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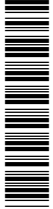
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www.investorcentre.com/contact



Gale Pacific Limited Annual General Meeting

The Gale Pacific Limited Annual General Meeting will be held on Thursday, 10 November 2022 at 11.00 am (AEDT). You are encouraged to participate in the meeting using the following options:



MAKE YOUR VOTE COUNT

To lodge a proxy, access the Notice of Meeting and other meeting documentation visit www.investorvote.com.au and use the below information:



Control Number: 999999

SRN/HIN: I9999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

For your proxy appointment to be effective it must be received by 11.00 am (AEDT) on Tuesday, 8 November 2022.



ATTENDING THE MEETING IN PERSON

The meeting will be held at:
Herbert Smith Freehills, Level 24, 80 Collins Street, Melbourne Victoria 3000

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.



GAP

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Need assistance?



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



Online:
www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **11.00 am (AEDT) on Tuesday, 8 November 2022.**

Proxy Form

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.

PARTICIPATING IN THE MEETING

Corporate Representative

If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select "Printable Forms".

Lodge your Proxy Form:

XX

Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 999999

SRN/HIN: I999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

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

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia



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

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

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.



I 9999999999

I ND

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

XX

I/We being a member/s of Gale Pacific Limited hereby appoint

the Chairman of the Meeting **OR**

PLEASE NOTE: Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

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 Gale Pacific Limited to be held at Herbert Smith Freehills, Level 24, 80 Collins Street, Melbourne Victoria 3000 on Thursday, 10 November 2022 at 11.00 am (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 Resolutions 1 and 4 (except where I/we have indicated a different voting intention in step 2) even though Resolutions 1 and 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 Resolutions 1 and 4 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

	For	Against	Abstain
Resolution 1 Adoption of Remuneration Report (Non-binding resolution)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 2 Re-Election of Mr Peter Landos as Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 3 Change of Auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 4 Approval of Performance Rights Share Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1 Securityholder 2 Securityholder 3 / /
 Sole Director & Sole Company Secretary Director Director/Company Secretary Date

Update your communication details (Optional)

Mobile Number Email Address
 By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically





Notice of annual general meeting and explanatory statement

Gale Pacific Limited

ACN 082 263 778

Date: Thursday 10 November 2022

Time: 11.00 am (AEDT)

Place: Herbert Smith Freehills
Level 24, 80 Collins Street
Melbourne Victoria 3000

NOTICE OF 2022 ANNUAL GENERAL MEETING

NOTICE is given that the 2022 Annual General Meeting of Gale Pacific Limited ACN 082 263 778 (the Company) will be held at Herbert Smith Freehills, Level 24, 80 Collins Street, Melbourne, Victoria 3000 on Thursday 10 November 2022 at 11.00 am (AEDT).

BUSINESS

Shareholders are invited to consider the following items of business at the Annual General Meeting:

Ordinary Business

1. FINANCIAL AND RELATED REPORTS

Agenda Item	Financial and Related Reports
Description	To receive and consider the Financial Report of the Company and its controlled entities and the related Directors' and Auditor's Reports in respect of the financial year ended 30 June 2022.

2. ADOPTION OF REMUNERATION REPORT (NON-BINDING RESOLUTION)

Resolution 1	Adoption of Remuneration Report (Non-binding resolution)
Description	Shareholders are asked to adopt the Company's Remuneration Report. The Remuneration Report is set out in the 2022 Annual Report and is available from the Company's website (www.galepacific.com). In accordance with section 250R of the Corporations Act, the vote on this resolution will be advisory only and will not bind the directors or the Company.
Resolution (Ordinary)	To consider and, if thought fit, pass the following resolution as an ordinary resolution : <i>"THAT the Remuneration Report for the financial year ended 30 June 2022 included in the Directors' Report of the Annual Report as required under section 300A of the Corporations Act, be adopted by the Company."</i>
Voting Exclusion	The Company will disregard any votes cast on this resolution: (a) by or on behalf of a member of the KMP named in the remuneration report for the year ended 30 June 2022, or that KMP's Closely Related Party, regardless of the capacity in which the vote is cast; (b) as a proxy by a member of the KMP at the date of the meeting, or that KMP's Closely Related Party, unless the vote is cast as a proxy for a person who is entitled to vote on this resolution: <ul style="list-style-type: none">o in accordance with their directions of how to vote as set out in the proxy appointment; oro by the Chairman of the Meeting pursuant to an express authorisation on the Proxy Form.

3. RE-ELECTION OF DIRECTORS

Resolution 2	Re-Election of Mr Peter Landos as Director
Description	Mr Peter Landos was appointed as a Director of the Company on 1 May 2014 and retires as a Director in accordance with clause 7.1 (f) of the Constitution of the Company, and being eligible under clause 7.1 (h), offers himself for re-election.
Resolution (Ordinary)	To consider and, if thought fit, pass the following resolution as an ordinary resolution : <i>“THAT Mr Peter Landos, who retires as a Director of the Company in accordance with ASX Listing Rule 14.4 and clause 7.1 (f) of the Company’s constitution and, being eligible, offers himself for re-election, be re-elected as a Director of the Company.”</i>
Voting Exclusion	There is no voting exclusion for Resolution 2.

4. APPOINTMENT OF AUDITOR

Resolution 3	Change of Auditor
Description	Deloitte Touche Tohmatsu is currently the Company’s auditor. Following a competitive tender process, the Board has selected Ernst & Young to be appointed as the new auditor of the Company and its controlled entities and Ernst & Young has consented to the appointment. Under the Corporations Act, shareholder approval is required for the appointment of a new auditor.
Resolution (Ordinary)	To consider and, if thought fit, pass the following resolution as an ordinary resolution: <i>“THAT for the purposes of section 327B of the Corporations Act 2001 (Cth) and all other purposes, Ernst & Young, having consented in writing to act as auditor, be appointed as the auditor of the Company and its controlled entities effective from the conclusion of this Meeting.”</i>
Voting Exclusion	There is no voting exclusion for Resolution 3.

5. PERFORMANCE RIGHTS SHARE PLAN

Resolution 4	Approval of Performance Rights Share Plan
Description	The Company seeks shareholder approval of the Company’s Performance Rights Share Plan for the purposes of the ASX Listing Rules and the Corporations Act.
Resolution (Ordinary)	To consider and, if thought fit, to pass the following resolution as an ordinary resolution : <i>“THAT the issue of performance rights and underlying performance shares in the Company under the Company’s Performance Rights Share Plan, the terms and conditions of which are summarised in the Explanatory Statement accompanying this Notice, be approved as an exception to ASX Listing Rule 7.1 in accordance with exception 13(b) of ASX Listing Rule 7.2.”</i>

Voting Exclusion	<p>The Company will disregard any votes cast in favour of the resolution by:</p> <ul style="list-style-type: none"> (a) Any Director of the Company (except one who is ineligible to participate in any employee incentive scheme in relation to the Company) and any associates of those Directors; (b) Key Management Personnel and their Closely Related Parties. <p>However, the Company need not disregard a vote if it is cast by:</p> <ul style="list-style-type: none"> (a) The person as proxy for a person who is entitled to vote, in accordance with the directions on the proxy form; or (b) The person chairing the Meeting as a proxy for a person who is entitled to vote, in accordance with the direction on the proxy form to vote as the proxy decides, where the proxy appointment expressly authorises the chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of Key Management Personnel; or (c) A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met: <ul style="list-style-type: none"> (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and (ii) the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.
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Dated: 7 October 2022

By order of the Board of Gale Pacific Limited


Sophie Karzis
Company Secretary

QUESTIONS FROM SHAREHOLDERS

In order to provide an equal opportunity for all shareholders to ask questions of the Board, we ask you to submit in writing any questions to the Company or to the Company's auditor, Deloitte Touche Tohmatsu, in relation to the conduct of the external audit for the year ended 30 June 2022, or the content of its audit report. Please send your questions to:

The Company Secretary, Gale Pacific Limited
T. +61 (0) 409 540 827
E. sk@legalc.com.au

Written questions must be received by no later than **5.00 pm (AEDT) on Friday, 28 October 2022**.

Your questions should relate to matters that are relevant to the business of the Annual General Meeting, as outlined in this Notice of Meeting and Explanatory Statement.

In accordance with the *Corporations Act 2001* (Cth) and the Company's policy, a reasonable opportunity will also be provided to shareholders attending the Annual General Meeting to ask questions about, or make comments upon, matters in relation to the Company including Remuneration Report.

During the course of the Annual General Meeting, the Chairman will seek to address as many shareholder questions as reasonably practicable, and where appropriate, will give a representative of the Auditor the opportunity to answer written questions addressed to it. However, there may not be sufficient time to answer all questions at the Annual General Meeting. Please note that individual responses may not be sent to shareholders.

VOTING INFORMATION

Voting by proxy

- a) A shareholder entitled to attend and vote at the Annual General Meeting may appoint one proxy or, if the shareholder is entitled to cast two or more votes at the meeting, two proxies, to attend and vote instead of the shareholder.
 - b) Where two proxies are appointed to attend and vote at the meeting, each proxy may be appointed to represent a specified proportion or number of the shareholder's voting rights at the meeting.
 - c) A proxy need not be a shareholder of the Company.
 - d) A proxy may be an individual or a body corporate. If a body corporate is appointed, the proxy form must indicate the full name of the body corporate and the full name or title of the individual representative of the body corporate for the meeting.
 - e) A proxy form accompanies this notice. If a shareholder wishes to appoint more than one proxy, they may make a copy of the proxy form attached to this notice. For the proxy form to be valid it must be received together with the power of attorney or other authority (if any) under which the form is signed, or a (notarially) certified copy of that power of authority **by 11.00 am (AEDT) on Tuesday, 8 November 2022**:
- online by going to investorvote.com.au or by scanning the QR code, found on the enclosed proxy form with your mobile device; or

- by post at GPO Box 242, Melbourne, Victoria 3001; or
- by personal delivery at Yarra Falls, 452 Johnston Street, Abbotsford, Victoria, 3067; or
- by facsimile: Australia – 1800 783 447, overseas - +61 3 9473 2555; or
- Custodian voting - For Intermediary Online subscribers only (custodians) please visit www.intermediaryonline.com to submit your voting intentions.

Voting and other entitlements at the Annual General Meeting

A determination has been made by the Board of the Company under regulation 7.11.37 of the *Corporations Regulations 2001* that shares in the Company which are on issue at **7.00 pm (AEDT) on Tuesday, 8 November 2022** will be taken to be held by the persons who held them at that time for the purposes of the Annual General Meeting (including determining voting entitlements at the meeting).

Proxy voting by the Chair

The *Corporations Amendment (Improving Accountability on Director and Executive Remuneration) Act 2011* (Cth), imposes prohibitions on Key Management Personnel and their Closely Related Parties from voting their shares (or voting undirected proxies) on, amongst other things, remuneration matters.

However, the chair of a meeting may vote an undirected proxy (i.e. a proxy that does not specify how it is to be voted), provided the shareholder who has lodged the proxy has given an express voting direction to the chair to exercise the undirected proxy, even if the resolution is connected with the remuneration of a member of Key Management Personnel. If you complete a proxy form that authorises the Chair of the Meeting to vote on your behalf as proxy, and you do not mark any of the boxes so as to give him directions about how your vote should be cast, then you will be taken to have expressly authorised the Chair to exercise your proxy on Resolutions 1 and 4. In accordance with this express authority provided by you, the Chairman will vote in favour of Resolutions 1 and 4. If you wish to appoint the Chair of the Meeting as your proxy, and you wish to direct him how to vote, please tick the appropriate boxes on the form.

The Chairman of the Meeting intends to vote all available undirected proxies in favour of each item of business.

If you appoint as your proxy any Director of the Company, except the Chairman, or any other Key Management Personnel or any of their Closely Related Parties and you do not direct your proxy how to vote on Resolutions 1, 3 and 4, he or she will not vote your proxy on that item of business.

EXPLANATORY STATEMENT TO NOTICE OF 2022 ANNUAL GENERAL MEETING

1. FINANCIAL AND RELATED REPORTS

Item	Financial and Related Reports
Explanation	<p>Section 317 of the Corporations Act requires the Company's financial report, directors' report and auditor's report for the financial year ended 30 June 2022 to be laid before the Company's 2022 Annual General Meeting. There is no requirement for a formal resolution on this item.</p> <p>The financial report contains the financial statements of the consolidated entity consisting of Gale Pacific and its controlled entities.</p> <p>As permitted by the Corporations Act, a printed copy of the Company's 2022 Annual Report has been sent only to those shareholders who have elected to receive a printed copy. A copy of the 2022 Annual Report is available from the Company's website (www.galepacific.com).</p> <p>The Chair of the meeting will allow a reasonable opportunity at the meeting for shareholders to ask questions. Shareholders will also be given a reasonable opportunity at the meeting to ask the Company's auditor, Deloitte, questions about its audit report, the conduct of its audit of the Company's financial report for the year ended 30 June 2022, the preparation and content of its audit report, the accounting policies adopted by the Company in its preparation of the financial statements and the independence of Deloitte in relation to the conduct of the audit.</p>

2. ADOPTION OF REMUNERATION REPORT (NON-BINDING RESOLUTION)

Resolution 1	Adoption of Remuneration Report (Non-binding resolution)
Explanation	<p>Shareholders are asked to adopt the Company's Remuneration Report. The Remuneration Report is set out in the Company's 2022 Annual Report and is available from the Company's website (www.galepacific.com).</p> <p>The Remuneration Report:</p> <ul style="list-style-type: none"> • describes the policies behind, and the structure of, the remuneration arrangements of the Company and the link between the remuneration of executives and the Company's performance; • sets out the remuneration arrangements in place for each director and for certain members of the senior management team; and • explains the differences between the basis for remunerating non-executive directors and senior executives, including the Chief Executive Officer. <p>The vote on this resolution is advisory only and does not bind the Directors. However, the Board will consider any discussion on this resolution and the outcome of the vote when considering the future remuneration policies and practices of the Company.</p>
Voting Exclusion	A voting exclusion statement applies to this resolution, as set out in the Notice.

Board Recommendation	The Directors unanimously recommend that shareholders vote in favour of adopting the Remuneration Report.
Chair's available proxies	The Chair of the Meeting intends to vote all available proxies in favour of this Resolution 1.

3. RE-ELECTION OF DIRECTORS

Resolution 2	Re-Election of Mr Peter Landos as Director
Explanation	<p>Clause 7.1 (f) of the Company's Constitution requires one third of the Directors (rounded to the nearest number), other than the Managing Director and any Directors appointed to fill a casual vacancy Clause 7.1 (g), to retire at each annual general meeting of the Company. Clause 7.1 (f) provides that the Director/s to retire under are those who have held office as Director for the longest period of time since their last election to office, or in the event that two or more Directors have held office for the same period of time, those Directors determined by lot or by agreement amongst the Directors.</p> <p>Mr Peter Landos retires at the 2022 Annual General Meeting and being eligible under Clause 7.1 (h) of the Constitution, offers himself for re-election as Director.</p>
About Mr Peter Landos	<p>Mr Peter Landos is the Chief Operating Officer of the Thorney Investment Group of Companies, which he joined in 2000. Prior to joining Thorney, Peter previously worked at Macquarie Bank Limited. Peter has extensive business and corporate experience specialising in advising boards and management in mergers and acquisitions, divestments, business restructurings and capital markets. Peter is a non-executive director of Adacel Technologies Limited, Rural Press Pty Ltd and PRT Company Limited (formerly Prime Media Group Limited) .</p> <p>Mr Landos is the Chairman of the Audit and Risk Committee and a member of the Nomination Committee. Mr Peter Landos is classified as independent as, notwithstanding that he is employed by one of the Company's major shareholders, Thorney Holdings Pty Ltd (Thorney), the Board has determined that he does not control Thorney and that his employment with Thorney does not interfere with his capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of the entity and its security holders generally.</p> <p>Mr Landos does not hold any shares in the Company.</p>
Voting Exclusion	There are no voting exclusions applying to Resolution 2.
Board Recommendation	The Board, with Mr Peter Landos abstaining, recommends that shareholders vote in favour of Resolution 2.
Chair's available proxies	The Chair of the Meeting intends to vote all available proxies in favour of this Resolution 2.

4. APPOINTMENT OF AUDITOR

Resolution 3	Appointment of Auditor
Explanation	<p>Under the Corporations Act, shareholder approval is required for the appointment of a new auditor. Deloitte is currently the Company's auditor. Following a competitive tender process, the Board has selected Ernst & Young (EY) to be appointed as the new auditor of the Company and its controlled entities and EY has consented to the appointment. Deloitte has agreed to resign as auditor with effect from the close of the Annual General Meeting and will seek consent from ASIC for the resignation in accordance with section 329(5) of the Corporations Act prior to the Annual General Meeting.</p> <p>Section 328B(1) of the Corporations Act requires that written notice of nomination of a new auditor be received from a member of the Company. The Company has received such a nomination from the Company's CEO and Managing Director, John Paul Marcantonio, in his capacity as a member of the Company, nominating the proposed new auditor. A copy of this nomination is set out in Annexure A to this Notice of Meeting. If Resolution 3 is approved, the appointment of EY as the Company's new auditor will take effect at the close of this Annual General Meeting.</p>
Voting Exclusion	There are no voting exclusions applying to Resolution 3.
Board Recommendation	The Board recommends that shareholders vote in favour of Resolution 3.
Chair's available proxies	The Chair of the Meeting intends to vote all available proxies in favour of this Resolution 3.

5. PERFORMANCE RIGHTS SHARE PLAN

Resolution 4	Approval of Long-Term Incentive Plan
Explanation	<p>ASX Listing Rule 7.1 provides that a company may not issue Equity Securities, or agree to issue Equity Securities, without the approval of shareholders, if the number of Equity Securities to be issued in any 12-month period (including shares issued on the exercise of any options) exceeds 15% of the issued capital of the company preceding the issue.</p> <p>ASX Listing Rule 7.2 contains a number of exceptions to the prohibition contained in ASX Listing Rule 7.1. In particular, under Exception 13 in ASX Listing Rule 7.2, any Equity Securities issued under an employee incentive scheme within three years of the date on which shareholders approve the issue of those Equity Securities or a summary of the terms of the scheme were set out in the prospectus are not counted for the purposes of ASX Listing Rule 7.1. Resolution 4 is designed to satisfy the requirements of Exception 13 in ASX Listing Rule 7.2 in relation to the Performance Rights Share Plan (the Plan).</p> <p>The Company wishes to preserve the flexibility to issue the full 15% under Listing Rule 7.1 for each of the next three years. On this basis, Shareholder approval is sought to approve the Plan for the purpose of Exception 13 of ASX Listing Rule 7.2 and to enable the Company to subsequently issue performance rights under</p>

the Plan for three years after the AGM, without having to obtain Shareholder approval each time the Company wishes to issue such securities.

If Resolution 4 is passed, the Company will be able to issue Performance Rights under the Plan to eligible participants over a period of 3 years without impacting the Company's 15% security placement limit under ASX Listing Rule 7.1.

If Resolution 4 is not passed, any issue by the Company of Performance Rights under the Plan will utilise the Company's 15% security placement limit under ASX Listing Rule 7.1, and must fall within and be permitted by the 15% Rule at the time of issue (unless another exception under ASX Listing Rule 7.2 applies).

The Plan is designed as a standard component of senior executive remuneration and is intended to comprise the long-term incentive component of remuneration for senior executives, including executive directors. Accordingly, Performance Rights under the Plan will be granted at no cost.

Other than the Plan, the Company has no other employee or executive share-based plans.

Grants made under the Plan are subject to a performance period (usually set at three years) and Performance Rights will only vest if the relevant performance conditions are satisfied at the end of the relevant assessment period. The Plan has generally been designed to link rewards to eligible senior executives with improvements in Company performance and the delivery of returns to shareholders, and for other executives, to reward their performance.

Since the Plan was last approved by Shareholders at the Company's Annual General Meeting on 25 October 2019, the Company has as at the date of this notice issued 20,095,971 Performance Rights to 26 senior executives in the Company of which 874,234 were converted to fully paid ordinary shares, 800,737 have lapsed and 18,421,000 remain on issue.

A summary of the key terms of the Plan is set out below:

Eligibility	Executives of the Company as determined by the Board.
Form of grant	Performance Rights, being a right to acquire fully paid ordinary shares in the Company subject to satisfaction of relevant performance conditions. Each Performance Right granted will entitle the executive to one fully paid ordinary share in the Company.
Participation	Eligible executives may be invited by the Board to participate in the Plan.
Maximum Number of Performance Rights	The aggregate number of Performance Rights to be issued under the Plan is limited to no more than 5% of the total number of shares on issue at that time. For example, based on the current issued share capital of the Company, the aggregate number of performance rights that could be issued under the Plan is 13,819,652.

	<p>Performance conditions</p>	<p>The Board has discretion under the Plan Rules to set performance conditions which will apply to a grant of performance rights. The relevant performance conditions may vary between grants.</p>
<p>Grant price</p>	<p>Although the Board has the discretion under the Plan to set a grant price, it is intended that Performance Rights will be granted at no cost to the participating executive (on the basis that the grant comprises part of the executive's remuneration).</p>	
<p>Vesting and exercise price</p>	<p>There is no exercise price for Performance Rights; once relevant performance conditions are met, the Performance Rights vest and the executive may call for the underlying Performance Shares to be issued to them.</p>	
<p>Restrictions attaching to performance rights</p>	<p>Performance Rights may only be transferred with the consent of the Board or by force of law (i.e., upon death or bankruptcy) and will lapse immediately where an executive purports to transfer them in breach of the Rules.</p>	
<p>Restrictions attaching to performance shares</p>	<p>The Board has discretion under the Plan to impose trading or other restrictions on Performance Shares issued to an executive upon vesting of a performance right.</p>	
<p>Cessation of employment</p>	<p>If the executive ceases to be employed by a group company due to death, disability, bona fide redundancy or other reason with the approval of the Board:</p> <ul style="list-style-type: none"> ▪ the Board has the discretion to determine that some or all of the executive's unvested Performance Rights will vest; and ▪ if the Board does not make a determination or determines that only some of the executive's Performance Rights will vest, then all remaining unvested performance rights will lapse. <p>If the executive ceases to be employed for any other reason the executive's unvested Performance Rights will lapse.</p> <p>If the executive acts fraudulently or dishonestly or is in breach of his or her obligations to any group company, the Board may deem any unvested Performance Rights of the executive to have lapsed and deem all or any Performance Shares held by the executive to be forfeited.</p>	

	Takeover/scheme of arrangement	In the event of a takeover bid or scheme of arrangement in respect of the Company, the Board has discretion to determine that some or all of an executive's Performance Rights vest, having regard to pro rata performance against the relevant performance conditions.
	Bonus issues, rights issues and reconstruction	If shares are issued pro rata to the Company's shareholders generally by way of bonus issue or rights issue, or any reorganisation of the issued capital of the Company is effected, the number of Performance Rights to which an executive is entitled will be adjusted by the Board to ensure that no advantage or disadvantage accrues to the executive.
	Amendment to the Plan	Subject to the ASX Listing Rules and to specified restrictions in the Plan Rules, the Company may at any time by written instrument or by resolution of the Board, amend the Plan Rules or the terms of Performance Rights granted.
Voting Exclusion	A voting exclusion statement applies to this Resolution, as set out in the Notice.	
Board Recommendation	As Resolution 4 is in connection with the remuneration of KMP, the Board does not make any recommendation to shareholders in relation to this Resolution.	
Chair's available proxies	The Chair of the Meeting intends to vote all available proxies in favour of this Resolution 4.	

ANNEXURE A – NOMINATION OF NEW AUDITOR

PRIVATE AND CONFIDENTIAL

3 October 2022

The Company Secretary
c/- Sophie Karzis
Gale Pacific Limited

Dear Sophie

GALE PACIFIC LIMITED NOMINATION OF AUDITOR

In accordance with the provisions of s328B(1) of the *Corporations Act 2001*, I, John Paul Marcantonio, being a member of Gale Pacific Limited, hereby nominate Ernst & Young for appointment as auditor of the Company.

Please distribute copies of this notice of nomination as required by s328B(3) and (4) of the *Corporations Act 2001*.

Yours sincerely



John Paul Marcantonio

DEFINITIONS

Board	means the Company's Board of Directors.
Company or Gale Pacific	means Gale Pacific Limited ACN 082 263 778.
Constitution	means the constitution of Gale Pacific Limited.
Corporations Act	means <i>Corporations Act 2001</i> (C'th).
Director	means a director of the board of Gale Pacific Limited.
Closely Related Party (of a member of KMP of an entity)	has the definition given to it by section 9 of the Corporations Act, and means: <ul style="list-style-type: none"> a) a spouse or child of the member; or b) a child of the member's spouse; or c) a dependant of the member or of the member's spouse; or d) anyone else who is one of the member's family and may be expected to influence the member, or be influenced by the member, in the member's dealings with the entity; or e) a company the member controls; or f) a person prescribed by the regulations for the purposes of this definition (nothing at this stage).
Explanatory Statement	means this explanatory Statement accompanying and forming part of this Notice.
FY22	means the financial year from 1 July 2021 to 30 June 2022.
Key Management Personnel or KMP	means those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.
Meeting	means the annual general meeting of the Company for 2022 to which the Notice relates.
Notice	means this notice of meeting of the Company, including the accompanying Explanatory Statement.
Performance Right	means a Right issued under the Company's Long-Term Incentive Plan.
Performance Share	means a Share issued upon vesting of a Performance Right.
Plan	means the Company's Long-Term Incentive Plan.
Resolution	means a resolution set out in this Notice.
Share	means a fully paid ordinary share in the capital of the Company.

-ENDS-