

Form 603
Corporations Act 2001
Section 671B

Notice of initial substantial holder

To: Company Name/Scheme IPH Limited (Company)
ACN/ARSN 169 015 838

1. Details of substantial holder (1)

Name IPH Limited and its related bodies corporate
ACN/ARSN (if applicable) 169 015 838

The holder became a substantial holder on 17 November 2014

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Persons' votes (5)	Voting power (6)
Fully paid ordinary shares	78,455,984	78,455,984	49.79%

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Company	Restrictions on disposal of shares under voluntary escrow arrangements disclosed in the Company's prospectus dated 9 October 2014 (Prospectus) gives the Company a 'relevant interest' in its own shares under section 608(1)(c) of the <i>Corporations Act 2001</i> (Cth) (Corporations Act). However, the Company has no right to acquire these shares or to control the voting rights attaching to these shares.	78,398,388 fully paid ordinary shares
Company	Shares issued under the employee award offer described in the Prospectus are not able to be disposed of until the earlier of three years from the date of issue and the date that the registered holder ceases employment. Restrictions on disposal of shares under the employee award offer gives the Company a 'relevant' interest in its own shares under section 608(1)(c) of the Corporations Act. However, the Company has no right to acquire these shares or to control the voting rights attaching to these shares.	57,596 fully paid ordinary shares
Related bodies corporate of the Company	N/A	N/A

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Company	Those holders listed in Table 1 of Annexure A	Those holders listed in Table 1 of Annexure A	78,398,388 fully paid ordinary shares
Company	Those holders listed in Table 2 of Annexure A	Those holders listed in Table 2 of Annexure A	57,596 fully paid ordinary shares

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Class and number of securities
		Cash	Non-cash	
Company	17 November 2014	-	-	78,398,388 fully paid ordinary shares
Company	17 November 2014	-	-	57,596 fully paid ordinary shares

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN (if applicable)	Nature of association
Related bodies corporate of the Company	By virtue of section 12(2)(a) of the Corporations Act

7. Addresses

The addresses of the person named in this form are as follows:

Name	Address
Company	Level 35, St Martins Tower, 31 Market Street, Sydney NSW 2000
Those holders listed in Table 1 of Annexure A	C/- IPH Limited, Level 35, St Martins Tower, 31 Market Street, Sydney NSW 2000
Those holders listed in Table 2 of Annexure A	C/- IPH Limited, Level 35, St Martins Tower, 31 Market Street, Sydney NSW 2000

Signature

print name Carole Campbell

Capacity Company Secretary

date 18 November 2014

sign here



DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangements, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

- (8) If the substantial holder is unable to determine the identity of the person (eg if the relevant interest arises because of an option) write "unknown".
- (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

This is Annexure “A” of 12 pages (including this page) accompanying ASX Form 603 (Notice of initial substantial holder)

Table 1 – Voluntary Escrow Arrangements

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Nabide Pty Limited	Nabide Pty Limited	5,358,024 fully paid ordinary shares	19 November 2016
Dirdot Pty Ltd as trustee for the Griffith Superannuation Fund	Dirdot Pty Ltd as trustee for the Griffith Superannuation Fund	740,741 fully paid ordinary shares	19 November 2016
David Carlyle Griffith	David Carlyle Griffith	1 fully paid ordinary share	19 November 2016
Kizile Pty Limited	Kizile Pty Limited	4,654,321 fully paid ordinary shares	19 November 2016
Kizile Pty Ltd as trustee of the Greg Turner Super Fund	Kizile Pty Ltd as trustee of the Greg Turner Super Fund	740,741 fully paid ordinary shares	19 November 2016
Setdor Pty Limited	Setdor Pty Limited	4,925,925 fully paid ordinary shares	19 November 2016
Oreti Plains Pty Limited	Oreti Plains Pty Limited	1,290,123 fully paid ordinary shares	19 November 2016
Gurluchi Pty Limited	Gurluchi Pty Limited	3,283,951 fully paid ordinary shares	19 November 2016
Cip Investments Pty Ltd as trustee for Gurr Superannuation Fund	Cip Investments Pty Ltd as trustee for Gurr Superannuation Fund	1,407,407 fully paid ordinary shares	19 November 2016
Curntrus Pty Limited	Curntrus Pty Limited	3,283,951 fully paid ordinary shares	19 November 2016
Curnick Investments Pty Ltd as trustee for the Curnick Superannuation Fund	Curnick Investments Pty Ltd as trustee for the Curnick Superannuation Fund	1,407,407 fully paid ordinary shares	19 November 2016
Afrus Pty Limited	Afrus Pty Limited	3,283,951 fully paid ordinary shares	19 November 2016
Afrus Super Pty Ltd as trustee for Afrus Superannuation Fund	Afrus Super Pty Ltd as trustee for Afrus Superannuation Fund	1,407,407 fully paid ordinary shares	19 November 2016
Talabah Pty Limited	Talabah Pty Limited	5,441,975 fully paid ordinary shares	19 November 2016
Aliand Pty Ltd ATF Talabah Super Fund	Aliand Pty Ltd ATF Talabah Super Fund	469,136 fully paid ordinary shares	19 November 2016
Wombee Pty Limited	Wombee Pty Limited	3,987,654 fully paid ordinary shares	19 November 2016
Animabubble Pty Ltd as trustee for the Irani Davies Superannuation Fund	Animabubble Pty Ltd as trustee for the Irani Davies Superannuation Fund	469,136 fully paid ordinary shares	19 November 2016

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Bergtrus Pty Limited	Bergtrus Pty Limited	3,987,654 fully paid ordinary shares	19 November 2016
Kortrus Pty Limited	Kortrus Pty Limited	3,753,086 fully paid ordinary shares	19 November 2016
Shantay Pty Limited	Shantay Pty Limited	3,753,086 fully paid ordinary shares	19 November 2016
Masseytrus Pty Limited	Masseytrus Pty Limited	3,753,086 fully paid ordinary shares	19 November 2016
O'Brientrus Pty Limited	O'Brientrus Pty Limited	2,814,814 fully paid ordinary shares	19 November 2016
O'Brienclark Pty Ltd as trustee for O'Brienclark Superannuation Fund	O'Brienclark Pty Ltd as trustee for O'Brienclark Superannuation Fund	938,271 fully paid ordinary shares	19 November 2016
Assonet Pty Limited	Assonet Pty Limited	2,814,814 fully paid ordinary shares	19 November 2016
Heuztrus Pty Limited	Heuztrus Pty Limited	3,518,518 fully paid ordinary shares	19 November 2016
Ednic Pty Limited	Ednic Pty Limited	2,814,815 fully paid ordinary shares	19 November 2016
Genocchio Pty Ltd as trustee for the Genocchio Superannuation Fund	Genocchio Pty Ltd as trustee for the Genocchio Superannuation Fund	938,271 fully paid ordinary shares	19 November 2016
Rossard Pty Limited	Rossard Pty Limited	3,283,950 fully paid ordinary shares	19 November 2016
Nadira Holdings Pty Limited	Nadira Holdings Pty Limited	469,136 fully paid ordinary shares	19 November 2016
Nadira Holdings (S) Pte Ltd	Nadira Holdings (S) Pte Ltd	1,876,543 fully paid ordinary shares	19 November 2016
Kristian John Robinson	Kristian John Robinson	1,530,493 fully paid ordinary shares	19 November 2016

Table 2 – Employee Award Offer

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Kim Leanne Affleck	Kim Leanne Affleck	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Hayley Louise Allen	Hayley Louise Allen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Dat Khac Au Duong	Dat Khac Au Duong	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Paskalena Lena Avramidis	Paskalena Lena Avramidis	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Kerry Bardon	Kerry Bardon	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Elizabeth Sarah Barrett	Elizabeth Sarah Barrett	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Winifred Josephine Beatson	Winifred Josephine Beatson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Marcilita Beilby	Marcilita Beilby	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Marilyn Benoza	Marilyn Benoza	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Teresa Nicoletta Bilinski	Teresa Nicoletta Bilinski	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Samantha Broce	Samantha Broce	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Erica Susan Brown	Erica Susan Brown	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Debra Cahill	Debra Cahill	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Sophie Calabrese	Sophie Calabrese	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Nicholas Phillip Carson	Nicholas Phillip Carson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Jessica Janice Chadbourne	Jessica Janice Chadbourne	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Suet-Ying Chan	Suet-Ying Chan	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Diane Maree Chapman	Diane Maree Chapman	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Shane Allan Chapman	Shane Allan Chapman	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Grace Chi Ying Cheng	Grace Chi Ying Cheng	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Dean Andrew Clarke	Dean Andrew Clarke	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Joanne Cohen	Joanne Cohen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Helen Lynn Collins	Helen Lynn Collins	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gregory John Cox	Gregory John Cox	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Maria Cristina Cruz	Maria Cristina Cruz	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Akanksha Dahiya	Akanksha Dahiya	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Maricel Delgado	Maricel Delgado	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Daniela Di Prima	Daniela Di Prima	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Lubica Dimovska	Lubica Dimovska	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Dana Dragomirescu	Dana Dragomirescu	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Richard Michael Edwards	Richard Michael Edwards	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Cathy Joan Eggins	Cathy Joan Eggins	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Kevin David Fanucchi	Kevin David Fanucchi	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Philippe Foutrel	Philippe Foutrel	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Leeanne Alison Frame	Leeanne Alison Frame	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Evan Michael Freeman	Evan Michael Freeman	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Martin Friedgut	Martin Friedgut	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gellisinda Galang	Gellisinda Galang	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Radhika Garine	Radhika Garine	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Amy-Lee May Gilbert	Amy-Lee May Gilbert	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Philomena Ann Gillespie	Philomena Ann Gillespie	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Christopher Gollner	Christopher Gollner	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Claire Gregg	Claire Gregg	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Ian Raymond Grimes	Ian Raymond Grimes	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Heather Jennifer Gunasekara	Heather Jennifer Gunasekara	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Kay Elizabeth Hardy	Kay Elizabeth Hardy	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Catherine Lucy Hartland	Catherine Lucy Hartland	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Anne Moyra Heyes	Anne Moyra Heyes	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Jiarne Hong	Jiarne Hong	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Jaime Elizabeth Horton	Jaime Elizabeth Horton	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Ma Khin Htay	Ma Khin Htay	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Melissa Hunt	Melissa Hunt	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Judith Anne Jackson	Judith Anne Jackson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Stewart Norman Jacobs	Stewart Norman Jacobs	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Rex Jacombs	Rex Jacombs	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Danielle James	Danielle James	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Steev Adam Nathaniel Johannsson	Steev Adam Nathaniel Johannsson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Michelle Maree Johnston	Michelle Maree Johnston	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Ruth Kinstlinger	Ruth Kinstlinger	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Inessa Kirpitchenko	Inessa Kirpitchenko	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Ol'ga Kozub	Ol'ga Kozub	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Annelise Larsen	Annelise Larsen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Nicole Larsen	Nicole Larsen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Teneile Law	Teneile Law	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Ayesha Jane Lee	Ayesha Jane Lee	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Sara Elizabeth Lewis	Sara Elizabeth Lewis	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Susan Terese Livesley	Susan Terese Livesley	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Meaghan Wallis Lynch	Meaghan Wallis Lynch	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Christine Anne Macedo	Christine Anne Macedo	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Catherine Elizabeth Mackle	Catherine Elizabeth Mackle	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Rita Madeleine, Lubica Dimovska and Pece Suteski	Rita Madeleine, Lubica Dimovska and Pece Suteski	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gavin Margolis	Gavin Margolis	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Maricon Sol Mariano	Maricon Sol Mariano	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Steven Paul Marinic	Steven Paul Marinic	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Aroha Alana Mihinui	Aroha Alana Mihinui	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Leovino Molina	Leovino Molina	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gayle Margaret Murphy	Gayle Margaret Murphy	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
David Keith Myers	David Keith Myers	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Susan Marlee Nadin	Susan Marlee Nadin	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Julie Newberry	Julie Newberry	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Aaron Heath Olsen	Aaron Heath Olsen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Liza Marie Palarca	Liza Marie Palarca	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Joanne Maree Pedavoli	Joanne Maree Pedavoli	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Julia Marie Piazza	Julia Marie Piazza	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Palanisamy Ramasami	Palanisamy Ramasami	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Michael John Rayner	Michael John Rayner	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Jayde Roberta Reeve	Jayde Roberta Reeve	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Lynette Rose Riquelme	Lynette Rose Riquelme	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Leonida Sanchez	Leonida Sanchez	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gregory John Scott	Gregory John Scott	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Catherine Marie Sedgley	Catherine Marie Sedgley	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Maureen Rita Shaideen	Maureen Rita Shaideen	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Daniel Peter Sieveking	Daniel Peter Sieveking	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Nandini Sivakumar	Nandini Sivakumar	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Peter Ryan Slade	Peter Ryan Slade	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Jia Wen Song	Jia Wen Song	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Lynda Guah Soo	Lynda Guah Soo	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Moya Cheryl Strickland	Moya Cheryl Strickland	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Anitha Tamma	Anitha Tamma	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Qing Tang	Qing Tang	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Nadine Tannous	Nadine Tannous	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Meagan Jane Taylor	Meagan Jane Taylor	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Mark Hun Siang Teoh	Mark Hun Siang Teoh	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
John Andrew Thorpe	John Andrew Thorpe	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Fiona Jane Tomlinson	Fiona Jane Tomlinson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Elizabeth Trajanoski	Elizabeth Trajanoski	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Robyn Tuckwell	Robyn Tuckwell	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Eleni Tuitavake	Eleni Tuitavake	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Gail Tyldsley	Gail Tyldsley	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Bernardita Virtudazo	Bernardita Virtudazo	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Zeljko Vlajkovic	Zeljko Vlajkovic	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Emma Jane Ward	Emma Jane Ward	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Serena Jean White	Serena Jean White	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Evan Matthew Wilcox	Evan Matthew Wilcox	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Patricia Carol Williamson	Patricia Carol Williamson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Daniel James Wilson	Daniel James Wilson	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment

Registered holder of securities	Person entitled to be registered as holder	Class and number of restricted securities	Release date
Sarah Jane Wiss	Sarah Jane Wiss	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Christine Xegas	Christine Xegas	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Hideko Yamamoto	Hideko Yamamoto	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Januar Yap	Januar Yap	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment
Sandra Young	Sandra Young	476 fully paid ordinary shares	The earlier of 13 November 2017 and the date the registered holder ceases employment