

## **Notice of Annual General Meeting 2008**

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**Thursday, 6 November 2008  
"Buckingham Room"  
Stamford Plaza Melbourne  
111 Little Collins Street  
Melbourne  
Victoria  
Commencing at 9.00am (AESST\*)**

**NOTE:  
REGISTRATIONS  
COMMENCE AT  
8.30AM**

(\* AESST: Australia Eastern Summer Standard Time)

**THIS IS AN IMPORTANT DOCUMENT. PLEASE READ IT CAREFULLY.**  
IF YOU ARE UNABLE TO ATTEND THE ANNUAL GENERAL MEETING, PLEASE COMPLETE THE APPOINTMENT OF PROXY  
FORM ENCLOSED AND RETURN IT IN ACCORDANCE WITH THE INSTRUCTIONS SET OUT ON THAT FORM.

Notice is hereby given that the fifth Annual General Meeting of shareholders of Tassal Group Limited ("Tassal" or "the Company") will be held at "Buckingham Room", Stamford Plaza Melbourne, 111 Little Collins Street, Melbourne, Victoria on Thursday, 6 November 2008 commencing at 9.00am (AESST) for the purposes of transacting the following business.

### **Items of Business:**

#### **1. Financial Statements and Reports**

To receive and consider the Annual Financial Report, the Directors' Report and the Independent Audit Report of Tassal and its controlled entities for the financial year ended 30 June 2008. Tassal's 2008 Annual Report is available online at [http://www.tassal.com.au/\\_in\\_Annual\\_reports.aspx](http://www.tassal.com.au/_in_Annual_reports.aspx).

#### **2. Remuneration Report**

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

"That the Remuneration Report for the financial year ended 30 June 2008, (as set out in the Directors' Report) be adopted."

Please note that the vote on this resolution is advisory only, and does not bind the Directors of the Company or the Company. The Board, however, will take the outcome of the vote into consideration when reviewing the remuneration practices or policies of the Company.

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

To consider, and if thought fit, to pass the following separate resolutions as ordinary resolutions:

- a. "That Ms Jill Monk, being a Director of the Company who retires in accordance with Clause 24.1 of the Company's Constitution and being eligible, is re-elected a Director."
- b. "That Mr Roderick Roberts, being a Director of the Company who retires in accordance with Clause 24.1 of the Company's Constitution and being eligible, is re-elected a Director."
- c. "That Mr David Robinson, being a Director of the Company, who retires in accordance with Clause 25.4 of the Company's Constitution and being eligible, is elected a Director."

#### **4. Long-term Incentive Plan – Grant of 97,413 Performance Rights to Mr Mark Ryan Pursuant to the 2008 Performance Rights Package**

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

"That, in connection with the "Tassal Group Limited Long-term Incentive Plan" (**Incentive Plan**) and for the purposes of ASX Listing Rule 10.14, approval be given to the grant to Mr Mark Ryan, the Managing Director of the Company, of up to a maximum of 97,413 performance rights in accordance with the terms and conditions of the Incentive Plan (each performance right being a right to be allocated one fully paid ordinary share in the capital of the Company subject to the terms and conditions of the Incentive Plan), as more particularly specified in the Explanatory Notes accompanying the Notice of Annual General Meeting in which this resolution is set out."

**By order of the Board**



Nick Burrows  
Company Secretary  
30 September 2008

## **Explanatory Notes for Shareholders**

Additional information concerning the items of business is contained in the Explanatory Notes to the Notice of Annual General Meeting, which accompanies and forms part of the Notice of Annual General Meeting. The Notice of Annual General Meeting should be read in conjunction with the Explanatory Notes.

### **Eligibility to Vote**

Regulation 7.11.37 of the Corporations Regulations 2001 permits the Company to specify a time, not more than 48 hours before the meeting, at which a "snap-shot" of shareholders will be taken for the purposes of determining shareholder entitlements to vote at the meeting. The Company's Directors have determined that all shares of the Company that are quoted on ASX at 7.00pm (AESST) on Tuesday, 4 November 2008 shall, for the purposes of determining voting entitlements at the Annual General Meeting, be taken to be held by the persons registered as holding the shares at that time. This means that any person registered as the holder of an ordinary share in the capital of the Company at 7.00pm (AESST) on Tuesday, 4 November 2008, is entitled to attend and vote at the Annual General Meeting in respect of that share. Accordingly, transactions registered after that time will be disregarded in determining shareholders entitled to attend and vote at the Annual General Meeting.

### **Appointing a Proxy**

1. If you are entitled to attend and vote at the Annual General Meeting, you have a right to appoint a person to attend and vote for you at the Annual General Meeting as your proxy. To appoint a proxy please complete the enclosed Appointment of Proxy Form. A proxy need not be a shareholder of the Company and may be an individual or a body corporate. A body corporate-appointed proxy may appoint a representative to exercise the powers that the body corporate may exercise as the member's proxy.
2. A shareholder entitled to cast two or more votes is entitled to appoint up to two persons to attend the meeting and vote and may specify the proportion or number of votes each proxy is appointed to exercise. To appoint a second proxy you must write the names of both proxies and the percentage of votes or number of securities for each proxy in the specified area in "Step 1" of the proxy form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded.

### **Lodging your Proxy Form**

Any duly executed Appointment of Proxy Form and the power of attorney (if the proxy form is signed by the appointor's attorney) or other authority under which it is signed or a copy of that power or authority certified as a true copy by statutory declaration **must be received at an address given below no later than 9.00am (AESST) on Tuesday, 4 November 2008. Any Appointment of Proxy Form received after that time will not be valid for the scheduled Annual General Meeting.**

The Appointment of Proxy Form accompanying this Notice of Annual General Meeting may be lodged using the reply paid envelope or:

<b><u>IN PERSON</u></b>	Registered Office – 2 Salamanca Square, Hobart, Tasmania, Australia 7000
	Share Registry – Computershare Investor Services Pty Limited, Yarra Falls, 452 Johnston Street, Abbotsford, Victoria, Australia 3067
<b><u>BY MAIL</u></b>	Registered Office – 2 Salamanca Square, Hobart, Tasmania, Australia 7000
	Share Registry – Computershare Investor Services Pty Limited, GPO Box 242, Melbourne, Victoria, Australia, 3001
<b><u>BY FAX</u></b>	Registered Office – 61 3 6244 9002
	Share Registry – 1800 783 447 (within Australia) or 61 3 9473 2555 (outside Australia)

If you appoint a proxy, you may still attend the Annual General Meeting. However, your proxy's rights to speak and vote are suspended while you are present. Accordingly, you will be asked to revoke your proxy if you register at the Annual General Meeting.

### **Attending the Annual General Meeting**

If you attend the Annual General Meeting, please bring your personalised proxy form with you. The bar code at the top of the form will help you to register. If you do not bring your form with you, you will still be able to attend the Annual General Meeting but representatives from Computershare Investor Services Pty Limited will need to verify your identity. You will be able to register from 8.30am (AESST) on the day of the Annual General Meeting.

## **Explanatory Notes for Shareholders**

### **Voting by Corporations**

In order to vote at the Annual General Meeting (other than by proxy), a corporation that is a shareholder must appoint a person to act as its corporate representative. The appointment must comply with the Corporations Act 2001 (Cth). A "Certificate of Appointment of Corporate Representative" must be either lodged with the Share Registry, prior to the commencement of the Annual General Meeting or the corporate representative must bring to the Annual General Meeting evidence of his or her appointment including any authority under which it is signed. The authorisation may be effective for this Annual General Meeting only or for all meetings of Tassal Group Limited. A copy of a certificate of appointment may be obtained from the Share Registry.

### **Voting Exclusion Statement**

#### ***Resolution 4***

In accordance with the ASX Listing Rules, any vote cast in respect of Resolution 4 by Mr Mark Ryan, or any of his associates, will be disregarded. However, the Company will not disregard a vote if:

- (a) it is cast by a person as proxy for a person who is entitled to vote, in accordance with the direction on the proxy form; or
- (b) it is cast by the person chairing the Meeting as proxy for a person who is entitled to vote, in accordance with a direction on the proxy form to vote as the proxy decides.

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**These Explanatory Notes have been prepared to assist shareholders to understand the business to be put to shareholders at the Annual General Meeting.**

## **1. Consideration of Financial Statements and Other Reports**

In accordance with Section 317 of the Corporations Act 2001, the Financial Report, Directors' Report and Auditor's Report for Tassal for the financial year ended 30 June 2008 will be laid before the Annual General Meeting. There is no requirement for shareholders to approve these reports. However, following consideration of the Reports, the Chairman will allow a reasonable opportunity for shareholders to ask questions or make comments about these reports and the management of Tassal.

Further, written questions to the Chairman about the management of Tassal, or to Tassal's auditors relevant to:

- the conduct of the audit;
- the preparation and content of the Independent Auditor's Report;
- the accounting policies adopted by Tassal in relation to the preparation of the financial statements; and
- the independence of the Auditor in relation to the conduct of the audit

may be submitted to the Company using the attached form no later than the 5<sup>th</sup> business day before the Annual General Meeting - that is on or by 5.00pm Thursday, 30 October 2008. Questions are to be submitted to:

The Company Secretary  
Tassal Group Limited  
GPO Box 1645  
Hobart Tasmania 7001  
Facsimile: (03) 6244 9002  
Email: tassal@tassal.com.au

A list of written questions, if any, submitted by shareholders will be made available at the start of the Annual General Meeting and any written answer tabled by the Auditor at the AGM will be made available as soon as practicable after the Annual General Meeting.

## **2. Adoption of Remuneration Report**

The Remuneration Report of the Company for the financial year ended 30 June 2008 is set out in Section 20 of the Directors' Report of Tassal's 2008 Annual Report.

The Remuneration Report:

- Explains the Board's policy for determining the nature and amount of remuneration of Non-Executive Directors and senior Executives of the Company;
- Explains the relationship between the Board's remuneration policy and the Company's performance;
- Sets out remuneration details for each Director and the named senior Executives of the Company; and
- Details and explains any performance conditions applicable to the remuneration of senior Executives of the Company.

The Chairman will give shareholders a reasonable opportunity to ask questions about or comment on the Remuneration Report at the meeting. In addition, Section 250R(2) of the Corporations Act 2001 requires that a resolution to adopt the Remuneration Report, be put to the vote. However the vote on this resolution is only advisory and does not bind the Company or its Directors. Nevertheless, the Board will take the outcome of the vote into consideration when reviewing the remuneration practices or policies of the Company.

While there is no legal requirement to abstain from voting, Tassal believes it appropriate that none of the Directors, the named Executives or their associates should vote on this advisory resolution.

### **Board Recommendation:**

The Directors recommend that shareholders vote in favour of this advisory resolution.

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

Resolutions 3(a), 3(b) and 3(c) refer to election and re-election of Directors.

Clause 25.4.2 of the Company's Constitution requires that any Director appointed by the Directors as an addition to the existing Directors, shall hold office until the next Annual General Meeting and shall then be eligible for election. Mr David Robinson, who was appointed by the Directors as a Director of the Company on 30 September 2008 (i.e. since the last Annual General Meeting), is accordingly seeking election by shareholders as a Director of the Company.

Under Tassal's Constitution, a Director must not hold office without re-election past the third Annual General Meeting following the Director's appointment or three years, whichever is longer. A Director who retires in accordance with these requirements is eligible for re-election. Accordingly, Ms Jill Monk and Mr Roderick Roberts retire at the end of the Annual General Meeting and offer themselves for re-election.

A brief description of each candidate follows.

#### **Ms Jill Monk [B.Arts, B.Law, FAICD, FAII]**

Ms Monk holds a Bachelor of Arts, a Bachelor of Law and a Fellowship of Insurance. She has over 30 years experience in company secretarial, commercial legal, business risk, compliance and human resources. Ms Monk spent several years in private legal practice and various companies including CGU Insurance Limited. Ms Monk held general management roles including responsibility for legal, superannuation, compliance and the role of Director Human Resources. Ms Monk held numerous directorships across the CGU Group.

Ms Monk is currently a member of the Remuneration and Nominations Committee.

#### **Mr Roderick Roberts [B.Ec, MBA, FAICD]**

Mr Roberts is presently a Non-Executive Director of Webster Limited and Deputy Chancellor of The University of Tasmania and a Director of a number of proprietary companies. He previously held senior roles in manufacturing and investment banking, including Head of Corporate Finance Bain & Company, Director Country NatWest Australia Limited, Chairman Ossa Limited and Chairman Harris & Company Limited.

Mr Roberts is currently a member of the Audit and Risk Committee.

#### **Mr David Robinson [MBBS FRACS]**

Mr Robinson has 30 years experience in irrigated and broad acre farming in NSW as well as horticulture interests in Queensland. Mr Robinson is Deputy Chairman of Cotton Australia Limited, Chairman of Australian Food & Fibre Limited and has been a Non-executive Director of Webster Limited since June 2005 and Non-executive Chairman since August 2007.

#### **Board Recommendation:**

The non-candidate Directors unanimously support the re-election of Ms Jill Monk and Mr Roderick Roberts and the election of Mr David Robinson and recommend shareholders vote in favour of these ordinary resolutions.

The Chairman intends to vote undirected proxies in favour of these Resolutions.

### **4. Long-term Incentive Plan – Grant of 97,413 Performance Rights to Mr Mark Ryan Pursuant to the 2008 Performance Rights Package**

Under the Incentive Plan, the Company may offer Performance Rights to Executives, including Mr Mark Ryan, the Managing Director of the Company. The Company has invited Mr Mark Ryan to participate in the Incentive Plan by offering the 2008 Performance Rights Package to Mr Mark Ryan. The offer of the 2008 Performance Rights Package to Mr Mark Ryan is subject to shareholder approval at this Annual General Meeting.

As a listed public company may only issue equity securities to a related party (which includes a Director) if the approval of shareholders is obtained, shareholders are required to approve the offer of the 2008 Performance Rights Package and the grant of the Performance Rights to Mr Mark Ryan pursuant to ASX Listing Rule 10.14.

A summary of the terms and conditions of the Incentive Plan is set out within this section of these Explanatory Notes relating to Resolution 4.

In accordance with the requirements of ASX Listing Rule 10.15A, the information set out below is provided in relation to the offer of the 2008 Performance Rights Package and the proposed grant of Performance Rights to Mr Mark Ryan under the 2008 Performance Rights Package.

#### **Maximum Number of Performance Rights**

The maximum number of Performance Rights which may be granted to Mr Mark Ryan under the 2008 Performance Rights Package is 97,413. The number of Performance Rights which may be granted to Mr Mark Ryan under the 2008 Performance Rights Package has been determined by dividing the annual long-term incentive component of Mr Mark Ryan's remuneration (ie. 50% of Mr Mark Ryan's total fixed remuneration of \$484,920, being \$242,460) by the average volume weighted closing price of Shares over the 5 trading days prior to the Start Date of 1 July 2008 (i.e. \$2.489). There is no monetary consideration payable by Mr Mark Ryan in respect of the proposed grant of Performance Rights to Mr Mark Ryan under the 2008 Performance Rights Package.

#### **Names of persons who received Performance Rights under the Incentive Plan since the last approval**

Mr Mark Ryan is the only person referred to in ASX Listing Rule 10.14 who received Performance Rights under the Incentive Plan since the last approval at the Company's 2007 Annual General Meeting. Pursuant to that approval, Mr Mark Ryan was granted 66,771 Performance Rights under the 2007 Performance Rights Package. There is no monetary consideration payable by Mr Mark Ryan in respect of the grant of Performance Rights to Mr Mark Ryan under the 2007 Performance Rights Package.

#### **Mr Mark Ryan – The only person referred to in ASX Listing Rule 10.14**

Mr Mark Ryan is the only person referred to in ASX Listing Rule 10.14 who is entitled to participate in the Incentive Plan. All other Eligible Employees under the Incentive Plan are not Directors of the Company, or associates of Directors of the Company.

#### **Details of Performance Rights granted to be published in each Annual Report**

Details of any Performance Rights granted under the Incentive Plan will be published in each annual report of the Company relating to the relevant period in which the Performance Rights have been granted, and that approval for the grant of the Performance Rights was obtained under ASX Listing Rule 10.14.

#### **Additional persons referred to in ASX Listing Rule 10.14 becoming entitled to participate in the Incentive Plan**

Any additional persons referred to in ASX Listing Rule 10.14 who become entitled to participate in the Incentive Plan after Resolution 4 is approved and who were not named in the Notice of Annual General Meeting will not participate in the Incentive Plan until approval is obtained under ASX Listing Rule 10.14.

#### **The date by which the Company will grant the Performance Rights**

The date by which the Company will grant Performance Rights to Mr Mark Ryan pursuant to the 2008 Performance Rights Package must be no later than 3 years after the date of the Annual General Meeting at which Resolution 4 is passed. The Company will comply with this requirement.

#### **Vesting**

In respect of the grant of Performance Rights pursuant to the 2008 Performance Rights Package, 1 Share will be allocated for each Performance Right granted for which the Performance Condition(s) are satisfied within the Performance Period.

#### **Performance Condition(s)**

The Board has resolved that, in respect of the 2008 Performance Rights Package, the vesting of Performance Rights granted pursuant to the 2008 Performance Rights Package will be determined by a single Performance Condition relating to the Company's earnings per share (**EPS**).

#### **EPS Performance Condition**

The EPS Performance Condition is dependent upon the average compound annual growth rate in the Company's EPS (expressed as a percentage) over the 3 year period commencing on the Start Date. Accordingly, in respect of the 2008 Performance Rights Package, EPS growth will be measured over the financial years ending 30 June 2009, 30 June 2010 and 30 June 2011, compared with the EPS result for the Company for the financial year ended 30 June 2008.

No Performance Rights granted pursuant to the 2008 Performance Rights Package will vest unless the average compound annual EPS growth rate of the Company over the Performance Period is at least 15%.

50% of the Performance Rights granted pursuant to the 2008 Performance Rights Package will vest if the average compound annual EPS growth rate of the Company over the Performance Period is 15%.

100% of the Performance Rights granted pursuant to the 2008 Performance Rights Package will vest if the average compound annual EPS growth rate of the Company over the Performance Period is greater than or equal to 20%.

The proportion of the Performance Rights granted pursuant to the 2008 Performance Rights Package that vest will increase on a straight-line basis for an average compound annual EPS growth rate of between 15% and 20% so that the number of Performance Rights that vest increases by an additional 10% for each additional 1% increase in the Company's average compound annual EPS growth rate.

The vesting scale for the Performance Rights granted pursuant to the 2008 Performance Rights Package is summarised in the following table:

<b>Average compound annual growth in the Company's EPS over the Performance Period</b>	<b>Percentage of Performance Rights granted pursuant to the 2008 Performance Rights Package that vest</b>
Less than 15%	No Performance Rights vest
15%	50%
16%	60%
17%	70%
18%	80%
19%	90%
20%	100%

As an example, if Mr Mark Ryan is granted 97,413 Performance Rights under the 2008 Performance Rights Package and the average compound annual growth in the Company's EPS over the Performance Period is 16% at the end of the Performance Period, 60% of Mr Mark Ryan's Performance Rights will vest. In this example that equates to 58,448 Shares, with the remaining 38,965 Performance Rights granted pursuant to the 2008 Performance Rights Package lapsing.

**Board Recommendation:**

The Directors, other than Mr Mark Ryan, unanimously support the grant of Performance Rights to Mr Mark Ryan pursuant to the Incentive Plan, and recommend shareholders vote in favour of this ordinary resolution.

The Chairman intends to vote undirected proxies in favour of this Resolution.

## **Summary of the terms and conditions of the Incentive Plan**

A summary of the terms and conditions of the Incentive Plan is set out below.

### ***Eligibility***

The Board may in its absolute discretion make an Offer to an Eligible Employee on the terms and conditions determined by the Board.

### ***Performance Condition(s)***

The Board may in its absolute discretion in relation to an Offer to be made to an Eligible Employee prescribe the Performance Condition(s) that must be satisfied as a condition for a Participant to be allocated a Share in respect of a Performance Right and the Performance Period over which the Performance Condition(s) must be satisfied.

### ***Offer to participate in the Incentive Plan***

An Offer to an Eligible Employee must be in writing and must specify:

- the date of the Offer;
- the maximum number of Performance Rights which the Eligible Employee may apply for;
- the amount (if any) payable for some or all of the Performance Rights and the Shares allocated in respect of the Performance Rights. Unless the Board determines otherwise, Performance Rights will be granted and Shares will be allocated for no cash consideration;
- the Performance Condition(s) (if any) applicable to some or all of the Performance Rights;
- the Performance Period (if any) applicable to some or all of the Performance Rights;
- any other terms and conditions relating to the Offer which in the opinion of the Board are fair and reasonable but not inconsistent with the Plan Rules;
- the minimum holding periods (if any) in relation to any or all of the Shares to be allocated; and
- the time and date by which the relevant application form must be received by the Company.

### ***Application by Eligible Employee***

In order to apply for Performance Rights and become a Participant under the Incentive Plan, an Eligible Employee must complete and sign the application form accompanying the Offer and return it to the Company by the time and date specified in the Offer.

By completing and signing the application form, an Eligible Employee agrees to participate in the Incentive Plan and to be bound by the Plan Rules and, if Shares are allocated to the Participant under the Plan Rules, the Company's Constitution.

### ***Allocation***

If the Performance Condition(s) applicable to Performance Rights held by a Participant are satisfied in whole or in part over the Performance Period applicable to those Performance Rights, the Company must allocate to the Participant the number of Shares to which the Participant is entitled under the terms of the Offer, by issuing that number of new Shares or procuring that the Plan Administrator acquires that number of existing Shares.

It is the Company's present intention that any Shares allocated to a Participant will be new Shares issued to the Participant.

New Shares allocated to a Participant are issued to the Participant and registered in the name of that Participant but will be subject to a Holding Lock to ensure that the Shares are held in the Incentive Plan subject to the Plan Rules. The Participant will be the beneficial owner of the Shares.

Shares which are allocated will remain in the Incentive Plan until they are released following the submission by a Participant of a Notice of Withdrawal which is approved by the Company, the occurrence of certain Capital Events, cessation of employment with the Company or the 10<sup>th</sup> anniversary of the Start Date in respect of the relevant Performance Rights.

### ***Consideration***

A Participant is not liable to make any payment on the allocation of Shares.

### ***Lapse of Performance Rights***

If the Performance Condition(s) applicable to Performance Rights held by a Participant are not satisfied over the Performance Period applicable to those Performance Rights, those Performance Rights will lapse and the Participant will be treated as having never held any right or interest in those Performance Rights.

### ***Change of Control***

Subject to the absolute discretion of the Board to determine otherwise, if a Capital Event (eg. change of control in the Company) or other similar event occurs before the end of a Performance Period, a Participant will be

allocated Shares for the Performance Rights they hold in relation to that Performance Period on a pro-rata basis according to the proportion of the Performance Period completed as at the date of the Capital Event, subject to satisfaction of the relevant Performance Condition(s).

### ***Cessation of Employment***

Where a Participant ceases to be employed by the Company prior to the completion of a Performance Period for a reason other than a Qualifying Reason, any Performance Rights held by the Participant to which that Performance Period applies will lapse and the Participant will be treated as having never held any right or interest in those Performance Rights.

Where a Participant ceases to be employed by the Company for a Qualifying Reason prior to the completion of a Performance Period but within the first twelve months of a Performance Period, any Performance Rights held by the Participant to which that Performance Period applies will lapse and the Participant will be treated as having never held any right or interest in those Performance Rights.

Subject to the absolute discretion of the Board to determine otherwise, where a Participant ceases to be an employee of the Company for a Qualifying Reason prior to the completion of a Performance Period but after the first 12 months of a Performance Period, that Participant will be allocated Shares for the Performance Rights they hold in relation to that Performance Period on a pro-rata basis according to the proportion of the Performance Period completed as at the cessation date, subject to satisfaction of the relevant Performance Condition(s).

### ***Maximum Number of Shares***

Shares must not be issued pursuant to the Incentive Plan if the number of Shares to be issued when aggregated with:

- the number of Shares that would be issued if each outstanding Offer to employees or Directors of the Company were accepted; and
- the number of Shares issued during the previous 5 years to employees or Directors of the Company pursuant to the Incentive Plan or any other employee share or option scheme, would exceed 5% of the total number of issued Shares as at the time of the Offer.

### ***Disposal Restrictions***

A Participant must not sell, transfer, mortgage, charge or otherwise dispose of, deal with or encumber any Performance Right or any Share held by them under the Incentive Plan unless the Participant to whom the Share has been allocated has submitted a Notice of Withdrawal and such notice has been approved by the Company. A breach by the Participant of this obligation will cause the Performance Rights granted to the Participant to lapse immediately.

A Notice of Withdrawal may be submitted following the earlier of the time the Participant receives written consent from the Board to a request made by the Participant to the Board for the sale or transfer of Shares under the Incentive Plan (which consent will not be unreasonably withheld) and a Capital Event.

Further, a Participant must not enter into any contract, scheme or arrangement to manage the risk of a price change or the timing, likelihood or manner of vesting in or with respect to any Performance Right or Share held by them under the Incentive Plan unless this has been approved by the Company. A breach by the Participant of this obligation will cause the Performance Rights granted to the Participant to lapse immediately.

### ***Reorganisation of Capital***

In the event of any reconstruction of the issued share capital of the Company, the number of Performance Rights held by each Participant will be adjusted in accordance with the ASX Listing Rules.

### ***Ranking of Shares***

Shares allocated pursuant to the Incentive Plan rank equally with all other existing Shares in all respects including voting rights and entitlement to participate in dividends and in future rights and bonus issues.

### ***Quotation of Shares***

The Company must apply to the ASX within the period applicable under the ASX Listing Rules for all Shares issued by the Company pursuant to the Incentive Plan to be quoted on the ASX.

### ***Forfeiture of Performance Rights and Shares***

All Performance Rights will lapse and all Shares held by a Participant in the Incentive Plan will be forfeited if:

- the Participant is dismissed for cause;
- in the Board's reasonable opinion, the Participant acts fraudulently or dishonestly, is in serious breach of duty to the Company or commits any act of harassment or discrimination; or
- in the Board's reasonable opinion, the Participant has brought the Company into disrepute.

### **Administration of the Incentive Plan**

The Board will administer the Incentive Plan and may delegate to any one or more persons (for such period and on such conditions as it may determine) the exercise of any of its powers or discretions arising under the Incentive Plan.

Except as otherwise expressly provided in the Plan Rules, the Board has absolute and unfettered discretion in the exercise of any of its powers or discretions under the Plan Rules and to act or refrain from acting under the Plan Rules or in connection with the Incentive Plan.

### **Amendments to the Incentive Plan**

The Board may at any time amend all or any of the provisions of the Incentive Plan and the terms and conditions of an Offer, subject to the proviso that no amendment may be made without the consent of 75% of all Participants if the amendment would prejudicially affect the rights of the Participants.

However, and notwithstanding the above proviso, the Board may unilaterally make an amendment to the Incentive Plan primarily for the purpose of complying with present or future law, to correct any manifest error or mistake, to take into consideration possible adverse tax implications in respect of the Incentive Plan or to enable the Company to comply with the ASX Listing Rules or instruments of relief issued by the Australian Securities and Investments Commission from time to time relating to employee share schemes.

### **Termination**

The Company may, at any time by written instrument or by resolution of the Board, terminate the Incentive Plan in whole or in part in respect of some or all of the Eligible Employees without any liability whatsoever on the Company, subject to the proviso that the Company may not so terminate the Incentive Plan if to do so would prejudicially affect the existing rights of Participants and Shares held on behalf of Participants under the Plan Rules.

## **Glossary of Terms – Long-term Incentive Plan**

Unless the context otherwise requires, the following terms have these meanings:

**2008 Performance Rights Package** means the Performance Rights offered by the Company to Mr Mark Ryan in respect of the year 2008.

**Board** means the Board of Directors of the Company.

**Capital Event** means any of the following:

- (a) if a person acquires a relevant interest (within the meaning of section 608 of the *Corporations Act 2001*) in more than 50% of the Shares in the Company as a result of a takeover bid;
- (b) if a person acquires a relevant interest (within the meaning of section 608 of the *Corporations Act 2001*) in more than 50% of the Shares in the Company through a scheme of arrangement; or
- (c) any other similar event (including, but not limited to, a merger of the Company with another company) which the Board determines, in its absolute discretion, to be a Capital Event.

**Company** means Tassal Group Limited ACN 106 067 270.

**Eligible Employee** means, in relation to an Offer, an Employee who is invited by the Board to participate in the Incentive Plan.

**Employee** means a full time or part time employee of the Company (including any Director of the Company holding salaried employment).

**EPS** means earnings per share for a financial year calculated as follows: Statutory reported net profit after tax divided by weighted average number of ordinary shares of the Company on issue.

**EPS Performance Condition** means the Performance Condition which is calculated by comparing the average compound annual growth rate in the Company's EPS (expressed as a percentage) over the Performance Period with the EPS result for the Company for the 12 months ending on the day immediately preceding the relevant Start Date.

**Holding Lock** has the meaning given to that term in the ASX Listing Rules.

**Incentive Plan** means the "Tassal Group Limited Long-term Incentive Plan" established by the Board as amended from time to time.

**Notice of Withdrawal** means a request for permission to withdraw a specified number of allocated Shares from the Incentive Plan submitted by a Participant to the Company in respect of Shares that have been acquired on behalf of that Participant.

**Offer** means an invitation to an Eligible Employee to apply for Performance Rights under the terms of the Incentive Plan.

**Participant** means an Eligible Employee whose application to participate in the Incentive Plan has been accepted by the Board, and to whom Performance Rights have been granted.

**Performance Condition(s)** means, in relation to a Performance Right, the performance condition(s) prescribed by the Board. In respect of the 2008 Performance Rights Package, the Board has resolved that the vesting of the Performance Rights will be determined by a single Performance Condition relating to the Company's earnings per share.

**Performance Period** means, in relation to a Performance Right, the period of time prescribed by the Board. In respect of the 2008 Performance Rights Package, the Board has resolved that the Performance Period commences on 1 July 2008 and ends on 30 June 2011.

**Performance Right** means a right to be allocated a Share under the Incentive Plan.

**Plan Administrator** means the person selected by the Board to carry out the day to day administration of the Incentive Plan and to perform the functions allocated to that role.

**Plan Rules** means the rules of the Incentive Plan as amended from time to time.

**Qualifying Reason** means:

- (a) the retirement, redundancy, death or total and permanent disability of a Participant as determined by the Board in its absolute discretion; or
- (b) any other reason as determined by the Board in its absolute discretion.

**Share** means a fully paid ordinary share in the capital of the Company.

**Start Date** means the date of commencement of a Performance Period. In respect of the 2008 Performance Rights Package, the Board has resolved that the Start Date is 1 July 2008.