

ASX Announcement

24 December 2012

Grant of share rights to employees

Specialty Fashion Group Limited (ASX code: SFH) today announced its Board has resolved to grant up to 4,000,000 rights over ordinary shares to employees of Specialty Fashion Group **under the terms of the Company's** Employee Long Term Incentive Plan, as part of **the Company's ongoing employee incentive arrangements.**

The share rights will be granted for nil consideration, and the vesting date of the share rights is 30 June 2015. In order for the shares to vest the following performance conditions must be met:

- Plan participants must have completed a continuous period of service and still be employed by the Company on the vesting date;
- a minimum 3 year cumulative EPS growth of 10% for the 3 years ending 30 June 2015, when compared to a cumulative base EPS of 22.1 cents; and
- a minimum 3 year cumulative ROCE of 20% for the 3 years ending 30 June 2015.

Under the LTIP rules, the directors may on a case-by-case basis at their absolute discretion, waive or partly waive performance conditions that have not been satisfied.

FOR FURTHER INFORMATION CONTACT:

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