

REMUNERATION REPORT (AUDITED) (CONTINUED)

7. Executive contractual arrangements (continued)

The Managing Director/Chief Executive Officer's termination provisions are as follows:

	Notice period	Payment in lieu of notice	Treatment of STI on termination	Treatment of LTI on termination
Employer-initiated termination	6 months	Part or all of 6 months	Not eligible	Unvested portion terminates
Termination for serious misconduct	Nil	Nil	Not eligible	Unvested portion terminates
Employee-initiated termination	6 months	Part or all of 6 months	Not eligible	Unvested portion terminates

The Board has the discretion to determine that some or all of any unvested performance rights granted vest or cease to be restricted, or lapse or are deemed to be forfeited.

Other Key Management Personnel

The executive service agreements for other senior executives generally reflect that of the Managing Director/Chief Executive Officer.

Standard Key Management Personnel termination provisions are as follows:

	Notice period	Payment in lieu of notice	Treatment of STI on termination	Treatment of unvested options granted under EOP upon termination
Employer-initiated termination	3 to 6 months	Part or all of 3 to 6 months	Not eligible	(Employer initiated other than redundancy) - Vested Options may be exercised within 3 months. Unvested options lapse except at Board discretion.
Termination for serious misconduct	Nil	Nil	Not eligible	Vested Options may be exercised within 3 months. Unvested options lapse except at Board discretion.
Employee-initiated termination	3 to 6 months	Part or all of 3 to 6 months	Not eligible	Vested Options may be exercised within 6 months. Unvested options lapse except at Board discretion.