

Appendix 2A

Application for quotation of +securities

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

If you are an entity incorporated outside Australia and you are seeking quotation of a new class of +securities other than CDIs, you will need to obtain and provide an International Securities Identification Number (ISIN) for that class. Further information on the requirement for the notification of an ISIN is available from the Create Online Forms page. ASX is unable to create the new ISIN for non-Australian issuers.

*Denotes minimum information required for first lodgement of this form, with exceptions provided in specific notes for certain questions. The balance of the information, where applicable, must be provided as soon as reasonably practicable by the entity.

Part 1 – Entity and announcement details

Question no	Question	Answer
1.1	*Name of entity We (the entity here named) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules. ¹	St Barbara Limited
1.2	*Registration type and number <i>Please supply your ABN, ARSN, ARBN, ACN or another registration type and number (if you supply another registration type, please specify both the type of registration and the registration number).</i>	ABN 009 165 066
1.3	*ASX issuer code	SBM
1.4	*This announcement is <i>Tick whichever is applicable.</i>	<input checked="" type="checkbox"/> A new announcement <input type="checkbox"/> An update/amendment to a previous announcement <input type="checkbox"/> A cancellation of a previous announcement
1.4a	*Reason for update <i>Mandatory only if "Update" ticked in Q1.4 above. A reason must be provided for an update.</i>	N/A
1.4b	*Date of previous announcement to this update <i>Mandatory only if "Update" ticked in Q1.4 above.</i>	N/A
1.4c	*Reason for cancellation <i>Mandatory only if "Cancellation" ticked in Q1.4 above.</i>	N/A
1.4d	*Date of previous announcement to this cancellation <i>Mandatory only if "Cancellation" ticked in Q1.4 above.</i>	N/A

¹ Appendix 2A of the Listing Rules includes a warranty that an offer of the securities for sale within 12 months after their issue will not require disclosure under section 707(3) or 1012C(6) of the Corporations Act. If the securities to be quoted have been issued by way of a pro rata offer, to give this warranty, you will generally need to have lodged a cleansing notice with ASX under section 708AA(2)(f) or 1012DAA(2)(f) of the Corporations Act within 24 hours before the securities are offered (see ASIC Regulatory Guide 189 *Disclosure relief for rights issues*). If in doubt, please consult your legal adviser.

1.5	*Date of this announcement	24 September 2020
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Part 2 – Type of issue

Question No.	Question	Answer
2.1	<p>*The +securities to be quoted are: <i>Select whichever item is applicable.</i> <i>If you wish to apply for quotation of different types of issues of securities, please complete a separate Appendix 2A for each type of issue.</i></p>	<p><input type="checkbox"/> Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B</p> <p><input type="checkbox"/> Being issued under a +dividend or distribution plan</p> <p><input type="checkbox"/> Being issued as a result of options being exercised or other +convertible securities being converted</p> <p><input type="checkbox"/> Unquoted partly paid +securities that have been paid up and are now quoted fully paid +securities</p> <p><input type="checkbox"/> +Restricted securities where the escrow period has expired or is about to expire</p> <p><input type="checkbox"/> +Securities previously issued under an +employee incentive scheme where the restrictions on transfer have ceased or are about to cease</p> <p><input checked="" type="checkbox"/> +Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer</p> <p><input type="checkbox"/> Other</p>
2.2a.1	<p>*Date of Appendix 3B notifying the market of the proposed issue of +securities for which quotation is now being sought <i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B"</i></p>	N/A
2.2a.2	<p>*Are there any further issues of +securities yet to take place to complete the transaction(s) referred to in the Appendix 3B? <i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B".</i></p>	N/A

2.2a.2.1	<p>*Please provide details of the further issues of +securities yet to take place to complete the transaction(s) referred to in the Appendix 3B</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.2a.2 is "Yes".</i></p> <p><i>Please provide details of the proposed dates and number of securities for the further issues. This may be the case, for example, if the Appendix 3B related to an accelerated pro rata offer with an institutional component being quoted on one date and a retail component being quoted on a later date.</i></p>	N/A
2.2b.1	<p>*Date of Appendix 3A.1 lodged with ASX in relation to the underlying +dividend or distribution</p> <p><i>Answer this question if your response to Q2.1 is "Being issued under a dividend or distribution plan".</i></p>	N/A
2.2b.2	<p>*Does the +dividend or distribution plan meet the requirement of listing rule 7.2 exception 4 that it does not impose a limit on participation?</p> <p><i>Answer this question if your response to Q2.1 is "Being issued under a dividend or distribution plan".</i></p> <p><i>Note: Exception 4 only applies where security holders are able to elect to receive all of their dividend or distribution as securities. For example, Exception 4 would not apply in the following circumstances: 1) The entity has specified a dollar limit on the level of participation e.g. security holders can only participate to a maximum value of \$x in respect of their entitlement, or 2) The entity has specified a maximum number of securities that can participate in the plan e.g. security holders can only receive securities in lieu of dividend payable for x number of securities.</i></p>	N/A
2.2c.1	<p>Please state the number and type of options that were exercised or other +convertible securities that were converted (including their ASX security code)</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as a result of options being exercised or other convertible securities being converted".</i></p>	N/A
2.2c.2	<p>And the date the options were exercised or other +convertible securities were converted</p> <p><i>Answer this question if your response to Q2.1 is "Being issued as a result of options being exercised or other convertible securities being converted".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the options was exercised or convertible securities was converted.</i></p>	N/A
2.2d.1	<p>Please state the number and type of partly paid +securities (including their ASX security code) that were fully paid up</p> <p><i>Answer this question if your response to Q2.1 is "Unquoted partly paid securities that have been paid up and are now quoted fully paid securities".</i></p>	N/A

2.2d.2	<p>And the date the +securities were fully paid up</p> <p><i>Answer this question if your response to Q2.1 is "Unquoted partly paid securities that have been paid up and are now quoted fully paid securities".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the securities was fully paid up.</i></p>	N/A
2.2e.1	<p>Please state the number and type of +restricted securities (including their ASX security code) where the escrow period has expired or is about to expire</p> <p><i>Answer this question if your response to Q2.1 is "Restricted securities where the escrow period has expired or is about to expire".</i></p>	N/A
2.2e.2	<p>And the date the escrow restrictions have ceased or will cease</p> <p><i>Answer this question if your response to Q2.1 is "Restricted securities where the escrow period has expired or is about to expire".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the escrow restrictions has ceased or will cease.</i></p>	N/A
2.2f.1	<p>Please state the number and type of +securities (including their ASX security code) previously issued under the +employee incentive scheme where the restrictions on transfer have ceased or are about to cease</p> <p><i>Answer this question if your response to Q2.1 is "Securities previously issued under an employee incentive scheme where the restrictions on transfer have ceased or are about to cease".</i></p>	N/A
2.2f.2	<p>And the date the restrictions on transfer have ceased or will cease:</p> <p><i>Answer this question if your response to Q2.1 is "Securities previously issued under an employee incentive scheme where the restrictions on transfer have ceased or are about to cease".</i></p> <p><i>Note: If this occurred over a range of dates, enter the date the last of the restrictions on transfer has ceased or will cease.</i></p>	N/A
2.2g.1	<p>Please state the number and type of +securities (including their ASX security code) issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer</p> <p><i>Answer this question if your response to Q2.1 is "Securities issued under an employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	48,205 SBM Ordinary Shares

2.2g.2	<p>*Please attach a document or provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms.</p> <p><i>Answer this question if your response to Q2.1 is "Securities issued under an employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	St Barbara Limited Tax Exempt Share Plan					
2.2g.3	<p>*Are any of these +securities being issued to +key management personnel (KMP) or an +associate</p> <p><i>Answer this question if your response to Q2.1 is "Securities issued under an employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer".</i></p>	No					
2.2g.3.a	<p>*Provide details of the recipients and the number of +securities issued to each of them.</p> <p><i>Answer this question if your response to Q2.1 is "Securities issued under an employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer" and your response to Q2.2g.3 is "Yes". Repeat the detail in the table below for each KMP involved in the issue. If the securities are being issued to the KMP, repeat the name of the KMP or insert "Same" in "Name of registered holder". If the securities are being issued to an associate of a KMP, insert the name of the associate in "Name of registered holder".</i></p> <table border="1" data-bbox="336 967 1362 1066"> <thead> <tr> <th data-bbox="336 967 675 1016">Name of KMP</th> <th data-bbox="675 967 1046 1016">Name of registered holder</th> <th data-bbox="1046 967 1362 1016">Number of +securities</th> </tr> </thead> <tbody> <tr> <td data-bbox="336 1016 675 1066">N/A</td> <td data-bbox="675 1016 1046 1066"></td> <td data-bbox="1046 1016 1362 1066"></td> </tr> </tbody> </table>	Name of KMP	Name of registered holder	Number of +securities	N/A		
Name of KMP	Name of registered holder	Number of +securities					
N/A							
2.2h.1	<p>*The purpose(s) for which the entity is issuing the +securities is:</p> <p><i>Answer this question if your response to Q2.1 is "Other".</i></p> <p><i>You may select one or more of the items in the list.</i></p>	<p><input type="checkbox"/> To raise additional working capital</p> <p><input type="checkbox"/> To fund the retirement of debt</p> <p><input type="checkbox"/> To pay for the acquisition of an asset [provide details below]</p> <p><input type="checkbox"/> To pay for services rendered [provide details below]</p> <p><input type="checkbox"/> Other [provide details below]</p> <p><i>Additional details:</i></p> <p>N/A</p>					
2.2h.2	<p>*Please provide any further information needed to understand the circumstances in which you are applying to have these +securities quoted on ASX, including (if applicable) why the issue of the +securities has not been previously announced to the market in an Appendix 3B</p> <p><i>You must answer this question if your response to Q2.1 is "Other". If there is no other information to provide, please answer "Not applicable" or "N/A".</i></p>	N/A					
2.2i	<p>*Are these +securities being offered under a +disclosure document or +PDS?</p> <p><i>Answer this question if your response to Q2.1 is any option other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B".</i></p>	No					

2.2i.1	<p>*Date of +disclosure document or +PDS?</p> <p><i>Answer this question if your response to Q2.1 is any option other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.2i is "Yes".</i></p> <p><i>Under the Corporations Act, the entity must apply for quotation of the securities within 7 days of the date of the disclosure document or PDS.</i></p>	N/A
2.3	<p>*The +securities to be quoted are:</p> <p><i>Tick whichever is applicable</i></p>	<input checked="" type="checkbox"/> Additional +securities in a class that is already quoted on ASX ("existing class") <input type="checkbox"/> New +securities in a class that is not yet quoted on ASX ("new class")

Part 3A – number and type of +securities to be quoted (existing class or new class) where issue has previously been notified to ASX in an Appendix 3B

Answer the questions in this Part if your response to Q2.1 is "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "existing class" or "new class".

Question No.	Question	Answer
3A.1	*ASX security code & description	N/A
3A.2	*Number of +securities to be quoted	N/A

Part 3B – number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Answer the questions in this Part if your response to Q2.1 is anything other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "existing class".

Question No.	Question	Answer
3B.1	*ASX security code & description	SBM Ordinary Shares
3B.2	*Number of +securities to be quoted	48,205
3B.3a	*Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?	No – restriction on trading until 23 September 2023 (inclusive) or when participant ceases to be employed
3B.3b	<p>*Is the actual date from which the +securities will rank equally (non-ranking end date) known?</p> <p><i>Answer this question if your response to Q3B.3a is "No".</i></p>	Yes
3B.3c	<p>*Provide the actual non-ranking end date</p> <p><i>Answer this question if your response to Q3B.3a is "No" and your response to Q3B.3b is "Yes".</i></p>	23 September 2023 or when participant ceases to be employed
3B.3d	<p>*Provide the estimated non-ranking end period</p> <p><i>Answer this question if your response to Q3B.3a is "No" and your response to Q3B.3b is "No".</i></p>	N/A

3B.3e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> • in relation to the next dividend, distribution or interest payment; or • for any other reason <p><i>Answer this question if your response to Q3B.3a is "No".</i></p> <p><i>For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.</i></p>	Restriction on trading until 23 September 2023 (inclusive) or when participant ceases to be employed
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Part 3C – number and type of +securities to be quoted (new class) where issue has not previously been notified to ASX in an Appendix 3B

Answer the questions in this Part if your response to Q2.1 is anything other than "Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B" and your response to Q2.3 is "new class".

Question No.	Question	Answer
3C.1	*Security description	N/A
3C.2	<p>*Security type</p> <p><i>Select one item from the list that best describes the securities the subject of this form. This will determine more detailed questions to be asked about the security later in this section. Select "ordinary fully or partly paid shares/units" for stapled securities or CDIs. For interest rate securities, please select the appropriate choice from either "Convertible debt securities" or "Non-convertible debt securities". Select "Other" for performance shares/units and performance options/rights or if the selections available in the list do not appropriately describe the security being issued.</i></p>	<input type="checkbox"/> Ordinary fully or partly paid shares/units <input type="checkbox"/> Options <input type="checkbox"/> +Convertible debt securities <input type="checkbox"/> Non-convertible +debt securities <input type="checkbox"/> Redeemable preference shares/units <input type="checkbox"/> Other N/A
3C.3	<p>ISIN code</p> <p><i>Answer this question if you are an entity incorporated outside Australia and you are seeking quotation of a new class of securities other than CDIs. See also the note at the top of this form.</i></p>	N/A
3C.4	*Number of +securities to be quoted	N/A
3C.5a	*Will all the +securities issued in this class rank equally in all respects from the issue date?	N/A
3C.5b	<p>*Is the actual date from which the +securities will rank equally (non-ranking end date) known?</p> <p><i>Answer this question if your response to Q3C.5a is "No".</i></p>	N/A
3C.5c	<p>*Provide the actual non-ranking end date</p> <p><i>Answer this question if your response to Q3C.5a is "No" and your response to Q3C.5b is "Yes".</i></p>	N/A
3C.5d	<p>*Provide the estimated non-ranking end period</p> <p><i>Answer this question if your response to Q3C.5a is "No" and your response to Q3C.5b is "No".</i></p>	N/A

3C.5e	<p>*Please state the extent to which the +securities do not rank equally:</p> <ul style="list-style-type: none"> in relation to the next dividend, distribution or interest payment; or for any other reason <p><i>Answer this question if your response to Q3C.5a is "No".</i></p> <p><i>For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.</i></p>	N/A																		
3C.6	<p>Please attach a document or provide a URL link for a document lodged with ASX setting out the material terms of the +securities to be quoted</p> <p><i>You may cross-reference a disclosure document, PDS, information memorandum, investor presentation or other announcement with this information provided it has been released to the ASX Market Announcements Platform.</i></p>	N/A																		
3C.7	<p>*Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?</p> <p><i>Answer this question only if you are an ASX Listing. (ASX Foreign Exempt Listings and ASX Debt Listings do not have to answer this question).</i></p> <p><i>If your response is "No" and the securities have any unusual terms, you should approach ASX as soon as possible for confirmation under listing rule 6.1 that the terms are appropriate and equitable.</i></p>	N/A																		
3C.8	<p>*Provide a distribution schedule for the new +securities according to the categories set out in the left hand column – including the number of recipients and the total percentage of the new +securities held by the recipients in each category.</p> <table border="1" data-bbox="339 1294 1409 1615"> <thead> <tr> <th data-bbox="339 1294 699 1373">Number of +securities held</th> <th data-bbox="699 1294 1054 1373">Number of holders</th> <th data-bbox="1054 1294 1409 1373">Total percentage of +securities held</th> </tr> </thead> <tbody> <tr> <td data-bbox="339 1373 699 1424">1 – 1,000</td> <td data-bbox="699 1373 1054 1424">N/A</td> <td data-bbox="1054 1373 1409 1424"></td> </tr> <tr> <td data-bbox="339 1424 699 1476">1,001 – 5,000</td> <td data-bbox="699 1424 1054 1476"></td> <td data-bbox="1054 1424 1409 1476"></td> </tr> <tr> <td data-bbox="339 1476 699 1527">5,001 – 10,000</td> <td data-bbox="699 1476 1054 1527"></td> <td data-bbox="1054 1476 1409 1527"></td> </tr> <tr> <td data-bbox="339 1527 699 1579">10,001 – 100,000</td> <td data-bbox="699 1527 1054 1579"></td> <td data-bbox="1054 1527 1409 1579"></td> </tr> <tr> <td data-bbox="339 1579 699 1615">100,001 and over</td> <td data-bbox="699 1579 1054 1615"></td> <td data-bbox="1054 1579 1409 1615"></td> </tr> </tbody> </table> <p><i>Answer this question only if you are an ASX Listing (ASX Foreign Exempt Listings and ASX Debt Listings do not have to answer this question) and the securities to be quoted have already been issued.</i></p> <p><i>Note: if the securities to be quoted have not yet been issued, under listing rule 3.10.5, you will need to provide to ASX a list of the 20 largest recipients of the new +securities, and the number and percentage of the new +securities received by each of those recipients, and a distribution schedule for the securities when they are issued.</i></p>		Number of +securities held	Number of holders	Total percentage of +securities held	1 – 1,000	N/A		1,001 – 5,000			5,001 – 10,000			10,001 – 100,000			100,001 and over		
Number of +securities held	Number of holders	Total percentage of +securities held																		
1 – 1,000	N/A																			
1,001 – 5,000																				
5,001 – 10,000																				
10,001 – 100,000																				
100,001 and over																				
3C.9a	<p>Ordinary fully or partly paid shares/units details</p> <p><i>Answer the questions in this section if you selected this security type in your response to Question 3C.2.</i></p>																			
	<p>*+Security currency</p> <p><i>This is the currency in which the face amount of an issue is denominated. It will also typically be the currency in which distributions are declared.</i></p>	N/A																		
	<p>*Will there be CDIs issued over the +securities?</p>	N/A																		

	<p>*CDI ratio <i>Answer this question if you answered “Yes” to the previous question. This is the ratio at which CDIs can be transmuted into the underlying security (e.g. 4:1 means 4 CDIs represent 1 underlying security whereas 1:4 means 1 CDI represents 4 underlying securities).</i></p>	N/A
	<p>*Is it a partly paid class of +security?</p>	N/A
	<p>*Paid up amount: unpaid amount <i>Answer this question if answered “Yes” to the previous question.</i> <i>The paid up amount represents the amount of application money and/or calls which have been paid on any security considered ‘partly paid’</i> <i>The unpaid amount represents the unpaid or yet to be called amount on any security considered ‘partly paid’.</i> <i>The amounts should be provided per the security currency (e.g. if the security currency is AUD, then the paid up and unpaid amount per security in AUD).</i></p>	N/A
	<p>*Is it a stapled +security? <i>This is a security class that comprises a number of ordinary shares and/or ordinary units issued by separate entities that are stapled together for the purposes of trading.</i></p>	N/A
3C.9b	<p>Option details <i>Answer the questions in this section if you selected this security type in your response to Question 3C.2.</i></p>	
	<p>*+Security currency <i>This is the currency in which the exercise price is payable.</i></p>	N/A
	<p>*Exercise price <i>The price at which each option can be exercised and convert into the underlying security.</i> <i>The exercise price should be provided per the security currency (i.e. if the security currency is AUD, the exercise price should be expressed in AUD).</i></p>	N/A
	<p>*Expiry date <i>The date on which the options expire or terminate.</i></p>	N/A
	<p>*Details of the number and type of +security (including its ASX security code if the +security is quoted on ASX) that will be issued if an option is exercised <i>For example, if the option can be exercised to receive one fully paid ordinary share with ASX security code ABC, please insert “One fully paid ordinary share (ASX:ABC)”.</i></p>	N/A

3C.9c	<p>Details of non-convertible +debt securities, +convertible debt securities, or redeemable preference shares/units</p> <p>Answer the questions in this section if you selected one of these security types in your response to Question 3C.2.</p> <p>Refer to Guidance Note 34 and the <u>“Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities”</u> for further information on certain terms used in this section</p>	
	<p>*Type of +security Select one item from the list</p>	<p><input type="checkbox"/> Simple corporate bond</p> <p><input type="checkbox"/> Non-convertible note or bond</p> <p><input type="checkbox"/> Convertible note or bond</p> <p><input type="checkbox"/> Preference share/unit</p> <p><input type="checkbox"/> Capital note</p> <p><input type="checkbox"/> Hybrid security</p> <p><input type="checkbox"/> Other</p>
	<p>*+Security currency <i>This is the currency in which the face value of the security is denominated. It will also typically be the currency in which interest or distributions are paid.</i></p>	N/A
	<p>Face value <i>This is the principal amount of each security. The face value should be provided per the security currency (i.e. if security currency is AUD, then the face value per security in AUD).</i></p>	N/A
	<p>*Interest rate type Select one item from the list <i>Select the appropriate interest rate type per the terms of the security. Definitions for each type are provided in the Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities</i></p>	<p><input type="checkbox"/> Fixed rate</p> <p><input type="checkbox"/> Floating rate</p> <p><input type="checkbox"/> Indexed rate</p> <p><input type="checkbox"/> Variable rate</p> <p><input type="checkbox"/> Zero coupon/no interest</p> <p><input type="checkbox"/> Other</p>
	<p>Frequency of coupon/interest payments per year Select one item from the list.</p>	<p><input type="checkbox"/> Monthly</p> <p><input type="checkbox"/> Quarterly</p> <p><input type="checkbox"/> Semi-annual</p> <p><input type="checkbox"/> Annual</p> <p><input type="checkbox"/> No coupon/interest payments</p> <p><input type="checkbox"/> Other</p>
	<p>First interest payment date <i>A response is not required if you have selected “No coupon/interest payments” in response to the question above on the frequency of coupon/interest payments</i></p>	N/A
	<p>Interest rate per annum <i>Answer this question if the interest rate type is fixed.</i></p>	N/A
	<p>*Is the interest rate per annum estimated at this time? <i>Answer this question if the interest rate type is fixed.</i></p>	N/A
	<p>If the interest rate per annum is estimated, then what is the date for this information to be announced to the market (if known) <i>Answer this question if the interest rate type is fixed and your response to the previous question is “Yes”. Answer “Unknown” if the date is not known at this time.</i></p>	N/A

	<p>*Does the interest rate include a reference rate, base rate or market rate (e.g. BBSW or CPI)?</p> <p><i>Answer this question if the interest rate type is floating or indexed.</i></p>	N/A
	<p>*What is the reference rate, base rate or market rate?</p> <p><i>Answer this question if the interest rate type is floating or indexed and your response to the previous question is "Yes".</i></p>	N/A
	<p>*Does the interest rate include a margin above the reference rate, base rate or market rate?</p> <p><i>Answer this question if the interest rate type is floating or indexed.</i></p>	N/A
	<p>*What is the margin above the reference rate, base rate or market rate (expressed as a percent per annum)</p> <p><i>Answer this question if the interest rate type is floating or indexed and your response to the previous question is "Yes".</i></p>	N/A
	<p>*S128F of the Income Tax Assessment Act status applicable to the +security</p> <p><i>Select one item from the list</i></p> <p><i>For financial products which are likely to give rise to a payment to which s128F of the Income Tax Assessment Act applies, ASX requests issuers to confirm the s128F status of the security:</i></p> <ul style="list-style-type: none"> • "s128F exempt" means interest payments are not taxable to non-residents; • "Not s128F exempt" means interest payments are taxable to non-residents; • "s128F exemption status unknown" means the issuer is unable to advise the status; • "Not applicable" means s128F is not applicable to this security 	<input type="checkbox"/> s128F exempt <input type="checkbox"/> Not s128F exempt <input type="checkbox"/> s128F exemption status unknown <input type="checkbox"/> Not applicable
	<p>*Is the +security perpetual (i.e. no maturity date)?</p>	N/A
	<p>*Maturity date</p> <p><i>Answer this question if the security is not perpetual</i></p>	N/A

	<p>*Select other features applicable to the +security</p> <p><i>Up to 4 features can be selected. Further information is available in the Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities.</i></p>	<input type="checkbox"/> Simple <input type="checkbox"/> Subordinated <input type="checkbox"/> Secured <input type="checkbox"/> Converting <input type="checkbox"/> Convertible <input type="checkbox"/> Transformable <input type="checkbox"/> Exchangeable <input type="checkbox"/> Cumulative <input type="checkbox"/> Non-Cumulative <input type="checkbox"/> Redeemable <input type="checkbox"/> Extendable <input type="checkbox"/> Reset <input type="checkbox"/> Step-Down <input type="checkbox"/> Step-Up <input type="checkbox"/> Stapled <input type="checkbox"/> None of the above
	<p>*Is there a first trigger date on which a right of conversion, redemption, call or put can be exercised (whichever is first)?</p>	N/A
	<p>*If yes, what is the first trigger date</p> <p><i>Answer this question if your response to the previous question is "Yes".</i></p>	N/A
	<p>Details of the number and type of +security (including its ASX security code if the +security is quoted on ASX) that will be issued if the +securities to be quoted are converted, transformed or exchanged</p> <p><i>Answer this question if the security features include "converting", "convertible", "transformable" or "exchangeable".</i></p> <p><i>For example, if the security can be converted into 1,000 fully paid ordinary shares with ASX security code ABC, please insert "1,000 fully paid ordinary shares (ASX:ABC)".</i></p>	N/A

Part 4 – Issue details

Question No.	Question	Answer
4.1	*Have the +securities to be quoted been issued yet?	Yes
4.1a	*What was their date of issue? <i>Answer this question if your response to Q4.1 is "Yes".</i>	24 September 2020
4.1b	*What is their proposed date of issue? <i>Answer this question if your response to Q4.1 is "No".</i>	N/A
4.2	*Are the +securities to be quoted being issued for a cash consideration? <i>If the securities are being issued for nil cash consideration, answer this question "No".</i>	No

4.2a	*In what currency is the cash consideration being paid <i>For example, if the consideration is being paid in Australian Dollars, state AUD. Answer this question if your response to Q4.2 is "Yes".</i>	N/A
4.2b	*What is the issue price per +security <i>Answer this question if your response to Q4.2 is "Yes" and by reference to the issue currency provided in your response to Q4.2a. Note: you cannot enter a nil amount here. If the securities are being issued for nil cash consideration, answer Q4.2 as "No" and complete Q4.2c and Q4.2d.</i>	N/A
4.2c	Please describe the consideration being provided for the +securities to be quoted <i>Answer this question if your response to Q4.2 is "No".</i>	Shares issued for nil consideration pursuant to St Barbara Limited Tax Exempt Share Plan
4.2d	Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted <i>Answer this question if your response to Q4.2 is "No".</i>	\$3.2110 (5 day VWAP to 23 September 2020)
4.3	Any other information the entity wishes to provide about the issue	No

Part 5 – Issued capital following quotation

<p>Following the quotation of the +securities the subject of this application, the issued capital of the entity will comprise:</p> <p><i>Note: the figures provided in the tables in sections 5.1 and 5.2 below are used to calculate the total market capitalisation of the entity published by ASX from time to time. Please make sure you include in the relevant table each class of securities issued by the entity.</i></p> <p><i>If you have quoted CHES Depository Interests (CDIs) issued over your securities, include them in the table in section 5.1 and include in the table in section 5.2 any securities that do not have CDIs issued over them (and therefore are not quoted on ASX).</i></p> <p><i>Restricted securities should only be included in the table in section 5.1 if you are applying to have them quoted because the escrow period for the securities has expired or is about to expire. Otherwise include them in the table in section 5.2.</i></p>											
5.1	<p>*Quoted +securities (total number of each +class of +securities quoted on ASX following the +quotation of the +securities the subject of this application)</p> <table border="1"> <thead> <tr> <th>ASX security code and description</th> <th>Total number of +securities on issue</th> </tr> </thead> <tbody> <tr> <td>SBM fully paid ordinary shares</td> <td>703,581,118</td> </tr> </tbody> </table>	ASX security code and description	Total number of +securities on issue	SBM fully paid ordinary shares	703,581,118						
ASX security code and description	Total number of +securities on issue										
SBM fully paid ordinary shares	703,581,118										
5.2	<p>*Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX):</p> <table border="1"> <thead> <tr> <th>ASX security code and description</th> <th>Total number of +securities on issue</th> </tr> </thead> <tbody> <tr> <td><u>Unlisted employee rights</u></td> <td></td> </tr> <tr> <td>exp. 30 Jun 2021</td> <td>762,286</td> </tr> <tr> <td><u>exp. 30 Jun 2022</u></td> <td><u>1,426,731</u></td> </tr> <tr> <td>total</td> <td>2,189,017</td> </tr> </tbody> </table>	ASX security code and description	Total number of +securities on issue	<u>Unlisted employee rights</u>		exp. 30 Jun 2021	762,286	<u>exp. 30 Jun 2022</u>	<u>1,426,731</u>	total	2,189,017
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<u>Unlisted employee rights</u>											
exp. 30 Jun 2021	762,286										
<u>exp. 30 Jun 2022</u>	<u>1,426,731</u>										
total	2,189,017										

Part 6 – Other Listing Rule requirements

The questions in this Part should only be answered if you are an ASX Listing (ASX Foreign Exempt Listings and ASX Debt Listings do not need to complete this Part) and:

- your response to Q2.1 is “Being issued under a dividend/distribution plan” and the response to Q2.2b.2 is “No”; or
- your response to Q2.1 is “Other”.

Note that if your response to Q2.1 is “Being issued as part of a transaction or transactions previously announced to the market in an Appendix 3B”, it is assumed that you will have provided the information referred to in this Part in the Appendix 3B.

Question No.	Question	Answer
6.1	*Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?	N/A
6.1a	*Date of meeting or proposed meeting to approve the issue under listing rule 7.1 <i>Answer this question if the response to Q6.1 is “Yes”.</i>	N/A
6.1b	*Are any of the +securities being issued without +security holder approval using the entity’s 15% placement capacity under listing rule 7.1? <i>Answer this question if the response to Q6.1 is “No”.</i>	N/A
6.1b.1	*How many +securities are being issued without +security holder approval using the entity’s 15% placement capacity under listing rule 7.1? <i>Answer this question if the response to Q6.1 is “No” and the response to Q6.1b is “Yes”.</i> <i>Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure B to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1 to issue that number of securities.</i>	N/A
6.1c	*Are any of the +securities being issued without +security holder approval using the entity’s additional 10% placement capacity under listing rule 7.1A (if applicable)? <i>Answer this question if the response to Q6.1 is “No”.</i>	N/A

6.1c.1	<p>*How many +securities are being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A?</p> <p><i>Answer this question if the response to Q6.1 is "No" and the response to Q6.1c is "Yes".</i></p> <p><i>Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure C to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1A to issue that number of securities.</i></p>	N/A
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Introduced 01/12/19, amended 31/01/20



St Barbara

St Barbara Limited Tax Exempt Share Plan Rules

Effective 1 May 2020

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1 Definitions

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

Acceptance Notice means a notice submitted by an Eligible Person indicating that the Offer has been accepted.

ASIC means the Australian Securities and Investments Commission.

ASX means ASX Limited (ABN 98 008 624 691) or the securities exchange operated by ASX Limited (as the case may be).

Board means the Board of Directors of the Company.

Company means St Barbara Limited ABN 36 009 165 066.

Corporations Act means the Corporations Act 2001 (Cth).

Eligible Person means an employee of a Group Company and other persons deemed to be an employee of a Group Company pursuant to s.83A-325 of the ITAA.

Employee Share Trust means St Barbara Limited Employee Share Trust or any other employee share trust established to facilitate the operation of this Plan.

Grant Date means the date specified in a Notice of Grant.

Group Company means the Company and any of its Related Bodies Corporate.

ITAA means the Income Tax Assessment Act 1997.

Notice of Grant means the document issued to a Participant to notify them that a grant of Restricted Shares has been made to them.

Offer means a communication to an Eligible Person that contains the terms and conditions of the specific offer to be granted Restricted Shares under the Plan.

Offer Period means the period between the date of the Offer and the last date on which an Offer may be accepted.

Participant means an Eligible Person who have been granted Restricted Shares under the Plan.

Plan means this St Barbara Limited Tax Exempt Share Plan.

Related Bodies Corporate has the meaning in section 50 of the Corporations Act.

Restricted Share means a Share which is fully vested, but which is subject to disposal restrictions.

Rules means these rules that govern the operation of the Plan.

Share means a fully paid ordinary share in the Company.

Specified Disposal Restrictions means the period for which Restricted Shares may not be disposed, transferred or otherwise dealt with (including encumbered or made subject to any interest in favour of any other person) unless the transfer is effected by operation of law on death or legal incapacity to the Participant's legal personal representative.

Trustee means the trustee of the Employee Share Trust.

2 Interpretation

2.1 Unless the context otherwise requires:

- (a) headings and subheadings are for convenience only and do not affect interpretation;
- (b) words importing singular includes the plural and vice versa;
- (c) any reference to a party to any agreement or document includes its successors and permitted assigns and substitutes by way of assignment or novation;
- (d) any reference to any agreement or document includes that agreement or document as amended at any time;
- (e) the meaning of general words is not limited by specific examples introduced by including, for example or similar expressions.

3 The Plan

- 3.1 The Plan provides Eligible Persons with an opportunity to acquire beneficial ownership of Shares and access the taxation concessions available under Section 83A-35 of the ITAA.
- 3.2 The Plan commences on the date the Board determines and will continue until the Plan is amended or terminated.
- 3.3 This Plan will be administered by the Board, but it may delegate responsibility for the operation of the Plan to any party including a committee of the Board, or to an officer of the Company.
- 3.4 The Board is authorised to establish such guidelines for the administration of the Plan as are deemed appropriate, and to make determinations under the Plan as may be required from time to time. Such determinations shall be conclusive and binding on all Participants.
- 3.5 The Rules set out the terms and conditions of the operation of the Plan and the Company, the Trustee and the Participants are bound by these Rules.
- 3.6 If an Offer is made relying upon ASIC Class Order 14/1000 then the limit in that Class Order shall be observed.

4 Offer and Acceptance

- 4.1 The Plan will operate through a series of Offers, the form of which will be determined by the Board in its discretion. Subject to the ASX Listing Rules, the Corporations Act and the Company's constitution, the Board may make such Offers at such times and to such Eligible Persons as it determines in its discretion.
- 4.2 An Eligible Person who has received an Offer is eligible to participate in the Plan.
- 4.3 The terms and conditions that apply to an Offer shall be determined by the Board and included in the Offer. Details to be contained in an Offer will include:
 - (a) name of the Eligible Person;
 - (b) date of the Offer;

- (c) number of Restricted Shares that the Eligible Person is invited to receive, or the method of calculation of the number of Restricted Shares they may receive;
 - (d) price of the Restricted Shares which will be nil, unless otherwise determined by the Board and specified in the Offer;
 - (e) the Specified Disposal Restrictions applicable to the Restricted Shares that will be acquired under the Plan; and
 - (f) how to accept the Offer, including the name of the person to whom the Acceptance Notice should be sent prior to the elapsing of the Offer Period, and
 - (g) other terms and conditions that the Board determines to include.
- 4.4 The receipt of an Offer or Offers under the Plan does not guarantee nor confer any entitlement to receive any other Offer under the Plan.
- 4.5 The Eligible Person needs to formally accept the Offer of Restricted Shares under the Plan to participate in the Plan.
- 4.6 The Eligible Person may accept the Offer by completing an Acceptance Notice and submitting it to the Company prior to the end of the Offer Period.

5 Lapsing of Offers

- 5.1 Eligible Persons who receive Offers and do not accept them prior to the lapsing of the Offer Period will be deemed to have rejected the Offer.
- 5.2 Unless otherwise determined by the Board, the Offer will lapse if prior to the end of the Offer Period the Eligible Person:
- (a) submits a resignation of employment, or
 - (b) is dismissed by his or her employer, or
 - (c) rejects the Offer.

6 Granting of Restricted Shares

- 6.1 Following the end of the Offer Period, the Board will consider those Offers in respect of which a valid Acceptance Notice has been received.
- 6.2 Eligible Persons who have been granted Restricted Shares will be referred to as Participants in the Plan. They will remain Participants until all Restricted Shares they have been granted under the Plan cease to be restricted from sale due to the Specified Disposal Restrictions, or due to restrictions on sale or withdrawal from an Employee Share Trust used to facilitate the operation of the Plan.
- 6.3 The Board will in its absolute discretion determine whether or not the granting of Restricted Shares will occur via a new issue of Shares, and/or on-market purchases of Shares, and whether they will be issued/transferred directly to Eligible Persons and subject to a CHESS holding lock, or held by the Employee Share Trust.
- 6.4 The Board will use reasonable endeavours to grant the Restricted Shares within 30 days of the last date of the Offer Period, unless otherwise determined by the Board.
- 6.5 Participants will be advised in writing of the Grant Date, via a Notice of Grant, when Restricted Shares have been granted.

- 6.6 The Company is authorised but not required to bear all brokerage, commission or other transaction costs payable in relation to the acquisition of Shares by the Participants, under the Plan.

7 Specified Disposal Restrictions

- 7.1 Shares acquired by or for the benefit of a Participant will be subject to Specified Disposal Restrictions for a period ending on, the earlier of:
- (a) the third anniversary of the Grant Date; or
 - (b) the day following the day when a Participant ceases to be an employee of a Group Company and is not immediately re-employed by another Group Company,
- unless a longer period is determined by the Board and specified in an Offer.
- 7.2 A Participant may not dispose of any Restricted Shares during the period of the Specified Disposal Restriction.
- 7.3 The Board is entitled to make such arrangements it considers necessary to enforce the Specified Disposal Restrictions and Participants will be bound by such arrangements. This may include the Restricted Shares being held, during the Specified Disposal Restriction Period by the Trustee on behalf of Participants, or CHESS holding locks applied to individual holdings.
- 7.4 The Board will advise the Participant in writing when the Specified Disposal Restrictions period ends.
- 7.5 Unless otherwise directed by the Participant in writing, the Trustee will automatically transfer the Shares into the Participant's name within 60 days of the Participant ceasing to be an employee of a Group Company.

8 Entitlements Attaching to Restricted Shares

- 8.1 Restricted Shares shall not be subject to a risk of forfeiture.
- 8.2 Participants must not enter into an arrangement with anyone if it would have the effect of limiting their exposure to risk in relation to Restricted Shares.
- 8.3 Commencing at the Grant Date, a Participant will have the full benefit of rights attaching to Shares such as the right to vote the Shares, and the right to receive dividends, subject to the Specified Disposal Restrictions outlined in these Rules and the relevant Offer.
- 8.4 If Restricted Shares are not held directly by a Participant, the Board will ensure that Participants are able to realise the entitlements attaching to Shares, which may require the Participant to follow guidelines and processes imposed by third parties such as the Trustee.

9 Specified Disposal Restrictions Release in the case of a De-listing

- 9.1 In the event that the Board determines that the Company is expected to imminently cease to be listed on the ASX, the Board may in its discretion and having regard to the applicable tax legislation, determine that Specified Disposal Restrictions imposed in accordance with these Rules will cease on a date determined by the Board, subject to such action not breaching the tax exemption requirement of Subdivision 83A-B of the ITAA.

10 Non-Australian Residents

- 10.1 When a Restricted Share is granted under the Plan to a person who is not a resident of Australia, the provisions of the Plan apply subject to such alterations or additions as the Board determines having regard to any applicable or relevant laws, matters of convenience and desirability and

similar factors which may have application to the Participant or to the Company in relation to Restricted Shares. Such alterations or additions shall be specified in the Offer.

11 Amendment of the Plan

- 11.1 Subject to maintaining compliance with the provisions of Subdivision 83A-B of the ITAA, the Board may at any time by resolution of the Board, amend or repeal all or any of the provisions of the Rules, including this Rule.
- 11.2 No amendment to or repeal of the Rules is to reduce the existing rights of any Participant in respect of any grant made prior to the date of the amendment or repeal, other than with the consent of the Participant or where the amendment is introduced primarily:
- (a) for the purpose of complying with or conforming to a present or future State, Territory or Commonwealth legal requirement governing, regulating or effecting the maintenance or operation of the Plan or like plans;
 - (b) to correct any manifest error or mistake;
 - (c) to address possible adverse tax implications for Participants generally or the Company arising from:
 - i. a ruling of any relevant taxation authority;
 - ii. a change to tax legislation or the application or termination of the legislation or any other statute or law (including an official announcement by any relevant taxation or government authority);
 - iii. a change in interpretation of tax legislation by a court of competent jurisdiction or by any relevant taxation authority; or
 - iv. to enable the Company to comply with the Corporations Act or the Listing Rules of the ASX.

12 Termination or Suspension of the Plan

- 12.1 The Board may at any time terminate or suspend the Plan. The termination or suspension of the Plan will not prejudice the existing rights of Participants and a Participant may not claim any compensation as a result of a termination or suspension of the Plan.

13 Notices

- 13.1 A notice under the Rules or in connection with the Plan must be given in writing.
- 13.2 A notice may be given by prepaid post, by facsimile or other electronic communication.
- 13.3 A notice is treated as having been given:
- (a) If delivered by prepaid post – on delivery to the relevant address, or five Business Days after it was posted, whichever is the earlier;
 - (b) If transmitted by facsimile or electronically – at the time of transmission.

14 Independent Advice

- 14.1 Neither the Company nor the Board, its officers, employees, representatives or agents take any responsibility or assume any liability for the financial or taxation liabilities of Eligible Persons arising from their participation in the Plan. Eligible Persons should obtain their own independent financial and taxation advice from professional advisers at their own expense.

15 Governing Law

15.1 These Rules are governed by the laws of Victoria, Australia.