



30 October 2023

Dear Shareholders

**X2M Connect Limited Annual General Meeting**

The Notice of Annual General Meeting of X2M Connect Limited (**X2M or the Company**), to be held at 10.00am AEDT 28 November 2023, is now available at <https://x2mconnect.com/investor-centre/>.

The Company is pleased to be able to provide shareholders with the opportunity to attend and participate in the virtual meeting through an online meeting platform powered by Automic, where shareholders will be able to watch, listen, and vote online. There will also be a facility to ask questions and comment during the meeting.

To access the virtual meeting:

1. Open your internet browser and go to [investor.automic.com.au](http://investor.automic.com.au);
2. Login with your username and password or click “register” if you haven’t already created an account. You will require your HIN or SRN from your holding statement to register. Shareholders are encouraged to create an account prior to the start of the meeting to ensure there is no delay in attending the virtual meeting;
3. After logging in, a banner will be displayed at the top once the meeting is open for registration, click on “View” when this appears;
4. Click on “Register” and follow the steps;
5. Click on the URL to join the webcast where you can view and listen to the virtual meeting.

Shareholders are strongly encouraged to lodge a proxy form to vote at the AGM at least 48 hours before the meeting rather than voting through the in meeting poll.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Oliver Carton'.

Oliver Carton  
Company Secretary

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**X2M CONNECT LIMITED**  
**ACN 637 951 154**  
**NOTICE OF ANNUAL GENERAL MEETING**

Notice is given that the Annual General Meeting of the members of X2M Connect Limited (**X2M or the Company**) will be held by video conference, at 10.00 am AEDT on 28 November 2023.

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**BUSINESS**

**FINANCIAL REPORT**

To receive and consider the Annual Financial Statements, the Directors' Report and Audit Report of the Company and its Controlled Entities for the financial period ended 30 June 2023.

The above documents are contained in the Annual Report. Shareholders who have elected to receive an electronic copy of the Annual Report can download a copy at <https://x2mconnect.com/investor-centre/>. Shareholders who have elected to receive a hard copy of the Annual Report will receive one with this Notice of Meeting.

**RESOLUTION 1 - ADOPTION OF REMUNERATION REPORT**

To consider and, if thought fit, to pass the following non-binding resolution:

*That the Remuneration Report contained in the Directors' Report for the financial period ended 30 June 2023 be adopted.*

**Short Explanation**

The Corporations Act requires listed companies to put to Shareholders at the Annual General Meeting a non-binding resolution concerning the Remuneration Report which is contained in the Directors' Report section of the Annual Report.

Shareholders will be given an opportunity to ask questions concerning the Remuneration Report at the Annual General Meeting.

As stated, Resolution 1 is non-binding.

**Voting Exclusion Statement**

The Company will disregard any votes cast on the proposed resolution for adoption of the remuneration report by or on behalf of:

- (a) a Key Management Personnel (**KMP**) named in the Remuneration Report; or
- (b) a Closely Related Party of a KMP,

whether the votes are cast as a Shareholder, proxy or in any other capacity.

However, the Company will not disregard a vote cast by a KMP or Closely Related Party of a KMP if it is cast as a proxy and it is not cast on behalf of a KMP or a Closely Related Party of a KMP. If

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the proxy is the Chairman, and the proxy does not specify the way in which the proxy should vote, the Chairman intends to vote in favour of the resolution.

**Important for Resolution 1**

**If you are KMP or a Closely Related Party of KMP (or are acting on behalf of any such person) and purport to cast a vote that will be disregarded by the Company (as indicated above), you may be liable for an offence for breach of voting restrictions that apply to you under the Corporations Act.**

**RESOLUTION 2 - RETIREMENT OF DIRECTORS BY ROTATION AND BY OPERATION OF THE CONSTITUTION**

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

*That, having retired pursuant to the Constitution of the Company, Damien Johnston be elected as a director.*

**Short Explanation**

The Company's Constitution requires one third of the directors (other than the Managing Director) to retire at each Annual General Meeting, being the directors longest in office since being re-elected by Shareholders at the date of the Annual General Meeting. It also requires any director appointed during the year to retire at the first AGM held after their election. This year the rule applies to Damien Johnston.

Details of Damien Johnston's experience and background are contained in Explanatory Statement.

**RESOLUTION 3 - RATIFICATION OF PRIOR ISSUES OF SECURITIES**

To consider and, if thought fit, to pass, with or without amendment, the following resolution as an ordinary resolution:

- 3.1 *“That for the purposes of ASX Listing Rules 7.4, and for all other purposes, Shareholders ratify the issue and allotment by the Company under ASX Listing Rule 7.1A of the Placement Shares to entities as set out in section 4 of the Explanatory Statement.”*
- 3.2 *“That for the purposes of ASX Listing Rules 7.4, and for all other purposes, Shareholders ratify the issue and allotment by the Company under ASX Listing Rule 7.1 of the Placement Options to entities as set out in section 4 of the Explanatory Statement.”*
- 3.3 *“That for the purposes of ASX Listing Rules 7.4, and for all other purposes, Shareholders ratify the issue and allotment by the Company under ASX Listing Rule 7.1 of the Loan Options to entities as set out in section 4 of the Explanatory Statement.”*

### **Short Explanation**

The Company issued the Loan Options, Placement Shares and Placement Options to investors before the Meeting, as detailed in section 4 of the Explanatory Statement. ASX Listing Rule 7.4 provides that a company may in general meeting by shareholder approval ratify a previous issue of securities (provided that the previous issue did not breach ASX Listing Rule 7.1 or 7.1A) and those securities will then be deemed to have been made with shareholder approval for the purpose of ASX Listing Rule 7.1 or 7.1A. That approval is the purpose of Resolution 3.

### **Voting Exclusion Statement**

The Company will disregard any votes cast in favour of this Resolution by or on behalf of a person who participated in the Securities issues or a counterparty to an agreement under which securities were issued, or any associates of that persons.

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

- A person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
- The Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair to vote on the resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - 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 the resolution; and
  - The holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

### **RESOLUTION 4 - APPROVAL OF ADDITIONAL 10% PLACEMENT CAPACITY**

To consider and, if thought fit, to pass the following resolution as a special resolution:

*That, for the purposes of ASX Listing Rule 7.1A and for all other purposes, approval is given for the Company to issue up to that number of Shares equal to 10% of the issued capital of the Company at the time of issue, calculated in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 and otherwise on the terms and conditions set out in the Explanatory Statement.*

### **Short Explanation**

ASX Listing Rule 7.1A provides that a listed entity such as the Company may seek shareholder approval at its annual general meeting by way of special resolution to allow it to issue equity securities up to 10% of its issued capital over a period up to 12 months after its Annual General Meeting. This is in addition to the 15% permitted by ASX Listing Rule 7.1. That approval is the purpose of Resolution 4.

### **Voting Exclusion Statement**

The Company will disregard any votes cast in favour of Resolution 4 by any person who is expected to participate in, , or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the entity) if the resolution is passed and any associates of those persons.

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

- A person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
- The Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair to vote on the resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - 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 the resolution; and
  - The holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

## **RESOLUTION 5 - APPROVAL OF ISSUE OF SECURITIES TO MANAGING DIRECTOR**

To consider and, if thought fit, to pass, with or without amendment, the following resolutions as ordinary resolutions:

*That for the purposes of ASX Listing Rule 10.14 and for all other purposes, the issue of securities to Mohan Jesudason or his nominee, as referred to in section 6 of the Explanatory Statement, is approved.*

### **Short Explanation**

The Company proposes to issue securities to the Managing Director Mohan Jesudason under the Company's *Employee Incentive Performance Rights and Options Plan (EIPROP)*. Mr Jesudason is a related party to the Company and therefore the issue of the securities requires Shareholder approval under ASX Listing Rule 10.14. An issue of securities under ASX Listing Rule 10.14 approved by Shareholders is an exception to ASX Listing Rule 7.1. The effect of Resolution 5 will be to allow the Company to issue the securities to Mr Jesudason without using the Company's 15% annual placement capacity.

### **Voting Exclusion Statement**

The Company will disregard any votes cast in favour of this resolution by or on behalf of Mr Jesudason, a person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the employee incentive scheme in question, or an associate of those persons.

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

- A person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
- The Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair to vote on the resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - 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 the resolution; and

- The holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

#### **Voting Prohibition Statement**

A person appointed as a proxy must not vote, on the basis of that appointment, on this resolution if:

- (a) the proxy is either:
  - (i) a member of the KMP; or
  - (ii) a Closely Related Party of such a member; and
- (b) the appointment does not specify the way the proxy is to vote on this resolution.

Provided the Chair is not a Resolution 3 Excluded Party, the above prohibition does not apply if:

- (a) the proxy is the Chair; and
- (b) the appointment expressly authorises the Chair to exercise the proxy even though this resolution is connected directly or indirectly with remuneration of a member of the KMP.

#### **RESOLUTION 6 - APPROVAL OF ISSUE OF REMUNERATION OPTIONS**

To consider and, if thought fit, to pass, with or without amendment, the following resolutions as ordinary resolutions:

- 6.1 *That for the purposes of ASX Listing Rule 10.11 and for all other purposes, the issue of Remuneration Options to The Hon Alan Stockdale AO or his nominee, as referred to in section 7. of the Explanatory Statement, is approved.*
- 6.2 *That for the purposes of ASX Listing Rule 10.11 and for all other purposes, the issue of Remuneration Options to Damien Johnson or his nominee, as referred to in section 7 of the Explanatory Statement, is approved.*
- 6.3 *That for the purposes of ASX Listing Rule 10.11 and for all other purposes, the issue of Remuneration Options to John Stewart or his nominee, as referred to in section 7 of the Explanatory Statement, is approved.*
- 6.4 *That for the purposes of ASX Listing Rule 10.11 and for all other purposes, the issue of Remuneration Options to Mohan Jesudason or his nominee, as referred to in section 7 of the Explanatory Statement, is approved.*
- 6.5 *That, for the purposes of ASX Listing Rule 7.1 and all other purposes, the issue of Remuneration Options in lieu of cash remuneration to non-related parties as referred to in section 7 of the Explanatory Statement, is approved.*

#### **Short Explanation**

The Company proposes to issue Remuneration Options to Non-Executive Directors in lieu of 50% of their Director fees, and to the Managing Director in lieu of 20% of his base remuneration for the balance of FY24. The Directors are related parties to the Company and therefore the issue of the securities requires Shareholder approval under ASX Listing Rule 10.11. An issue of securities under ASX Listing Rule 10.11 approved by Shareholders is an exception to ASX Listing Rule 7.1. The effect of Resolutions 6.1 to 6.4 will be to allow the Company to issue the Remuneration Options to Directors without using the Company's 15% annual placement capacity.

The Company also proposes to issue Remuneration Options to employees who are not related parties, in lieu of short term incentive cash payments, and in the case of the Chief Operating Officer, also in lieu of 20% of his base remuneration for the balance of FY24. The effect of Resolution 6.5 will be to allow the Company to issue the Remuneration Options to employees without using the Company's 15% annual placement capacity.

#### **Voting Exclusion Statement**

The Company will disregard any votes cast in favour of this resolution by or on behalf of the person who will receive the Remuneration Securities in respect of each resolution, any other person who will receive a material benefit (except a benefit solely by reason of being a holder of ordinary securities in the entity) from the issue of the Remuneration Securities, or an associate of those persons.

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

- A person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
- The Chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chair to vote on the resolution as the Chair decides; or
- A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - 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 the resolution; and
  - The holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

#### **RESOLUTION 7 - APPROVAL OF VARIATION TO EMPLOYEE INCENTIVE PERFORMANCE RIGHTS AND OPTIONS PLAN AND EMPLOYEE SHARE INCENTIVE PLAN**

- 7 To consider and, if thought fit, to pass, with or without amendment, the following resolution as an ordinary resolution:

*That, for the purposes of ASX Listing Rule 7.2 Exception 13(b) and for all other purposes, approval is given for the Company to issue securities at the discretion of the Board in accordance with the provisions of the Employee Incentive Performance Rights and Options Plan and the Employee Incentive Share Plan, and on the terms and conditions set out in the Explanatory Statement.*

#### **Short explanation**

Prior to listing on ASX, the Company established an *Employee Incentive Performance Rights and Options Plan (EIPROP)* and an *Employee Incentive Share Plan (EISP)*, details of which were set out in the IPO Prospectus. The Board has offered the EIPROP and EISP to employees of the Company to assist in the reward, retention and motivation of employees.

Shareholders approved changes to the EISP and EIPROP at the 2022 AGM which set the limits of securities issued under those Plans to the then 5% and 15% respectively of issued capital at that time. Given the issued capital has increased, the Board wishes to update the specified security limits of the EISP and EIPROP to 5% and 15% of the current issued capital. That approval is the purpose of Resolution 7.

The approval if given does not extend to directors or other related parties and separate approval will continue to be sought to issue securities to them.

**Voting Exclusion Statement**

In accordance with ASX Listing Rules, the Company will disregard any votes cast in favour of these resolutions by a person who is eligible to participate in the EIPROP and EISP. However, the Company will not disregard a vote if it is cast by a person as proxy for a person who is entitled to vote, in accordance with the directions on the proxy form; or it is cast by the person changing the meeting as proxy for a person who is entitled to vote, in accordance with a direction on the proxy form to vote as the proxy decides.

By order of the Board:



Oliver Carton  
Company Secretary  
Dated: 30 October 2023

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## NOTES

**IMPORTANT:** Shareholders are urged to direct their proxy how to vote by clearly marking the relevant box for each item on the proxy form.

1. A Member entitled to attend and vote at the Annual General Meeting has the right to appoint a person (who does not need to be a Member) as the Member's proxy to attend and vote at the meeting.
2. A Member who is entitled to cast two or more votes may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If the Member appoints two proxies and the appointment does not specify the proportion or number of the Member's votes each proxy may exercise, each proxy may exercise one half of the Member's votes.
3. The proxy form must be signed by the Member or the Member's attorney. Proxies given by corporations must be executed under seal or signed under the hand of a duly authorised officer or attorney.
4. To be valid, the enclosed proxy form and the power of attorney or other authority (if any) under which it is signed (or a certified copy of it) must be lodged:
  - a) In Person at the offices of the Share Registry - Automic Level 5, 126 Phillip Street Sydney NSW 2000
  - b) By Email : [meetings@automicgroup.com.au](mailto:meetings@automicgroup.com.au)
  - c) By Mail: Automic GPO Box 5193 Sydney NSW 2001
  - d) online at <https://investor.automic.com.au/#/loginsah>

not later than 48 hours before the time for commencement of the meeting being **10.00 am on 26 November 2023.**

5. A proxy may decide whether to vote on any motion, except where the proxy is required by law, the ASX Listing Rules or the Constitution to vote, or abstain from voting, in their capacity as proxy. If a proxy is directed to vote on an item of business, the proxy may vote on that item only in accordance with the direction. If a proxy is not directed how to vote on an item of business, the proxy may vote as they think fit.
6. Amendments to the Corporations Act have been made recently which apply to proxy voting. Shareholders and their proxies should be aware of these changes to the Corporations Act, as they will apply to this meeting. Broadly, the changes mean that:
  - (a) if proxy holders vote, they must cast all directed proxies as directed; and
  - (b) any directed proxies which are not voted will automatically default to the Chairman of the meeting, who must vote as the proxies as directed.
7. A proxy form accompanies this Notice of Meeting.

8. The proxy form accompanying this Notice of Meeting contains detailed instructions regarding how to complete the proxy form if a Shareholder wishes to appoint the Chairman as his or her proxy. You should read those instructions carefully.
9. By appointing the Chairman of the meeting as your proxy in relation to Resolution 1 you expressly authorise the Chairman to vote in favour of Resolution 1 unless:
- (a) you direct the Chairman to vote against or to abstain from voting on the resolution; or
  - (b) you are a Member of the key management personnel of the Company and its subsidiaries, details of whose remuneration are included in the remuneration report for the financial period (**KMP**).
10. The Chairman of the meeting intends to exercise all available proxies by voting in favour of all resolutions.
11. A person may attend the meeting under an appointment of corporate representative pursuant to section 250D of the Corporations Act or Power of Attorney only if a copy of that duly executed appointment or Power of Attorney is lodged with the Share Registry or produced prior to the commencement of the meeting.
12. The Company has determined that a person's entitlement to vote at the Annual General Meeting will, in accordance with the Corporations Act, be the entitlement of that person set out in the register of Shareholders as at 7:00 pm on 26 November 2023. This means that any Shareholder registered at 7:00 pm on 26 November 2023 is entitled to attend and vote at the Annual General Meeting.
13. Shareholders or their attorneys wishing to vote in person should attend the Annual General Meeting.
14. Attorneys should provide to the Share Registry ahead of the meeting the original or a certified copy of the power of attorney under which they have been authorised to attend and vote at the meeting to enable registration and voting.

## EXPLANATORY STATEMENT

### INTRODUCTION

The purpose of this Explanatory Statement is to provide Shareholders with an explanation of the business of the meeting and the Resolutions proposed to be considered at the Annual General Meeting.

### 1 FINANCIAL STATEMENTS AND REPORT

At the Annual General Meeting, Shareholders will be given an opportunity to ask questions and comment on the Directors' Report, Financial Statements and Independent Auditor's Report for the financial period ended 30 June 2023.

Shareholders who have elected not to receive a hard copy of the Company's 2023 Annual Report can view or download a copy from the Company's website at <https://x2mconnect.com/investor-centre/>.

The Company's auditors will be present at the meeting and be available to answer questions as to the conduct of the audit and the auditor's report.

### 2 RESOLUTION 1 - REMUNERATION REPORT

In accordance with section 250R(2) of the Corporations Act, listed companies are required to put to Shareholders at the Annual General Meeting a non-binding resolution concerning the Remuneration Report which is contained in the Directors' Report section of the Annual Report.

As stated the resolution is non binding however if at least 25% of the votes cast on the resolution at the Annual General Meeting are against adoption of the report, then there are the following consequences. The Corporations Act was amended in June 2011 to introduce the "two-strikes" rule. The two strikes rule provides that if at least 25% of the votes cast (excluding KMP and their Closely Related Parties) on the adoption of the remuneration report at two consecutive AGMs are against adopting the remuneration report, members will have the opportunity to vote on a Spill Resolution.

A Spill Resolution is a resolution that a separate meeting be called where all Directors other than the Managing Director retire and can be re-elected.

The Directors recommend that all Shareholders vote in favour of the Remuneration Report.

As stated the Company will disregard any votes cast on the proposed resolution for adoption of the remuneration report by or on behalf of:

- (a) a KMP; or
- (b) a Closely Related Party of a KMP.

### **3 RESOLUTION 2 - RETIREMENT OF DIRECTORS BY ROTATION AND BY OPERATION OF THE CONSTITUTION**

The X2M Constitution requires directors appointed during the year to retire and offer themselves for election at the first AGM following their appointment. The Constitution also requires one third of Directors, other than the Managing Director, to retire at each Annual General Meeting. Those directors are eligible to be re-elected by Shareholders. This year the rule applies to Damien Johnston.

Mr Damien Johnston was appointed as Director of X2M on 8 February 2021 and is the Chair of the Audit and Risk Committee. Mr Johnston is considered by the Board to be an independent Non-Executive Director.

Mr Johnston is an ASX experienced Finance Executive. Mr Johnston is currently the Interim CFO at Tabcorp Holdings Limited where he also previously held the CFO position. He previously held several senior financial roles at BHP Group Limited. Mr Johnston has solid governance experience through his involvement on the Tabcorp Holdings Limited Board and related committees. Mr Johnston has extensive experience in mergers and acquisitions at Tabcorp Holdings Limited and BHP Group Limited.

The Board considers that Mr Johnston's leadership, extensive financial and corporate experience are of great value to X2M.

The Directors recommend that all Shareholders vote in favour of this resolution. The Chairman intends to vote open proxies in favour of it.

### **4. RESOLUTION 3 - RATIFICATION OF PRIOR ISSUES OF SECURITIES**

#### **4.1 Background**

On the dates set out in section 4.3, the Company agreed to issue the Placement Shares, Loan Options and Placement Options as set out in the respective tables, for the reasons referred to in those tables. The Board is allowed to issue or agree to issue up to 15% of its issued capital without Shareholder approval each 12 months under ASX Listing Rule 7.1, with a number of exceptions.

The issue of the Placement Shares was completed under ASX Listing Rule 7.1A. Accordingly, those issues use up part of the 10% limit under Listing Rule 7.1A, reducing the Company's capacity to issue Equity Securities without Shareholder approval for 12 months from the date of issue.

The issue of the Loan Options and Placement Options was completed under ASX Listing Rule 7.1. Accordingly, those issues use up part of the 15% limit under Listing Rule 7.1, reducing the Company's capacity to issue Equity Securities without Shareholder approval for 12 months from the date of issue.

Under Listing Rule 7.4, the Company can seek Shareholder ratification of an issue made within the limit of ASX Listing Rule 7.1 and 7.1A, and, if given, the effect of the ratification is to deem that the securities issued were issued with Shareholder approval, meaning that, from the date of the approval, the Board is again able to issue up to a further 15% and 10% respectively of the issued capital without Shareholder approval.

As stated above, if Shareholder approval is given, the Equity Securities set out in Annexure 1 will not count in calculating the Company's 15% and 10% limits, thereby increasing the number of Equity Securities it can issue in the 12 months following the issue dates.

If shareholder approval is not given, the Equity Securities set out in section 4.3 will count in calculating the Company's 15% and 10% limits, thereby decreasing the number of Equity Securities it can issue in the 12 months following the issue dates.

#### 4.2 Terms of Securities

The terms of the securities are set out in section 4.3 and Annexure 1.

#### 4.3 ASX Listing Rule requirements for Resolution 3

##### (a) ASX Listing Rule 7.4

As stated, ASX Listing Rule 7.4 enables the Company to ratify an issue of securities made without prior Shareholder approval under ASX Listing Rule 7.1 or 7.1A if:

- i. the issue of securities did not breach ASX Listing Rule 7.1 or 7.1A; and
- ii. Shareholders subsequently approve the issue of those securities by the Company.

The securities issued did not breach ASX Listing Rule 7.1 or 7.1A.

##### (b) Technical information required by ASX Listing Rule 7.5

#### *Placement Shares*

The number of securities issued and date of issue	18,777,784 Placement Shares issued on 31 October 2023
Issue price per security	\$0.045 per Placement Share
Terms of security	Fully paid ordinary shares

<b>Persons whom securities were issued or basis of issue</b>	Paul Duske Ldsc Investments Pty Ltd ATF Sleep Family Trust Hpe Pty Ltd ATF Pagonis No2 Family Trust Mateo Pty Ltd ATF Jaytone Superannuation Fund Zao Holdings Pty Ltd Belvara Capital & Advisory Pty Ltd ATF Hynes Family Trust Maybury Cove Pty Ltd Cantwell Investments (Partnership) ATF Cantwell Family Trust Lisafield Pty Ltd ATF Double Happiness Trust Lisafield Pty Ltd ATF Adams 8 Super Fund Rytenskind Superannuation Fund Pty Ltd <Rytenskind Super Fund A/C>
<b>Use of funds raised</b>	As announced to ASX on 26 October 2023, funds raised will be used for platform scalability, and smart community & smart agriculture energy management expansion.

#### *Loan Options*

<b>The number of securities issued and date of issue</b>	11,000,000 Loan Options issued on 26 October 2023
<b>Issue price per security</b>	Loan Options were issued for nil price and are exercisable at \$0.04, expiring three years from the date of issue
<b>Terms of security</b>	See Annexure 1
<b>Persons whom securities were issued or basis of issue</b>	SBC Global Investment Fund
<b>Use of funds raised</b>	No funds were raised by the issue of the Loan Options as they were issued as a condition of the loan agreement between the Company and SBC Global Investment Fund as announced to ASX on 26 October 2023

#### *Placement Options*

<b>The number of securities issued and date of issue</b>	9,388,888 Placement Options issued on 31 October 2023
<b>Issue price per security</b>	Placement Options were issued for nil price and are exercisable at \$0.045, expiring 12 months from the date of issue

<b>Terms of security</b>	See Annexure 1
<b>Persons whom securities were issued or basis of issue</b>	Paul Duske Ldsc Investments Pty Ltd ATF Sleep Family Trust Hpe Pty Ltd ATF Pagonis No2 Family Trust Matoe Pty Ltd ATF Jaytone Superannuation Fund Zao Holdings Pty Ltd Belvara Capital & Advisory Pty Ltd ATF Hynes Family Trust Maybury Cove Pty Ltd Cantwell Investments (Partnership) ATF Cantwell Family Trust Lisafeld Pty Ltd ATF Double Happiness Trust Lisafeld Pty Ltd ATF Adams 8 Super Fund Rytenskild Superannuation Fund Pty Ltd <Rytenskild Super Fund A/C>
<b>Use of funds raised</b>	No funds were raised by the issue of the Placement Options as they were issued as part of the placement as announced to ASX on 26 October 2023

#### 4.4 Recommendation of directors

All Directors recommend that Shareholders vote in favour of this Resolution.

### 5. RESOLUTION 4 - APPROVAL OF ADDITIONAL 10% PLACEMENT CAPACITY

#### 5.1 Introduction

ASX Listing Rule 7.1A provides that an Eligible Entity (as defined and explained below) may seek shareholder approval by special resolution passed at an annual general meeting to have the capacity to issue up to that number of Equity Securities (defined below) equal to 10% of its issued capital (10%) Placement Capacity without using that company's existing 15% annual placement capacity granted under ASX Listing Rule 7.1.

An Eligible Entity is one that, as at the date of the relevant annual general meeting:

- (a) is not included in the S&P/ASX 300 Index; and
- (b) has a maximum market capitalisation (excluding restricted securities and securities quoted on a deferred settlement basis) of \$300,000,000.

As at the date of this Notice, the Company is an Eligible Entity as it is not included in the S&P/ASX 300 Index and has a current market capitalisation under \$300,000,000.

An Equity Security is a share, a unit in a trust, a right to a share or unit in a trust or option, an option over an issued or unissued security, a convertible security, or any security that ASX decides to classify as an equity security.

Any Equity Securities issued under the 10% Placement Capacity must be in the same class as an existing class of quoted Equity Securities.

As at the date of this Notice, the Company has 2 classes of quoted Equity Securities being Shares (ASX: X2M) and options (X2MO) and the number of Shares that the Company may issue under the 10% Placement Capacity will be determined in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 (detailed below) should the Shareholders approve Resolution 4.

The effect of Resolution 4 will be to allow the Company to issue Equity Securities up to 10% of the Company's fully paid ordinary securities on issue on the date of issue under the 10% Placement Capacity during the period up to 12 months after the Meeting, without subsequent Shareholder approval and without using the Company's 15% annual placement capacity granted under Listing Rule 7.1.

If resolution 4 is not passed, the Company will not be able to access the additional 10% placement capacity in Listing Rule 7.1A and will be limited to its placement capacity under Listing Rule 7.1 without first obtaining shareholder approval.

Note that Resolution 4 is a special resolution. Accordingly, at least 75% of votes cast by Shareholders present and eligible to vote at the meeting must be in favour of the resolution for it to be passed.

## **5.2 The number of Shares to be issued**

The Number of Shares that the Company may issue under the 10% Placement Capacity will be calculated according to the following formula:

$$(A \times D) - E$$

A: is the number of Shares on issue at the commencement of the relevant period:

- plus the number of Shares issued in the relevant period under an exception in ASX Listing Rule 7.2, other than exceptions 9, 16 or 17;
- plus the number of Shares issued in the relevant period on conversion of convertible securities within rule 7.2 exception 9 where:
- the convertible securities were issued or agreed to be issued before the commencement of the relevant period; or
- the issue of, or agreement to issue, the convertible securities was approved, or take under these rules to have been approved, under rule 7.1 or 7.4;
- plus the number of Shares issued in the relevant period under an agreement to issue securities within rule 7.2 exception 16 where:
- the agreement was entered into before the commencement of the relevant period; or
- the agreement or issue was approved, or take under these rules to have been approved, under rule 7.1 or 7.4;
- plus the number of Shares issued in the previous 12 months with approval of holders of Shares under rules 7.1 or 7.4;
- plus the number of partly paid shares that became fully paid in the previous 12 months; ; and
- less the number of Shares cancelled in the previous 12 months.



D: is 10%

E: is the number of equity securities issued or agreed to be issued under ASX Listing Rule 7.1A.2 in the relevant period where the issue or agreement has not been subsequently approved by the holders of its ordinary securities under ASX Listing Rule 7.4..

### **5.3 Technical information required by ASX Listing Rule 7.1A**

Pursuant to and in accordance with ASX Listing Rule 7.3A, the information below is provided in relation to this Resolution 4:

#### **5.3.1 Minimum Price**

Any Equity Securities issued under rule 7.1A.2 must be in an existing quoted class of the eligible entity's quoted securities and issued for a cash consideration per security which is not less than 75% of the volume weighted average price of Equity Securities in that class, calculated over the 15 ASX trading days on which trades in that class were recorded immediately before:

- the date on which the price at which the Equity Securities are to be issued is agreed by the entity and recipient of the Equity Securities; or
- if the Equity Securities are not issued within 10 ASX trading days of the date in the above bullet point, the date on which the Equity Securities are issued.

#### **5.3.2 Date of Issue**

An approval under this rule 7.1A commences on the date of the AGM at which the approval is obtained and expires on the first to occur of the following:

- the date that is 12 months after the date of the AGM;
- the time and date of the entity's next AGM;
- the time and date of approval by holders of Shares of any transaction under ASX Listing Rules 11.1.2 or 11.2.

#### **(10% Placement Capacity Period)**

The Company will only issue and allot the Equity Securities during the 10% Placement Period. The approval under Resolution 4 for the issue of the Equity Securities will cease to be valid in the event that Shareholders approve a transaction under Listing Rule 11.1.2 (a significant change to the nature and scale of activities) or Listing Rule 11.2 (disposal of main undertaking).

#### **5.3.3 Risk of economic and voting dilution**

Any issue of Shares under the 10% Placement Capacity will dilute the interest of the Shareholders who do not receive any Shares under the issue.

If Resolution 4 is approved by the Shareholders and the Company issues the maximum number of Shares available under the 10% Placement Capacity, the economic and voting dilution of existing Shares would be shown in the table below.

The table below shows the dilution of existing Shares calculated in accordance with the formula outlined in ASX Listing Rule 7.1A(2), on the basis of the market price of Shares and the number of Shares on issue as at 17 October 2023.

The table also shows the voting dilution impact where the number of Shares on issue (Variable A in the formula) changes and the economic dilution where there are changes in the issue price of Shares issued under the 10% Placement Capacity.

Number of Shares on Issue (Variable A in ASX Listing Rule 7.1A2)	Issue Price / Share	Dilution		
		\$0.02 50% decrease in issue price	\$0.04 Issue price	\$0.6 50% increase in issue price
204,719,828 (Current Variable A*)	Shares issued - 10% voting dilution	20,471,983	20,471,983	20,471,983
	Funds raised (\$)	409,440	818,879	1,228,319
307,079,742 (50% increase in Variable A)	Shares issued - 10% voting dilution	30,707,974	30,707,974	30,707,974
	Funds raised (\$)	614,159	1,228,319	1,842,478
409,439,656 (100% increase in Current Variable A)	Shares issued - 10% voting dilution	40,943,966	40,943,966	40,943,966
	Funds raised (\$)	818,879	1,637,759	2,456,638

\* The number of Shares on issue (Variable A) could increase as a result of the issue of Shares that do not require Shareholder approval (such as under a pro-rata rights issue or scrip issued under a takeover offer) or that are issued with Shareholder approval under ASX Listing Rule 7.1.

**The above table assumes:**

- There are 204,719,828 Shares on issue. This number excludes any Shares that may be issued pursuant to resolutions being put to members in accordance with this Notice of Meeting. It also excludes Shares that might be issued on conversion of Options.
- The Company issues the maximum possible number of Shares under the 10% Placement Capacity.
- The calculations above do not show the dilution that any one particular Shareholder will be subject to. All Shareholders should consider the dilution faced to their own shareholding depending on their specific circumstances.
- This table does not set out any dilution pursuant to approvals under ASX Listing Rule 7.1.
- The 10% voting dilution reflects the aggregate percentage dilution against the issued share capital at the time of issue - this is why the voting dilution is shown in each example as 10%.
- The table does not show an example of dilution that may be caused to a particular Shareholder by reason of placements under the 10% Placement Capacity, based on that Shareholder's holding at the date of the General Meeting.

Shareholders should also note that there are risks that:

- (a) the market price of the Company's Shares may be significantly lower on the issue date than on the date of the General Meeting; and
- (b) the Shares may be issued at a price that is at discount to the market price for those Shares on the date of issue.

#### **5.3.4 Purpose of Issue under the 10% Placement Capacity**

The Company must issue Equity Securities under the 10% Placement Capacity for cash consideration in which case the Company intends to use funds raised for the acquisition of new resources, assets and investments (including expenses associated with such an acquisition), and general working capital.

The Company will comply with its disclosure obligations under ASX Listing Rule 7.1A(4) and 3.10.3 under issue of any Equity Securities.

#### **5.3.5 Allocation policy under the 10% Placement Capacity**

The Company's allocation policy for the issue of Equity Securities under the 10% Placement Capacity will be dependent on the prevailing market conditions at the time of the proposed placement(s).

At this point in time no decision has been made concerning use of the 10% placement capacity during the relevant period, including the number of Equity Securities it may issue and when this may occur.

Therefore the allottees of the Equity Securities that may be issued under the 10% Placement Capacity have not yet been determined. However, the allottees of Equity Securities could consist of current Shareholders or new investors (or both), none of whom will be related parties of the Company.

The Company will determine the allottees at the time of the issue under the 10% Placement Capacity, having regard to the following factors:

- the purpose of the issue;
- alternative methods for raising funds available to the Company at that time, including, but not limited to, an entitlement issue or other offer where existing Shareholders may participate;
- the effect of the issue of the Equity Securities on the control of the Company;
- the circumstances of the Company, including, but not limited to, the financial position and solvency of the Company;
- prevailing market conditions; and
- advice from corporate, financial and broking advisers (if applicable).

#### **5.3.6 Previous approval under ASX Listing Rule 7.1A**

The Company previously sought and was given approval from Shareholders under ASX Listing Rule 7.1A at the 2021 and 2022 AGMs.

During the last 12 months, the Company has issued 31,073,860 Shares under Listing Rule 7.1A. 12,629,416 Shares were issued on 5 May 2023 and 31 May 2023 to clients

of Bell Potter Limited. As announced to ASX on 17 April 2023, the Shares were issued at \$0.068 per Share. Net proceeds have been expended and were used primarily for:

- platform scalability;
- smart community & smart agriculture energy management expansion;
- business development;
- working capital

The share price represented a 17.3% discount to 30-day VWAP of A\$0.082 and a 9.3% discount to last close price of A\$0.075 on 12 April 2023.

At a General Meeting on 20 October 2023, Shareholders ratified the issue of the 12,629,416 Shares.

18,777,784 Shares were issued on or about 31 October 2023 to a number of investors as listed in section 4.3. As announced to ASX on 26 October 2023, the Shares were issued at \$0.045 per Share. Net proceeds have not been used as at the date of this Notice of Meeting and will be used primarily for platform scalability and smart community & smart agriculture energy management expansion.

### 5.3.7 Voting exclusion statement

As stated in the Notice of Meeting, the Company will disregard any votes cast on Resolution 4 by any person who may obtain a benefit, except a benefit solely in the capacity of a holder of ordinary securities, if the resolution is passed and any associates of those persons. However, the Company need not disregard a vote if it is cast by a person as a proxy for a person who is entitled to vote, in accordance with the directions on the Proxy Form, or, it is cast by the person chairing the meeting as proxy for a person who is entitled to vote, in accordance with a direction on the Proxy Form to vote as the proxy decides.

As at the date of this Notice of Meeting, the Company has not invited any existing Shareholder to participate in an issue of Shares under ASX Listing Rule 7.1A. No existing Shareholders will therefore be excluded from voting on Resolution 4.

The Directors recommend that all Shareholders vote in favour of this resolution.

## 6. RESOLUTION 5 - APPROVAL OF ISSUE OF SECURITIES TO MANAGING DIRECTOR

### 6.1 Introduction

The Company proposes, subject to obtaining Shareholder approval, to issue 5,405,405 Options to the Managing Director Mohan Jesudason under the Company's Long Term Incentive Corporate Plan (**Plan**) (**MD Options**) which operates under the Company's *Employee Incentive Performance Rights and Options Plan (EIPROP)*, on the terms as set out in this Notice and Explanatory Statement.

The objective of the issue of the MD Options is to provide a long term incentive for Mr Jesudason and give him an increased stake in the Company, thereby aligning his interest with Shareholders. He must meet performance hurdles set by the Board to be able to exercise the MD Options, which are therefore also a reward for the Company achieving high level performance. He must also remain an employee until the MD Options are exercisable.

The Directors in the absence of Mr Jesudason consider that the number of MD Options to be issued to Mr Jesudason is appropriate and reasonable remuneration in light of his skills and experience, his leadership of the Company and the percentage of risk based remuneration versus total remuneration.

The incentive represented by the MD Options is cost effective and efficient, as opposed to alternative forms of incentive, such as the payment of cash compensation. The Plan constitutes an employee incentive scheme for the purposes of the ASX Listing Rules.

If the approval is given the MD Options will be issued to Mr Jesudason. If the approval is not given, the MD Options cannot be issued and the Board intends that an equivalent award will be provided in cash, subject to the same performance and other conditions as described in these Explanatory Notes.

## 6.2 ASX Listing Rules 10.14 and 10.15

ASX Listing Rule 10.14 provides that shareholder approval must be obtained where an entity issues equity securities to a director under an employee incentive scheme such as the Plan. Mr Jesudason is a Director of the Company.

Pursuant to and in accordance with the requirements of the ASX Listing Rules 10.15, the following information is provided in relation to the proposed issue of MD Options:

<b><i>The name of the person</i></b>	Mohan Jesudason
<b><i>Which category of Rules 10.14.1 - 10.14.3 the persons fall within and why</i></b>	Category 10.14.1 as a Director
<b><i>The number of securities proposed to be issued to the persons under the scheme for which approval is being sought, which may be expressed as a maximum number or formula</i></b>	5,405,405 MD Options
<b><i>If the person is a Director, the current remuneration of that person</i></b>	This is set out below
<b><i>The number of securities that have previously been issued to the person under the scheme, and the average acquisition price (if any) paid by the person for those securities</i></b>	Mr Jesudason was previously awarded 2,029,159 Options for nil consideration under the Plan while CEO. As he was not a Director at that time, the issue did not require Shareholder approval.
<b><i>A summary of the material terms of the Options</i></b>	This is set out in Annexure 2
<b><i>The date on which the securities will be issued</i></b>	The MD Options issued will be issued within 1 month of the date of this meeting
<b><i>The price or other consideration the Company will receive for the issue</i></b>	MD Options will be issued at nil consideration, and are exercisable at \$0.0975 per MD Option

<i>A summary of the material terms of the employee incentive scheme</i>	This is set out in Annexure 2
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Details of Mr Jesudason's current total annual remuneration package for FY24 are set out below.

<b>Component</b>	<b>At target performance</b>	<b>Outperformance opportunity</b>
Total fixed remuneration (including superannuation)	\$503,980.20	\$503,980.20
Short Term Incentive opportunity (subject to achievement of performance measures)	\$200,000	\$300,000
Long Term Incentive opportunity (subject to achievement of a performance measure)	\$200,000	\$200,000
<b>Total</b>	<b>\$903,980.20</b>	<b>\$1,003,980.20</b>

No loan will be provided to Mr Jesudason concerning or in connection with the MD Options.

Details of any securities issued under the Plan will be published in the Company's 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.

### **6.3 Section 208 of the Corporations Act**

Section 208 of the Corporations Act requires that for a public company, or an entity that the public company controls, to give a financial benefit to a related party of the public company, the public company or entity must:

- obtain the approval of the public company's members in the manner set out in sections 217 to 227 of the Corporations Act; and
- give the benefit within 24 months following such approval,

unless the giving of the financial benefit falls within an exception set out in sections 210 to 216 of the Corporations Act.

The grant of the MD Options constitutes giving a financial benefit and Mr Jesudason is a related party of the Company. One of the exceptions to section 208 is the payment of reasonable remuneration. The Directors other than Mr Jesudason have considered that the number of MD Options to be issued to him is appropriate and reasonable remuneration for the reasons set out in paragraph 6.1.

### **6.4 ASX Listing Rules 7.1 and 7.2**

Approval pursuant to ASX Listing Rule 7.1 is not required in order to issue the MD Options the subject of Resolution 5 as approval is being obtained under ASX Listing Rule 10.14 (Exception 14 under ASX Listing Rule 7.2). Accordingly, the issue of the MD Options will not be included in the 15% calculation of the Company's annual placement capacity pursuant to ASX Listing Rule 7.1.

### **6.5 Recommendation of Directors**

The Directors other than Mr Jesudason recommend that Shareholders vote in favour of Resolution 5. The Chair intends to vote undirected proxies in favour of it. Mr Jesudason declines to make a recommendation as he has an interest in this resolution.

## 7. RESOLUTIONS 6.1 to 6.5 - APPROVAL OF ISSUE OF REMUNERATION OPTIONS

### 7.1 Introduction

As announced to ASX on 28 August 2023, the Company proposes, subject to obtaining Shareholder approval, to issue Remuneration Options as follows:

- to Non-Executive Directors in lieu of 50 % of remaining FY24 director base fees;
- to the Managing Director in lieu of 20% of his remaining FY24 base salary and in lieu of FY23 short term incentive cash payments;
- to employees who are not related parties, in lieu of FY23 short term incentive cash payments, and in the case of the Chief Operating Officer, also in lieu of 20% of his remaining FY24 base remuneration.

The issue of Remuneration Options to Directors requires shareholder approval as they are related parties. The issue of Remuneration Options to employees does not require shareholder approval however the Company seeks that approval so that the issue does not take up its placement capacity under Listing Rule 7.1. The purpose of Resolutions 6.1 to 6.5 is to seek that approval.

### 7.2 Terms of Remuneration Options and rationale

Remuneration Options are call options, the terms of which are as follows:

Issue date	Within 3 months of the date of this meeting
Exercise Price	A premium of 67% to the 5 day VWAP from the issue date
Expiry date	5 years from the date of issue
Vesting conditions	<p>Remuneration Options vest when the forgone remuneration of the recipient has been earned. For example:</p> <ul style="list-style-type: none"> <li>• For Non-Executive Directors, 1/7<sup>th</sup> of Remuneration Options will vest each month for 7 consecutive months;</li> <li>• For employees, Remuneration Options will vest immediately;</li> <li>• For the Managing Director and Chief Operating Officer: <ul style="list-style-type: none"> <li>○ Remuneration Options issued in lieu of base remuneration will vest 1/7<sup>th</sup> each month for 7 consecutive months; and</li> <li>○ Remuneration Options issued in lieu of short term incentive bonuses will vest immediately.</li> </ul> </li> </ul>
Number issued	The number will be the value of remuneration for each recipient forgone, divided by the value of a Remuneration Option. Further details are set out in section 7.3
Other	Other usual terms are set out in Annexure 3

The rationale of issuing the Remuneration Options is to preserve the cash resources of the Company, and to further align the interests of recipients of the Remuneration Options with

the interests of Shareholders. The Company anticipates the proposal will save approximately \$0.49m a year in costs, and the Company will receive funds when and if they are exercised.

Further, Remuneration Options will only become “in the money” if the Share price increases by at least 67% from the Issue date.

### 7.3 Number of Remuneration Options

It is not possible to state precisely how many Remuneration Options will be issued, as this will depend on the value of the Remuneration Options. The formula for calculating this number is however set out below.

The maximum number of Remuneration Options to be granted to each recipient will be determined based on the formula: Remuneration foregone, divided by the fair value of the Remuneration Options at the grant date, rounded down to the nearest whole number. The fair value will be determined using a Black-Scholes pricing model. The valuation methodology is a function of the relationship between a number of variables principally being the share price, the option exercise price, the time to expiry, and the volatility of the underlying share prices of a peer group of X2M. The actual value that the recipient may derive from this allocation of Remuneration Options remains subject to the satisfaction of the applicable vesting criteria and the X2M share price at the time of exercise.

The estimated number of Remuneration Options is calculated using the following assumptions:

- The 5 day VWAP from the issue date is the same as the Share price as at 17 October 2023 being \$0.04, giving an exercise price of \$0.0668;
- 5 year expiry and 90% volatility;
- The value of each Remuneration Option, using the Black Scholes valuation methodology, is \$0.0254.

The value of forgone remuneration is known and set out below.

Using the above assumptions, an indication of the number of Remuneration Options to be issued is as follows:

Recipient	Remuneration foregone	No of Remuneration Options
The Hon Alan Stockdale AO	\$33,333.32	1,312,336
Mohan Jesudason (1)	\$263,544.19	10,375,756
Damien Johnston	\$18,168.44	715,293
John Stewart	\$15,151.84	596,530
Non related party employees (2)	\$157,283.52	6,192,266
Total	\$487,481.31	19,192,181

(1) this amount includes 20% of the Managing Director’s remaining FY24 base salary and his earned FY23 Short Term Incentive bonus;

(2) This amount includes 20% of the Chief Operating Officer’s remaining FY24 base salary

As stated, the above number is indicative only and the actual number may be more or less.



#### 7.4 Resolutions 6.1 to 6.4

Resolutions 6.1 to 6.4 involve the issue of securities to related parties and the following rules apply.

##### 7.4.1 ASX Listing Rules 10.11 and 10.13

ASX Listing Rule 10.11 provides that shareholder approval must be obtained where an entity issues equity securities to a director. Remuneration Options are equity securities. If Shareholder approval is not given, Remuneration Options will not be issued to Directors and the Company will revert to cash remuneration.

Pursuant to and in accordance with the requirements of the ASX Listing Rules 10.13, the following information is provided in relation to the proposed issue of Options:

<i>The name of the person</i>	The Hon Alan Stockdale, Mohan Jesudason, Damien Johnston, John Stewart
<i>Which category of Rules 10.11.1 - 10.11.3 the persons fall within and why</i>	Category 10.11.1 as a Director
<i>The number of securities proposed to be issued to the persons under the scheme for which approval is being sought, which may be expressed as a maximum number or formula</i>	See section 7.3
<i>If the person is a Director, the current remuneration of that person</i>	This is set out below
<i>A summary of the material terms of the Options</i>	This is set out in section 7.2
<i>The date on which the securities will be issued</i>	The Remuneration Options will be issued within 3 months of the date of this meeting
<i>The price or other consideration the Company will receive for the issue</i>	The Remuneration Options are issued for nil consideration, however the Company will benefit from the Remuneration Options in the form of forgone remuneration as set out in section 7.1 and 7.3

Details of Mr Jesudason's current total annual remuneration package for FY24 are set out in section 6.2.

Details of the Non-Executive Director current total annual fees for FY24 are set out below.

<b>Director</b>	<b>Total FY24 Fees (including superannuation)</b>	<b>Portion of FY24 fees to foregone for receipt of Remuneration Options</b>
The Hon Alan Stockdale AO	\$111,000	\$33,333.32
Damien Johnston	\$60,500.84	\$18,168.44
John Stewart	\$50,455.58	\$15,151.84

<b>Total</b>	<b>\$221,956.42</b>	<b>\$66,653.60</b>
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#### 7.4.2 Section 208 of the Corporations Act

Section 208 of the Corporations Act requires that for a public company, or an entity that the public company controls, to give a financial benefit to a related party of the public company, the public company or entity must:

- obtain the approval of the public company's members in the manner set out in sections 217 to 227 of the Corporations Act; and
- give the benefit within 24 months following such approval,

unless the giving of the financial benefit falls within an exception set out in sections 210 to 216 of the Corporations Act.

The grant of the Remuneration Options constitutes giving a financial benefit and the recipients are related parties of the Company. One of the exceptions to section 208 is the payment of reasonable remuneration. The Directors consider that the number of Options to be issued constitute reasonable remuneration as they replace existing remuneration that would otherwise be payable in cash. The methodology of valuing the Remuneration Options is widely accepted and used.

#### 7.5 Resolution 6.5

Resolution 6.5 seeks an approval to issue Remuneration Options to non-related parties under ASX Listing Rule 7.1. The effect of this resolution will be that the issue of Remuneration Options will not count towards the Company's placement capacity under ASX Listing Rule 7.1. If Shareholder approval is not given, Remuneration Options will not be issued and the Company will revert to cash remuneration.

##### 7.5.1 ASX Listing Rule 7.3

The following additional information is provided pursuant to the requirements of Listing Rule 7.3.

<b>The number of securities to be issued</b>	See section 7.3
<b>Issue price per security</b>	See section 7.3
<b>Terms of security</b>	See section 7.2
<b>Summary of Agreement Terms</b>	See section 7.1 to 7.3
<b>Persons to whom securities will be issued or basis of issue</b>	Employees of the Company who are not related parties
<b>Date of Issue</b>	Remuneration Options will be issued within 3 months of the date of this meeting

<b>Use of funds raised</b>	The Remuneration Options are issued for nil consideration, however the Company will benefit from the Remuneration Options in the form of forgone remuneration as set out in section 7.1 and 7.3. It will use that consideration for working capital
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**7.6 Recommendations of Directors**

**7.6.1 Resolution 6.1**

The Directors other than The Hon Alan Stockdale recommend that Shareholders vote in favour of Resolution 6.1. The Chair intends to vote undirected proxies in favour of it. The Hon Alan Stockdale declines to make a recommendation as he has an interest in this resolution.

**7.6.2 Resolution 6.2**

The Directors other than Damien Johnston recommend that Shareholders vote in favour of Resolution 6.2. The Chair intends to vote undirected proxies in favour of it. Damien Johnston declines to make a recommendation as he has an interest in this resolution.

**7.6.3 Resolution 6.3**

The Directors other than John Stewart recommend that Shareholders vote in favour of Resolution 6.3. The Chair intends to vote undirected proxies in favour of it. John Stewart declines to make a recommendation as he has an interest in this resolution.

**7.6.4 Resolution 6.4**

The Directors other than Mohan Jesudason recommend that Shareholders vote in favour of Resolution 6.4. The Chair intends to vote undirected proxies in favour of it. Mohan Jesudason declines to make a recommendation as he has an interest in this resolution.

**7.6.5 Resolution 6.5**

The Directors recommend that Shareholders vote in favour of Resolution 6.5. The Chair intends to vote undirected proxies in favour of it.

**8. RESOLUTION 7 - APPROVAL OF VARIATION TO EMPLOYEE INCENTIVE PERFORMANCE RIGHTS AND OPTIONS PLAN AND EMPLOYEE SHARE INCENTIVE PLAN**

**8.1 Background**

Prior to listing on ASX, the Company established the Employee Incentive Share Plan (EISP) and Employee Incentive Performance Rights and Options Plan (EIPROP), details of which were set out in the IPO Prospectus. The key terms and provisions of the EIPROP are set out in Annexure 5. The key terms of the EISP are set out in Annexure 4. A copy of the rules of the EIPROP and EISP will be provided to any shareholder who requests a copy by sending an email via investor.relations@x2mconnect.com.

The Board adopted the EIPROP and EISP to attract, motivate and retain key employees by providing them with the opportunity to participate in the future growth of the Company by acquiring securities in the form of Shares, options and performance rights.

The employees of the Company have been, and will continue to be instrumental in growth of the Company. The Board considers that the EIPROP and EISP are appropriate methods to reward employees for their performance, to provide long term incentives for participation in the Company's future growth and motivate and generate loyalty from employees.

Shareholders approved changes to the EISP and EIPROP at the 2022 AGM which set the limits of securities issued under those Plans to the then 5% and 15% respectively of issued capital at that time. Given the issued capital has increased, the Board wishes to update the specified security limits of the EISP and EIPROP to 5% and 15% respectively of the current issued capital.

## **8.2 Exception to ASX Listing Rules 7.1 and 7.1A**

Listing Rule 7.1 requires shareholder approval for an issue of equity securities if, over a rolling 12 months period, the amount of equity securities issued (without prior shareholder approval) is more than 15% of the number of ordinary shares on issue at the start of that 12 month period.

Listing 7.1A requires special shareholder approval for a further issue of equity securities if, over a rolling 12 months period, the amount of equity securities issued is more than 10% of the Company's 15% placement capacity under Listing Rule 7.1.

Listing Rule 7.2 Exception 13 provides that an issue of securities under an employee incentive scheme does not detract from the available 15% limit under Listing Rule 7.1 and the further 10% limit under Listing Rule 7.1A if the issue of securities is made under an employee incentive scheme and that employee incentive scheme was approved by shareholders no more than 3 years before the date of issue, or if the Company has been listed for less than three years, the terms of the EIPROP and EISP must have been included in the prospectus issued to list the company. The EIPROP and EISP are regarded as employee incentive schemes for the purpose of Listing Rule 7.2.

The Board wishes to change terms of the EIPROP and EISP as set out above in section 8.1.

The Company intends that the issue of securities under the EIPROP and EISP not be included when undertaking the calculations pursuant to Listing Rules 7.1 and 7.1A. Accordingly, it is seeking shareholder approval for the change in order for the Company to be able to continue to issue securities pursuant to the EIPROP and EISP and have those securities qualify under Exception 13 of Listing Rule 7.2.

Under section 208 of the Corporations Act and ASX Listing Rules 10.11 and 10.14, any specific issue of securities to a director (and/or its associate) or other relevant persons under an employee incentive scheme will need additional shareholder approval. The Company will seek such additional approval before issuing any securities under the EIPROP or EISP where required.

### 8.3 Technical information required by ASX Listing Rule 7.2

Pursuant to, and in accordance with, ASX Listing Rule 7.2 Exception 13(b), the following information is provided in relation to Resolution 5:

8.3.1. a summary of the key terms of the EIPROP and EISP are set out in Annexures 5 and 4 respectively;

8.3.2. the number of securities issued under the EIPROP since last approved under Listing Rule 7.2 - since last approval the Company has issued 14,796,224 securities under the EIPROP and 2,422,791 securities under the EISP;

8.3.3. the maximum number of Equity Securities proposed to be issued under the EIPROP following Shareholder approval is 53,193,438 Securities (being 15% of the issued capital of the Company on a fully diluted basis at the date of the AGM.). It is not envisaged that the maximum number of Securities will be issued immediately. The maximum number of Equity Securities proposed to be issued under the EISP following Shareholder approval is 17,731,146 Shares (being 5% of the issued capital of the Company on a fully diluted basis at the date of the AGM. It is not envisaged that the maximum number of Securities under the EIPROP or EISP will be issued immediately; and

8.3.4. a voting exclusion statement is included in the Notice of Meeting.

### 8.4 Recommendation of Directors

Directors recommend that shareholder pass this resolution. If it is not passed, the Company may continue to issue securities under the EIPROP and EISP, subject to the limits approved at the 2022 AGM, however it may be required to issue cash incentives in place of security incentives.

## 9. GLOSSARY

In this booklet:

**ASX** means ASX Limited ACN 008 624 691 or the securities exchange operated by it as the context requires.

**ASX Listing Rules** means the listing rules of ASX.

**Board** means the board of directors of the Company.

**Company** means X2M Connect Limited.

**Constitution** means the constitution of the Company.

**Corporations Act** means the Corporations Act 2001 (Cth).

**Director** means a director of the Company.

**Loan Options** means the Loan Options described in section 4.3 and Annexure 1.

**Notice of Meeting** means this notice of meeting and explanatory statement.

**MD Options** means the options described in section 6 on the terms set out in Annexure 2.

**Placement Options** means the Placement Options described in section 4.3 and Annexure 1.

**Placement Shares** means the Shares issued to placees described in section 4.3.

**Remuneration Options** means the options described in sections 7.1 to 7.3.

**SBC Global Investment Fund** means **SBC Global Investment Fund** of Level 45, 101 Collins Street, Melbourne VIC 3000

**Share** means a fully paid ordinary share in the Company.

**Shareholder** or **Member** means a holder of at least one Share.

**VWAP** means the volume weighted average price of a Share.

## Annexure 1

### Terms of Loan Options and Placement Options

#### Terms and conditions of Loan Options

1. Options may be exercised in whole or in parcels by:
  - (a) delivering to the Company before 5.00pm (Melbourne time) prior to the expiry date (the Option Expiry Date) the application for shares on exercise of options (**Exercise Notice**) duly executed by the Optionholder (together with the Option Certificate) specifying the number of Options being exercised (**Relevant Number**); and
  - (b) payment to the Company by bank cheque or other immediately available funds of an amount equal to the Exercise Price multiplied by the number of Options being exercised (the **Settlement Price**).
2. The Company must within 2 Business Days of the receipt by it of the last of the documents referred to above and subject to receipt by the Company of the Settlement Price:
  - (a) issue to the Optionholder (or its designee or nominee) the Relevant Number of Shares;
  - (b) issue, or cause to be issued, to the Optionholder a holding statement for the Relevant Number of Shares; and
  - (c) if applicable, issue a replacement Option Certificate to the Optionholder for the balance of any unexercised Options; and
  - (d) lodge a cleansing notice in accordance with section 708A of the Corporations Act to permit the on-sale of any Shares issued upon exercise of the Options. If the Company is unable to issue such a notice, it must notify the Optionholder of such as soon as possible and lodge with ASIC a prospectus prepared in accordance with the Corporations Act and do all such things necessary to satisfy section 708A(11) of the Corporations Act to ensure that an offer for sale of the Shares does not require disclosure to investors; and
  - (e) if admitted to the official list of ASX at the time, apply for official quotation on ASX of Shares issued pursuant to the exercise of the Options.
3. If a notice delivered under clause 2(d) for any reason is not effective to ensure that an offer for sale of the Shares does not require disclosure to investors, the Company must, no later than 20 Business Days after becoming aware of such notice being ineffective, lodge with ASIC a prospectus prepared in accordance with the Corporations Act and do all such things necessary to satisfy section 708A(11) of the Corporations Act to ensure that an offer for sale of the Shares does not require disclosure to investors. For the avoidance of doubt, the Company must still otherwise comply with the remaining obligations set out in clause 2(a), including the requirement to issue the Optionholder with the Relevant Number of Shares within two Business Days of receiving the Exercise Notice.

4. The Company must ensure that all of the Optionholder's Shares, when issued, are received by the Optionholder (or its designee or nominee) by electronic registration to the Optionholder's CHESS Account (or such other electronic system which provides for the recording, delivery and transfer of title by way of electronic entries, as may be required by the Optionholder by notice to the Company) on the date of issue and otherwise in accordance with the ASX Settlement Operating Rules and procedures of CHESS.
5. The Shares issued pursuant to the exercise of the Options will be issued as fully paid.
6. Until the Option Expiry Date for so long as the Optionholder holds any unexercised Options, the Company will give the Optionholder notice of all general meetings of the Company and of all resolutions to be considered at those meetings and all other statements, notices, annual reports or circulars at the same time the shareholders of the Company are issued with those notices.
7. An Option does not confer any rights of a shareholder of the Company, including any rights to dividends and the right to vote.
8. An Option does not confer any right on the holder to participate in a new issue without exercising the Option.
9. The Optionholder will be entitled to participate in any rights to take up Additional Rights on the same terms and conditions as applicable to the other offerees or shareholders of the Company provided that the Optionholder has exercised any Option prior to the Record Date for the relevant offer.
10. Any Shares issued to the Optionholder as a result of the exercise of an Option will rank pari passu in all respects with all other Shares then on issue. Shares issued upon the exercise of Options will only carry an entitlement to receive a dividend if they were issued before the Record Date for that dividend.
11. If there is a Bonus Issue to holders of Shares, the number of Shares over which an Option is exercisable is increased by the number of Shares which the holder of the Option would have received if the Option had been exercised before the Record Date for the Bonus Issue.
12. If, before exercise or expiry of the Options, the Company implements a reorganisation of its capital:
  - (a) the Options must be treated in the manner required by the ASX Listing Rules;
  - (b) the Company must notify the Optionholder of any proposed variation to the terms of Options no less than 5 Business Days prior to the date of variation; and
  - (c) the Company must provide confirmation to the Optionholder immediately after the date of variation that the terms of the Options have been varied as proposed.

#### **Terms and Conditions of Placement Options**

1. Options may be exercised in whole or in parcels by:
  - (a) delivering to the Company before 5.00pm (Melbourne time) prior to the expiry date (the Option Expiry Date) the application for shares on

- exercise of options (**Exercise Notice**) duly executed by the Optionholder (together with the Option Certificate) specifying the number of Options being exercised (**Relevant Number**); and
- (b) payment to the Company by bank cheque or other immediately available funds of an amount equal to the Exercise Price multiplied by the number of Options being exercised (the **Settlement Price**).
2. The Company must within 2 Business Days of the receipt by it of the last of the documents referred to above and subject to receipt by the Company of the Settlement Price:
- (a) issue to the Optionholder (or its designee or nominee) the Relevant Number of Shares;
- (b) issue, or cause to be issued, to the Optionholder a holding statement for the Relevant Number of Shares; and
- (c) if applicable, issue a replacement Option Certificate to the Optionholder for the balance of any unexercised Options; and
- (d) lodge a cleansing notice in accordance with section 708A of the Corporations Act to permit the on-sale of any Shares issued upon exercise of the Options. If the Company is unable to issue such a notice, it must notify the Optionholder of such as soon as possible and lodge with ASIC a prospectus prepared in accordance with the Corporations Act and do all such things necessary to satisfy section 708A(11) of the Corporations Act to ensure that an offer for sale of the Shares does not require disclosure to investors; and
- (e) if admitted to the official list of ASX at the time, apply for official quotation on ASX of Shares issued pursuant to the exercise of the Options.
3. If a notice delivered under clause 2(d) for any reason is not effective to ensure that an offer for sale of the Shares does not require disclosure to investors, the Company must, no later than 20 Business Days after becoming aware of such notice being ineffective, lodge with ASIC a prospectus prepared in accordance with the Corporations Act and do all such things necessary to satisfy section 708A(11) of the Corporations Act to ensure that an offer for sale of the Shares does not require disclosure to investors. For the avoidance of doubt, the Company must still otherwise comply with the remaining obligations set out in clause 2(a), including the requirement to issue the Optionholder with the Relevant Number of Shares within two Business Days of receiving the Exercise Notice.
4. The Shares issued pursuant to the exercise of the Options will be issued as fully paid.
5. Until the Option Expiry Date for so long as the Optionholder holds any unexercised Options, the Company will give the Optionholder notice of all general meetings of the Company and of all resolutions to be considered at those meetings and all other statements, notices, annual reports or circulars at the same time the shareholders of the Company are issued with those notices.
6. An Option does not confer any rights of a shareholder of the Company, including any rights to dividends and the right to vote.



7. An Option does not confer any right on the holder to participate in a new issue without exercising the Option.
8. The Optionholder will be entitled to participate in any rights to take up Additional Rights on the same terms and conditions as applicable to the other offerees or shareholders of the Company provided that the Optionholder has exercised any Option prior to the Record Date for the relevant offer.
9. Any Shares issued to the Optionholder as a result of the exercise of an Option will rank pari passu in all respects with all other Shares then on issue. Shares issued upon the exercise of Options will only carry an entitlement to receive a dividend if they were issued before the Record Date for that dividend.
10. If there is a Bonus Issue to holders of Shares, the number of Shares over which an Option is exercisable is increased by the number of Shares which the holder of the Option would have received if the Option had been exercised before the Record Date for the Bonus Issue.
11. If, before exercise or expiry of the Options, the Company implements a reorganisation of its capital:
- (a) the Options must be treated in the manner required by the ASX Listing Rules;
  - (b) the Company must notify the Optionholder of any proposed variation to the terms of Options no less than 5 Business Days prior to the date of variation; and
  - (c) the Company must provide confirmation to the Optionholder immediately after the date of variation that the terms of the Options have been varied as proposed.

## Annexure 2

### Terms and conditions of MD Options to be issued to Managing Director

#### Key Features

Exercise Price	\$0.0975								
LTI Opportunity Value	\$200,000								
Conditions	<p>Options will be granted in one tranche and Vest to the extent the performance hurdle for this tranche is satisfied over the Performance Period. It requires the participant to remain employed with X2M until the relevant Vesting Date.</p> <p style="text-align: center;"><b>Share Price Hurdle (SPH) - 100% Weighting</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #0070C0; color: white;"> <th style="text-align: center;">30 day VWAP Share price performance at the end of the Performance Period</th> <th style="text-align: center;">Options that remain eligible to Vest (%)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">&lt; 2 x Issue VWAP*</td> <td style="text-align: center;">Nil</td> </tr> <tr> <td style="text-align: center;">= 2 x Issue VWAP*</td> <td style="text-align: center;">33%</td> </tr> <tr> <td style="text-align: center;">≥ 2x to 3+ Issue VWAP*</td> <td style="text-align: center;">Straight line pro-rata vesting between 33% and 100%</td> </tr> </tbody> </table> <p>*30 day Volume Weighted Average Price (VWAP) following release of FY23 Annual Financial Accounts VWAP)</p> <p>The Performance Period is the three-year period from 1 July 2023 to 30 June 2026. Vesting is based on the extent to which the Conditions are satisfied. Options are eligible to Vest following testing which is due to occur one month following release of the FY26 Annual Financial Accounts.</p>	30 day VWAP Share price performance at the end of the Performance Period	Options that remain eligible to Vest (%)	< 2 x Issue VWAP*	Nil	= 2 x Issue VWAP*	33%	≥ 2x to 3+ Issue VWAP*	Straight line pro-rata vesting between 33% and 100%
30 day VWAP Share price performance at the end of the Performance Period	Options that remain eligible to Vest (%)								
< 2 x Issue VWAP*	Nil								
= 2 x Issue VWAP*	33%								
≥ 2x to 3+ Issue VWAP*	Straight line pro-rata vesting between 33% and 100%								
Exercise of Vested Options	<p>Vested Options may be exercised by holder during the Exercise Period by completing and returning a Notice of Exercise (attached in Part B) to the Company.</p> <p>The Exercise Price can be paid by either:</p> <ul style="list-style-type: none"> <li>• <b>Payment of Exercise Price</b> - Paying the Exercise Price personally with your own funds (by EFT or cheque); or</li> <li>• <b>Net Share Settlement</b> - Instructing Automatic Market Registry or equivalent to sell a sufficient number of your Shares (that are allocated upon exercise) to cover the Exercise Price (in this case, you will not need to make any actual cash payment). This option is only available while permitted by the ATO.</li> </ul> <p>In this case, the holder will receive the number of Shares representing the value of Shares the holder would have received upon exercise of the Options less the total Exercise Price payable in respect of those Options (in this case, the holder will not need to make any cash payment for the Exercise Price). Further details on how to exercise will be provided to the holder when the Options become exercisable.</p>								
Share Allocation	<u>One Share</u> will be allocated for each Vested Option validly exercised. Any Vested Options not exercised before the Expiry Date will lapse.								

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## Other terms and conditions

<p>What is an Option?</p>	<p>Each Option is a right to acquire a fully paid ordinary share in the Company (<b>Share</b>) subject to satisfaction of the Conditions and valid exercise (including payment of the Exercise Price).</p> <p>Options do not carry a right to vote or to dividends or, in general, a right to participate in other corporate actions such as bonus issues prior to Vesting and exercise.</p> <p>The 2024 LTI Offer of Options is intended to operate in accordance with Subdivision 83A-C of the <i>Income Tax Assessment Act 1997</i>, such that Options are subject to deferred taxation.</p>
<p>What is the Grant Date?</p>	<p>The Grant date is the date of the 2023 AGM provided Shareholder approval is obtained.</p>
<p>How much do I need to pay to receive Options?</p>	<p>You will not need to pay anything to receive the grant of Options.</p> <p>However, you will need to pay the Exercise Price upon exercise of Vested Options in order to be allocated Shares.</p>
<p>What other terms apply to the Options?</p>	<p>Options are not transferable and may not be dealt with (except by force of law upon death or bankruptcy) or with the consent of the Board and will lapse immediately if you purport to deal with them in breach of these terms.</p> <p>You are also prohibited from entering into any scheme or arrangement under which you “hedge” or alter the economic benefit that you may derive in respect of your Options.</p> <p>Options are not issued under the ASIC Class Orders CO14/1000 or CO14/1001.</p> <p>Options are unlisted and will not be quoted on the ASX. However, all option terms required under the ASX Listing Rules apply to the Options and if any terms of this offer are inconsistent with the ASX Listing Rules the ASX Listing Rules will prevail and those terms will be invalid.</p> <p>This Invitation Letter and any Options issued under it, are governed by the laws of Victoria and the Commonwealth of Australia.</p>
<p>How was the number of Options calculated?</p>	<p>The number of Options has been calculated by:</p> $\frac{\text{Dividing LTI Opportunity \$}}{\text{Option Grant Value}}$
<p>How was the Option valued?</p>	<p>The Black Scholes pricing model was used to determine the fair value of an option. The Black-Scholes model requires five input variables: the exercise price of an option, the current share price, the time to expiration, the risk-free rate, and the volatility.</p> <ul style="list-style-type: none"> <li>• Risk free rate is the current Reserve Bank of Australia (RBA) rate at the time of valuation.</li> <li>• Volatility rate refers to the volatility of the board approved comparative set, currently set at 90%.</li> <li>• Exercise price is set at a 67% premium to the share price at the Grant Date.</li> <li>• Current share price was determined by the 5 business day VWAP to 26 August 2023.</li> </ul>

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	<ul style="list-style-type: none"> <li>Time to expiration has been set at the maximum limit of 5 years from the Grant Date.</li> </ul>								
Am I entitled to voting rights and dividends?	As Options holders do not own Shares, they are not entitled to receive dividends. They do not carry a right to vote or in general, a right to participate in other corporate actions such as bonus issues.								
What is the exercise price?	The exercise price is the price at which you can convert your Options to Shares. The exercise price is calculated by applying a 67% premium to the Grant Price.								
<b>How do Options Vest?</b>									
What Conditions apply?	<p>Broadly, your Options will vest based on satisfaction of the following Conditions being satisfied:</p> <ul style="list-style-type: none"> <li>Achievement of the performance hurdle over the Performance Period</li> <li>Your continued employment with the Company until the relevant Vesting Date.</li> </ul> <p>Refer below for details of the performance hurdles and the percentage of Options that remain eligible to Vest at each level of performance.</p>								
What are the performance hurdles and how are they measured?	<p>Only one performance hurdle has been set in FY24.</p> <p><b>Weighting</b></p> <p>The one performance metric has been set and accounts for 100% of the amount eligible to vest.</p> <p><b>Performance Period</b></p> <p>The performance period measures the business performance over a three-year period from 1 July 2023 to 30 June 2026.</p> <p><b>Measurement</b></p> <p>The <b>Share Price Hurdle (SPH)</b> is tested by comparing the 1 calendar month VWAP traded on the Australian Stock Exchange (ASX) following release of the FY26 audited financial accounts against the 1 calendar month VWAP share price traded on ASX following release of the FY23 audited accounts.</p> <p>The percentage of Options that remain eligible to Vest, if any, will be determined with reference to the Share Price performance as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #0070C0; color: white;"> <th style="text-align: center;">30 day VWAP Share price performance at the end of the Performance Period</th> <th style="text-align: center;">Options that remain eligible to Vest (%)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">&lt; 2 x Issue VWAP*</td> <td style="text-align: center;">Nil</td> </tr> <tr> <td style="text-align: center;">= 2 x Issue VWAP*</td> <td style="text-align: center;">33%</td> </tr> <tr> <td style="text-align: center;">≥ 2x to 3+ Issue VWAP*</td> <td style="text-align: center;">Straight line pro-rata vesting between 33% and 100%</td> </tr> </tbody> </table> <p>*30 day VWAP following release of FY23 Annual Financial Accounts</p>	30 day VWAP Share price performance at the end of the Performance Period	Options that remain eligible to Vest (%)	< 2 x Issue VWAP*	Nil	= 2 x Issue VWAP*	33%	≥ 2x to 3+ Issue VWAP*	Straight line pro-rata vesting between 33% and 100%
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< 2 x Issue VWAP*	Nil								
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≥ 2x to 3+ Issue VWAP*	Straight line pro-rata vesting between 33% and 100%								

	<p>The Board retains discretion to adjust the <b>SPH</b> hurdle in exceptional circumstances to ensure that you are neither advantaged nor disadvantaged by matters outside management's influence that materially affect achievement of the SPH hurdle.</p>
When will the performance hurdles be tested?	<p>Testing of the performance hurdles will occur after the end of the Period and will be based on 30-day VWAP following release of the FY26 Annual Financial Accounts. Based on the testing results, and provided you remain employed with the Company until the Vesting Date, the number of Options that will be eligible to Vest (if any) will be determined by the Board.</p> <p>Any Options that do not Vest will lapse immediately. Unvested Options will not remain on foot.</p>
When will the Options Vest?	<p>Based on the extent to which the Conditions are satisfied, Options that are eligible for Vesting following testing will vest one month after the FY26 annual results announcement.</p>
When can I exercise my Options?	<p>Options that Vest may be exercised at any time following the respective Vesting Date until the Expiry Date.</p> <p>Options must be exercised by the Expiry Date, otherwise, they will lapse.</p>
When is the exercise period and the Expiry Date?	<p>The exercise period commences from the date the Grant Date and ends on the Expiry Date. The Expiry Date is 5 years after the Options are Granted.</p>
<b>Allocation of Shares following Vesting of Options and exercise?</b>	
When do I receive my Shares?	<p>Upon the valid exercise of your Options and payment of the Exercise Price, you will be allocated the relevant number of Shares corresponding to your exercised Options (as soon as practicable following the date Options are exercised).</p> <p>Allocation of Shares will occur by way of issue of new Shares, acquisition of Shares on-market or transfer of Shares from an employee share trust.</p> <p>If new Shares are issued, the Company will, subject to the Listing Rules, apply to the ASX for those Shares to be quoted on the ASX within 10 days of the issue of those Shares.</p> <p>Upon allocation, you agree to become a member of the Company. You will then enjoy the benefits of Share ownership along with other Shareholders. In general, all Shares issued will rank equally in all respects with other ordinary shares in the Company.</p> <p>Upon allocation of the Shares, you will be entitled to receive dividends and exercise your voting Rights along with other Shareholders.</p>
Are there any restrictions applicable to my Shares?	<p>Shares allocated to you on exercise of your Vested Options will not be subject to additional restrictions unless the sale, transfer or disposal of the Shares on exercise of the Options is in contravention of the Corporations Act, including the insider trading and on-sale provisions. The Company will lodge a cleansing statement under Section 708A(5) of the Corporations Act at the time of issue of the Shares to enable on-sale. Subject to complying with the Trading Policy, you will be free to sell, transfer or otherwise deal with your Shares.</p>

## Forfeiture or Treatment of Options

What happens if I cease employment before the Vesting Date?

In general, if you cease employment prior to the Vesting Date of your Options, your unvested Options will automatically lapse when your employment ends.

### Cessation during the Performance Period

Treatment is determined based on the determination of if you are considered a **Good Leaver** or a **Bad Leaver**.

#### 1. Bad Leaver

A Bad Leaver is considered someone who ceases employment in any of the following circumstances:

- You resign from employment or office.
- Your employment is terminated due to poor performance; or
- Your employment is terminated, or you're dismissed from office for any of the following reasons:
  - You've committed a serious or persistent breach of the provisions of your employment contract.
  - You've been guilty of fraudulent or dishonest conduct while performing your duties, which in the reasonable opinion of the Company, effects your suitability for employment with the Company, or brings you or the Company into disrepute.
  - You've been convicted of any criminal offence which involves fraud or dishonesty'
  - You've committed a wrongful or negligent act or omission which has caused the Company substantial liability.
  - You've been disqualified from managing corporations in accordance with Part 2D.6 of the Corporations Act or has committed any act that may result in the holder being banned from managing a corporation under the Corporations Act; or
  - You've committed serious or gross misconduct, willful disobedience or any other conduct justifying termination of employment without notice.

#### 2. Good Leaver

Where you cease employment in any other circumstance (including death, disability, redundancy, retirement and mutual agreement), it's known as a **Good Leaver**.

In this scenario, a pro-rata number (based on the proportion of the period from the Grant Date to resignation date) of your unvested Options will remain "on-foot" and will be performance tested at the end of the Performance Period. To the extent that the relevant performance hurdles are satisfied, your Options will Vest at the applicable Vesting Date for a tranche.

However, the Board has discretion to determine if an alternative treatment should apply.

### Cessation following testing but prior to the Vesting Date

Where you cease employment and are determined a **Bad Leaver**, all of your unvested Rights will automatically lapse.

Where you cease employment in any other circumstance (including death, disability, redundancy, retirement and mutual agreement) and are considered a **Good Leaver**, a pro-rata amount of all of your unvested Rights (that were eligible to Vest following testing at the of the Performance Period) will remain "on-foot" and will Vest at the applicable Vesting Date for a tranche.

However, the Board has discretion to determine if an alternative treatment should apply.

**Vested Options**

Where you cease employment for any reason, all of your Vested Options must be exercised by the earlier of 30 days following your cessation or the Expiry Date. Any Options which are not exercised by period above will lapse.

## Annexure 3

### Other terms and conditions of Remuneration Options

1. In the event that a Director leaves the Company's employment for any reason, he will retain any vested Remuneration Options but will forfeit any unvested Remuneration Options.
2. A Remuneration Option does not confer the right to a change in exercise price or a change in the number of underlying securities over which the Remuneration Option can be exercised.
3. In the event of any reconstruction of the issued capital of the Company prior to the expiry date, all rights of the Remuneration Option holder will be varied in accordance with the ASX Listing Rules.
4. Remuneration Options are only transferable with the consent of the Board.
5. Remuneration Options do not carry any voting or participation rights in dividends or distributions.
6. Vested Options may be exercised by holder during the Exercise Period by completing and returning a Notice of Exercise (attached in Part B) to the Company.

The Exercise Price can be paid by either:

- **Payment of Exercise Price** - Paying the Exercise Price personally with your own funds (by EFT or cheque); or
- **Net Share Settlement** - Instructing Automatic Market Registry or equivalent to sell a sufficient number of your Shares (that are allocated upon exercise) to cover the Exercise Price (in this case, you will not need to make any actual cash payment). This option is only available while permitted by the ATO.

In this case, the holder will receive the number of Shares representing the value of Shares the holder would have received upon exercise of the Options less the total Exercise Price payable in respect of those Options (in this case, the holder will not need to make any cash payment for the Exercise Price). Further details on how to exercise will be provided to the holder when the Options become exercisable.



## Annexure 4

### Employee Incentive Share Plan Summary

The Company has adopted an Incentive Share Plan (**Share Plan**) to attract, motivate and retain key employees by providing them with the opportunity to participate in the future growth of the Company.

The principal terms of the Share Plan are summarised below:

- (a) **Eligibility:**
  - (i) an employee or director of, or an individual who provides services to, the Company; or
  - (ii) an employee or director of, or an individual who provides services to, an associated entity of the Company, where that associated entity is a body corporate; or
  - (iii) a prospective person to whom subparagraph (i) or (ii) may apply; or
  - (iv) a person prescribed by the regulations for the purposes of this subparagraph(each being an **Eligible Participant**) are eligible to be made offers of Shares under the Share Plan.
- (b) **Administration of Plan:** The Board is responsible for the operation of the Share Plan and has a broad discretion to determine which Eligible Participants will be offered Shares under the Share Plan.
- (c) **Offer:** The Board may issue an offer to an Eligible Participant to participate in the Share Plan (**Participant**). The offer:
  - (i) will invite application for the number of Shares specified in the offer;
  - (ii) will specify the issue price for the Shares or the manner in which the issue price of the Shares is to be calculated;
  - (iii) will specify any vesting conditions applying to the Shares;
  - (iv) will specify an acceptance period; and
  - (v) specify any other terms and conditions attaching to the Shares.
- (d) **Issue price:** The Issue Price of the Shares offered under the Share Plan (**Plan Shares**) shall be determined by the Board in its absolute discretion, which may be a nominal or nil amount.
- (e) **Vesting Conditions:**
  - (i) Shares may be subject to vesting conditions (such as a period of employment) which must be satisfied before the Shares can be sold, transferred, assigned, charged, or otherwise encumbered.
  - (ii) If, in the opinion of the Board, the Participant becomes a Good Leaver, the Vesting Conditions of the Participant's Plan Shares (if any) will vest pro rata to the proportion of the period from the date of issue of the Plan Shares to the date that the Vesting Conditions are required to be satisfied that has elapsed as at that date, and all rights, entitlements and

interests in any remaining unvested Plan Shares held by the Participant will be forfeited, subject to the Board's discretion to permit some or all of those Plan Shares to vest having regard to the Board's assessment of the circumstances in which the Participant has ceased employment or office with the applicable Group Company.

- (f) **Forfeiture, Buyback and Cancellation:** Except as otherwise provided by the Share Plan, a Plan Share will be forfeited, and the Company must, subject to the Corporations Act and the ASX Listing Rules, buy back and cancel a Plan Share under Part 2J.1 of the Corporations Act where:
  - (i) an unauthorised dealing in, or hedging of, the Plan Share occurs;
  - (ii) a vesting condition in relation to the Plan Share is not satisfied by the due date, or becomes incapable of satisfaction, as determined by the Board in its absolute discretion, unless the Board exercises its discretion to waive the vesting condition or paragraph **Error! Reference source not found.**(f)(iii)(B) applies;
  - (iii) a Participant ceases to be an Eligible Participant and, at that time, there is a vesting condition in relation to that Plan Share that is unsatisfied or is incapable of satisfaction in the opinion of the Board, unless the Board:
    - (A) exercises its discretion to waive that vesting condition; or
    - (B) in its absolute discretion, resolves to allow the vesting condition to continue to apply to the Plan Share after the Participant ceases to be an Eligible Participant;
  - (iv) the Board deems that a Plan Share is forfeited due to fraud, dishonesty or other improper behaviour of the holder/Eligible Participant); or
  - (v) the Company undergoes a change of control or a winding up resolution or order is made, and the Board does not waive the vesting condition.
- (g) **Power of Attorney:** The Participant irrevocably appoints each of the Company and each director of the Company severally as his or her attorney to do all things necessary to give effect to the sale of the Participant's Shares in accordance with the Share Plan.
- (h) **Plan limit:** The Company must reasonably believe:
  - (i) the total number of fully paid shares in the body corporate or interests in the registered scheme that are, or are covered by, the ESS interests of the body corporate or scheme that may be issued under the offer; and
  - (ii) the total number of fully paid shares in the body corporate or interests in the registered scheme that are, or are covered by, the ESS interests that have been issued, or could have been issued, under

offers made in connection with the employee share scheme at any time during the 3 year period ending on the day the offer is made;

does not exceed the percentage referred to in section 5A of the Constitution of the number of those fully paid shares or interests actually issued by the body corporate or scheme (whether in connection with the employee share scheme or otherwise) as at the start of the day the offer is made.

- (i) **Restriction on transfer:** Once the Plan Shares are quoted pursuant to paragraph (j), there will be no transfer restrictions on Plan Shares unless the sale, transfer or disposal by the Participant of the Plan Shares issued to them would require the preparation of a disclosure document (as that term is defined in the Corporations Act).
- (j) **Quotation on ASX:** The Company will apply for each Plan Share to be quoted on ASX upon issue of the Plan Share. Quotation will be subject to the Listing Rules and any holding lock applying to the Shares.
- (k) **Rights attaching to Plan Shares:** Each Plan Share shall be issued on the same terms and conditions as the Company's issued Shares (other than in respect of transfer restrictions imposed by the Share Plan) and it will rank equally with all other issued Shares from the issue date except for entitlements which have a record date before the issue date.
- (l) **Appointment of Trustee:** The Board retains the absolute discretion to require Plan Shares to be held by a Trustee on trust for the benefit of the Participant. The Board maintains the power to approve or deny any application by the Participant to withdraw Shares held by the Trustee on their behalf.
- (m) **Maximum Number of Shares:** The maximum number of equity securities proposed to be issued under the Share Plan is 17,731,146 Shares (being 5% of the issued capital of the Company on a fully diluted basis at the date of the AGM). It is not envisaged that the maximum number of Securities will be issued immediately.
- (n) The following definitions are added:

*ESS interest* - An ESS interest, in a body corporate that is included in the official list of a financial market covered by section 1100K, means any of the following:

- (a) a fully paid share in the body corporate that is in a class of shares that is able to be traded on the financial market;
- (b) a beneficial interest in a fully paid share in the body corporate where the beneficial interest is in a class of interests that is able to be traded on the financial market;
- (c) a fully paid share in the body corporate that is convertible into an interest referred to in paragraph (b), where the conversion can be made without charge or for a nominal fee;

(d) a beneficial interest in a fully paid share in the body corporate that is convertible into an interest referred to in paragraph (a), where the conversion can be made without charge or for a nominal fee;

(e) a unit in an interest mentioned in any of paragraphs (a), (b), (c) or (d);

(f) a fully paid stapled security that is in a class of stapled securities that is able to be traded on the financial market, that consists of 2 or more interests, each of which would separately be:

(i) an ESS interest under any of paragraphs (a) to (e) of the body corporate, or of an associated entity of the body corporate; or

(ii) an ESS interest under paragraph (3)(a) or (b) in a registered scheme, where the responsible entity of the scheme is an associated entity of the body corporate;

(g) a unit in a stapled security mentioned in paragraph (f);

(h) an incentive right granted in relation to, or an option to acquire, an interest mentioned in any of paragraphs (a), (b), (c), (d) or (f) (the underlying ESS interest);

(i) any other interest in the body corporate prescribed by the regulations for the purposes of this paragraph.

*Regulations* means the regulations to the Corporations Act 2001 (Cth) in force from time to time.

## Annexure 5

### Employee Incentive Performance Rights and Option Plan Summary

The Company has adopted an Incentive Performance Rights and Option Plan (**Performance Rights and Option Plan**) to allow eligible participants to be granted Performance Rights and Options in the Company. The principal terms of the Performance Rights and Option Plan are summarised below:

- (a) **Eligibility:** Participants in the Performance Rights and Option Plan may be:
  - (i) an employee or director of, or an individual who provides services to, the Company; or
  - (ii) an employee or director of, or an individual who provides services to, an associated entity of the Company, where that associated entity is a body corporate; or
  - (iii) a prospective person to whom subparagraph (i) or (ii) may apply; or
  - (iv) a person prescribed by the regulations for the purposes of this subparagraph or a person who is declared by the Board to be eligible to receive grants of Options or Performance Rights (Awards) under the Performance Rights and Option Plan (**Eligible Participant**).
- (b) **Offer:** The Board may, from time to time, in its absolute discretion, make a written offer to any Eligible Participant to apply for Awards, upon the terms set out in the Performance Rights and Option Plan and upon such additional terms and conditions as the Board determines.
- (c) **Performance Rights and Option Plan limit:** The Company must reasonably believe:
  - (i) the total number of fully paid shares in the body corporate or interests in the registered scheme that are, or are covered by, the ESS interests of the body corporate or scheme that may be issued under the offer; and
  - (ii) the total number of fully paid shares in the body corporate or interests in the registered scheme that are, or are covered by, the ESS interests that have been issued, or could have been issued, under offers made in connection with the employee share scheme at any time during the 3 year period ending on the day the offer is made;does not exceed the percentage referred to in section 5A of the Constitution of the number of those fully paid shares or interests actually issued by the body corporate or scheme (whether in connection with the employee share scheme or otherwise) as at the start of the day the offer is made.

- (d) **Issue price:** Performance Rights granted under the Performance Rights and Option Plan will be issued for nil cash consideration. Unless the Options are quoted on the ASX, Options issued under the Performance Rights and Option Plan will be issued for no more than nominal cash consideration.
- (e) **Exercise price:** The Board may determine the Option exercise price (if any) for an Option offered under that offer in its absolute discretion. To the extent the Listing Rules specify or require a minimum price, the Option exercise price must not be less than any minimum price specified in the Listing Rules.
- (f) **Vesting conditions:** An Award may be made subject to vesting conditions as determined by the Board in its discretion and as specified in the offer for the Awards (**Vesting Conditions**).
- (g) **Vesting:** The Board may in its absolute discretion (except in respect of a change of control occurring where Vesting Conditions are deemed to be automatically waived) by written notice to a Participant (being an Eligible Participant to whom Awards have been granted under the Performance Rights and Option Plan or their nominee where the Awards have been granted to the nominee of the Eligible Participant (**Relevant Person**)), resolve to waive any of the Vesting Conditions applying to Awards due to:
  - (i) special circumstances arising in relation to a Relevant Person in respect of those Awards, being:
    - (A) a Relevant Person ceasing to be an Eligible Participant due to:
      - (I) death or total or permanent disability of a Relevant Person; or
      - (II) retirement or redundancy of a Relevant Person;
    - (B) a Relevant Person suffering severe financial hardship;
    - (C) any other circumstance stated to constitute “special circumstances” in the terms of the relevant offer made to and accepted by the Participant; or
    - (D) any other circumstances determined by the Board at any time (whether before or after the offer) and notified to the relevant Participant which circumstances may relate to the Participant, a class of Participant, including the Participant or particular circumstances or class of circumstances applying to the Participant, (**Special Circumstances**), or
  - (ii) a change of control occurring; or
  - (iii) the Company passing a resolution for voluntary winding up, or an order is made for the compulsory winding up of the Company.
- (h) **Good Leaver:**
  - (i) Subject to the terms of an Offer, where a Participant becomes a Good Leaver:

- (A) unless the Board in its sole and absolute discretion determines otherwise:
      - (I) any and all vested Options held by the Participant which have not been exercised will continue in force and remain exercisable until the Expiry Date or such lesser period as determined by the Board; and
      - (II) any and all vested Performance Rights held by the Participant which have not been exercised will continue in force and remain exercisable; and
    - (ii) the Board may determine, in its sole and absolute discretion, the manner in which any unvested Awards held by the Participant will be dealt with, including but not limited to:
      - (A) allowing some or all of those unvested Awards to continue to be held by the Participant, and be subject to existing Vesting Conditions; and
      - (B) requiring that any remaining unvested Awards automatically lapse in accordance with the terms of the Plan.
- (i) **Bad Leaver:** Subject to the terms of an Offer, where a Participant becomes a Bad Leaver, unless the Board in its sole and absolute discretion determines otherwise, any and all vested Awards held by the Participant which have not been exercised will:
  - (i) continue in force and remain exercisable until 1 month after the Participant's employment or appointment terminates; and
  - (ii) thereafter, will automatically lapse in accordance with the terms of the Plan.
- (j) **Cashless Exercise of Options:** Where the Award being exercised is a grant of Options, in lieu of paying the aggregate Option exercise price to purchase Shares, the Board may, in its sole and absolute discretion, permit a Participant to elect to receive, without payment of cash or other consideration, upon surrender of the applicable portion of exercisable Options to the Company, a number of Shares determined in accordance with the following formula:  

$$A = [B \times (C - D)] / C$$
 where:  
 A = the number of Shares (rounded down to the nearest whole number) to be issued to the Participant;  
 B = the number of Shares otherwise issuable upon the exercise of the Option or portion of the Options being exercised;  
 C = the market value of one Share; and  
 D = the Option exercise price.
- (k) **Lapse of an Award:** An Award will lapse upon the earlier to occur of:
  - (i) an unauthorised dealing, or hedging of, the Award occurring;
  - (ii) a Vesting Condition in relation to the Award is not satisfied by its due date, or becomes incapable of satisfaction, as determined by the Board in its absolute discretion, unless

- the Board exercises its discretion to vest the Award in the circumstances set out in paragraph (g) or the Board resolves, in its absolute discretion, to allow the unvested Awards to remain unvested after the Relevant Person ceases to be an Eligible Participant;
- (iii) in respect of unvested Awards only, a Relevant Person ceases to be an Eligible Participant, unless the Board exercises its discretion to vest the Award in the circumstances set out in paragraph (g) or the Board resolves, in its absolute discretion, to allow the unvested Awards to remain unvested after the Relevant Person ceases to be an Eligible Participant;
  - (iv) in respect of vested Awards only, a Relevant Person ceases to be an Eligible Participant and the Award granted in respect of that Relevant Person is not exercised within a one (1) month period (or such later date as the Board determines) of the date that person ceases to be an Eligible Participant;
  - (v) the Board deems that an Award lapses due to fraud, dishonesty or other improper behaviour of the Eligible Participant;
  - (vi) the Company undergoes a change of control or a winding up resolution or order is made and the Board does not exercise its discretion to vest the Award; and
  - (vii) the expiry date of the Award.
- (l) **Not transferrable:** Subject to the Listing Rules, Awards are only transferrable in Special Circumstances with the prior written consent of the Board (which may be withheld in its absolute discretion) or by force of law upon death, to the Participant's legal personal representative or upon bankruptcy to the participant's trustee in bankruptcy.
  - (m) **Shares:** Shares resulting from the exercise of the Awards shall, subject to any Sale Restrictions (refer paragraph (n)) from the date of issue, rank on equal terms with all other Shares on issue.
  - (n) **Sale restrictions:** The Board may, in its discretion, determine at any time up until exercise of Awards, that a restriction period will apply to some or all of the Shares issued to a Participant on exercise of those Awards (**Restriction Period**). In addition, the Board may, in its sole discretion, having regard to the circumstances at the time, waive any such Restriction Period.
  - (o) **Quotation of Shares:** If Shares of the same class as those issued under the Performance Rights and Option Plan are quoted on the ASX, the Company will, subject to the Listing Rules, apply to the ASX for those Shares to be quoted on ASX within 10 Business Days of the later of the date the Shares are issued and the date any Restriction Period applying to the Shares ends.
  - (p) **No participation rights:** There are no participation rights or entitlements inherent in the Awards and Participants will not be entitled to participate in new issues of capital offered to



- Shareholders during the currency of the Awards without exercising the Award.
- (q) **Change in exercise price of number of underlying securities:** An Award does not confer the right to a change in exercise price or in the number of underlying Shares over which the Award can be exercised.
  - (r) **Reorganisation:** If, at any time, the issued capital of the Company is reorganised (including consolidation, subdivision, reduction or return), all rights of a Participant are to be changed in a manner consistent with the Corporations Act and the Listing Rules at the time of the reorganisation.
  - (s) **Amendments:** Subject to express restrictions set out in the Performance Rights and Option Plan and complying with the Corporations Act, Listing Rules and any other applicable law, the Board may, at any time, by resolution amend or add to all or any of the provisions of the Performance Rights and Option Plan, or the terms or conditions of any Award granted under the Performance Rights and Option Plan including giving any amendment retrospective effect.
  - (t) **Maximum Number of Securities:** The maximum number of equity securities proposed to be issued under the Performance Rights and Option Plan is 53,193,438 Securities (being 15% of the issued capital of the Company on a fully diluted basis at the date of the AGM). It is not envisaged that the maximum number of Securities will be issued immediately.
  - (u) The following definitions are added:

*ESS interest* - An ESS interest means any of the following:

- (a) a fully paid share in the body corporate that is in a class of shares that is able to be traded on the financial market;
- (b) a beneficial interest in a fully paid share in the body corporate where the beneficial interest is in a class of interests that is able to be traded on the financial market;
- (c) a fully paid share in the body corporate that is convertible into an interest referred to in paragraph (b), where the conversion can be made without charge or for a nominal fee;
- (d) a beneficial interest in a fully paid share in the body corporate that is convertible into an interest referred to in paragraph (a), where the conversion can be made without charge or for a nominal fee;
- (e) a unit in an interest mentioned in any of paragraphs (a), (b), (c) or (d);

(f) a fully paid stapled security that is in a class of stapled securities that is able to be traded on the financial market, that consists of 2 or more interests, each of which would separately be:

(i) an ESS interest under any of paragraphs (a) to (e) of the body corporate, or of an associated entity of the body corporate; or

(ii) an ESS interest in a registered scheme, where the responsible entity of the scheme is an associated entity of the body corporate;

(g) a unit in a stapled security mentioned in paragraph (f);

(h) an incentive right granted in relation to, or an option to acquire, an interest mentioned in any of paragraphs (a), (b), (c), (d) or (f) (the underlying ESS interest);

(i) any other interest in the body corporate prescribed by the regulations for the purposes of this paragraph.

*Regulations* means the regulations to the Corporations Act 2001 (Cth) in force from time to time.

Your proxy voting instruction must be received by **10.00am (AEDT) on Sunday, 26 November 2023**, being **not later than 48 hours** before the commencement of the Meeting. Any Proxy Voting instructions received after that time will not be valid for the scheduled Meeting.

## SUBMIT YOUR PROXY

Complete the form overleaf in accordance with the instructions set out below.

### YOUR NAME AND ADDRESS

The name and address shown above is as it appears on the Company's share register. If this information is incorrect, and you have an Issuer Sponsored holding, you can update your address through the investor portal: <https://investor.automic.com.au/#/home> Shareholders sponsored by a broker should advise their broker of any changes.

### STEP 1 – APPOINT A PROXY

If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name of that Individual or body corporate. A proxy need not be a Shareholder of the Company. Otherwise if you leave this box blank, the Chair of the Meeting will be appointed as your proxy by default.

### DEFAULT TO THE CHAIR OF THE MEETING

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

### STEP 2 - VOTES ON ITEMS OF BUSINESS

You may direct your proxy how to vote by marking 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 SECOND PROXY

You may appoint up to two proxies. If you appoint two proxies, you should complete two separate Proxy Voting Forms and specify the percentage or number each proxy may exercise. If you do not specify a percentage or number, each proxy may exercise half the votes. You must return both Proxy Voting Forms together. If you require an additional Proxy Voting Form, contact Automic Registry Services.

### SIGNING INSTRUCTIONS

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

**Joint holding:** Where the holding is in more than one name, all Shareholders 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 Proxy Voting Form when you return it.

**Companies:** To be signed in accordance with your Constitution. Please sign in the appropriate box which indicates the office held by you.

**Email Address:** Please provide your email address in the space provided.

**By providing your email address, you elect to receive all communications despatched by the Company electronically (where legally permissible) such as a Notice of Meeting, Proxy Voting Form and Annual Report via email.**

### CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate 'Appointment of Corporate Representative' should be produced prior to admission. A form may be obtained from the Company's share registry online at <https://automic.com.au>.

### Lodging your Proxy Voting Form:

#### Online

Use your computer or smartphone to appoint a proxy at <https://investor.automic.com.au/#/loginsah> or scan the QR code below using your smartphone

**Login & Click on 'Meetings'. Use the Holder Number as shown at the top of this Proxy Voting Form.**



#### BY MAIL:

Automic  
GPO Box 5193  
Sydney NSW 2001

#### IN PERSON:

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Sydney NSW 2000

#### BY EMAIL:

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#### BY FACSIMILE:

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