

# BRICKWORKS

LIMITED

19 October 2023

Australian Securities Exchange  
Attention: **Companies Department**

## BY ELECTRONIC LODGEMENT

### Brickworks 2023 Notice of Annual General Meeting

Please see attached the following release on the above subject.

Authorised by

BRICKWORKS LIMITED

**Susan Leppinus**  
Company Secretary

**Brickworks Limited**  
ABN: 17 000 028 526

738 – 780 Wallgrove Road,  
Horsley Park, NSW 2175

PO Box 6550  
Wetherill Park, NSW 1851

(02) 9830 7800

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www.brickworks.com.au

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PROUDLY SUPPORTS



## Need assistance?



**Phone:**

1300 855 080 (within Australia)  
+61 3 9415 4000 (outside Australia)



**Online:**

[www.investorcentre.com/contact](http://www.investorcentre.com/contact)



## YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **12:00 noon (AEDT) Sunday 19 November 2023**

# Brickworks Limited Annual General Meeting

19 October 2023

## Annual General Meeting

On behalf of your Board, I am pleased to invite you to attend the 89th Annual General Meeting (AGM) of Brickworks Limited (Brickworks) which will take place on Tuesday 21 November 2023 at 12.00 noon (AEDT) as a physical meeting to provide shareholders with the option to participate in person.

### Attending AGM in person:

Shareholders can attend the AGM in person which will commence at 12:00 noon (AEDT) at:

The Establishment, Level 2  
252 George Street  
Sydney, NSW, 2000

If you are unable to attend the meeting, a copy of the addresses given by the Managing Director and myself, along with results of the voting on the various resolutions, will be posted both on the ASX website ([www.asx.com.au](http://www.asx.com.au)) and on the Brickworks Ltd website ([investors.brickworks.com.au](http://investors.brickworks.com.au)).

### Access meeting documents:

We will only be mailing hard copy documents by post to those shareholders who have elected to receive hard copy documents. If you have not elected to receive hard copy documents but wish to obtain a hard copy of the Proxy Form and Notice of Meeting, contact Computershare on 1300 850 505 (within Australia) or (+61 3) 9415 4000 (outside Australia).

## Access the meeting documents and lodge your proxy online:

### Online:

Access the meeting documents and lodge your vote online at [www.investorvote.com.au](http://www.investorvote.com.au) using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is

**Control Number: 183114**

**SRN/HIN:**

For Intermediary Online subscribers (custodians) go to [www.intermediaryonline.com](http://www.intermediaryonline.com)



**PLEASE NOTE:** For security reasons it is important that you keep your SRN/HIN confidential.

### Ask questions:

As always, we invite shareholders to submit questions in advance of the meeting. You will be able to ask questions during the AGM. Questions can also be submitted at [AGM@brickworks.com.au](mailto:AGM@brickworks.com.au) (after 11:30 am (AEDT) on Tuesday 21 November 2023), or mailed to Company Secretary, Brickworks Ltd, Level 9, 60 Carrington Street Sydney, NSW 2000, and should clearly identify your name and SRN or HIN. You will be able to ask questions during the AGM.

**How to vote:**

Shareholders may vote during the meeting in person or by proxy. If by proxy, proxy forms must be lodged with the Secretary of Brickworks in accordance with the instructions on the form, not less than 48 hours before the time for holding the meeting either by returning the form by:

1. mail to Computershare Investor Services Pty Limited, GPO Box 242 Melbourne, Victoria 3001 Australia; or
2. by fax to 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia).

Alternatively, proxy instructions can be submitted electronically to the Company's share registrar by visiting <http://www.investorvote.com.au/bkw> and Intermediary Online subscribers only (custodians) should visit [www.intermediaryonline.com](http://www.intermediaryonline.com).

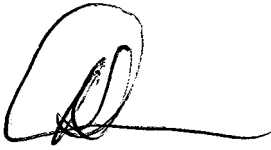
Once again, I encourage all shareholders to participate in voting on the proposed resolutions.

**Update your shareholding:**

If you need to update the details on your shareholding, or record your email address, please go to: [www.investorcentre.com/au](http://www.investorcentre.com/au). If your holding is broker sponsored, please contact your broker to change your address as only they can update address details.

We ask shareholders to consider providing their email address as an alternative form of communication. You can also elect which communications you receive by post or by email.

Yours faithfully



Robert Milliner  
Chairman

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+61 3 9415 4000 (outside Australia)



**Online:**

[www.investorcentre.com/contact](http://www.investorcentre.com/contact)



## YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **12:00 noon (AEDT) on Sunday 19 November 2023.**

# Proxy Form

## How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

### APPOINTMENT OF PROXY

**Voting 100% of your holding:** Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

**Voting a portion of your holding:** Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

**Appointing a second proxy:** You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

**A proxy need not be a securityholder of the Company.**

### SIGNING INSTRUCTIONS FOR POSTAL FORMS

**Individual:** Where the holding is in one name, the securityholder must sign.

**Joint Holding:** Where the holding is in more than one name, all of the securityholders should sign.

**Power of Attorney:** If you have not already lodged the Power of Attorney with the registry, 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 sign in the appropriate place to indicate the office held. Delete titles as applicable.

### PARTICIPATING IN THE MEETING

#### Corporate Representative

If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at [www.investorcentre.com/au](http://www.investorcentre.com/au) and select "Printable Forms".

## Lodge your Proxy Form:

### Online:

Lodge your vote online at [www.investorvote.com.au](http://www.investorvote.com.au) using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is

**Control Number: 183114**

**SRN/HIN:**

For Intermediary Online subscribers (custodians) go to [www.intermediaryonline.com](http://www.intermediaryonline.com)

### By Mail:

Computershare Investor Services Pty Limited  
GPO Box 242  
Melbourne VIC 3001  
Australia

### By Fax:

1800 783 447 within Australia or  
+61 3 9473 2555 outside Australia



**PLEASE NOTE:** For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

**Change of address.** If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.

# Voting Form

Please mark  to indicate your directions

## Step 1 Indicate How Your Vote Will Be Cast *Select one option only*

At the Annual General Meeting of Brickworks Limited to be held in the Ballroom at The Establishment, Level 2, 252 George Street Sydney, NSW, 2000 on Tuesday 21 November 2023 at 12:00 noon (AEDT) and at any adjournment or postponement of that meeting, I/We being member/s of Brickworks Limited direct the following:

A **Vote Directly**  Record my/our votes strictly in accordance with directions in Step 2. **PLEASE NOTE:** A Direct Vote will take priority over the appointment of a Proxy. For a valid Direct Vote to be recorded you must mark FOR, AGAINST, or ABSTAIN on each item.

**OR**

B **Appoint a proxy to vote on your behalf**  I/We hereby appoint: **The Chairman of the Meeting** **OR**  **PLEASE NOTE:** Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).  
or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit).

**Chairman authorised to exercise undirected proxies on remuneration related resolutions:** Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Items 2 and 3 (except where I/we have indicated a different voting intention in step 2) even though Items 2 and 3 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

**Important Note:** If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Items 2 and 3 by marking the appropriate box in step 2.

## Step 2 Items of Business

**PLEASE NOTE:** If you have appointed a proxy and you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority. If you are directly voting and you mark the **Abstain** box for an item, it will be treated as though no vote has been cast on that item and no vote will be counted in computing the required majority.

		For	Against	Abstain
Item 2	Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3	Grant of Performance Rights to the Managing Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4(a)	Re-election of Mrs Deborah R. Page as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4(b)	Re-election of Ms Robyn N. Stubbs as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4(c)	Re-election of Mr. Joel. A. Fitzgibbon as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

## Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1  Securityholder 2  Securityholder 3  / /  
Sole Director & Sole Company Secretary Director Director/Company Secretary Date

**Update your communication details** (Optional)

Mobile Number  Email Address  By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

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# BRICKWORKS

ABN 17 000 028 526

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## Notice of **Meeting**

**BRICKWORKS**

Notice of  
**Meeting**

**NOTICE IS HEREBY GIVEN**

that the Annual General Meeting of Brickworks Limited will take place on Tuesday 21 November 2023 at 12:00 noon (AEDT) in the Ballroom at The Establishment, Level 2, 252 George Street, Sydney, NSW 2000.

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# Ordinary Business

## 1. Financial Reports

To receive and consider the Financial Report of Brickworks Ltd and the Brickworks Group, and the reports of the Directors and Auditors thereon, for the financial year ended 31 July 2023.

## 2. Remuneration Report

To adopt the remuneration report for the financial year ended 31 July 2023.

Please refer to the attached Explanatory Notes for information regarding voting by key management personnel.

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 2.**

## 3. Grant of Performance Rights to the Managing Director

That approval is given for all purposes under the Corporations Act and ASX Listing Rule 10.14 and for all other purposes for the grant to the Managing Director of performance rights up to a maximum value of AUD 1,278,435 under the new Executive Rights Plan (**Performance Rights**). The maximum number of Performance Rights to be granted to the Managing Director shall be determined by dividing the maximum value of Performance Rights of AUD 1,278,435 by the volume weighted average price (**VWAP**) of Company shares traded on the ASX over the 5 trading days prior to the grant date (as adjusted after the vesting of the Performance Rights).

Please refer to the attached Explanatory Notes for information regarding voting exclusions.

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 3.**

## 4. Re-election of Directors

(a) That Mrs D. Page, who retires as a Director in accordance with article 6.3(b) of the Company's Constitution and being eligible for re-election, be re-appointed as a Director.

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(a).**

(b) That Ms R. Stubbs, who retires as a Director in accordance with article 6.3(b) of the Company's Constitution and being eligible for re-election, be re-appointed as a Director.

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(b).**

(c) That Mr J. Fitzgibbon, who retires as a Director in accordance with ASX Listing Rule 14.4 and being eligible for re-election, be re-appointed as a Director.

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(c).**

BY ORDER OF THE BOARD



**S. Leppinus**  
Secretary



## Other

# Information

### Entitlement to Vote

The Board has determined that for the purpose of determining entitlements to attend and vote at the meeting, shares will be taken to be held by the persons who are the registered holders at 12.00 noon (AEDT) on 19 November 2023. Accordingly, share transfers registered after that time will be disregarded in determining entitlements to attend and vote at the meeting.

### Voting Restrictions and Exclusions

#### Remuneration Report (Resolution 2)

The Company will disregard any votes cast on this Resolution – by or on behalf of the Company’s key management personnel (including the directors) (**KMP**) or a closely related party of a KMP, details of whose remuneration are included in the Remuneration Report and their closely related parties whether as a shareholder or as a proxy.

However, a vote may be cast on Resolution 2 by a KMP or a closely related party of a KMP if the vote is not cast on behalf of a KMP or a closely related party of a KMP and either:

- (a) the vote is cast as a proxy appointed in writing that specified how the proxy is to vote on Resolution 2; or
- (b) the vote is cast as a proxy by the Chairman of the meeting and the voting form expressly authorises the Chairman to exercise the proxy even though Resolution 2 is connected directly or indirectly with the remuneration of a member of the KMP.

### Grant of Performance Rights to the Managing Director (Resolution 3)

The Company will disregard any votes on Resolution 3:

- (a) cast in favour of this Resolution – by or on behalf of Mr Lindsay Partridge and any of his associates (regardless of the capacity in which the vote is cast) whether as a shareholder or a proxy; or
- (b) cast as proxy by a person who is a member of the Company’s KMP on the date of the meeting, or their closely related parties.

However, votes will not be disregarded if they are cast on Resolution 3:

- (c) by a person as proxy or attorney for a person who is entitled to vote on Resolution 3, in accordance with directions given to the proxy or attorney to vote on Resolution 3 in that way;
- (d) by the Chairman of the meeting as proxy or attorney for a person who is entitled to vote on Resolution 3 in accordance with an express authorisation in the proxy form to exercise the proxy even though the resolution is connected directly or indirectly with the remuneration of a member of the Company’s KMP; or
- (e) by a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on Resolution 3; and
  - (ii) the holder votes on Resolution 3 in accordance with directions given by the beneficiary to the holder to vote in that way.

## Undirected proxy voting by the Chairman of the meeting

If the Chairman of the meeting is your proxy or is appointed your proxy by default, and you do not direct your proxy how to vote on Resolution 2 or 3 on the voting form, you will be expressly authorising the Chairman of the meeting to exercise the proxy even though that Resolution is connected directly or indirectly with the remuneration of a member of the KMP.

### How to ask questions

Shareholders may ask questions by:

- ▶ attending the meeting in person or by proxy or attorney and asking questions during the meeting; and
- ▶ submitting written questions prior to the meeting by emailing [AGM@brickworks.com.au](mailto:AGM@brickworks.com.au) (after 11:30 am (AEDT) on Tuesday 21 November 2023), or mailed to Company Secretary, Brickworks Ltd, Level 9, 60 Carrington Street Sydney, NSW 2000, and should clearly identify your name and SRN or HIN.

It may not be possible for the Company to respond to all questions.

### How to Vote

Shareholders may vote by:

- ▶ attending the meeting in person or by attorney and by direct voting during the meeting;
- ▶ by proxy (see below); or
- ▶ by corporate representative in the case of corporate shareholders (see below).

All Resolutions will be decided by poll.

### Proxies

- (a) A member entitled to attend and vote is entitled to appoint not more than 2 proxies.
- (b) Where 2 proxies are appointed and the appointment does not specify the proportion or number of the member's votes, each proxy may exercise half of the votes.
- (c) A proxy need not be a member of the Company.
- (d) A voting form must be signed by the member or his or her attorney. Proxies given by corporations must be signed under seal, under section 127 of the Corporations Act or under the hand of the authorised officer or attorney.

- (e) Voting forms must be lodged with the Secretary of the Company in accordance with the instructions on the voting form, not less than 48 hours before the time for holding the meeting either by returning the enclosed voting form by:
  - (i) mail to Computershare Investor Services Pty Limited, GPO Box 242 Melbourne, Victoria 3001 Australia; or
  - (ii) by fax to 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia).

Alternatively, proxy instructions can be submitted electronically to the Company's share registrar by visiting <http://www.investorvote.com.au/bkw> and Intermediary Online subscribers only (custodians) should visit [www.intermediaryonline.com](http://www.intermediaryonline.com). A voting form accompanies this notice.

- (f) Members should consider directing their proxy as to how to vote on each resolution by crossing a "For", "Against" or "Abstain" box when completing their voting form to ensure that their proxy is permitted to vote on their behalf in accordance with their instructions.
- (g) If your proxy chooses to vote, they must vote in accordance with your directions on the proxy form. If you have directed your proxy how to vote, and they fail to attend the meeting or they choose not to vote on a poll, then the Chairman will vote your proxies as directed by you.

### Direct voting at the meeting

This year's AGM is being held physically only, and therefore votes may be cast directly by shareholders only in person during the meeting.

Shareholders who cast a vote by proxy on a resolution before the AGM will still be entitled to lodge a direct vote on that resolution in person during the meeting, with the later vote overriding the earlier vote.

### Corporate representatives

A member that is a body corporate may appoint an individual to act as its representative at the meeting. Unless otherwise specified in the appointment, the representative may exercise, on the body corporate's behalf, all or any of the powers that the body corporate could exercise at the meeting or in voting on a resolution.

Appointments may be lodged in advance of the meeting at the Company's registered office or share registry (details on the voting form).

# Explanatory Statement

This statement explains the items of business to be considered at the meeting and should be read in conjunction with the notice of meeting.

## Resolution 1

### Receive and consider the financial and other reports

The full year results of Brickworks Limited (**Company** or **Brickworks**) are available either in the Annual Report sent to those shareholders who elected to receive the Annual Report, or on the Company's website ([investors.brickworks.com.au](https://investors.brickworks.com.au)).

This item does not require voting by shareholders. It is intended to provide an opportunity for shareholders to raise questions on the financial reports and on the performance and management of the Company.

The auditors of the Company, EY, will also be present at the meeting, and will be available to answer any questions relevant to the financial reports, including:

- ▶ the conduct of the audit;
- ▶ the preparation and content of the auditor's report;
- ▶ the accounting policies adopted by the Company; and
- ▶ the independence of the auditor.

## Resolution 2

### Adopt the remuneration report for the year ended 31 July 2023

The Corporations Act requires listed companies to present their remuneration report for adoption by shareholders at the Company's Annual General Meeting (**AGM**). The vote on this Resolution is advisory only, and does not bind the directors or the Company.

The Brickworks Board (**Board**) is committed to ensuring that the remuneration framework is focused on driving a performance culture that is closely aligned to the achievement of the Company's strategy and business objectives as well as the retention of key members of the senior management team.

**The Directors unanimously recommend that shareholders vote in favour of Resolution 2.**

### Resolution 3

## Grant of Performance Rights to the Managing Director under the Brickworks Executive Rights Plan for FY2024

### Background

In 2019 the Company introduced an Executive Rights Plan (**Plan**) which is designed to reward the Managing Director (**MD**) if the strategic long-term goals for the Company are achieved over a 3 year period.

This Plan is weighted toward achieving long term growth and financial performance, based on objective measurable goals, and to align with growth in shareholder value.

### MD's participation in the Plan for FY2024

Resolution 3 seeks shareholder approval for the MD to participate in the Plan and for the grant of Performance Rights to Mr Partridge under the Plan to be allocated following the 2023 AGM.

The key terms of the Plan together with Mr Partridge's participation in the Plan for FY2024 are set out below.

### Why is shareholder approval being sought?

The Company is currently seeking approval for the equity grants under the Plan as a matter of good corporate governance and in accordance with ASX Listing Rule 10.14, to preserve flexibility for the Board to issue the shares in the Company allocated on vesting of Performance Rights under the Plan. The Board will exercise its discretion in determining how to source any shares at the relevant time with the best interests of the Company's shareholders in mind.

If shareholders' approval is given under ASX Listing Rule 10.14, approval is not required under ASX Listing Rule 7.1. As a result, the Performance Rights granted to Mr Partridge and any shares issued pursuant to that approval will not be included within the limit of 15% of issued shares that can be issued by the Company without shareholder approval under ASX Listing Rule 7.1.

### What if shareholder approval is not obtained?

If shareholders' approval is not given, the Board will consider alternative arrangements to appropriately remunerate and incentivise Mr Partridge.

### Incentive opportunity under the Plan

For FY2024 the MD's maximum long-term incentive (**LTI**) opportunity is 75% of his total fixed remuneration (including base salary, car allowance and superannuation). The MD's target STI opportunity is 75% of total fixed remuneration and his maximum short-term incentive (**STI**) opportunity is 90% of total fixed remuneration.

### Details of the MD's FY2024 LTI grant

The MD's LTI will be granted as exercisable Performance Rights. A Performance Right is a right to receive an ordinary share in the Company at no cost, subject to the satisfaction of performance conditions. However, the Company retains discretion to pay a cash equivalent payment (either fully or partly) instead of allocating shares (for example, this will often be appropriate where Performance Rights vest after cessation of employment).

### Dividends and voting rights

The Performance Rights do not have voting rights attached to them.

In order to align the participants' and shareholders' interests, the MD will be compensated at the end of the performance period for dividends during the performance period on those Performance Rights that meet the performance criteria. No compensation will be provided for dividends on the Performance Rights that do not meet the performance criteria.

## Quantum and number of Performance Rights

The MD's maximum LTI opportunity for FY2024 is AUD 1,278,435 and the MD will be awarded a maximum number of Performance Rights determined by dividing the maximum opportunity by the volume weighted average price (**VWAP**) of Company shares traded on the ASX 5 trading days prior to the grant date.

However, the Board has the discretion to reduce the number of Performance Rights awarded if the Board determines in good faith that it is necessary in order to ensure that no inappropriate benefit is obtained by the MD.

The Performance Rights will only vest if the performance hurdles are met at the end of a 3 year performance period, ending on 31 July 2026, subject to the discretion of the Board (as outlined below).

After vesting and exercise, each Performance Right is adjusted in accordance with the following formula:

$$(1 + \text{Adjustment Number})$$

Where:

**Adjustment Number** means the Notional Dividend Value divided by the volume weighted average of the selling price of the Company's shares recorded on the ASX over 5 ASX trading days immediately preceding the exercise date that the exercised Performance Right is equity settled and/or cash settled or such other period as determined by the Board.

**Holding Period** means, in respect of a Performance Right, the period between the first day of the financial year of the Company in which the Grant Date occurs and the exercise date of the Award.

**Notional Dividend Value** means the value (expressed in dollars) equal to the aggregate amount of dividends that would have been payable to the MD on one share of the Company with dividend record dates occurring during the Holding Period, such value to be grossed up or otherwise adjusted to account for:

- (A) the value of any franking credits and tax offsets which would have been available to the MD had the MD actually been paid the dividends referred to above; and
- (B) the time value of money during the period elapsed between the time the relevant party would have been paid each relevant dividend and the exercise date of the Performance Right.

The maximum number of shares in the Company that may be received by the MD is equal to the maximum number of Performance Rights as adjusted.

No exercise price will be payable by the MD upon the exercise of the Performance Rights.

## Performance hurdles for the FY2024 LTI award

The Performance Rights will only vest if the performance hurdles are met at the end of a 3 year performance period, ending on 31 July 2026. The Board may exercise discretion at the time of testing for vesting purposes to ensure that LTI outcomes reflect overall performance and are appropriate.

Subject to the above, there is no retesting of the hurdles if they fail the test. Any Performance Rights that do not meet the vesting criteria by the second test date will lapse. Any Performance Rights that vest will become exercisable (at no cost to the MD) for a period of up to 3 years from the vesting date. Any Performance Rights that remain unexercised at the end of this period will lapse. The 2 performance hurdles are as follows:

### Performance hurdles

50% of the award is subject to Brickworks relative total shareholder return (**TSR**) vesting condition under which Brickworks TSR is compared to the companies in the S&P ASX 200 Franking Credit Adjusted Annual Total Return Index (**XJOAI Franked**) over a period of 3 years from 1 August 2023 up to and including 31 July 2026 (subject to the discretion of the Board). The remaining 50% of the award is subject to an absolute TSR vesting condition also over the same period.

### Relative TSR

For the relative TSR measure, the vesting schedule is:

BKW's TSR inclusive of Grossed Dividends as a % of XJOAI Franked	Level of Vesting
Below the median	0% vesting
At the median	50% vesting
Between the median and the 60th percentile	Pro rata vesting on a straight line basis between 50 and 100%
At the 60th percentile or above	100% vesting

### Absolute TSR

The Absolute TSR is equivalent to the sum of the grossed-up dividend yield plus or minus the movement in the 90 day VWAP's during the year under review. The vesting schedule is:

Absolute after tax (pre-tax with gross up for dividend component) annual compounding TSR Target over the performance period	Level of Vesting
Less than 6%	0% vesting
Equal to 6%	50% vesting
Between 6% and 8%	Pro rata vesting on a straight line basis between 50% and 100%
Equal to 8% or greater	100% vesting



The Board believes that these measures, when combined with the short-term incentive, provides the most suitable link to long-term security holder value creation because:

- ▶ absolute TSR ensures vesting is commensurate with the Company's actual TSR, meaning there are no awards when TSR is negative and it also provides a good line of sight for the MD and Chief Financial Officer (CFO);
- ▶ measuring TSR on a relative basis levels the playing field by removing overall market movements and industry economics for the evaluation of MD and CFO performance, relative TSR provides a relative, external market performance measure having regard to a peer group of ASX200 companies with which the Company competes for capital, customers and talent;
- ▶ the use of relative TSR ensures that the MD and CFO are motivated to deliver returns that are superior to what a security holder could achieve in the broader market and ensures as the most senior management they maintain a strong focus on security holder outcomes;
- ▶ Brickworks calculates its after tax TSR incorporating the full value of franking credits. The S&P ASX 200 Franking Credit adjusted annual total return Index also adjusts the total return for the tax effect of franking credits;
- ▶ the use of the S&P ASX 200 Franking Credit adjusted annual total return Index was chosen as the relative performance target following testing of this group against a range of historical and future share price/payout scenarios to confirm that outcomes align with the Company's historical notion of superior long-term performance. The XJOAI Franked measure adjusts the total return of the S&P ASX 200 Accumulation Index for franked dividends to ensure consistency of calculation. This Index is readily available and simple to use as a comparator for a Group that spans across the building materials and property development sectors. Given the diverse nature of the Brickworks Group and the size of Brickworks investment in Washington H. Soul Pattinson and Company Limited (and its investment profile) this remains the most appropriate index to compare Brickworks performance. The hurdles are reviewed annually by the Board and the Board believes that the TSR measures will drive outperformance without encouraging excessive risk taking; and
- ▶ while the Board appreciates that there are at times different views held by different stakeholders, it considers that these measures provide the appropriate balance between market and non-market measures.

The share price used at commencement of each tranche for assessing both relative and absolute TSR performance of Brickworks shares is the 90 day Volume Weighted Average Price (VWAP) prior to 31 July 2023. The actual share price used to compare to the TSR target share price is the 90 day VWAP prior to the relevant test date.

## Cessation of employment

Unvested Performance Rights will generally remain on foot subject to the original performance hurdles and will be tested in the normal course.

Unvested Performance Rights will be forfeited if Mr Partridge's employment is terminated for cause.

## Clawback

The Board and the Remuneration and Nomination Committee have discretion with regard to the remuneration outcomes including the LTI wherever and whenever this is considered appropriate. **This discretion also applies in the event of financial misstatement, reputational damage and/or evidence of misconduct.**

## Change of Control

If a change of control event occurs in relation to Brickworks then vesting of the rights approved under this notice of meeting held by the employee share plan trust on behalf of the Managing Director will be at the discretion of the Board with a minimum pro-rata vesting to be applied having regard to the time elapsed since the commencement of the performance measures and the change of control.

## Other information provided under ASX Listing Rule 10.15

Mr Partridge is the only Director (or associate of a Director) entitled to participate in the Plan. For alignment of interests, the Company's CFO is also entitled to participate in the Plan (and this will apply to the holders of that position during the financial year). The CFO will receive 100% of his FY24 LTI (being 60% of his total fixed remuneration).

Any Performance Rights issued to Mr Partridge under the Plan with shareholder approval are issued at no cost to him as they form part of his remuneration.

No loans will be made by the Company in relation to the acquisition of securities under the Plan. It is intended that the Performance Rights will be granted to Mr Partridge shortly after shareholder approval is granted and no later than 12 months after the 2023 AGM.

In accordance with ASX Listing Rule 10.15.4, the MD's current total remuneration package is as follows:	FY24 (AUD)
Base fees/ Salary inc	
Superannuation	\$1,640,080
Car Allowance	\$64,500
<b>Total Fixed remuneration (TFR)</b>	<b>\$1,704,580</b>
Non-monetary benefits	\$7,529
Short term incentive at maximum	75 % of TFR at target 90% of TFR at maximum
Long term incentive	75% of TFR

In accordance with ASX Listing Rule 10.15.5:

- (a) As foreshadowed in the Company's 2019, 2020, 2021 and 2022 notice of AGM the following allocations were made to the MD under the Plan.

Performance Rights Allocation Date	Amount(AUD)	Number of Performance Rights
2019	609,747	33,400
2020	625,800	31,443
2021	1,174,780	50,606
2022	1,231,125	N/A <sup>1</sup>

Securities will only be issued to the MD if the performance hurdles are met at the end of a 3-year performance period, ending on 31 July 2026. Should that occur, they will be issued at no cost to the MD.

Performance rights (that meet the performance hurdles) are adjusted for any future dividends.

- (b) The following securities have been issued to the MD under the Plan:

Rights Allocation	Date of Issue	Securities Issued
2019	30 September 2022	37,772

**The Directors (with Mr L. Partridge abstaining) unanimously recommend that shareholders vote in favour of Resolution 3.**

### Further Information

Details of any securities issued under the Plan will be published in the Brickworks annual report relating to the period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

Any additional persons covered by Listing Rule 10.14 who become entitled to participate in an issue of securities under the Plan after the Resolution 3 is approved and who were not named in this notice of meeting will not participate until approval is obtained under that rule.

### Resolution 4(a)

#### Re-election of Mrs D. Page

Under the Constitution of Brickworks the term of a Director's appointment is 3 years, after which that Director must retire as a Director and may stand for re-election at the AGM of the Company. Details of the skills and experience of Mrs Page, as outlined in the 2023 Annual Report of the Company, are as follows:

### Deborah R. Page AM

B.Ec, FCA, FAICD

Non-executive Director

Mrs Page was appointed to the Board in July 2014.

She has extensive financial expertise, having been a partner at Touche Ross/KPMG Peat Marwick, and a senior executive with the Lend Lease Group, Allen Allen and Hemsley and the Commonwealth Bank.

She has specific experience in corporate finance, accounting, audit, mergers & acquisitions, capital markets, insurance and joint venture arrangements.

Mrs Page also has extensive experience as a company director gained across ASX Listed, private, public sector and regulated entities including in the telecommunications, utilities, insurance, technology, renewables, funds management and infrastructure sectors.

As an experienced director and Audit and Risk Committee Chair her skills also include Board leadership, governance, risk management and compliance.

Mrs Page is the Chair of the Audit and Risk Committee and a member of the Remuneration and Nomination Committee.

Mrs Page is a member of Chief Executive Women and was appointed as a member of the Takeovers Panel in March 2022.

Mrs Page holds directorships in the following listed companies:

- ▶ Growthpoint Properties Australia Limited
- ▶ Magellan Financial Group Limited (from 3 October 2023)
- ▶ The Star Entertainment Group Limited

During the last 3 years, Mrs Page also held listed company directorships with Pandal Group Limited (retired in January 2023) and Service Stream Limited (retired in April 2023).

The Board has concluded that Mrs Page is independent.

**The Directors (with Mrs D. Page abstaining) support the re-election and unanimously recommend that shareholders vote in favour of Resolution 4(a).**

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(a).**

<sup>1</sup> The number of 2022 Performance Rights to be allocated to the MD is still to be determined.

## Resolution 4(b)

### Re-election of Ms R. Stubbs

Under the Constitution of Brickworks the term of a Director's appointment is 3 years, after which that Director must retire as a Director and may stand for re-election at the AGM of the Company. Details of the skills and experience of Ms Stubbs, as outlined in the 2023 Annual Report of the Company, are as follows:

## Robyn N. Stubbs

B.Bus, M.Sc., GAICD

Non-executive Director

Ms Stubbs was appointed to the Board in January 2020.

She has valuable operational experience in property leasing, sales and marketing, strategy and new product development having spent more than 25 years in senior sales and marketing roles in the media and property sectors.

Most recently Ms Stubbs was General Manager of Retail Leasing at Stockland and prior to this she held property management, sales and marketing roles at Lend Lease, Fairfax, Network Ten and Unilever.

Ms Stubbs' skills also include mergers and acquisitions, capital markets, governance, risk management and compliance.

She is a member of the Remuneration and Nomination Committee and the Audit and Risk Committee.

Ms Stubbs is currently a director of HMC Funds Management Limited (as the responsible entity of the HomeCo Daily Needs REIT).

During the last 3 years, Ms Stubbs also held listed company directorships in:

- ▶ Aventus Group (which merged with HomeCo Daily Needs REIT in March 2022)
- ▶ Inghams Group Limited (resigned in June 2023)
- ▶ InvoCare Limited (resigned in February 2021)

The Board has concluded that Ms Stubbs is independent.

**The Directors (with Ms R. Stubbs abstaining) support the re-election and unanimously recommend that shareholders vote in favour of Resolution 4(b).**

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(b).**

## Resolution 4(c)

### Re-election of Mr J. Fitzgibbon

Under ASX Listing Rule 14.4, a director appointed as an addition to the Board must not hold office (without re-election) past the next annual AGM. Details of the skills and experience of Mr. J. Fitzgibbon, as outlined in the 2023 Annual Report of the Company, are as follows:

## The Hon. Joel. A. Fitzgibbon

GradCertBA, GAICD

Non-executive Director

Mr Fitzgibbon was appointed to the Board in January 2023.

He has extensive government experience having served in the House of Representatives from 1996 to 2022, representing the New South Wales seat of Hunter. He served as Minister for Defence in 2007–2009, Minister for Agriculture, Fisheries and Forestry in 2013 and was Chief Government Whip in the House of Representatives from 2010–2013.

Mr Fitzgibbon has considerable expertise in public policy, social and environmental issues.

He is a member of the Remuneration and Nomination Committee and the Audit and Risk Committee.

He is a non-executive director and interim CEO of the Australian Forest Products Association and retained as Special Counsel by CMAX Advisory.

Mr Fitzgibbon has no current listed company directorships and has held no other listed company directorships in the last three years.

Brickworks undertakes appropriate background checks before a new candidate is recommended for election. These include checks as to a person's experience, educational qualifications, character and criminal record. Those checks were undertaken in respect of Mr Fitzgibbon before his appointment to the Board.

The Board has concluded that Mr Fitzgibbon is independent.

**The Directors (with Mr Fitzgibbon abstaining) support the re-election and unanimously recommend that shareholders vote in favour of Resolution 4(c).**

**The Chairman of the meeting intends to vote all undirected proxies in favour of Resolution 4(c).**

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