and have enclosed the Notice of Meeting, which sets out the items of business. The Meeting will be held at the Computershare Conference Centre, 'Yarra Falls', 452 Johnston Street, Abbotsford, Victoria 3067 on Thursday, 27 October 2016 at 10.30am (AEDT).

If you are attending this Meeting, please bring this letter with you to facilitate your registration into the Meeting.

If you are unable to attend the Meeting, you are encouraged to complete the enclosed Proxy Form. The Proxy Form should be returned in the envelope provided or faxed to our Share Registry (Computershare Investor Services Pty Ltd) on 1800 783 447 (within Australia) or 61 3 9473 2555 (outside Australia) so that it is received by 10.30am (AEDT) on Tuesday, 25 October 2016. Alternatively, it can be faxed to the Company on (03) 8530 7611 by this time.

As an alternative to returning the Proxy Form, you can also vote online at www.investorvote.com.au by following the instructions on your Proxy Form.

Corporate shareholders will be required to complete a "Certificate of Appointment of Representative" to enable a person to attend on their behalf. A form of this certificate may be obtained from the Company's Share Registry.

Further detail about proxies and corporate representatives is set out in the Explanatory Notes to the Notice of Meeting.

I also enclose an Annual Report (if you indicated that you wanted to receive this document). Electronic copies of the Annual Report are also available from the Company's website: www.jbhifi.com.au or via www.investorvote.com.au.

In the Annual Report we indicated we continued to participate in The Good Guys sale process. Subsequent to the release of the Annual Report, on 13 September 2016 we entered into a binding agreement to acquire 100% of The Good Guys for cash consideration of \$870m. The acquisition will be funded through a combination of a fully underwritten, pro-rata, accelerated, renounceable entitlement offer and new and existing debt facilities. A copy of the ASX announcement released on 13 September 2016 in the relation to The Good Guys acquisition is included with this letter.

I look forward to your attendance at the meeting.

Yours sincerely,

Mr Greg Richards Chairman

Encl:

#### JB HI-FI LIMITED (ABN 80 093 220 136)

## **NOTICE OF ANNUAL GENERAL MEETING 2016**

Notice is hereby given that the Annual General Meeting of the shareholders of JB Hi-Fi Limited ("**Company**") will be held on Thursday 27 October 2016 at 10.30 am (AEDT) at the Computershare Conference Centre, 'Yarra Falls', 452 Johnston Street, Abbotsford, Victoria 3067.

#### AGENDA

#### Item 1 Financial and other Reports

To receive and consider the Financial Report, the Directors' Report and Auditor's Report for the financial year ended 30 June 2016.

#### Item 2 Remuneration Report

To consider and, if thought fit, to pass the following non-binding resolution as an ordinary resolution:

"That the Remuneration Report (which forms part of the Directors' Report) for the financial year ended 30 June 2016 be adopted."

#### Item 3 Election of Mr Stephen Goddard and re-election of Mr Greg Richards and Mr Richard Uechtritz

To elect or re-elect Directors of the Company, each election to be voted on separately:

- (a) "That Mr Stephen Goddard, being a Director of the Company appointed since the last Annual General Meeting, who retires pursuant to the Company's Constitution and, being eligible offers himself for election, is elected as a Director of the Company."
- (b) "That Mr Greg Richards, being a Director of the Company who retires by rotation pursuant to the Company's Constitution, and being eligible offers himself for re-election, is re-elected as a Director of the Company."
- (c) "That Mr Richard Uechtritz, being a Director of the Company who retires by rotation pursuant to the Company's Constitution, and being eligible offers himself for re-election, is re-elected as a Director of the Company."

#### Item 4 Approval of grant of Options to Executive Director

To approve the grant of options to the Executive Director, Mr Richard Murray.

"That approval be and is hereby given to the grant to Mr Richard Murray of 48,096 zero exercise price options over 48,096 shares in the Company, on the terms and conditions described in the Explanatory Notes."

Dated this 16<sup>th</sup> day of September 2016. By order of the Board.

(mil)

Doug Smith Company Secretary JB Hi-Fi Limited

#### EXPLANATORY NOTES

#### Voting entitlements

The Board has determined, in accordance with the Company's Constitution and the Corporations Act 2001 (Cth), that all of the Company's Shares that are quoted securities at 7.00 pm (AEDT) on Tuesday 25 October 2016 will be taken, for the purposes of the Annual General Meeting, to be held by the persons who held them at that time ("**Entitlement Time**"). Only holders of ordinary shares in the Company as at the Entitlement Time are entitled to attend and vote at the Annual General Meeting.

In accordance with the Corporations Act and the ASX Listing Rules, the Company will disregard any votes cast on certain resolutions by certain persons who are prohibited from voting on those resolutions. Details of any voting exclusions applicable to a specific resolution are set out in the Explanatory Notes for the resolutions below.

#### **Proxies**

A shareholder entitled to attend and vote at the Annual General Meeting has the right to appoint a proxy, who need not be a shareholder of the Company. A shareholder who is entitled to cast 2 or more votes may appoint 2 proxies and may specify the proportion or number of votes each proxy is appointed to exercise.

To be effective, the Proxy Form must be deposited at the Company's Share Registry (details below) by **10.30 am (AEDT) on Tuesday 25 October 2016**:

*By Mail* Computershare Investor Services Pty Limited GPO Box 242, Melbourne Victoria 3001

By Fax 1800 783 447 (within Australia) or 61 3 9473 2555 (outside Australia)

Online www.investorvote.com.au

To use this facility please follow the instructions on your enclosed Proxy Form.

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

Alternatively, the Proxy Form may be faxed to JB Hi-Fi Limited on (03) 8530 7611 by the time specified above.

Further information about the appointment of proxies is set out on the Proxy Form. In particular, please note that specific laws apply to voting on resolutions regarding the remuneration of key management personnel (as named in the Remuneration Report). To ensure that your vote counts, please carefully consider the proxy appointment instructions on the Proxy Form.

#### **Corporate Representatives**

A shareholder or proxy that is a corporation and entitled to attend and vote at the Annual General Meeting may appoint an individual to act as its corporate representative.

Evidence of appointment of a corporate representative must be in accordance with section 250D of the Corporations Act and be lodged with the Company's Share Registry prior to commencement of the Meeting. A form of this certificate may be obtained from the Company's Share Registry.

#### Agenda Items

#### 2. Remuneration Report

The Directors' Report for the year ended 30 June 2016 (which is contained in the Company's Annual Report) contains a Remuneration Report, which sets out the policy for the remuneration of key management personnel (which includes the Directors and certain senior executives).

The Corporations Act requires that a resolution be put to a vote that the Remuneration Report be adopted. The vote is advisory only and does not bind the Company or its Directors. However, when considering the future remuneration arrangements of the Company, the Remuneration Committee and the Board will take into account feedback from its shareholders in relation to the Company's remuneration strategy, including the discussion and vote on this resolution.

The Company's remuneration strategy recognises the need to appropriately reward, incentivise and retain key employees. The Company aims to achieve this by setting competitive remuneration packages that include a mix of fixed remuneration and short and long term incentives.

As set out in the Annual Report the 2016 financial year has been a successful year for the Company, with management having delivered record revenue (increased by 8.3%), EBIT (increased by 10.1%) and EPS (increased by 11.5%). Over the period the Company's share price increased almost 24% from \$19.48 on 30 June 2015 to \$24.10 on 30 June 2016. These achievements have been reflected in executive remuneration which has increased from the previous year, as detailed in the Annual Report.

- Remuneration Packages: Fixed remuneration packages for executives who have been in their role for more than 2 years (Cameron Trainor and Peter Green) increased by between 4.0% and 5.0% from FY2015 to FY2016. At the time of their appointment in 2014, remuneration packages for Richard Murray (CEO) and Nick Wells (CFO) were significantly lower than the packages for their predecessors in these roles and FY2016 remuneration increases for these two executives take account of these relatively low starting points. Packages for Richard Murray and Nick Wells remain lower than the FY2014 remuneration packages for their predecessors. The FY2016 increase for Tim Carter (Supply Chain & JB Hi-Fi Solutions Director) also took account of his relatively low starting package when appointed in September 2014.
- Short term incentive: The Company's short term incentive plan rewards performance against both financial and non-financial measures. For FY2016 between 98% and 100% of the available short term incentive ("STI") was paid to each executive compared to FY2015 for which between 63% 71% was paid. 10% of the short term incentive earned by each executive for FY2016 is "deferred" so that the executive will receive 90% of the FY2016 STI to which they are entitled in cash and the remaining 10% in shares which are subject to a restriction on sale/disposal for 1 year after issue.
- Long-term incentives: For the first time since August 2011, some of the options issued to executives in previous years vested in FY2016. All long-term incentives ("LTI") issued to executives in FY2016 are in the form of zero exercise price options and are subject to both service and performance based conditions.
- Fees for Non-Executive Directors: Fees for non-executive directors remained at the levels set in FY2015.

In setting FY2017 remuneration packages, the Company has decided to make the following changes:

- 20% of STI will be subject to deferral (FY2016: 10%). The achievement of STI will continue to be subject to Group and individual performance targets;
- the mix of the CEO's executive remuneration package will be more heavily geared towards long-term incentive (compared to fixed remuneration and short term incentive) than in previous years; and
- Non-Executive Director Fees will be increased to take account of inflation since they were last increased in FY2015.

As a result of provisions in the Corporations Act known generally as the "two strikes rule", shareholders should note that the result of the vote on this Item may affect next year's Annual General Meeting. If 25% or more of the votes cast are "against" the adoption of the Remuneration Report at the 2016 and 2017 Annual General Meetings, the Corporations Act requires a resolution whether to spill the Board to be put to the 2017 AGM. The Directors therefore encourage shareholders to apply the same level of diligence as for the binding resolutions below in casting their vote on this Item 2.

#### The Board recommends that shareholders vote in favour of this non-binding resolution.

The Corporations Act prohibits any votes being cast on Item 2 by or on behalf of a person who is disclosed in the Remuneration Report as a member of the key management personnel of the Company (which includes the Directors and the Chairman) or a closely related party of that member. However, such a person may cast a vote on Item 2 if they do so as a proxy for a person who is permitted to vote and either:

- (i) the proxy is appointed by writing that specifies the way in which the proxy is to vote on the resolution; or
- (ii) the proxy is the Chairman and the appointment of the Chairman does not specify the way in which the Chairman is to vote on the resolution but expressly authorises the Chairman to exercise the proxy even though the resolution is connected directly or indirectly with the remuneration of the key management personnel of the Company.

#### 3. Election and Re-election of Directors

Mr Goddard has been appointed as a Director by the Board with effect from 25 August 2016 and, in accordance with the Company's Constitution, holds office until the conclusion of the Annual General Meeting unless elected at the Meeting. Mr Goddard has also been a member of the Company's Audit & Risk Management Committee with effect from 29 August 2016. Mr Goddard offers himself for election as a Director.

Mr Richards and Mr Uechtritz retire by rotation in accordance with the Company's Constitution and offer themselves for re-election as Directors.

Mr Gary Levin has indicated that he will retire from the Board with effect from the conclusion of the Annual General Meeting and is not seeking re-election.

A profile of each candidate seeking election or re-election as a Director, and any other information that the Company believes to be relevant to the decision on whether or not to elect or re-elect such person, is set out below.

#### (a) Mr Stephen Goddard Non-Executive Director BSc (Hons), MSc

Stephen has more than 30 years' retail experience having held senior executive positions with some of Australia's best known retailers. These include Finance Director and Operations Director for David Jones, founding Managing Director of Officeworks, and various senior management roles with Myer. Stephen is currently a non-executive director and the chair of the Audit & Risk Management Committee of SurfStitch Group Ltd and was previously a non-executive director and chair of the Audit & Risk Management Committee of Pacific Brands. He will become a non-executive director of GWA Group Limited in October 2016.

As recommended by the ASX Corporate Governance Principles and Recommendations, the Company has conducted checks as to Stephen's character, experience, education, criminal record and bankruptcy history, and no material adverse information has been revealed by these checks.

#### (b) Mr Greg Richards Chairman and Non-Executive Director B.Ec (Hons)

Greg was appointed to the Board in December 2007 and was appointed Chairman of the Board in June 2012. Greg is a member and Chairman of the Remuneration Committee and was Chairman of the Audit and Risk Management Committee from February 2010 until May 2012. Prior to 2006, Greg had over 25 years' experience in the investment banking industry. Most recently he was with Goldman Sachs JBWere for over 19 years where he was an equity partner for 17 years, working primarily in equity capital markets. Greg is also the non-executive chairman of Vitaco Holdings Limited.

#### (c) Mr Richard Uechtritz Non-Executive Director

Richard has over 30 years' experience in retailing. He was co-founder of Australia's two leading photo chains, Rabbit Photo and Smiths Kodak Express. He was also a director of Kodak (Australasia) Pty Ltd. Richard led the management buy-in of JB Hi-Fi in July 2000 and was CEO and Managing Director until his resignation from these positions in May 2010. Richard re-joined the Board in April 2011 as a non-executive director. Richard was a consultant to the Company from May 2010 to November 2013. He is also a non-executive director of Seven Group Holdings Limited.

Given the passage of time since Richard was an executive of, and consultant to, the Company and nature of the consultancy arrangements (Richard was not provided with remuneration for that role but was, instead, allowed to retain options granted to him whilst he was CEO), the Board is of the opinion that Richard is an independent director, and that neither these previous roles, nor his relationship with current management, compromises his ability to exercise independent, unfettered judgement or act in the best interests of the Company.

The Board has considered the skills, experience, knowledge and independence of each candidate and recommends (with each director abstaining in respect of their own election) that shareholders vote in favour of these resolutions.

#### 4. Approval of grant of Options to Executive Director – 2016

The Board believes that a significant portion of the Executive Director's and senior management's remuneration should be linked to sustained growth in long term shareholder wealth. In that regard, the Company operates an equity based incentive plan as part of its long term remuneration strategy.

Under ASX Listing Rule 10.14, shareholder approval is required in order for a director to be issued securities under an employee incentive scheme. Accordingly, shareholder approval is sought for the grant to the Executive Director, Mr Richard Murray, of 48,096 zero exercise price options ("Zepos"). As detailed in the Explanatory Notes for Item 2 and in Appendix 1, each of the Zepos is subject to both performance hurdles and a service based vesting condition.

Subject to the approval for the grant of these Zepos by shareholder resolution, the grant of Zepos to Mr Murray will not be included in any 15% calculation for the purposes of ASX Listing Rule 7.1 (by virtue of the application of Listing Rule 7.2 Exception 14).

The Zepos to be granted to Mr Murray will be granted pursuant to and subject to the JB Hi-Fi Executive Option Plan (JB Plan). The key terms of the Zepos to be granted to Mr Murray are summarised in the Table set out in Appendix 1.

#### The Board (with Mr Murray abstaining), recommend that shareholders vote in favour of this Item 4.

In accordance with the ASX Listing Rules, the Company will disregard any votes cast on Item 4 by or on behalf of Mr Murray and any of his associates. In addition, the Corporations Act provides that a member of the Company's key management personnel (including the Directors and the Chairman) who are disclosed in the Remuneration Report, and their closely related parties, are not permitted to cast a vote as a proxy on these resolutions. However, these restrictions will not apply where:

- (i) a vote is cast by a person as a proxy for a person who is permitted to vote, in accordance with a direction on the proxy form; or
- (ii) where the appointment does not specify the way in which the proxy is to vote on the resolution, the proxy is the Chairman and the appointment expressly authorises the Chairman to exercise the proxy even though the resolution is connected directly or indirectly with the remuneration of members of the key management personnel of the Company.

Number and	48,096 Zepos				
value of Zepos granted	Each Zepo is to acquire one share in the Company.				
	The value of the grant is \$1,236,000, based upon the fair value of the Zepos using the Black Scholes pricing model incorporating the 5 day VWAP commencing on the day after the date of release of the Company's FY2016 full year results (16 August 2016 - 22 August 2016) which was \$29.37.				
Issue date	Subject to shareholder approval, the issue of Zepos will occur no later than 12 months from the date of the 2016 Annual General Meeting.				
Price payable on grant or exercise	No amount will be payable in respect of the grant, or on the exercise, of the Zepos.				
Vesting	One third of the Zepos will generally be eligible to vest and become exercisable on each of the third, fourth and fifth anniversaries of the effective date of the grant, provided that Mr Murray remains employed by the Company at this time.				
	The effective date of the grant is 22 August 2016 in order to align the 3, 4 and 5 year vesting periods with performance hurdle testing which will take place in August of each year.				
	Vesting of the Zepos is subject to the performance hurdles being satisfied.				
Expiry	Zepos will expire 6 years after the effective date of the grant (21 August 2022) if they have not been exercised.				

#### Appendix 1: Summary of Options to be granted to R Murray

Performance hurdles	The vesting of the Zepos is subject to performance hurdles related to earnings per share ("EPS"). The Board considers EPS growth to be an appropriate performance measure as it drives longer term shareholder return and is a performance metric within management's control to deliver.								
	The following	The following vesting schedule will apply:							
	Compound annual EPS growth achieved				Portion of grant vesting				
		4%			40%				
		5%			50%				
		8	3%			10	0%		
	Where comp	ound annual E	PS growth is	4%, 40% will	vest.				
	Where comp	ound annual E	PS growth is	between 4% a	and 5%, up to 1	0% will vest o	n a linear basi	S.	
	Where comp	ound annual E	PS growth is	between 5% a	and 8%, the rer	naining 50% w	vill vest on a lir	near basis.	
	The base EF	The base EPS figure is 153.76 cents, being the EPS figure for the financial year ending 30 June 2016.							
	full year resu hurdle is not tranche, and target. The followin retest) based	One third of the Zepos will be tested (generally around August each year following the release of the Company' full year results) against the EPS hurdle following the end of the 2019, 2020 and 2021 financial years. If an EPS hurdle is not achieved in one financial year, any Zepos that do not vest will be aggregated with those in the new tranche, and will be retested in the following financial year (up to and including 2021) on a cumulative EPS growt target. The following table demonstrates how the EPS growth target is tested (and, if applicable, compounded for retest) based on Zepos granted in August 2016 and expiring in August 2022 and judged against an EPS hurdle							
	of (i) 4% and	.,	Aug 2017	Aug 2040	Aug 2010	Aug 2020	Aug 2024	Aug 2022	
	Year	Aug 2016	Aug 2017	Aug 2018	Aug 2019	Aug 2020	Aug 2021	Aug 2022	
	Zepos tested	Grant	n/a	n/a	Test for first tranche required - based on FY19 results	Test for second tranche and retest for first	Test for third tranche and retest for first and second	No retest. Zepos expire in Aug 2022	
						tranche as necessary - based on FY20 results	tranches as necessary - based on FY21 results		
	4% EPS growth	Base EPS = 153.76	n/a	n/a	Required EPS = 172.96	necessary - based on	necessary - based on	n/a	

Exercise period and cessation	Once vested, Zepos may be exercised at any time up until their expiry subject to the following.					
of employment	The term of each Zepo ("Exercise Period") will be determined as follows, unless the Company determines otherwise:					
	(i) Any unvested Zepo lapses upon the earlier of:					
	<ul> <li>(a) the holder ceasing to be employed by the Company or a related body corporate for any reason (other than in the circumstance set out in (c) below);</li> </ul>					
	(b) 5 pm on 21 August 2022;					
	(c) where a holder ceases to be engaged by the Company by reason of death or disability of the holder or a family member and the Board waives any unsatisfied vesting conditions and/or makes a determination that some or all of the unvested Zepos may continue to be held, 6 months after the holder ceases to be employed; and					
	(d) immediately on the occurrence of a change of control of the Company (being when a person or entity becomes entitled to be the registered holder of 100% of the shares in the Company); and					
	(ii) Any vested Zepo, if unexercised, will expire on the earlier of:					
	(a) the holder ceasing to be employed by the Company or a Related Body Corporate for a "bad leaver" cause as specified under the JB Plan (including for example, where the holder commits a serious breach of contract with the Company or is convicted of a criminal offence which might injure the reputation of the Company);					
	(b) immediately on the occurrence of a change of control of the Company (being when a person or entity becomes entitled to be the registered holder of 100% of the shares in the Company); and					
	(c) 5 pm on 21 August 2022.					
Trading restrictions	Any shares allocated following exercise of the Zepos will be subject to the trading restrictions set out in the Company's Securities Trading Policy					
Corporate actions	There are no participation rights or entitlements inherent in the Zepos and holders will not be entitled to participate in new issues of capital offered to shareholders during the Exercise Period.					
Other required	Mr Murray is the only director currently entitled to participate in the JB Plan.					
information – ASX Listing Rules	In accordance with the approval received from shareholders at the 2015 Annual General Meeting, the Company has granted 55,144 zero exercise price options over 55,144 shares to Mr Murray in accordance with that prior approval.					



#### Lodge your vote:

Online: www.investorvote.com.au



#### 🖂 By Mail:

Computershare Investor Services Pty Limited GPO Box 242 Melbourne Victoria 3001 Australia

Alternatively you can fax your form to (within Australia) 1800 783 447 (outside Australia) +61 3 9473 2555

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

For all enquiries call:

(within Australia) 1300 850 505 (outside Australia) +61 3 9415 4000

# **Proxy Form**



## Vote and view the annual report online

• Go to www.investorvote.com.au **or** scan the QR Code with your mobile device. • Follow the instructions on the secure website to vote.

## Your access information that you will need to vote:

#### **Control Number:**

#### SRN/HIN:

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



## How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

#### Appointment of Proxy

**Voting 100% of your holding:** Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

**Voting a portion of your holding:** Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

**Appointing a second proxy:** You are entitled to appoint up to two proxies to attend the 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 a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

## **Signing Instructions for Postal Forms**

**Individual:** Where the holding is in one name, the securityholder must sign.

**Joint Holding:** Where the holding is in more than one name, all of the securityholders should sign.

**Power of Attorney:** If you have not already lodged the 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. Delete titles as applicable.

## Attending the Meeting

Bring this form to assist registration. If a representative of a corporate securityholder or proxy is to attend the meeting you will need to provide the appropriate "Certificate of Appointment of Corporate Representative" prior to admission. A form of the certificate may be obtained from Computershare or online at www.investorcentre.com under the help tab, "Printable Forms".

**Comments & Questions:** If you have any comments or questions for the company, please write them on a separate sheet of paper and return with this form.



Change of address. If incorrect. mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.

Please mark

**Proxy Form** 

#### STEP 1 Appoint a Proxy to Vote on Your Behalf

I/We being a member/s of JB Hi-Fi Limited hereby appoint



or failing the individual or body corporate named, or if no individual or 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, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of JB Hi-Fi Limited to be held at the Computershare Conference Centre, 'Yarra Falls', 452 Johnston Street, Abbotsford, Victoria 3067 on Thursday, 27 October 2016 at 10:30am (AEDT) and at any adjournment or postponement of that Meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Items 2 & 4 (except where I/we have indicated a different voting intention below) even though Items 2 & 4 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Items 2 & 4 by marking the appropriate box in step 2 below.

STER	P 2	Items of Business	PLEASE NOTE: If you mark the Abstain box for an item, you ar behalf on a show of hands or a poll and your votes will not be co			
	Item 2	Adoption of Remuneration Repo	rt	<u>4</u> 0'	Agr	Abs
	Item 3a	Election of Mr Stephen Goddard	l as a Director			
	Item 3b	Re-election of Mr Greg Richards	s as a Director			
	Item 3c	Re-election of Mr Richard Uecht	ritz as a Director			
	Item 4	Approval of grant of Options to E	Executive Director - Mr Richard Murray			

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Individual or Securityholder 1	Securityholder 2		Securityh	older 3		
Sole Director and Sole Company Secretary	Director		Director/C	Company Secretary		
Contact		Contact Daytime			1	1
Name		Telephone		Date		



to indicate your directions