

Employee Share Option Plan

Advanced Surgical Design & Manufacture Limited (ACN 066 281 132)

Plan Rules

The rules of the Advanced Surgical Design & Manufacture Limited Employee Share Option Plan (**Option Plan**) are set out below:

1. Invitation to Employees

- (a) The Board may, from time to time, determine who is entitled to participate in the Option Plan and may issue invitations to them to apply for the grant of Options to the Employee or a Relative or Associate nominated by the Employee.
- (b) On issue of invitations to apply for Options, the Company must send the Employee an Application which must be signed by the Employee and returned to the Company within 5 Business Days.
- (c) On the Company receiving the signed Application, the Company must grant the relevant number of Options to the Optionholder and issue the Optionholder with an Option Certificate.

2. Option Entitlement

Each Option gives the Optionholder the right to subscribe for 1 Ordinary Share at the Exercise Price.

3. Option Period

- (a) Each Option expires at 5.00 pm on the Expiry Date.
- (b) Options automatically lapse if not exercised before expiry.

4. Option Exercise

- (a) Subject to any restrictions imposed under Rule 7, the Optionholder may exercise some or all Options. The Optionholder may only exercise Options by lodging with the Company during the Exercise Period:
 - (i) the Option Certificate;
 - (ii) a duly completed and signed Exercise Notice; and
 - (iii) the subscription monies for the relevant Ordinary Shares being, subject to these Rules, the number of Options exercised multiplied by the Exercise Price.
- (b) On allotment and issue to the Optionholder of the Ordinary Shares specified in an Exercise Notice, the Option Certificate lodged with the Company by the Optionholder under Rule 4(a) must:

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- (i) if all the Outstanding Options have been exercised, be cancelled by the Company; and
- (ii) if only some of the Outstanding Options have been exercised, be appropriately endorsed by the Company and then returned to the Optionholder or cancelled and a new Certificate for the remaining Options issued to the Optionholder.

5. Option Allotment Date

The Company must allot and issue to the Optionholder the number of Ordinary Shares which corresponds with the number of Options specified in the Exercise Notice on or before the date of the next Board meeting following the valid exercise of Options and in any event not later than 15 Business Days after the date of exercise of the Options.

6. Option Assignment

The Optionholder cannot assign Options or any interest or right in respect of those Options. This does not prevent the exercise of the Options by the estate of a deceased Optionholder.

7. Exercise Price and Exercise Restrictions

- (a) The Exercise Price will be the price fixed by the Board prior to the grant of the Options.
- (b) Unless a greater Exercise Price is fixed under Rule 7(a), the Exercise Price is the Initial Price.
- (c) In no circumstances may the Exercise Price be less than \$0.20.
- (d) The Options may be subject to such other restrictions on exercise as may be fixed by the Board prior to grant of the Options including, without limitation, length of service by the Employee with the Group and threshold prices at which Ordinary Shares in the Company are traded on the Australian Stock Exchange Limited. Any restrictions so imposed by the Board must be set out on the Option Certificate.
- (e) The Board may in its absolute discretion, waive satisfaction of restrictions on exercise fixed under Rule 7(d) either unconditionally or subject to compliance with any other exercise restriction that is less onerous than that previously fixed.

8. Adjustment to Number of Outstanding Options

Any adjustment to the number of Outstanding Options under a reorganisation of the Company's share capital must be made in accordance with the Listing Rules.

9. Adjustments to Exercise Price

Any adjustment to the Exercise Price under a reorganisation of the Company's share capital must be made in accordance with the Listing Rules.

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10. Bonus and Cash Issues

- (a) On a Bonus Date, each Option immediately confers on the Optionholder the right:
- (i) to receive on exercise of those Outstanding Options not only the allotment of 1 Ordinary Share for each of the Outstanding Options exercised but also an allotment or issue of such additional shares or other securities as if the Optionholder participated in that bonus issue in respect of a holding of Ordinary Shares of a number equal to the Ordinary Shares that would have been allotted to the Optionholder had he/she exercised those Outstanding Options immediately before that Bonus Date; and
 - (ii) to have profits or reserves, as the case may be, applied in paying up in full those additional shares or other securities.
- (b) Other than as allowed under Rule 10(a), the Options do not entitle the Optionholder to participate in any new issue of securities of the Company or any other company, except in the capacity as a Shareholder following exercise of the Options.

11. Pari Passu Ranking

- (a) Subject to Rule 11(b), any Ordinary Shares allotted pursuant to Options will:
- (i) in the case of the Ordinary Shares originally under option, rank pari passu in all respects with other ordinary shares of the Company on issue at the relevant Exercise Date; and
 - (ii) in the case of any additional shares or other securities under option by virtue of any bonus issue referred to in Rule 10, rank pari passu with the other shares or other securities issued by virtue of the bonus issue.
- (b) The Company must apply for official quotation on the Australian Stock Exchange Limited of Ordinary Shares allotted and issued pursuant to the exercise of any Options as soon as practicable after allotment and issue and in any event within 10 Business Days after allotment and issue.

12. Takeover and Winding up

- (a) If a takeover bid causes or is likely to cause a change in control of the Company, the Board has the discretion to give Optionholders an immediate right to exercise their Options. This discretion may only be exercised to ensure where possible, that Optionholders are able to exercise the Outstanding Options within the time available to accept the takeover offer.
- (b) If notice is duly given of a general meeting at which a resolution will be proposed for the voluntary winding-up of the Company, every Outstanding Option will be exercisable (but so that any exercise under this Rule 12(b) will only be valid if, at the time of such resolution being passed, that Option would not have lapsed under any of the other Rules) at any time between the date of the notice and the date the resolution is duly passed or defeated or the meeting concluded or adjourned indefinitely, whichever occurs first. If such resolution is duly passed all Options will, to the extent that they have not been exercised, immediately lapse.

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13. Stamp Duty

Any stamp duty payable on the issue and allotment of Ordinary Shares acquired on the exercise of the Options must be borne by the allottee of the Ordinary Shares.

14. Option Cancellation

An Option issued to an Optionholder in respect of an Employee will expire on the earlier of the following:

- (a) the date shown as the Expiry Date on the face of the Option Certificate;
- (b) the date that the Employee is dismissed by the Company or a Related Body Corporate for any reason;
- (c) the date that the Employee resigns from the service of the Company or a Related Body Corporate, if he resigns within 2 years after the Grant Date;
- (d) the date 1 month after the Employee resigns from the service of the Company or a Related Body Corporate, if he resigns more than 2 years after the Grant Date;
- (e) the date 3 months after the date the Employee retires, if he retires upon or after attaining the age of 65 or otherwise with the consent of the Board;
- (f) the date 3 months after the Employee is retrenched from the service of the Company or a Related Body Corporate; and
- (g) the date 1 year after the death or total and permanent disability (evidenced to the satisfaction of the Board) of the Employee,

unless, in the case of Rules 14(d) to 14(g), the Board resolves to reduce or extend the relevant date of expiry in respect of a particular Optionholder, or class of Optionholders.

15. Limit on Capital

- (a) The number of Shares underlying the Options granted under this Plan when aggregated with:
 - (i) the number of Ordinary Shares that would be issued if all options granted under all employee share option plans of the Company were exercised; and
 - (ii) the number of Ordinary Shares issued by the Company during the preceding 5 years under any employee share plan and employee share option plan,

must not exceed 5% of the issued Ordinary Shares at the time of grant of the Options.

- (b) Ordinary Shares or Options that may be issued without the need to issue a disclosure document in accordance with Section 708 of the Corporations Act will be excluded from the calculation of the number of Options granted to employees under existing plans under Rule 15(a).

- (c) Rule 15(a) does not restrict the Company from granting Options under this Plan where a prospectus has been lodged with the Australian Securities and Investments Commission in respect of the grant of those Options.

16. ASIC Requirements

The Company must use its reasonable endeavours to satisfy the conditions imposed by the Australian Securities and Investments Commission from time to time in a class order or exemption from or modification to the requirements of the Corporations Act relieving the Company from the obligation to lodge a prospectus in accordance with Chapter 6D of the Corporations Act.

17. Termination of the Option Plan

The Option Plan terminates on whichever first occurs of the following:

- (a) an order being made or an effective resolution being passed for the winding up of the Company other than for the purpose of amalgamation or reconstruction; or
- (b) the Company determining, in its discretion, that the Option Plan be wound up.

18. Interpretation

- (a) The Board's interpretation of the meaning and effect of these Rules will be conclusive and binding on the Optionholder.
- (b) These Rules are to be interpreted subject to the Listing Rules.

19. Definitions

In these Rules, unless the context otherwise requires:

Application means an application for the grant of Options substantially in the form of Schedule 1 or such other form as may be determined by the Board from time to time;

Associate has the meaning given to it in the Income Tax Assessment Act 1936;

Board means the board of directors of the Company;

Bonus Date means any date after the Grant Date and before the exercise or the expiry of the Outstanding Options, on which entitlements are ascertained for holders of Ordinary Shares to participate in any bonus issue by way of capitalisation of profits or reserves;

Business Day means those days other than a Saturday, Sunday or Sydney public holiday and any day which the Australian Stock Exchange Limited has declared not to be a Business Day;

Company means Advanced Surgical Design & Manufacture Limited (ACN 066 281 132);

Employee means an employee of any member of the Group who the Board determines is entitled to participate in the Plan under Rule 1(a);

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Exercise Date means the date shown as an exercise date on the face of the Certificate or, if that date is not a Business Day, the next Business Day;

Exercise Notice means a notice from the Optionholder to the Company exercising a specified number of Options;

Exercise Period means a period during which an Option is exercisable and which is shown as an exercise period on the face of the Certificate;

Exercise Price means the price payable when the Optionholder exercises the Options being the price shown as the exercise price on the face of the Certificate;

Expiry Date means the date shown as the expiry date on the face of the Certificate;

Grant Date means the date shown as the grant date on the face of the Certificate;

Group means the Company and its Subsidiaries;

Initial Price means, subject to Rule 9, the volume weighted average price of Ordinary Shares on the Australian Stock Exchange Limited for the 5 Business Days preceding the Grant Date (or if no Ordinary Shares are traded on any of those days, the 5 Business Days on which Ordinary Shares are traded preceding the Grant Date);

Listing Rules means the listing rules of the Australian Stock Exchange Limited;

Options means the options referred to in the Option Certificate;

Option Certificate or **Certificate** means a certificate issued by the Company in respect of the Options substantially in the form of Schedule 2 or such other form as may be determined by the Board from time to time;

Optionholder means the person registered in the Company's option register as the holder of the Options;

Ordinary Shares means fully paid ordinary shares in the capital of the Company;

Outstanding Options means the Options not yet exercised from time to time;

Relative has the same meaning as in the Income Tax Assessment Act, 1936;

Rules or **Plan Rules** means the rules of the Option Plan;

Shareholder means a shareholder of the Company; and

Subsidiary has the meaning given to it in the Corporations Act.

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SCHEDULE 1

APPLICATION FOR OPTIONS

EMPLOYEE SHARE OPTION PLAN INVITATION TO APPLY FOR OPTIONS

Advanced Surgical Design & Manufacture Limited (A.C.N. 066 281 132)

Registered Office: Unit 2, 12 Frederick Street, St Leonards NSW 2065

Incorporated: New South Wales

| No. of Options [Number] | Exercise Period [Date to the Expiry Date] |
|--|---|
| Name & Address of Eligible Employee: [Name and address] | |
| Terms: | Attached. |
| Exercise Parcels: | Whole or Part. |
| Exercise Rights: | Subject to adjustments in accordance with the Terms, each Option entitles the holder to acquire 1 Ordinary Share in the capital of Advanced Surgical Design & Manufacture Limited on payment of the Exercise Price. |
| Restrictions | [Restrictions] |

Dear [Insert Name]

You are invited to apply for the number of Options specified above to acquire Ordinary Shares in the capital of Advanced Surgical Design & Manufacture Limited (**Company**) in accordance with the Advanced Surgical Design & Manufacture Employee Share Option Plan.

The Exercise Price for your Options will be **[price]**. The Options will be issued free of charge.

The Company will also provide you with information on the current market price of the Company shares from time to time during the Exercise Period of your Options. Please contact **[name]** or **[alternative contact]** on **[number]** if you would like this information.

The Advanced Surgical Design & Manufacture Limited Employee Share Option Plan permits you to nominate a relative or associate (as defined in the Income Tax Assessment Act) to

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receive your entitlement to Options. To nominate a relative or an associate, you must ensure that that nominee is identified in the attached acceptance.

To accept this invitation, you must complete the attached Notice of Acceptance and return it to Advanced Surgical Design & Manufacture Limited no later than **[date]**. **You will not receive the Options referred to above unless you sign and return the attached notice of acceptance by this date.**

If you have any questions regarding this invitation you should contact **[name]** on **[telephone number]**.

Should you decide to accept this invitation, please sign the attached Notice of Acceptance.

[name]
Company Secretary
[Date]

NOTICE OF ACCEPTANCE

I apply for Options to acquire **[number]** Ordinary Shares in the capital of Advanced Surgical Design & Manufacture Limited on the terms of the Invitation to apply for Options dated **[date]**. I understand that these Options will be issued to me on the terms of the Advanced Surgical Design & Manufacture Limited Employee Share Option Plan current on the date of this acceptance.

I request that the Options referred to above to be allocated to:

_____ (name)
of _____ (address).*

Employee

Dated:

*Delete if inapplicable

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SCHEDULE 2

OPTION CERTIFICATE

Advanced Surgical Design & Manufacture Limited
(A.C.N. 066 281 132)

Registered Office: Unit 2, 12 Frederick Street, St Leonards NSW 2065

Incorporated: New South Wales

Certificate No.: **[Number]**

| No. of Options | [Number] |
|-------------------|--|
| Grant Date: | [Date] |
| Terms: | Attached. |
| Exercise Period: | [date] to the Expiry Date (both inclusive). |
| Exercise Parcels: | Whole or Part. |
| Exercise Price: | [Price] |
| Exercise Rights: | Each Option entitles the holder to acquire 1 Ordinary Share in the capital of Advanced Surgical Design & Manufacture Limited on payment of the Exercise Price. |
| Expiry Date: | [Date] |
| Restrictions | [Restrictions on exercise] |

This is to certify that **[Name]** of **[Address]** is the registered holder of **[Number]** Options numbered as shown above, in Advanced Surgical Design & Manufacture Limited, subject to the constitution of Advanced Surgical Design & Manufacture Limited and the Rules.

SIGNED BY ADVANCED)
SURGICAL DESIGN &)
MANUFACTURE LIMITED)
 in accordance with section 127 of)
 the Corporations Act:)

 Director/Secretary

 Director

 Name (please print)

 Name (please print)

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Schedule 3

Exercise Notice

To exercise an Option, the Optionholder must complete the Exercise Notice set out below and forward it with payment of the Exercise Price for each Option exercised, to the Company's Share Registry. Cheques should be made payable to *Advanced Surgical Design & Manufacture Limited* and crossed "Not Negotiable". Shares will be issued and allotted on the basis of the Exercise Notice within the time permitted by the Listing Rules of the Australian Stock Exchange Limited.

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| EXERCISE NOTICE | |
|---|---|
| To: | Advanced Surgical Design & Manufacture Limited (ACN 066 281 132) (Company) |
| I/We..... | |
| Of..... | |
| SRN/HIN..... | |
| being the registered holder/s of (number) Options each to acquire an Ordinary Share in the Company at the Exercise Price of \$..... per Ordinary Share payable in full on exercise of the Options, HEREBY GIVE NOTICE OF THE EXERCISE of (number) Options and attach my/our cheque in the sum of \$ | |
| I/We authorise you to register me/us as the holders of the Ordinary Shares to be allotted to me/us and agree to be bound by the Constitution of the Company. | |
| DATED..... | |
| Signed..... | |
| This notice may be signed as follows: | |
| <ul style="list-style-type: none"> • If the holding is held in the name of one person (individual holding), that person must sign. • If the holding is held by more than one person (jointly) each joint holder must sign. • If you are signing as an Attorney, then the Power of Attorney must have either been noted by the Share Registry or be duly stamped and accompany this notice. | |
| THIS NOTICE OF EXERCISE OF OPTIONS, WITH THE APPROPRIATE REMITTANCE, SHOULD BE LODGED AT THE COMPANY'S SHARE REGISTRY: | |
| [Share Registrar] [Address] | |