



The Manager  
Company Announcements Office  
Australian Stock Exchange  
Exchange Centre  
20 Bridge Street  
SYDNEY NSW 2000

27 March 2020

Dear Sir or Madam

**RE: IRESS LIMITED – NOTICE OF 2020 ANNUAL GENERAL MEETING, PROXY FORM AND VOTING DIRECTION FORM**

Please find attached copies of:

- Notice of Iress' 2020 Annual General Meeting;
- a sample of the shareholder proxy voting form; and
- a sample of the employee shareholder voting direction form.

Yours sincerely

A handwritten signature in blue ink, appearing to be "Peter Ferguson", with a long horizontal line extending to the right.

Peter Ferguson  
Group General Counsel & Company Secretary

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**2020**

# Notice of Annual General Meeting

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# Invitation to shareholders from Iress' Chair

Notice is hereby given that the Annual General Meeting of the members of Iress Limited (ABN 47 060 313 359 (the Company)) will be held at Level 1, 10 Shelley Street, Sydney, NSW on Thursday, 7 May 2020, at 11.30 am (AEST).

27 March 2020

## Dear Shareholder,

I am pleased to invite you to the 2020 Annual General Meeting for Iress Limited.

The meeting is an important part of the Iress calendar and we encourage you to read these materials.

Firstly, your health and wellbeing - we are acutely aware of the current circumstances resulting from COVID-19. While at this stage we plan to proceed with the meeting at our offices in Sydney, we have arranged through Link, our registry services provider, to conduct the meeting through Link's virtual Annual General Meeting facility. Details are provided in this Notice about how to participate through that service.

While shareholders are entitled to attend the Annual General Meeting in person, we strongly encourage all shareholders, if you wish to actively engage, to do so through the virtual facility. If you do not wish to attend virtually, then I encourage you to vote by proxy by following the instructions set out in this Notice of Meeting and the enclosed proxy form. If you are considering attending the Annual General Meeting in person at the official venue, please read the information set out in this Notice carefully. Iress may be required to take extraordinary measures, including to limit or prohibit physical attendance at the Meeting, taking into account government advice and requirements and health concerns.

With that in mind, I confirm the following details for participation.

**This year's meeting will be held at 11.30 am (AEST) on Thursday, 7 May 2020.**

Shareholders can attend the Annual General Meeting and participate by asking questions:

- from any place via the online portal - <https://agmlive.link/IRE20>. For more information about how to attend via the online portal, including how to ask questions, refer to the AGM Online Portal Guide available on the Iress website at <https://www.iress.com/resources/investors/annual-general-meeting/>. You will be able to test your web browser from 10.00am on the day of the Annual General Meeting to ensure that you can see and hear proceedings; or
- in person at the official venue, subject to the considerations described below.

## Enclosed information

We have included in this Notice of Meeting:

- Highlights of the business and financial performance of Iress during 2019 (pages 3-5)
- Notice of Meeting and Explanatory Notes (pages 6-11)
- Information on how to exercise your proxy vote (pages 6-7), and
- Your proxy form (separate document).

## Voting by proxy

If you are unable to attend the meeting in person or through the virtual facility and wish to vote, please complete and return the enclosed proxy form no later than 11.30 am (AEST) on Tuesday, 5 May 2020. Further voting details are set out in the Notice of Meeting on pages 6 and 7 and in the proxy form.

## Attendance on the day

Again, in the current circumstances, we strongly encourage all shareholders, if you wish actively to engage in the Annual General Meeting, to do so through the virtual Annual General Meeting facility.

If you do attend in person, you will need to register on arrival.

Registration will open from 10.30 am (AEST). Unfortunately, we will not be in a position to serve refreshments in conjunction with this year's meeting, please accept our apologies.

Circumstances relating to COVID-19 are changing rapidly. We will update shareholders if any of these changes impact planning for Iress' Annual General Meeting. Depending on these eventualities, we may need to adopt extraordinary meeting procedures and/or, if necessary, we may need to postpone the meeting, and we will inform shareholders as soon as practicable.

Yours sincerely,



**Tony D'Aloisio**  
Chair

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### Financial highlights of the 2019 result

Group revenue

**\$508.9M**

+10% on FY18

Group Segment Profit

**\$152.1M**

+10% on FY18

Statutory net profit after tax

**\$65.1M**

+2% on FY18

Final dividend

**30 cents per share**

40% franked



## Iress 2019 result

Iress' financial performance is underpinned by a focus on client service and support, ongoing investment in products and technology, increasing product and geographical diversification and a recurring subscription revenue model.

### Strategic highlights of the 2019 result

**Successful delivery of key projects** to clients in the UK, Australia and South Africa across private wealth, financial advice and trading.

**Strong growth in wealth management in Australia.** Against a backdrop of industry dislocation and change, financial advice performed well with new client implementations, strong demand for Xplan by independent financial advisers and several clients going live with our data analytics and compliance software, Lumen.

**Continued demand in the UK for integrated wealth and trading software.** Implementations of private wealth software for two top-tier financial services clients.

**Strong momentum in our mortgage business in the UK.** Three clients now live with four further deployments underway.

**QuantHouse acquisition accelerates our data strategy.** Highly complementary and strategically aligned with Iress' strategy and evolving market data needs of clients globally.

**Clients benefiting from improvements in speed, scale and efficiency.** Migration to cloud well underway with several products now live. Significant increase in process automation and continuous delivery. Focus on usability across software, including rollout of enhanced navigation with Xplan.

## Revenue growth and improving operating leverage driving earnings

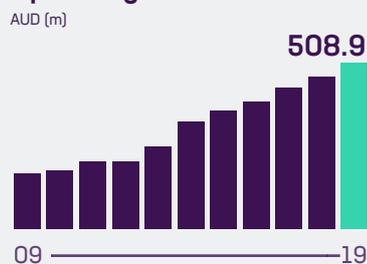
	% OF GROUP REVENUE	OPERATING REVENUE (AUD)	DIRECT CONTRIBUTION (AUD)
<b>Asia Pacific</b> - Underlying Xplan growth driven by ongoing demand amidst industry change and increased regulatory focus. - Financial Markets revenue resilient. - Demand for data analytics ongoing.	<b>52%</b>	<b>\$264.5m</b> +5%	<b>\$191.1m</b> +5%
<b>UK and Europe</b> - Revenue growth reflects successful key client deliveries and product uptake. - Positive contribution from QuantHouse. - Mortgages client momentum is increasing.	<b>34%</b>	<b>\$171.7m</b> +16%	<b>\$111.1m</b> +11%
<b>South Africa</b> - Revenue growth reflects continuing demand across product suite and successful client deliveries.	<b>9%</b>	<b>\$48.3m</b> +4%	<b>\$37.5m</b> +6%
<b>North America</b> - Revenue growth driven by QuantHouse acquisition combined with stable underlying client base.	<b>5%</b>	<b>\$24.5m</b> +32%	<b>\$10.4m</b> +8%
<b>Product and Technology</b> - Cost increase reflects ongoing investment in product, people and delivery capability and QuantHouse acquisition.			<b>(\$118.6m)</b> +4%
<b>Operations</b> - Excluding the impact of adopting AASB 16, currency movements and the acquisition of QuantHouse, costs were flat with higher people costs offset by savings in communication costs and from the consolidation of offices in Melbourne.			<b>(\$42.7m)</b> +8%
<b>Corporate</b> - Excluding the impact of adopting AASB 16, currency movements and the acquisition of QuantHouse, costs were flat with higher people costs and insurance costs offset by lower non wage opex and cost savings from office consolidations.			<b>(\$36.7m)</b> +3%
<b>Total Group</b>		<b>\$508.9m</b> +10%	<b>\$152.1m</b> +10%

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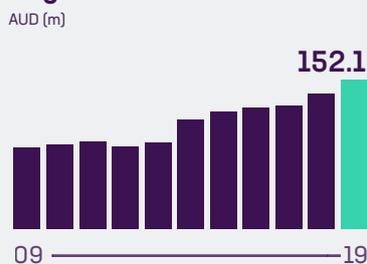
Strong track record of producing sustainable return for shareholders



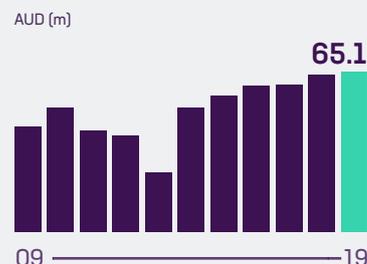
### Operating revenue



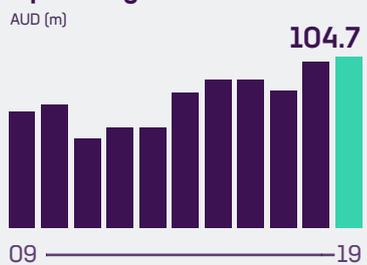
### Segment Profit



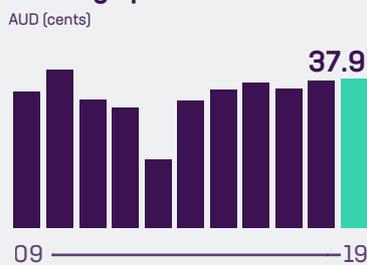
### Net Profit After Tax



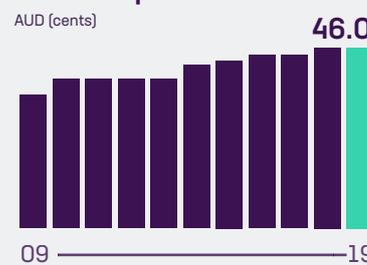
### Operating cash flow



### Earnings per share



### Dividend per share



Unless otherwise stated all comparisons are with the prior corresponding period on a constant currency basis. Financial information in this report is extracted or calculated from the half-year and annual financial statements which have been subject to review or audit.

[1] Segment Profit represents earnings before interest, tax, depreciation, amortisation, share-based payments, non-operating items and realised and unrealised FX gains/losses - see page 48 of Iress' 2019 Annual Report for a full reconciliation.

# Items of business

## BUSINESS

### Accounts

To receive and consider the full financial report (financial statements, notes and Directors' Declaration) for the year ended 31 December 2019, together with the consolidated accounts of the Company and its controlled entities in accordance with the *Corporations Act 2001 (Cth)* and associated Directors' and Auditor's Reports.

## RESOLUTIONS

### ELECTION OF DIRECTORS

To consider and, if thought fit, to pass the following resolution as ordinary resolutions:

1. "That Mr. Michael Dwyer be elected as a Director of the Company".
2. "That Ms. Trudy Vonhoff be elected as a Director of the Company".

Information regarding the candidates can be found in the accompanying Explanatory Notes.

### REMUNERATION REPORT

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:

3. "That the Remuneration Report (which is contained in the Directors' Report) for the year ended 31 December 2019 be adopted".

**Note:** the vote on this resolution is advisory only and does not bind the Directors or the Company.

### GRANT OF EQUITY RIGHTS AND PERFORMANCE RIGHTS TO THE MANAGING DIRECTOR AND CEO (MR. ANDREW WALSH) IN RELATION TO 2020 EXECUTIVE REMUNERATION FRAMEWORK

To consider and, if thought fit, to pass the following resolutions as ordinary resolutions:

4. (A) "That, for the purpose of ASX Listing Rule 10.14 and all other purposes, the grant of 76,374 Equity Rights to the Managing Director and CEO, Andrew Walsh, and the provision of ordinary shares on exercise of those Equity Rights, under the Iress Equity Participation Plan be approved."  
(B) "That, for the purpose of ASX Listing Rule 10.14 and all other purposes, the grant of 80,916 Performance Rights to the Managing Director and CEO, Andrew Walsh, and the provision of ordinary shares on exercise of those Performance Rights, under the Iress Equity Participation Plan be approved."

Information regarding the resolutions may be found in the accompanying Explanatory Notes.

## INFORMATION FOR SHAREHOLDERS

### Entitlement to attend and vote

All shareholders are entitled to attend the Annual General Meeting. For the purposes of voting at the meeting, shareholders will be taken to be those persons recorded on the Company's register of members at 7.00 pm (Melbourne time) on Tuesday, 5 May 2020. With respect to joint shareholders, all holders may attend the meeting, but only one shareholder may vote at the meeting in respect of the relevant shares (including by proxy). If multiple joint shareholders are present and vote in respect of the relevant shares, only the vote of the joint shareholder whose name appears first in the register in respect of the relevant shares is counted.

While shareholders are entitled to attend the Annual General Meeting, in light of the evolving COVID-19 circumstances, we encourage all shareholders to consider whether they should attend the meeting in person or whether, instead, they should vote by proxy by following the instructions set out in this Notice of Meeting and the enclosed proxy form.

In relation to the physical meeting, Iress may be required to take extraordinary measures, including to limit or prohibit attendance, taking into account government advice and requirements and health concerns.

A corporate shareholder may appoint one or more persons to act as its representative(s), but only one representative is entitled to exercise the corporate shareholder's powers at one time. The Company will require the representative to provide appropriate evidence of the appointment.

### Appointment of proxies

A shareholder entitled to attend and vote at the meeting may appoint:  
(a) a person; or

- (b) if the shareholder is entitled to cast two or more votes at the meeting, two persons,

as the shareholder's proxy or proxies to attend and vote for the shareholder at the meeting by using the proxy form. If the shareholder appoints two proxies and the instrument does not specify the proportion or number of the shareholder's votes, each proxy may exercise half of the votes.

A proxy need not be a shareholder, and may be an individual or a body corporate. A body corporate appointed as a proxy will need to ensure that it appoints an individual as its corporate representative to exercise its powers at the meeting. The corporate representative will be required to provide appropriate evidence of the appointment prior to the commencement of the meeting.

In order for a proxy appointment to be valid, the Company must receive, at least 48 hours before the meeting (being no later than 11:30 am (AEST) on Tuesday, 5 May 2020):

- (a) the proxy's appointment; and  
(b) if signed by the appointer's attorney, the authority under which the appointment was signed or a certified copy of the authority.

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### Voting by proxies

Shareholders should consider directing their proxy as to how to vote on each resolution by crossing a "For", "Against" or "Abstain" box when completing their proxy form to ensure that their proxy is permitted to vote on their behalf in accordance with their instructions.

Pursuant to the *Corporations Act 2001* (Cth) (**Corporations Act**), if the appointment of a proxy specifies the way the proxy is to vote on a particular resolution:

- (a) the proxy is not required to vote on a show of hands, but if the proxy does so, the proxy must vote as directed (subject to any applicable voting exclusions);
- (b) if the proxy has two or more appointments that specify different ways to vote on the resolutions, the proxy must not vote on a show of hands;
- (c) if the proxy is not the Chairman, the proxy need not vote on a poll but if the proxy does so, the proxy must vote as directed (subject to any applicable voting restrictions); and
- (d) if the proxy is the Chairman, the proxy must vote on a poll and must vote as directed.

### Default to Chairman

If:

- (a) a poll has been called on a particular resolution;
- (b) a shareholder has appointed a proxy other than the Chairman;
- (c) the appointment of the proxy specifies the way in which the proxy is to vote on the resolution; and
- (d) either of the following applies:
  - (i) the proxy is not recorded as attending the Annual General Meeting; or
  - (ii) the proxy attends the Annual General Meeting but does not vote on the resolution,

then the Chairman of the Annual General Meeting will, before voting on the resolution closes, be taken to have been appointed as the proxy for that shareholder for the purposes of voting on that resolution. In these circumstances, the Chairman must vote in accordance with the written direction of that shareholder.

### Proxy by post or facsimile

The proxy's appointment and, if applicable, the authority appointing an attorney, may be sent by post or fax to the Company's Share Registry at the address or fax number set out below:

Iress Limited  
C/- Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235  
Fax: +61 2 9827 0309

### Online proxy

Shareholders may submit their proxy online by visiting - [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au)

To use this option, shareholders will need their Security holder Reference Number (**SRN**) or Holder Identification Number (**HIN**) and postcode. Shareholders will be taken to have signed the proxy form if it is lodged in accordance with the instructions on the website.

A proxy appointed under Power of Attorney or similar authority may be lodged electronically in the same manner, provided the Power of Attorney/authority, or a certified copy thereof, has been physically lodged with the Registry. The Registry will keep a record of the authority under which the appointment was made.

The online proxy facility may not be suitable for some shareholders, including those who wish to appoint two proxies with different voting instructions.

### KMP voting restrictions

Under the Corporations Act, voting restrictions apply to the Company's key management personnel (**KMP**) and their closely related parties for Resolutions 3, 4A and 4B. The term "closely related party" in relation to a member of the Company's KMP includes a spouse, dependent and certain other close family members, as well as any companies controlled by the KMP (**Closely Related Parties**). In addition, voting exclusions apply in respect of Resolutions 4A and 4B under the ASX Listing Rules. Please refer to the Explanatory Notes for more details.

By Order of the Board



**Peter Ferguson**  
Company Secretary  
Sydney, 27 March 2020

# Explanatory notes

## RESOLUTION 1 - ELECTION OF MICHAEL DWYER

*Mr Dwyer brings over 35 years' experience in superannuation and investment, including 14 years as CEO of First State Super. He is currently a director of TCorp (New South Wales Treasury Corporation), WSC Group, the Global Advisory Council of Tobacco Free Portfolios and the Sydney Financial Forum. Since 1998 he has also been a director and subsequently Chair of Australia for UNHCR, the private sector partner of the UN Refugee Agency. He is a life member of ASFA and the Fund Executives Association.*

Iress' Corporate Governance Statement at paragraph 9 sets out the mix of skills the board values and its approach to renewal, appointment, induction and term of directors. See <https://www.iress.com/trust/corporate-governance/corporate-governance-statement/>.

The Board has concluded that Michael Dwyer is independent. Michael, being eligible, offers himself for election.

### Directors' Recommendation

The Board (other than Michael) recommends that shareholders vote in favour of **Resolution 1**.

## RESOLUTION 2 - ELECTION OF TRUDY VONHOFF

*Ms Vonhoff has over 20 years' experience in retail banking, financial markets and investment. She is currently a director of Credit Corp Group and Cuscal Limited. Past directorships include AMP Bank, A2B (Cabcharge), Ruralco Holdings Limited, Tennis NSW and the Westpac Staff Superannuation Fund. For 13 years Ms Vonhoff held senior executive roles at Westpac and AMP across retail banking, finance, risk, technology and operations, and agribusiness.*

Iress' Corporate Governance Statement at paragraph 9 sets out the mix of skills the board values and its approach to renewal, appointment, induction and term of directors. See <https://www.iress.com/trust/corporate-governance/corporate-governance-statement/>.

The Board has concluded that Trudy Vonhoff is independent. Trudy, being eligible, offers herself for election.

### Directors' Recommendation

The Board (other than Trudy) recommends that shareholders vote in favour of **Resolution 2**.

## RESOLUTION 3 - REMUNERATION REPORT

The Remuneration Report forms part of the Directors' Report and is included in the Company's Annual Report for the year ended 31 December 2019. The Annual Report is available on the Company's website at <https://www.iress.com/resources/investors/reports-presentations/>.

In accordance with the Corporations Act, the Company is seeking the adoption of the Remuneration Report by shareholders at this Annual General Meeting.

The Remuneration Report:

- explains the Company's remuneration policy, as well as its relationship with and link to the Company's performance;
- contains the remuneration details of the Directors and other key management personnel (KMP) of the Company; and
- explains the incentive arrangements in place for KMP.

### Directors' Recommendation

The vote on the adoption of the Remuneration Report is advisory only. However, the Board will take the outcome of the vote into consideration in future reviews of the remuneration policy for Directors and other KMP of the Company.

The Board recommends that shareholders vote in favour of **Resolution 3**.

## Voting exclusion

The Company will disregard any votes cast on this Resolution 3:

- by or on behalf of a member of the Company's KMP whose remuneration details are included in the Remuneration Report (and their Closely Related Parties) in any capacity; and
- as proxy by a person who is a member of the Company's KMP (and their Closely Related Parties).

However, this does not apply to a vote cast in favour of a resolution by:

- a person as proxy for a person entitled to vote on Resolution 3 in accordance with a direction on the proxy form; or
- as proxy for a person entitled to vote on Resolution 3 by the Chairman of the meeting, and the Chairman has received express authority to vote undirected proxies as the Chairman sees fit, despite the fact that Resolution 3 is connected with the remuneration of the Company's KMP.

If you appoint the Chairman of the meeting as your proxy, and you do not direct your proxy how to vote on this resolution on the proxy form, you will be expressly authorising the Chairman of the meeting to exercise your proxy on this resolution even though this resolution is connected directly or indirectly with the remuneration of a member of the KMP, which includes the Chairman of the meeting. The Chairman of the meeting intends to vote undirected proxies in favour of this resolution.

## RESOLUTIONS 4A AND 4B - GRANT OF EQUITY RIGHTS AND PERFORMANCE RIGHTS TO THE MANAGING DIRECTOR AND CEO (MR. ANDREW WALSH)

The Board implemented a new executive remuneration framework effective 1 January 2019 as detailed in Section 2 of the 2019 Remuneration Report at page 25 of the Company's 2019 Annual Report. Under that framework, Andrew Walsh's remuneration includes three components: Base salary, Equity Rights and Performance Rights. The Chief Executive Officer (CEO) is also required to accrue and hold Iress equity equivalent to 400% of his base salary by 31 December 2023. The Company has chosen to grant Equity Rights and Performance Rights under the Iress Equity Participation Plan to support Iress' focus on sustainable long-term growth and to align the interests of executives with shareholders.

The Board is seeking shareholder approval for the grant of Equity Rights and Performance Rights to Andrew Walsh in 2020. For 2020, the Board compared Andrew Walsh's total remuneration to the market and determined to maintain the 2019 base salary and to apply a market increase to his potential Equity Rights and Performance Rights awards. Subject to Shareholder approval of those awards, the Board considers that this will have the effect of appropriately positioning his 2020 Total Remuneration against the market, while also increasing the proportion of his remuneration that is delivered in equity. Details of the proposed grants are shown in Table 1, and the key terms of each of the proposed grants are set out further below.

**Table 1 - Proposed equity grants**

Instrument	Quantum*	Award Value	Estimated Grant Date	Performance/Vesting Period	Vesting Conditions (Summary)
Equity Rights	76,374	\$1,008,889	8 May 2020	2 years (28 February 2020 - 28 February 2022) Shares provided on exercise of any vested Equity Rights are subject to a mandatory 2-year holding lock (28 February 2022 - 28 February 2024)	Acceptable individual performance over the vesting period, subject to Board discretion and clawback**
Performance Rights	80,916	\$1,068,889	8 May 2020	3 Years (1 January 2020 - 31 December 2022)	Absolute Total Shareholder Return (ATSR) hurdle over the performance period, subject to Board discretion and clawback**

\* The number of Rights has been calculated by dividing the Award value by the volume weighted average price of Iress shares in the twenty trading days up to and including 31 December 2019.

\*\* The Board can lapse unvested Equity Rights and Performance Rights if individual or company performance is significantly below expectations and can lapse unvested Equity Rights and Performance Rights, or forfeit shares allocated on exercise of vested Equity Rights that are subject to the mandatory holding lock, if a 'clawback event' occurs (see page 11).

Andrew Walsh's base salary is currently \$1,000,000 per annum, as reported in the 2019 Annual Report. This represents 32% of his 2020 total remuneration (\$3,077,778). The Board considers this an appropriate level of total remuneration given the size, scope, strategic objectives and complexity of the Company, Andrew Walsh's unique skills and experience, and comparable remuneration levels for relevant domestic and international Information Technology peers.

#### Specific terms for Equity Rights

Equity Rights under the new remuneration framework comprise 33% of total remuneration, representing a value of \$1,008,889. The number of Equity Rights proposed to be granted to Andrew Walsh (76,374) has been calculated by dividing this value by the volume weighted average price of Iress shares in the 20 trading days up to and including 31 December 2019.

In determining to proceed with this level of Equity Rights, the Board was informed by its 2019 year-end assessment of the Iress group's (Group) performance and Andrew Walsh's individual performance and conduct.

Key terms for Equity Rights include:

- Vesting is conditional on Andrew Walsh achieving acceptable individual performance, including completion of his employment duties and tasks to the required level, over the two-year vesting period, Board discretion and the absence of clawback events (described below). The Board will consider individual and company performance against targets set by the Board (see Section 3.1 on page 28 of the 2019 Annual Report) and **may reduce, cancel or clawback equity if performance is significantly below expectations.**
- The award remains restricted for a further two years after vesting with a mandatory holding lock applying to any shares provided on exercise of the Equity Rights.
- The shares allocated on exercise of vested Equity Rights remain subject to clawback during the mandatory holding lock period.
- Subject to applicable law and unless the Board determines otherwise:

where Andrew Walsh's employment ceases due to...	then...
resignation and termination for cause	<ul style="list-style-type: none"> <li>- unvested Equity Rights will lapse on the date of cessation of employment; and</li> <li>- vested Equity Rights, and shares allocated on exercise of Equity Rights and subject to the mandatory holding lock period, will be retained, but may be subject to clawback (see below)</li> </ul>
any other reason	<ul style="list-style-type: none"> <li>- unvested Equity Rights will remain eligible to vest in accordance with their normal terms (including clawback); and</li> <li>- vested Equity Rights, and shares allocated on exercise of Equity Rights and subject to the mandatory holding lock period, will be retained, but may be subject to clawback (see below)</li> </ul>

- Andrew Walsh will not be eligible to receive any dividends on Equity Rights until the Equity Rights vest and shares are provided. However, if the Equity Rights do vest, he will receive (either in additional vested Equity Rights or in cash, as determined by the Board) an amount equal to the dividends he would have received had he held shares during the vesting period (calculated on an accumulating basis, i.e. assuming the dividend equivalents are reinvested). Importantly, the dividend equivalent amount will not be provided unless and until the Equity Rights vest, and the Board may take any steps it determines appropriate to recover the amount should any 'clawback events' (described below) occur.
- Equity Rights do not carry voting rights.

A detailed explanation of the Equity Rights instrument and the basis for determining how the instrument is allocated is set out in Section 2 of the 2019 Remuneration Report in pages 25 and 26 of the Company's 2019 Annual Report.

## Explanatory notes continued

### Specific terms for Performance Rights

Performance Rights under the new remuneration framework also comprise 35% of total remuneration, representing a value of \$1,068,889. The number of Performance Rights proposed to be granted to Andrew Walsh (80,916) has been calculated by dividing this value by the volume weighted average price of Iress shares in the 20 trading days up to and including 31 December 2019.

In determining to proceed with this level of Performance Rights, the Board was informed by its 2019 year-end assessment of Group performance and Andrew Walsh's individual performance and conduct.

Key terms for Performance Rights include:

- Vesting is subject to Iress' ATSR performance over the three-year performance period, Board discretion and the absence of clawback events. The Board will consider individual and company performance against targets set by the Board (see page 28 of the 2019 Annual Report) and **may reduce, cancel or clawback equity if performance is significantly below expectations.**
- ATSR focuses on the growth of Iress and value to shareholders, regardless of the broader market and other companies' movements. The Performance Rights will not vest unless shareholder value has been created over the performance period. TSR will continue to be calculated using a 20-day volume weighted average price to 31 December.
- 50% of the Performance Rights will vest in February 2023 if Iress' compound annual growth rate of its TSR over the performance period is 6.5%; 100% of the Performance Rights will vest if the compound annual growth rate is 10.0%; and, a sliding scale will apply for performance between these points.
- Subject to applicable law and unless the Board determines otherwise:

where Andrew Walsh's employment ceases due to...	then...
resignation or termination for cause	<ul style="list-style-type: none"><li>- unvested Performance Rights will lapse on the date of cessation of employment; and</li><li>- vested Performance Rights will be retained</li></ul>
any other reason	<ul style="list-style-type: none"><li>- if less than six months of the performance period has elapsed at the date of cessation of employment, unvested Performance Rights will lapse on the date of cessation of employment;</li><li>- during the remainder of the performance period, a pro-rata number of unvested Performance Rights will lapse based on the performance period elapsed at the date of cessation of employment. Performance Rights that do not lapse will remain eligible to vest in accordance with their normal terms (including clawback); and</li><li>- vested Performance Rights will be retained</li></ul>

- Andrew Walsh will not be eligible to receive any dividends on Performance Rights until the rights vest and shares are provided. Performance Rights carry no right to any dividend equivalent amount on vesting.
- Performance Rights do not carry any voting rights.

A detailed explanation of the Performance Rights and the basis for determining how the instrument is allocated is set out in Section 2 of the 2019 Remuneration Report in pages 25 and 26 of the Company's 2019 Annual Report.

### Directors' Recommendation in relation to Resolutions 4A and 4B

The Non-Executive Directors are confident that Andrew Walsh's total remuneration package for 2020 (as described in detail in the Remuneration Report and which includes the proposed grant of Equity Rights and Performance Rights set out in Table 1) is reasonable, having regard to the size, scope, complexity and strategic objectives of the Company, Andrew Walsh's unique skills and experience and comparable remuneration levels for relevant domestic and international Information Technology peers. Further, the Non-Executive Directors view that the high portion of his remuneration delivered in equity enhances the already strong alignment between his and shareholders' interests as the value of his Equity Rights and Performance Rights will fluctuate with the share price and are subject to vesting conditions and the discretion of the Board.

The Board (other than Andrew Walsh) recommends that shareholders vote in favour of **Resolutions 4A and 4B.**

## General terms applicable to Equity Rights and Performance Rights

### Entitlement & Vesting

Each of these equity instruments will give Andrew Walsh a right to receive one ordinary share in the Company or cash of equivalent value on vesting, subject to the satisfaction of applicable vesting conditions. The Board will determine whether shares in the Company or cash of equivalent value are provided at the time of vesting. If provided, the cash amount will be equal to the volume weighted average price of Iress shares during the five days of trading up to and including the vesting date (less any superannuation contributions and any other withholdings, deductions or payments for tax).

Equity Rights also give Andrew Walsh a right to a dividend equivalent amount, subject to the satisfaction of the applicable vesting conditions and as further described under the heading "Specific terms for Equity Rights" above.

### Price payable on grant and exercise

The Equity Rights and Performance Rights will be granted at no cost to Andrew Walsh. There is no price payable on exercise.

### Clawback

The Board will have the ability to lapse unvested and unexercised Equity Rights and Performance Rights, and forfeit shares allocated on exercise of Equity Rights that are subject to the mandatory holding lock (i.e. clawback). The circumstances in which this may occur (referred to as "clawback events") include fraud, misrepresentation, misstatement of financial results, dishonesty, gross misconduct, poor risk practices or reputational issues, or any other matters the Board determines relevant.

### Voluntary holding lock

Andrew Walsh may elect for a voluntary six-month holding lock to apply to any shares he receives on vesting of each of the above grants (and after the expiry of any mandatory holding lock). During any voluntary holding lock period, Andrew Walsh will not be able to sell, transfer or otherwise deal with the Iress shares he receives, but will be entitled to the dividends and voting rights attached to those shares.

### Change of control

If certain change of control events occur in relation to the Company, the Board may determine in its absolute discretion to give notice that the Equity Rights or Performance Rights (as applicable) may vest and/or be exercised irrespective of whether the relevant vesting conditions have been satisfied at that time.

### Date of grant

If shareholder approval is obtained, the Equity Rights and Performance Rights will be granted on or about 8 May 2020, and in any event within 6 months of the date of this meeting.

### Other required information - ASX Listing Rules

Andrew Walsh is currently the only Director who is eligible to receive grants of Equity Rights or Performance Rights under the Iress Equity Participation Plan. The number of securities that have been granted to Andrew Walsh under the Iress Equity Participation Plan since it was implemented in 2019 are:

- 80,020 Performance Rights; and
- 80,020 Equity Rights

all of which were granted at no cost.

No loan will be made available by the Company to Andrew Walsh in connection with the grants of Equity Rights or Performance Rights.

Details of any securities issued to Andrew Walsh under the Iress Equity Participation Plan will be published in the Company's annual report. No additional persons covered by Listing Rule 10.14 will participate in the Iress Equity Participation Plan without shareholder approval being first obtained.

## Approvals sought

Iress is proposing to issue 76,374 Equity Rights and 80,916 Performance Rights to Andrew Walsh under the Iress Equity Participation Plan. Listing Rule 10.14 provides that listed companies must not permit a director or their associates to acquire equity securities under an employee incentive scheme unless it obtains the approval of its shareholders.

Resolutions 4A and 4B seek the required shareholder approval to the issue of 76,374 Equity Rights and 80,916 Performance Rights under and for the purposes of Listing Rule 10.14 and, if shareholder approvals are obtained, the Company will proceed to issue Andrew Walsh Equity Rights and Performance Rights. If shareholder approvals are not obtained, it is intended that Andrew Walsh will be awarded a cash payment following the end of the applicable vesting and restriction periods equivalent in value to the value he would have realised had he been issued Equity Rights and Performance Rights.

## Voting exclusion

The Company will disregard any vote cast on Resolutions 4A and 4B:

- by or on behalf of Andrew Walsh and any of his associates, in any capacity; and
- as proxy by a person who is a member of the Company's KMP (and their Closely Related Parties),

However, this does not apply to a vote cast in favour of a resolution by:

- a person as proxy or attorney for a person entitled to vote on resolutions 4A or 4B in accordance with a direction as to how to vote provided by that person; or
- as proxy or attorney for a person entitled to vote on Resolutions 4A or 4B by the Chairman of the meeting, and the Chairman has received express authority to vote undirected proxies on that resolution as the Chairman sees fit; or
- in favour of Resolutions 4A or 4B by Andrew Walsh or any of his associates as a nominee, trustee or custodian (or other fiduciary) for a person entitled to vote on Resolutions 4A or 4B, in accordance with a direction as to how to vote provided by that person, provided that person provides written confirmation to Andrew Walsh or his relevant associate (as applicable) that they are not excluded from voting or are an associate of a person excluded from voting.

If you appoint the Chairman of the meeting as your proxy, and you do not direct your proxy how to vote on Resolutions 4A and 4B on the proxy form, you will be expressly authorising the Chairman of the meeting to exercise your proxy on these resolutions. The Chairman of the meeting intends to vote undirected proxies in favour of Resolutions 4A and 4B.



Iress Limited

ABN 47 060 313 359

LODGE YOUR VOTE

ONLINE
www.linkmarketservices.com.au

BY MAIL
Iress Limited
C/- Link Market Services Limited
Locked Bag A14
Sydney South NSW 1235 Australia

BY FAX
+61 2 9287 0309

BY HAND
Link Market Services Limited
1A Homebush Bay Drive, Rhodes NSW 2138

ALL ENQUIRIES TO
Telephone: 1300 554 474 Overseas: +61 1300 554 474

PROXY FORM

I/We being a member(s) of Iress Limited and entitled to attend and vote hereby appoint:

APPOINT A PROXY

the Chairman of the Meeting (mark box)

OR if you are NOT appointing the Chairman of the Meeting as your proxy, please write the name of the person or body corporate you are appointing as your proxy

or failing the person or body corporate named, or if no person or body corporate is named, the Chairman of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at 11:30am (AEST) on Thursday, 7 May 2020 at Level 1, 10 Shelley Street, Sydney NSW 2000 (the Meeting) and at any postponement or adjournment of the Meeting.

Important for Resolutions 3, 4a & 4b: If the Chairman of the Meeting is your proxy, either by appointment or by default, and you have not indicated your voting intention below, you expressly authorise the Chairman of the Meeting to exercise the proxy in respect of Resolutions 3, 4a & 4b, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (KMP).

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

VOTING DIRECTIONS

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting.

Please read the voting instructions overleaf before marking any boxes with an X

Resolutions

Table with 4 columns: Resolution, For, Against, Abstain\*. Rows include: 1 Election of Mr. Michael Dwyer, 2 Election of Ms. Trudy Vonhoff, 3 Remuneration Report, 4a Approval of Grant of Equity Rights to the Managing Director and CEO, 4b Approval of Grant of Performance Rights to the Managing Director and CEO.

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

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Signature lines for Shareholder 1 (Individual), Joint Shareholder 2 (Individual), Joint Shareholder 3 (Individual), Sole Director and Sole Company Secretary, Director/Company Secretary (Delete one), Director.

This form should be signed by the shareholder. If a joint holding, either shareholder may sign. If signed by the shareholder's attorney, the power of attorney must have been previously noted by the registry or a certified copy attached to this form. If executed by a company, the form must be executed in accordance with the company's constitution and the Corporations Act 2001 (Cth).



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## HOW TO COMPLETE THIS SHAREHOLDER PROXY FORM

### YOUR NAME AND ADDRESS

This is your name and address as it appears on the Company's share register. If this information is incorrect, please make the correction on the form. Shareholders sponsored by a broker should advise their broker of any changes. **Please note: you cannot change ownership of your shares using this form.**

### APPOINTMENT OF PROXY

If you wish to appoint the Chairman of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chairman of the Meeting as your proxy, please write the name of that individual or body corporate in Step 1. A proxy need not be a shareholder of the Company.

### DEFAULT TO CHAIRMAN OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chairman of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chairman of the Meeting will be voted according to the instructions set out in this Proxy Form, including where the Resolutions are connected directly or indirectly with the remuneration of KMP.

### VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

### APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Proxy Form may be obtained by telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

- on each of the first Proxy Form and the second Proxy Form state the percentage of your voting rights or number of shares applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded; and
- return both forms together.

### SIGNING INSTRUCTIONS

You must sign this form as follows in the spaces provided:

**Individual:** where the holding is in one name, the holder must sign.

**Joint Holding:** where the holding is in more than one name, either shareholder may sign.

**Power of Attorney:** to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, please attach a certified photocopy of the Power of Attorney to this form when you return it.

**Companies:** where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the *Corporations Act 2001*) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please indicate the office held by signing in the appropriate place.

### CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate "Certificate of Appointment of Corporate Representative" must be produced prior to admission in accordance with the Notice of Meeting. A form of the certificate may be obtained from the Company's share registry or online at [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au).

### LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **11:30am (AEST) on Tuesday, 5 May 2020**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting.

Proxy Forms may be lodged using the reply paid envelope or:



#### ONLINE

[www.linkmarketservices.com.au](http://www.linkmarketservices.com.au)

Login to the Link website using the holding details as shown on the Proxy Form. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, shareholders will need their "Holder Identifier" - Securityholder Reference Number (SRN) or Holder Identification Number (HIN).



#### BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your proxy by scanning the QR code adjacent or enter the voting link [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au) into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

#### QR Code



To scan the code you will need a QR code reader application which can be downloaded for free on your mobile device.



#### BY MAIL

Iress Limited  
C/- Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235  
Australia



#### BY FAX

+61 2 9287 0309



#### BY HAND

delivering it to Link Market Services Limited\*  
1A Homebush Bay Drive  
Rhodes NSW 2138

\* During business hours (Monday to Friday, 9:00am–5:00pm)

**IF YOU WOULD LIKE TO ATTEND AND VOTE AT THE ANNUAL GENERAL MEETING, PLEASE BRING THIS FORM WITH YOU.  
THIS WILL ASSIST IN REGISTERING YOUR ATTENDANCE.**



Iress Limited

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LODGE YOUR VOTE

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ALL ENQUIRIES TO
Telephone: 1300 554 474 Overseas: +61 1300 554 474

Please use this form to submit any questions about Iress Limited ("the Company") that you would like us to respond to at the Company's 2020 Annual General Meeting. Your questions should relate to matters that are relevant to the business of the meeting, as outlined in the accompanying Notice of Annual General Meeting and Explanatory Memorandum. If your question is for the Company's auditor it should be relevant to the content of the auditor's report, or the conduct of the audit of the financial report.

This form must be received by the Company's share registrar, Link Market Services Limited, by 5.00pm (AEST) on Thursday, 30 April 2020.

Questions will be collated. During the course of the Annual General Meeting, the Chairman of the Meeting will endeavour to address as many of the more frequently raised shareholder topics as possible and, where appropriate, will give a representative of the Company's auditor, the opportunity to answer written questions submitted to the auditor. However, there may not be sufficient time available at the meeting to address all topics raised. Please note that individual responses will not be sent to shareholders.

My question relates to (please mark the most appropriate box)

- Performance or financial reports
Remuneration Report
My question is for the auditor
A resolution being put to the AGM
Sustainability/Environment
Future direction
General suggestion
Other

Large text area for writing questions with horizontal lines.

- Performance or financial reports
Remuneration Report
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Sustainability/Environment
Future direction
General suggestion
Other

Large text area for writing questions with horizontal lines.

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SAMPLE

QUESTIONS



**Iress Limited**

ABN 47 060 313 359

**LODGE YOUR VOTE**

**ONLINE**  
www.linkmarketservices.com.au

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**VOTING DIRECTION FORM**

**DIRECTION TO THE TRUSTEE OF THE PLAN**

I, being a participant of the Deferred Employee Share Plan direct the Trustee of the Plan to vote on my behalf in respect of any voting rights attaching to shares held for my benefit under the Plan at the Annual General Meeting of the Company to be held at **11.30am (AEST) on Thursday, 7 May 2020 at Level 1, 10 Shelley Street, Sydney NSW 2000** and at any adjournment of that meeting. Forms will only be valid and accepted by the Company if they are signed and received no later than **11.30am (AEST) on Thursday, 30 April 2020**.

**VOTING DIRECTIONS**

This form will only be used for the purpose of voting on the resolutions specified below.  
To direct the Trustee on how to vote on any resolution, please insert  in the appropriate box.  
In the absence of a direction by you, the Trustee has no direction and your votes will not be counted.

**Resolutions**

	For	Against	Abstain*		For	Against	Abstain*
1 Election of Mr. Michael Dwyer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4b Approval of Grant of Performance Rights to the Managing Director and CEO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Election of Ms. Trudy Vonhoff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
3 Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
4a Approval of Grant of Equity Rights to the Managing Director and CEO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

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

**SIGNATURE OF PARTICIPANT – THIS MUST BE COMPLETED**

Signature of Participant

[Signature line]



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