



Territory Iron Limited
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Ref: Issue of Director and Employee Options

25 June 2006

Australian Stock Exchange Limited
Company Announcements
Level 10, 20 Bond Street
SYDNEY NSW 2000

Dear Sir / Madam

Issue of Director and Employee Options

Attached is an Appendix 3B notice relating to the issue of:

- a) 1,500,000 Director Options on 20 June 2006 following the approval of shareholders at a general meeting held on 23 May 2006. The exercise prices of the options vary from 40.15 cents per share to 60 cents per share. The options vest in two equal tranches, 12 months and 24 months from the date of issue, and they expire on 20 June 2009;
- b) 1,000,000 Employee Options on 20 June 2006 in terms of the Territory Iron Limited Employee Share Option Plan "the Plan". The exercise prices of the options vary from 40.15 cents per share to 60 cents per share. The options vest in two tranches, the second tranche vesting up to 21 months after the date of issue. The Directors have exercised their right to amend the terms of the Plan to extend the Expiry Date of the options from two years to three years from the date of issue to enable the Employee Options to expire on 20 June 2009.

Yours faithfully

Peter Rutledge
Company Secretary
Territory Iron Limited

Appendix 3B

New issue announcement, ~~application for quotation of additional securities~~ ~~and agreement~~

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.

Introduced 1/7/96. Origin: Appendix 5. Amended 1/7/98, 1/9/99, 1/7/2000, 30/9/2001, 11/3/2002.

Name of entity

TERRITORY IRON LIMITED

ABN

53 100 552 118

We (the entity) give ASX the following information.

Part 1 - All issues

You must complete the relevant sections (attach sheets if there is not enough space).

1 +Class of +securities issued or to be issued

Director Options	(a) exercisable @ 40.15 cents
	(b) exercisable @ 50 cents
	(c) exercisable @ 60 cents
Employee Options	(d) exercisable @ 40.15 cents
	(e) exercisable @ 50 cents
	(f) exercisable @ 60 cent

2 Number of +securities issued or to be issued (if known) or maximum number which may be issued

Director Options	(a) 1,000,000
	(b) 250,000
	(c) <u>250,000</u>
	1,500,000
Employee Options	(d) 600,000
	(e) 200,000
	(f) <u>200,000</u>
	<u>1,000,000</u>

<p>3 Principal terms of the +securities (eg, if options, exercise price and expiry date; if partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)</p>	<p><u>Expiry date</u> for all options: 20 June 2009 <u>Exercise Prices:</u> Director Options (a) 40.15 cents (b) 50 cents (c) 60 cents Employee Options (d) 40.15 cents (e) 50 cents (f) 60 cents <u>Hurdle Dates:</u> 50% of the Options vest within 6 to 12 months of the Issue Date and 50% vest 12 months later. Refer Annexure A for a summary of the Hurdle dates Full terms and conditions are set out in Annexures B and C</p>
<p>4 Do the +securities rank equally in all respects from the date of allotment with an existing +class of quoted +securities?</p> <p>If the additional securities do not rank equally, please state:</p> <ul style="list-style-type: none"> • the date from which they do • the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment • the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment 	<p>On exercise of the options the resulting ordinary shares will rank equally in all respects with existing ordinary shares</p>
<p>5 Issue price or consideration</p>	<p>Options are issued free</p>
<p>6 Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)</p>	<p>Director Options: The grant of the Director Options (pursuant to shareholder approval at a general meeting held on 23 May 2006) is designed both as a reward for past services of the non-executive directors and the Managing Director and as an incentive for their future services to the Company.</p> <p>Employee Options: The grant of the Employee Options is designed to reward employees of the Company for past services and as an incentive to remain with the Company as it moves towards commencement of mining.</p>

+ See chapter 19 for defined terms.

7	Dates of entering +securities into uncertificated holdings or despatch of certificates	Issued 20 June 2006 Despatch approximately 26 June 2006
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8	Number and +class of all +securities quoted on ASX (including the securities in clause 2 if applicable)	Number	+Class
		92,701,725	Ordinary Shares fully paid

9	Number and +class of all +securities not quoted on ASX (including the securities in clause 2 if applicable)	Number	+Class
		42,298,275	Ordinary shares fully paid
		1,000,000	Underwriter Options 20c 11 Sep 07
		2,500,000	Management Options 25c 1 Mar 09
		1,000,000	Director Options 40.15 c 20 Jun 09
		250,000	Director Options 50c 20 Jun 09
		250,000	Director Options 60c 20 Jun 09
		600,000	Employee Options 40.15c 20 Jun 09
		200,000	Employee Options 50c 20 Jun 09
200,000	Employee Options 60c 20 Jun 09		

10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	No dividend policy is currently in place since the company is involved only in exploration
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Part 2 - Bonus issue or pro rata issue

Not Applicable

11	Is security holder approval required?	N/A
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12	Is the issue renounceable or non-renounceable?	N/A
----	--	-----

13	Ratio in which the +securities will be offered	N/A
----	--	-----

14	+Class of +securities to which the offer relates	N/A
----	--	-----

15	+Record date to determine entitlements	N/A
----	--	-----

16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	N/A
----	--	-----

17	Policy for deciding entitlements in relation to fractions	N/A
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18	Names of countries in which the entity has ⁺ security holders who will not be sent new issue documents Note: Security holders must be told how their entitlements are to be dealt with. Cross reference: rule 7.7.	N/A
19	Closing date for receipt of acceptances or renunciations	N/A
20	Names of any underwriters	N/A
21	Amount of any underwriting fee or commission	N/A
22	Names of any brokers to the issue	N/A
23	Fee or commission payable to the broker to the issue	N/A
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of ⁺ security holders	N/A
25	If the issue is contingent on ⁺ security holders' approval, the date of the meeting	N/A
26	Date entitlement and acceptance form and prospectus or Product Disclosure Statement will be sent to persons entitled	N/A
27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	N/A
28	Date rights trading will begin (if applicable)	N/A
29	Date rights trading will end (if applicable)	N/A
30	How do ⁺ security holders sell their entitlements <i>in full</i> through a broker?	N/A

+ See chapter 19 for defined terms.

- | | | |
|----|--|-----|
| 31 | How do +security holders sell <i>part</i> of their entitlements through a broker and accept for the balance? | N/A |
| 32 | How do +security holders dispose of their entitlements (except by sale through a broker)? | N/A |
| 33 | +Despatch date | N/A |

Part 3 - Quotation of securities

Not Applicable

You need only complete this section if you are applying for quotation of securities

- | | | |
|-----|---|-----|
| 34 | Type of securities
(<i>tick one</i>) | N/A |
| (a) | <input type="checkbox"/> Securities described in Part 1 | |
| (b) | <input type="checkbox"/> All other securities | |
- Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

Entities that have ticked box 34(a)

Additional securities forming a new class of securities

Not Applicable

(If the additional securities do not form a new class, go to 43)

Tick to indicate you are providing the information or documents N/A

- | | |
|----|---|
| 35 | <input type="checkbox"/> If the +securities are +equity securities, the names of the 20 largest holders of the additional +securities, and the number and percentage of additional +securities held by those holders |
| 36 | <input type="checkbox"/> If the +securities are +equity securities, a distribution schedule of the additional +securities setting out the number of holders in the categories
1 - 1,000
1,001 - 5,000
5,001 - 10,000
10,001 - 100,000
100,001 and over |
| 37 | <input type="checkbox"/> A copy of any trust deed for the additional +securities |

(now go to 43)

Entities that have ticked box 34(b)

38 Number of securities for which +quotation is sought

N/A

39 Class of +securities for which quotation is sought

N/A

40 Do the +securities rank equally in all respects from the date of allotment with an existing +class of quoted +securities?

If the additional securities do not rank equally, please state:

- the date from which they do
- the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment
- the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment

N/A

41 Reason for request for quotation now

Example: In the case of restricted securities, end of restriction period

(if issued upon conversion of another security, clearly identify that other security)

N/A

	Number	+Class
42 Number and +class of all +securities quoted on ASX (including the securities in clause 38)	N/A	

(now go to 43)

+ See chapter 19 for defined terms.

All entities

Fees

Not Applicable

43 Payment method (tick one)

Payment on invoice

Electronic payment made

Note: Payment may be made electronically if Appendix 3B is given to ASX electronically at the same time.

Periodic payment as agreed with the home branch has been arranged

Note: Arrangements can be made for employee incentive schemes that involve frequent issues of securities.

Quotation agreement

Not Applicable

1 +Quotation of our additional +securities is in ASX's absolute discretion. ASX may quote the +securities on any conditions it decides.

2 We warrant the following to ASX.

- The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.
- There is no reason why those +securities should not be granted +quotation.
- An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.

Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

- Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.
- We warrant that if confirmation is required under section 1017F of the Corporations Act in relation to the +securities to be quoted, it has been provided at the time that we request that the +securities be quoted.
- If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

+ See chapter 19 for defined terms.

- 3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.
- 4 We give ASX the information and documents required by this form. If any information or document not available now, will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.

Sign here: **Peter Rutledge**.....Date: **25 June 2006**
(~~Director~~/Company secretary)

Print name: **PETER RUTTLEDGE**

+ See chapter 19 for defined terms.

TERRITORY IRON LIMITED
Annexure A to Appendix 3B
Principal Terms of Options Issued

DIRECTOR OPTIONS

Date of Issue	20-Jun-06						
Date of Expiry	20-Jun-09						
Class	(a)		(b)		(c)		Total
Exercise Price	40.15c		50c		60c		
Vesting Dates	20-Jun-07	20-Jun-08	20-Jun-07	20-Jun-08	20-Jun-07	20-Jun-08	
No of Options	500,000	500,000	125,000	125,000	125,000	125,000	
	1,000,000		250,000		250,000		1,500,000

EMPLOYEE OPTIONS

Date of Issue	20-Jun-06						
Date of Expiry	20-Jun-09						
Class	(d)		(e)		(f)		
Exercise Price	40.15c		50c		60c		
Vesting Dates	31-Jan-07	31-Jan-08					
No of Options	200,000	200,000					400,000
Vesting Dates	13-Mar-07	13-Mar-08	13-Mar-07	13-Mar-08	13-Mar-07	13-Mar-08	
No of Options	100,000	100,000	100,000	100,000	100,000	100,000	600,000
	600,000		200,000		200,000		1,000,000

ANNEXURE B to Appendix 3B

TERMS AND CONDITIONS OF ISSUE OF OPTIONS TO NON-EXECUTIVE DIRECTORS AND THE MANAGING DIRECTOR OF TERRITORY IRON LIMITED

The following terms and conditions apply to the options ("Options") issued to the Non-executive Directors and the Managing Director ("Directors") of Territory Iron Limited on 20 June 2006

- (a) Entitlement
Each Option entitles the holder to subscribe for and be allotted one fully paid ordinary share upon payment of the Exercise Price.
- (b) Exercise Price
The Exercise Prices are as follows:
1,000,000 Options: 40.15 cents
250,000 Options: 50 cents
250,000 Options: 60 cents
- (c) Term
Subject to section (m) below, the Options are exercisable at any time prior to 5.00pm WST on 20 June 2009. Options not exercised on or before the expiry date will automatically lapse and cease to carry any rights or benefits.
- (d) Vesting
(i) 50% of each class of Options may only be exercised after 12 months from their date of issue;
(ii) 50% of each class of Options may only be exercised after 24 months from their date of issue;
save that this condition is waived so that full vesting occurs in the event of a takeover of the Company or the death or incapacity of the Director.
- (e) Exercise of Options
An Option is exercised by the holder delivering to the Company Secretary a Notice of Exercise (in the form prescribed by the Company from time to time) together with the certificate for that Option and payment in Australian Dollars of the Exercise Price in respect of each share to be issued on the exercise of that Option. Within 10 business days of receipt of the properly executed documentation and the correct payment, the Company will issue the resultant shares and deliver a statement of holding of shares to the shareholder.
- (f) Statement of holding
A statement of holding of options will be forwarded to the Option holder on issue of the Options together with the terms and conditions of the Options.
- (g) Listing
The Options will not be listed. Upon the exercise of Options and within seven days of the date of issue of the resultant shares, the Company will make application to the Australian Stock Exchange Limited ("the ASX") to have the resultant shares granted official quotation.
- (h) Ranking
Shares issued pursuant to an exercise of Options shall rank from the date of their allotment pari passu with the other issued fully paid ordinary shares in the Company.
- (i) Transfer
Subject to the ASX Listing Rules the Options shall not be capable of transfer or assignment either in whole or in part without the approval of the Company.

(j) Participating rights

There are no participating rights or entitlements inherent in the Options and holders of the Options will not be entitled to participate in new issues of capital offered to shareholders during the currency of the Options.

However the Company will ensure that, for the purposes of determining entitlements to any such issue, the record date will be at least 9 business days after the issue is announced. Holders of Options shall be afforded the opportunity to exercise all Options which they are entitled to exercise pursuant to these Terms and Conditions prior to the date for determining entitlements to participate in any such issue.

(k) Bonus Issues

If the Company makes an issue of shares to the holders of shares in the Company by way of capitalisation of profits or reserves ("Bonus Issue"), each holder of Options which have not expired at the time of the record date for determining entitlements to the Bonus Issue shall be entitled to have issued to him upon exercise of any of those Options the number of Shares which would have been issued under the Bonus Issue ("Bonus Shares") to a person registered as holding the same number of shares as that number of shares to which the Option holder may subscribe pursuant to the exercise of those Options immediately before the record date determining entitlements under the Bonus Issue (in addition to the shares which he or she is otherwise entitled to have issued to him or her upon such exercise). The Bonus Shares will be paid by the Company out of profits or reserves (as the case may be) in the same manner as was applied in relation to the Bonus Issue and upon issue rank pari passu in all respects with the other shares issued upon exercise of the Options.

(l) Reconstructions

In the event of any reconstruction (including a consolidation, subdivision, reduction or return) of the issued capital of the Company prior to the expiry of any Options, the number of Options to which each holder is entitled or the exercise price of his or her Options or both or any other terms will be reconstructed in a manner determined by the Board which complies with the provisions of the Listing Rules of the ASX.

(m) Cessation of engagement or death of Director

An Option held by a Director or his nominee which has not expired will immediately lapse upon:

- (i) a determination by the Company that the Director has acted fraudulently, dishonestly or in breach of their obligations to the Company or an Associate Body Corporate and the Option is on that account to be forfeited;
- (ii) the Director ceasing to be engaged by the Company or an Associated Body Corporate for any reason (or, in the case of an Option held by a nominee, the engagement of the nominating Director is terminated) except where the Director ceases to be engaged as a direct result of the disposal or sale of the Company or Associated Body Corporate (in which case, for the avoidance of doubt, such Options shall not lapse by virtue of that event alone);
- (iii) the day which is 30 days following any person or corporation having a relevant interest in not less than 90% of the shares of the Company; or
- (iv) the day which is 10 days following the Company issuing a notice of meeting convening a meeting of shareholders in order to enter into a scheme of arrangement (pursuant to the provisions of the Corporations Act) which, if implemented would result in a person or corporation having a relevant interest in not less than 90% of the shares of the company.

For the purposes of this section (m), a director shall be deemed to have ceased to be engaged by the Company or an Associated Body Corporate:

- (a) on the day which is six months after the day the Director ceases to be employed by the Company or an Associated Body Corporate by virtue of:
 - (i) the Director's death; or
 - (ii) the Director being retrenched or made redundant by the Company or an Associated Body Corporate (other than as a direct result of the disposal or sale of the Company or Associated Body Corporate); and
 - (b) on the later of 21 days following the Director ceasing to be engaged by the Company or an Associated Body Corporate or such later date that the Company determines in its absolute discretion where the Director ceases to be employed by virtue of:
 - (i) the Director retiring; or
 - (ii) the Director's permanent illness or permanent physical or mental incapacity (as certified by a medical practitioner who is approved in writing by the Company)
- (n) Definitions
- “Associated Body Corporate” means any:
- (i) related body corporate of the Company under Section 50 of the Corporations Act; or
 - (ii) a body corporate that has voting power in the Company of not less than 20%; and
 - (iii) a body corporate in which the Company has voting power of not less than 20%.

Territory Iron Limited

ABN 53 100 552 118

ANNEXURE C to Appendix 3B

**The Employee Options issued on 20 June 2006 have been issued
on the terms and conditions set out in the**

**TERRITORY IRON LIMITED
EMPLOYEE SHARE OPTION PLAN RULES**

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1 DEFINITION AND INTERPRETATION

1.1 Definition

In these Rules, unless the contrary intention appears:

“Associated Body Corporate” means any:

- (a) related body corporate of the Company under Section 50 of the Corporations Act; or
- (b) a body corporate that has voting power in the Company of not less than 20%; and
- (c) a body corporate in which the Company has voting power of not less than 20%.

“ASX” means Australian Stock Exchange Limited.

“Board” means all or some of the Directors of the Company acting as a board.

“Business Day” has the same meaning as set out in the Australian Stock Exchange Limited Listing Rules.

“Change of Control Event” means:

- (a) the Company entering into a scheme of arrangement with its creditors or members or any class thereof pursuant to section 411 of the Corporations Act;
- (b) the commencement of a Takeover Period; or
- (c) a person or a group of associated persons having a relevant interest in, subsequent to the adoption of these Rules, sufficient Shares to give it or them the ability, in general meeting, to replace all or a majority of the Board in circumstances where such ability was not already held by a person associated with such person or group of associated persons.

“Company” means Territory Iron Limited ABN 53 100 552 118

“Essential Terms” means the terms of issue of Options set out in the Schedule.

“Exercise Price” means in relation to a Share to be issued upon exercise of an Option the issue price of that Share as determined in accordance with **clause 1.2** of the Essential Terms.

“Expiry Date” means in relation to an Option the date which is the third anniversary of the Issue Date.

“Issue Date” means the date determined by the Board as the date on which an Option was granted.

“Listing Rules” means the Listing Rules of ASX and any other rules of ASX which are applicable while the Company is admitted to the Official List of ASX, each as amended or replaced from time to time, except to the extent of any waiver by ASX.

“Official List” means the Official List of entities that ASX has admitted and not removed.

“Option” means an option issued under this Plan to subscribe for Shares.

“Participant” means a full-time or part-time employee or director of the Company or an Associated Body Corporate, who is invited by the Board to participate in the Plan and is issued Options under the Plan and includes a nominee of the employee or director.

“Plan” means this Employee Share Option Plan as in force and amended from time to time.

“Rules” means these Rules as altered or added to from time to time and a reference to a provision of these Rules is a reference to that provision as altered or added to from time to time, and for the avoidance of doubt, includes the Essential Terms.

“Schedule” means schedule to, and forming part of, these Rules.

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

“Takeover Period” in relation to a takeover bid in respect of Shares means the period referred to in section 624 of the Corporations Act, provided that where a takeover bid is publicly announced prior to the service of a bidder’s statement on the Company in relation to that takeover bid, the takeover period shall be deemed to have commenced at the time of that announcement.

1.2 Interpretation

For the purposes of these Rules, unless the contrary intention appears:

- (a) the singular includes the plural and vice-versa;
- (b) words denoting a gender include all genders;
- (c) if a word or phrase is defined cognate words and phrases have corresponding definitions;
- (d) a reference to a related body corporate of the Company is a reference to a body corporate which is so related within the meaning of the Corporations Act;
- (e) a reference to a statute, ordinance, code or other law includes regulations and other statutory instruments under it and consolidations, amendments, re-enactments or replacements or any of them; and
- (f) any power, authority or discretion vested in the Company or the Board may be exercised at any time and from time to time and unless expressed otherwise, in their absolute discretion.

2 GRANT OF OPTIONS

2.1 General Eligibility

At any time and from time to time, the Board may issue Options to Participants (or to a nominee as the Participant directs) having regard, in each case, to:

- (a) the contribution to the Company which has been made by the Participant;
- (b) the period of employment of the Participant with the Company, including (but not limited to) the years of service by that Participant;
- (c) the potential contribution of the Participant to the Company; and
- (d) any other matters which the Board considers in its absolute discretion, to be relevant.

2.2 Price of Options

Options are to be issued to Participants at a price the Board considers to be appropriate, but in any case must be for no more than nominal consideration.

2.3 Issue of Options

Each Option must be issued on the terms of these Rules and each Participant will be taken to have agreed to be bound by these Rules on acceptance by that Participant of an Option.

3 MAXIMUM NUMBER OF OPTIONS

3.1 5% Limit

Subject to **clause 3.2** of these Rules, an Option may not be issued if, immediately following its issue, the shares to be received on exercise of the Option when aggregated with:

- (a) the number of shares in the same share class which would be issued if each outstanding offer of shares and options under the Plan or any other employee incentive scheme of the Company were accepted or exercised; and
- (b) the number of shares in the same class issued during the previous 5 years under the Plan or any other employee incentive scheme of the Company extended to full-time or part-time employees or directors of the Company or an Associated Body Corporate,

exceeds 5% of the total number of issued shares in that share class of the Company at the time the Option is offered, provided that the Board may, in its absolute discretion, increase this percentage, subject to any applicable Corporations Act, Listing Rule (including the conditions and restrictions on issuing securities in Listing Rule 7.1) or Class Order requirements.

3.2 Exceptions

When aggregating the number of shares for the purposes of **clause 3.1** of these Rules, the Company may disregard any offer made, option acquired or share issued by way of or as a result of:

- (a) an offer to a person situated at the time of receipt of the offer outside of Australia;
- (b) an offer that did not need disclosure to investors because of section 708 of the Corporations Act; or
- (c) an offer made under a disclosure document in accordance with Chapter 6D of the Corporations Act.

4 OPTIONS TERMS

4.1 Essential Terms

An Option must be granted on the Essential Terms and may be granted on such other additional terms, conditions or restrictions, not being inconsistent with these Rules or the Essential Terms, as the Board determines either generally or in relation to particular Options.

4.2 Variation of Terms

Despite anything to the contrary in these Rules, to the full extent permissible by the Listing Rules and law, the Board may from time to time vary the Exercise Price, the period in which an Option may be exercised and the conditions to which an Option is subject or any of them.

5 OVERRIDING RESTRICTIONS ON ISSUE AND EXERCISE

Notwithstanding anything else in these Rules or in the terms of any Option, an Option may not be offered, issued, or exercised if to do so:

- (a) would contravene the Corporations Act or the Listing Rules; or
- (b) would contravene the local laws of, or the rules or requirements of any regulatory or statutory body in, a Participant's country of residence or in the opinion of the Board compliance with those local laws, rules or requirements would be impractical or result in any unnecessary or unreasonable expense in the circumstances.

6 ADMINISTRATION OF THE PLAN

6.1 Delegation

The Plan shall be in all respects administered under the directions of the Board or a committee of the Board. The Board or committee may appoint, for the proper administration and management of the Plan, such secretarial or executives or staff or other persons as it considers desirable and may delegate to those persons such powers and authorities as may be necessary or desirable for the administration and management of the Plan.

6.2 Procedures

Subject to these Rules, the Board may make such regulations and establish such procedures for the administration and management of the Plan as it considers appropriate. If any disagreement or dispute with respect to the interpretation of these Rules or the terms of grant of any Option arises, such disagreement or dispute shall be referred to the Board and the decision of the Board shall, in the absence of manifest error, be final and binding upon all parties.

6.3 Covenant or exercise of discretion

The Company or an Associated Body Corporate or the Board may, subject to any express provision in these Rules, the Listing Rules or the Corporations Act to the contrary:

- (a) do any act, matter or thing or make any decision, determination or resolution; or
- (b) conditionally or unconditionally give or withhold any consent or approval,

as contemplated by these Rules in its absolute uncontrolled and unexaminable discretion and is not obliged to give reasons for so doing.

7 ADVICE

7.1 Adjustment to Number of Shares

The Company shall give notice to each Participant of any adjustment to the number of Shares which the Participant is entitled to subscribe for or be issued on exercise of an Option or the exercise price per Share in accordance with the Listing Rules.

7.2 Market and Exercise Price

The Company will provide to a Participant upon request, within a reasonable time, either verbally or in writing, details of the current market price (in Australian dollars) of the Shares and details of the Exercise Price in relation to Options held by that Participant.

SCHEDULE

TERMS OF ISSUE OF OPTIONS

1 ENTITLEMENT

- 1.1** Each Option entitles the holder to subscribe for and be issued, credited as fully paid, the number of Shares specified in the Option.
- 1.2** The Exercise Price of a Share to be issued on exercise of an Option shall be Exercise Price as determined by the Board (in its discretion) on or before the Issue Date provided that in no event shall the Exercise Price be less than the weighted average sale price of Shares sold on ASX during the five Business Days prior to the Issue Date or such other period as determined by the Board (in its discretion).

The Exercise Prices for the Options issued on 20 June 2006 have been set as follows:

600,000 Options 40.15 cents per Share

200,000 Options 50 cents per Share

200,000 Options 60 cents per Share

- 1.3** Subject to these Rules, the Company shall issue Shares on exercise of an Option in accordance with the Listing Rules and shall either issue a certificate, or cause a holding statement to be issued, for Shares so issued within 10 Business Days after the date of exercise of the relevant Option.
- 1.4** Shares issued on the exercise of Options will rank pari passu with all existing Shares in the capital of the Company from the date of issue of those Shares.

2 EXERCISE OF OPTIONS

- 2.1** Subject to **clause 2.2** of this Schedule, an Option is exercisable by the holder lodging with the Company Secretary:
- (a) a notice of exercise of that Option in the form attached to this Schedule;
 - (b) a cheque for the Exercise Price for each Share to be issued on the exercise of that Option; and
 - (c) the certificate for that Option.

In the event of the death of a holder of Options, those Options are exercisable by the executor of the estate of the holder in the same manner as set out above.

- 2.2** An Option must be exercised (if at all) not later than its Expiry Date and, subject to this **clause 2**, may only be exercised at any time after the option has been vested and before its

Expiry Date. The Board may determine (in its absolute discretion) any further conditions of exercise consistent with these Rules that apply to an Option. The exercise of some Options only does not affect the Participant's right to exercise other Options at a later time. If the Participant exercises less than all Options represented by the certificate then the Company will cancel the certificate and issue a new certificate for the balance.

- 2.3** The Board will from time to time determine the time periods after which the Options issued will vest in the Option holder and the percentage of Options issued which will vest at each particular time.

The vesting periods for the Options issued on 20 June 2006 have been set as follows:

400,000 Options: 50% will vest on 31 January 2007, 50% will vest on 31 January 2008;

600,000 Options: 50% will vest on 13 March 2007, 50% will vest on 13 March 2008.

- 2.4** An Option held by a Participant will immediately lapse upon the first to occur of:

- (a) its Expiry Date, **which has been set as 20 June 2009;**
- (b) the making by the Board of a determination that:
 - (i) the Participant has acted fraudulently, dishonestly or in breach of the Participant's obligations to the Company or an Associated Body Corporate; and
 - (ii) the Option is on that account to be forfeited;
- (c) subject to **clause 2.5** of this Schedule, the Participant ceasing to be employed by the Company or an Associated Body Corporate for any reason (or, in the case of an Option held by a nominee, the employment of the nominating Participant is terminated) except where the Participant ceases to be employed as a direct result of the disposal or sale of the Company or Associated Body Corporate (in which case, for the avoidance of doubt, such Options shall not lapse by virtue of that event alone);
- (d) the day which is 30 days following any person or corporation having a relevant interest in not less than 90% of the Shares; or
- (e) the day which is 10 days following the Company issuing a notice of meeting convening a meeting of shareholders in order to enter into a scheme of arrangement (pursuant to the provisions of the Corporations Act) which, if implemented would result in a person or corporation having a relevant interest in not less than 90% of the Shares.

- 2.5** For the purposes of **clause 2.4(c)** of this Schedule, a Participant shall be deemed to have ceased to be employed by the Company or an Associated Body Corporate:

- (a) on the day which is six months after the day the Participant ceases to be employed by the Company or an Associated Body Corporate by virtue of:
 - (i) the Participant's death; or

- (i) the Participant being retrenched or made redundant by the Company or an Associated Body Corporate (other than as a direct result of the disposal or sale of the Company or Associated Body Corporate); and
- (b) on the later of 21 days following the Participant ceasing to be employed by the Company or an Associated Body Corporate or such later date that the Board determines in its absolute discretion where the Participant ceases to be employed by virtue of:
 - (i) the Participant retiring; or
 - (ii) the Participant's permanent illness or permanent physical or mental incapacity (as certified by a medical practitioner who is approved in writing by the Board).

2.6 If, in the opinion of the Board, a Change of Control Event has occurred, or is likely to occur, the Board may declare an Option to be free of any conditions of exercise and Options which are so declared may, subject to **clause 2.4** of this Schedule, be exercised at any time on or before the Expiry Date and in any number.

2.7 If any person or corporation having a relevant interest in not less than 90% of the Shares or the Company issues a notice of meeting convening a meeting of shareholders in order to enter into a scheme of arrangement (pursuant to the provisions of the Corporations Act) which, if implemented would result in a person or corporation having a relevant interest in not less than 90% of the Shares, all Options shall be free of any conditions of exercise and may be exercised at any time prior to their lapsing pursuant to **clause 2.4** of this Schedule.

3 TRANSFER

An Option is personal to the Participant to whom it was granted, and the Participant may not sell, transfer or otherwise dispose of, or make a declaration of trust in respect of, it except to a nominee of that Participant.

4 QUOTATION OF OPTIONS AND SHARES

Options will not be listed for quotation on ASX, however, the Company will make application for official quotation of Shares issued on the exercise of options to ASX and to each other stock exchange on which Shares are listed at the time.

5 FUTURE ISSUES OF SHARES

5.1 New Issues

There are no participating rights or entitlements inherent in the Options and Participants will not be entitled to participate in new issues of capital offered to shareholders during the currency of the Options. However, the Company will ensure that the record date for

determining entitlements to any such issue will be at least 9 Business Days after the issue is announced. Participants shall be afforded the opportunity to exercise all Options which they are entitled to exercise pursuant to these Rules prior to the date for determining entitlements to participate in any such issue.

5.2 Bonus Issues

If the Company makes an issue of Shares to the holders of Shares in the Company by way of capitalisation of profits or reserves ("**Bonus Issue**"), each Participant holding any Options which have not expired at the time of the record date for determining entitlements to the Bonus Issue shall be entitled to have issued to him upon exercise of any of those Options the number of Shares which would have been issued under the Bonus Issue ("**Bonus Shares**") to a person registered as holding the same number of Shares as that number of Shares to which the Participant may subscribe pursuant to the exercise of those Options immediately before the record date determining entitlements under the Bonus Issue (in addition to the Shares which he or she is otherwise entitled to have issued to him or her upon such exercise). The Bonus Shares will be paid by the Company out of profits or reserves (as the case may be) in the same manner as was applied in relation to the Bonus Issue and upon issue rank pari passu in all respects with the other Shares issued upon exercise of the Options.

6 RECONSTRUCTION OF CAPITAL

In the event of any reconstruction (including a consolidation, subdivision, reduction or return) of the issued capital of the Company prior to the expiry of any Options, the number of Options to which each Participant is entitled or the exercise price of his or her Options or both or any other terms will be reconstructed in a manner determined by the Board which complies with the provisions of the Listing Rules.

7 ADVICE

- 7.1** The Company shall give notice to each Participant of any adjustment to the number of Shares which the Participant is entitled to subscribe for or be issued on exercise of an Option or the exercise price per Share in accordance with the Listing Rules.
- 7.2** The Company will provide to a Participant upon request, within a reasonable time, either verbally or in writing, details of the current market price (in Australian dollars) of the Shares in the Company and details of the Exercise Price in relation to Options held by that Participant.

8 NOTICES

Notices may be given by the Company to the Participant in the manner prescribed by the constitution of the Company for the giving of notices to members of the Company and the relevant provisions of the constitution of the Company apply with all necessary modification to notices to Participants.

9 RIGHT TO ACCOUNTS

Participants will be sent all reports and accounts required to be laid before members of the Company in general meeting and all notices of general meetings of members but will not have any right to attend or vote at those meetings.

10 ASSIGNMENT OF OPTIONS

Subject to **clause 3** of this Schedule, a Participant may not assign or transfer an Option except during a Takeover Period, in which case the Options may only be transferred by the Participant to the bidder or its nominees in accordance with the Corporations Act.

11 COMPANY'S RIGHTS NOT WAIVED

- 11.1** The Company's right to terminate or vary the terms of employment of any Participant shall not be prejudiced in any way by the Company or any Participant participating in the Plan or anything contained in these Rules or both. Further, participation in the Plan, the rights or benefits of a Participant under these Rules or the inability or restricted ability of a Participant to exercise an Option or any of them, shall not be used as grounds for granting or increasing damages in any action brought by any Participant against the Company whether in respect of any alleged wrongful dismissal or otherwise.
- 11.2** None of the Company, its directors, officers or employees represents that the Company's share price will attain, maintain or exceed the Exercise Price. A Participant who chooses to exercise any Option does so at his own risk in that he may suffer financial detriment if the Company's share price falls.

12 GOVERNING LAW

This Plan and these Rules shall in all respects be governed by and shall be construed in accordance with the laws of Western Australia.

13 SEVERANCE

If any provision in these Rules is void, voidable by any party or illegal, it shall be read down so as to be valid and enforceable or, if it cannot be so read down, the provision (or where possible, the offending words) shall be severed from these Rules without affecting the validity, legality or enforceability of the remaining provisions (or parts of those provisions) of these Rules which shall continue in full force and effect.

14 AMENDMENT OF RULES

Subject to and in accordance with the Listing Rules (including any waiver granted under the Listing Rules):

- (a) subject to **clause 14(b)** of this Schedule, the Board may from time to time amend (including the power to revoke, add to or vary) all or any of the provisions of these Rules in any respect whatsoever, by an instrument in writing without the necessity of obtaining the prior or subsequent consent of shareholders of the Company or any Associated Body Corporate in a general meeting; and
- (b) the Board may make any amendment to these Rules with retrospective effect as the Board may determine in good faith, providing that the Board obtains the prior approval of at least 50% of Participants who shall be adversely affected by the retrospective amendment in relation to Options previously granted to them.

15 SUSPENSION OR TERMINATION OF THE PLAN

The Board may suspend or terminate the Plan at any time, in which case the Company shall not make any further grants of Options under the Plan during the suspended or terminated period. However, during that period the Board shall otherwise continue to administer the Plan in accordance with these Rules until all Options have been exercised or expired.

FORM OF NOTICE OF EXERCISE

The Company Secretary
Territory Iron Limited
[address]

Dear Sir/Madam

[Name of Option holder] hereby gives notice of the exercise of [number of Options] issued pursuant to the Company's Employee Share Option Plan and exercisable at [\$*].

The certificate for these Options, along with a cheque made payable to "[*]" for [\$* (being the total of the exercise price payable on the exercise of these Options), is enclosed.

[Option holder to sign]

Individual:

SIGNED by[*])
in the presence of:)
)

.....
Witness

.....
Name of Witness (print)

OR

Company:

EXECUTED by [*])
in accordance with section 127 of the)
Corporations Act by:)

.....
Secretary/Director

.....
Director

.....
Name of Secretary/Director (print)

.....
Name of Director (print)