

QBE Insurance Group Limited ABN 28 008 485 014
Level 18, 388 George Street, SYDNEY NSW 2000 Australia
GPO Box 82, Sydney NSW 2001
telephone + 612 9375 4444 • facsimile + 612 9231 6104

www.qbe.com



2 April 2024

The Manager
Market Announcements Office
ASX Limited
Level 4
Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

Dear Sir/Madam,

2024 Notice of Annual General Meeting

QBE's 2024 Annual General Meeting (AGM) is due to be held on Friday, 10 May 2024 from 10:00am Sydney time at the Wesley Conference Centre, 220 Pitt Street, Sydney NSW 2000.

Shareholders are provided with various options to participate in this meeting, including the ability to ask questions in person, online or via teleconference. Details are provided in the Notice of Meeting and on our website www.qbe.com/agm

Please find attached for the market's information:

- (i) our Chairman's letter;
- (ii) 2024 Notice of Annual General Meeting;
- (iii) Notice and Access letter;
- (iv) a sample proxy form;
- (v) a 'Questions from Shareholders' form, and
- (vi) keeping connected form.

For shareholders who have elected to receive QBE communications in hard copy, mailing will commence today. Shareholders who have elected to receive QBE communications electronically should receive an email today.

This release has been authorised by the Company Secretary.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Carolyn Scobie', followed by a period.

Carolyn Scobie
Company Secretary
Encl.

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Dear Shareholder,

On behalf of the Board of Directors, it is my pleasure to invite you to participate in QBE's Annual General Meeting (AGM) on 10 May 2024 commencing at 10:00am Sydney time at the Wesley Conference Centre, 220 Pitt Street, Sydney NSW.

Shareholders have the option to attend the AGM in person or participate online. You will find details of both the physical and virtual meeting formats in the enclosed Notice of Meeting, together with various methods for you to vote, ask questions, and otherwise participate in the AGM.

The Chairman's and CEO's speeches will be uploaded to both the ASX website at www.asx.com.au and to QBE's website at www.qbe.com/agm.

Of course, shareholders are welcome to also submit questions in advance. You will find a form for this purpose in your AGM pack. If you have received this form electronically, you can submit your question online at www.investorvote.com.au.

Included with this Notice of Meeting are Explanatory Notes and a Proxy Form. I encourage you to read the Explanatory Notes so you have a full understanding of the resolutions being put forward at the AGM.

Ahead of our AGM, QBE's 2023 Annual Report provides you with a detailed overview of business performance last year. The 2023 Sustainability Report also outlines our commitment to further integrating sustainability into the way we do business and identifies new opportunities to work with our customers, partners and communities to address key economic, social and environmental issues. We encourage you to read both reports, available at www.qbe.com.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mike Wilkins', with a horizontal line underneath.

Mike Wilkins
AO
Chairman

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Notice is hereby given that the 2024 Annual General Meeting (AGM) of shareholders of QBE Insurance Group Limited is due to be held on Friday, 10 May 2024, commencing at 10:00am Sydney time at the Wesley Conference Centre, 220 Pitt Street, Sydney NSW 2000.

Shareholders are provided with various options to participate in this meeting, including the ability to ask questions online or via teleconference, and the ability to submit a direct vote in advance of the meeting. Details are provided below.

If it becomes necessary or appropriate to make alternative or supplementary arrangements for the meeting, shareholders will be given as much notice as possible. Information relating to alternate arrangements will be communicated to shareholders by way of an announcement to the ASX and published at www.qbe.com/agm.

Participation at the AGM

Shareholders can participate in QBE's AGM by:



Watching and participating live online

Shareholders can watch and participate in the AGM via the Computershare Meeting platform using either a computer or mobile device. Enter the following URL in your browser: <https://meetnow.global/QBE2024>.

Please refer to the user guide on our website at: www.qbe.com/agm.

The meeting ID for QBE's AGM is: QBE2024
Your username is your SRN/HIN.
Your password is your postcode registered on your holding if you are an Australian shareholder.
Overseas shareholders please select your country.

Proxyholder login details: Proxyholders will need to contact Computershare on +61 3 9415 4024 to obtain their login details to participate online.

Participating online enables shareholders to view the AGM live, ask questions and cast direct votes at the appropriate times during the meeting.



Dialing into teleconference

Shareholders can dial into the teleconference and will be able to listen to the meeting live and ask questions on the phone but will not be able to vote over the phone. Voting options are below.

Dial in numbers:

Australia TOLL-FREE:
1800 809 971

New Zealand TOLL-FREE:
0800 453 055

International:
+61 7 3145 4010

Participant PIN Code:

Quote **QBE**



Attending in person

Shareholders can attend the AGM in person which will be held on Friday, 10 May 2024, commencing at 10:00am Sydney time at:

**Wesley Theatre,
Wesley Conference
Centre, 220 Pitt Street,
Sydney NSW 2000**



Voting options for the AGM

- ▷ Appointing a proxy
- ▷ Direct voting prior to the AGM
- ▷ Direct voting online during the AGM
- ▷ Voting in person during the AGM



Questions

Please note, only shareholders may ask questions in person, online and on the telephone once they have been verified. Shareholders are encouraged to lodge questions prior to the meeting by completing and returning the enclosed shareholder questions form by Wednesday, 8 May 2024. If you have received this form electronically, you can submit your question online at www.investorvote.com.au.

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Further information

Further information is available on our website, www.qbe.com/agm.

Agenda

Board Recommendations

Resolutions 2, 3, 4(a), 4(b), 4(c) and 4(d) are **SUPPORTED** by the Board.

1. To receive and consider the annual financial report and the reports of the directors and of the auditor of the Company for the year ended 31 December 2023.

2. To adopt the Remuneration Report

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

That the Remuneration Report of the Company for the financial year ended 31 December 2023 be adopted.

3. To approve the grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to the Group CEO

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

In accordance with and subject to the terms of the Company's LTI Plan for 2024, that approval be given for all purposes, including ASX Listing Rule 10.14 and sections 200B and 200E of the Corporations Act for the grant of 229,323 LTI Plan Conditional Rights to acquire ordinary shares in the Company (with an initial maximum value of A\$3,874,500) for nil consideration to Mr Andrew Horton, a director of the Company, and for the acquisition of ordinary shares in the Company upon vesting of those LTI Plan Conditional Rights, in each case as described in the Explanatory Notes accompanying the Notice convening this meeting.

4. To re-elect and elect directors

To consider and, if thought fit, to pass each of the following resolutions as a separate ordinary resolution of the Company:

- (a) That Ms T Le, who retires by rotation in accordance with rule 50 of the Company's constitution, be re-elected as a director of the Company.
- (b) That Mr S Ferguson, who was appointed in accordance with rule 48(c) of the Company's constitution, be elected as a director of the Company.
- (c) That Ms P James, who was appointed in accordance with rule 48(c) of the Company's constitution, be elected as a director of the Company.
- (d) That Mr P Wilson, who was appointed in accordance with rule 48(c) of the Company's constitution, be elected as a director of the Company.

By order of the Board,



Carolyn Scobie
Group General Counsel & Company Secretary

Sydney, 2 April 2024

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Explanatory notes

Please refer, when reading these explanatory notes, to the Glossary of Key Terms which appears at the end of this document.

Each word of a defined term begins with a capital letter.

The Chairman of the AGM intends to vote all available proxy appointments IN FAVOUR of Resolutions 2, 3, 4(a), 4(b), 4(c) and 4(d) in each case to the extent permitted by law.

RESOLUTION 2 Adoption of the 2023 Remuneration Report

The Board recommends that shareholders vote **IN FAVOUR** of this Resolution.

Section 250R(2) of the Corporations Act requires the Company to put a resolution to the AGM for adoption of the Remuneration Report. The vote on the resolution will be advisory only and will not bind either the directors or the Company. However, the Board values shareholder feedback and will take into consideration the outcome of voting on this resolution when assessing the remuneration policy for executives and NEDs in the future.

The Board presents the Remuneration Report to shareholders for consideration and adoption.

The Remuneration Report contains information about QBE's remuneration policy and practices on pages 42 to 64 of the 2023 Annual Report, which is available on the Company's website at www.qbe.com.

RESOLUTION 3 Grant of LTI Plan Conditional Rights under the 2024 LTI Plan to the Group CEO

The Board, without Mr Horton voting, recommends that shareholders vote **IN FAVOUR** of this Resolution.

(a) Background

Mr Horton's 2024 annual remuneration package includes:

- (i) fixed remuneration (base salary and packaged benefits) of A\$1,937,250. This amount reflects a marginal increase from Mr Horton's 2023 fixed remuneration of A\$1,890,000 to recognise the effects of inflation and Mr Horton's experience in role;
- (ii) a target annual incentive opportunity of 150% of his fixed remuneration, subject to the achievement of performance measures approved by the Board. Fifty percent of the annual incentive award comprises deferred Conditional Rights that vest over four years (subject to any adjustments that are necessary to comply with regulatory requirements under the new Australian Prudential Standard CPS 511 *Remuneration*), with the other 50% being a cash payment; and
- (iii) a LTI grant comprising LTI Plan Conditional Rights of 200% of his fixed remuneration (subject to shareholder approval, as described further below).

Under ASX Listing Rule 10.14.1, shareholder approval is required to issue shares to directors under an employee incentive scheme. Shareholders are asked to approve the award of 2024 LTI Plan Conditional Rights to the Group CEO to preserve flexibility in the operation in the LTI Plan (so that the relevant QBE shares can be either transferred or issued in due course), and in the interests of good corporate governance, shareholder engagement and transparency.

(b) LTI grant for 2024

The Board, without Mr Horton voting, approved a maximum number of LTI Plan Conditional Rights to be granted under the LTI Plan for the 2024 financial year.

Subject to shareholder approval, 229,323 LTI Plan Conditional Rights will be granted to Mr Horton for nil consideration with effect from the Grant Date. If shareholder approval is obtained, it is intended that LTI Plan Conditional Rights will be granted shortly after the AGM, but in any event, within 12 months of the date of the meeting.

Each LTI Plan Conditional Right that vests following satisfaction of the performance targets described below entitles Mr Horton to one fully paid QBE ordinary share. Mr Horton may not trade, dispose or otherwise deal with any LTI Plan Conditional Rights granted to him.

The number of LTI Plan Conditional Rights to be granted under the LTI Plan for the 2024 financial year has been calculated by dividing the dollar amount of the award under the LTI Plan (A\$3,874,500) by A\$16.90, being the volume weighted average price of QBE shares on the ASX over the five trading days from 19 February 2024 (the trading day following the release of QBE's 2023 financial results) to 23 February 2024 (both dates inclusive), rounded to two decimal places.

The Company uses LTI Plan Conditional Rights to create long-term alignment between Mr Horton and shareholders.

Under the LTI Plan, four performance targets apply to LTI Plan Conditional Rights. These are:

1. the three-year average Group cash return on equity measure for 50% of any grant (**Group cash ROE component**);
2. a relative Total Shareholder Return measure for 30% of any grant against a global insurance peer group (**TSR component**);
3. a sustainability measure for 10% of any grant aligned to progress against the QBE sustainability strategic focus areas (**Sustainability component**); and
4. a customer measure for 10% of any grant aligned to delivering an enhanced customer experience (**Customer component**).

The performance targets operate independently and are measured over a three-year Performance Period commencing on 1 January 2024 and ending on 31 December 2026 (**Performance Period**).

The new CPS 511 applies to QBE for the first time this performance year and it requires extended deferral arrangements on variable remuneration for Mr Horton. Accordingly, the 2024 LTI Plan Conditional Rights will be held for an extended period of one year for each tranche, beyond the required Service Periods of three, four and five years respectively, to meet the requirements of the regulations. Provided the performance targets and other conditions have been met, the LTI Plan Conditional Rights will vest in three tranches, over four, five and six years:

TRANCHE	VESTING DATE	PROPORTION OF ELIGIBLE 2024 LTI CONDITIONAL RIGHTS TO VEST
1	On or about 28 February 2028	32%
2	On or about 28 February 2029	32%
3	On or about 28 February 2030	36%

Given that the percentage of LTI Plan Conditional Rights which may vest is based on achievement of performance targets (described below), the actual number of securities which Mr Horton may acquire under the LTI Plan cannot be determined until the end of the Performance Period.

Financial measures

Group cash ROE component (50% of award)

The Group cash ROE component for LTI purposes is calculated as the three-year arithmetic average of the annual cash return on equity over the Performance Period assessed against targets set in the context of the three-year business plan. The Group cash ROE target is set with reference to the prevailing risk-free rate plus a set margin.

To illustrate how this may apply, assuming the average risk-free rate is 4%, 30% vesting will commence at 9.75% (i.e. 4% + 5.75%) with maximum vesting at 14.75% (i.e. 4% + 10.75%).

The proportion of LTI Plan Conditional Rights in the Group cash ROE component that may vest is determined in accordance with the following table (subject to the People & Remuneration Committee's discretion):

AVERAGE GROUP CASH ROE PERFORMANCE	% OF LTI PLAN CONDITIONAL RIGHTS IN THE GROUP CASH ROE COMPONENT TO VEST
Below risk-free rate +5.75%	0%
At risk-free rate +5.75%	30%
Between risk-free rate +5.75% and risk-free rate +10.75%	Straight line between 30% and 100%
At risk-free rate +10.75% and above	100%

TSR component (30% of award)

The relative TSR component for LTI purposes consists of a global insurance Comparator Group. The composition of the Comparator Group is included in the Glossary. The proportion of the LTI Plan Conditional Rights in the TSR component that may vest is determined in accordance with the following table (subject to the People & Remuneration Committee's discretion):

TSR RANKING RELATIVE TO THE COMPARATOR GROUP	% OF LTI PLAN CONDITIONAL RIGHTS IN THE TSR COMPONENT TO VEST
Below the 50th percentile	0%
At the 50th percentile	50%
Between the 50th and 75th percentiles	50% plus 2% for each percentile rank above the 50th percentile on a straight-line basis
At the 75th percentile or greater	100%

Non-financial measures

The Board has determined that the new LTI measures described below should be introduced in order to align both with QBE's strategic priorities and the obligations of CPS 511. These new measures, along with the methodology applied as part of the QBE short-term Annual Performance Incentive plan, provide a material weighting on QBE's non-financial performance, and are considered by the Board to be an important driver of future value for the business. The Board will also consider the future introduction of other long-term measures for the purpose of emphasising and rewarding resilience and value generation.

Sustainability component (10% of award)

QBE recognises the importance for people, communities and businesses to build resilience in order to address the challenges we face now, and into the future. Inclusion of sustainability non-financial performance measures in our LTI Plan demonstrates QBE's commitment to having a positive impact on our environment and society. The LTI Plan directly connects the remuneration of senior executives to QBE's three sustainability focus areas.

There are both quantitative and qualitative metrics linked to progress against a range of targets aligned to the sustainability focus areas detailed in the Sustainability Report. We will measure progress against these targets over the three-year Performance Period. The Sustainability Report can be found at: <https://www.qbe.com/sustainability/performance-reporting>.

Customer component (10% of award)

The inclusion of customer measures in our LTI Plan encourages our senior leaders to continue to improve how we service our customers. Delivering an enhanced customer experience through modernising key business processes will make it easier for customers to do business with us.

Within the customer LTI measure, there are both quantitative and qualitative metrics. These metrics focus efforts on our performance with our key broker and agency relationships measured through multiple feedback methods.

As we progress on our journey to deliver on an improved experience for the customer, other appropriate measures may also be considered by the Board.

Pre-vest assessment of non-financial measures

At the end of the Performance Period the results of the quantitative measures will be calculated. In addition, an assessment of qualitative measures will occur to determine:

- if the measures were successful in driving the right behaviours;
- if the measures were delivered against the plan;
- how the measures were effective in driving the long-term objectives; and
- whether there were any unforeseen circumstances during the Performance Period which should impact any vesting outcomes.

The above pre-vest assessment and quantitative outputs will be taken into account to help the Board determine an appropriate level of vesting for the non-financial measures.

The proportion of the LTI Plan Conditional Rights that may vest for the Sustainability component and the Customer component will be assessed by the Board whereby:

- below threshold performance, 0% will vest;
- performance in excess of threshold up to maximum will vest on a straight-line basis from 30% to 100%.

Some of the criteria described above to assess the new non-financial LTI measures may comprise commercially sensitive information. QBE intends that the results of the Board's assessment against the criteria will be disclosed as appropriate (taking into account any ongoing commercial sensitivity), following the vesting, if any, after the three-year Performance Period in the relevant remuneration report.

Explanatory notes continued

(c) Treatment of LTI Plan Conditional Rights on cessation of employment

The table below shows what may happen to LTI Plan Conditional Rights under the LTI Plan if Mr Horton's employment ceases prior to LTI Plan Conditional Rights vesting:

REASONS FOR CEASING EMPLOYMENT	EFFECT ON UNVESTED LTI PLAN CONDITIONAL RIGHTS
1 Redundancy	Unvested LTI Plan Conditional
2 Sale of business (in certain circumstances)	Rights may be reduced to a pro-rata amount reflecting the proportion of the Performance Period for which Mr Horton was in service, with vesting subject to the same performance targets and retention period had Mr Horton remained employed within the Group.
3 Retirement (with agreement from employer)	
4 Totally and permanently disabled	
5 Death	Unvested LTI Plan Conditional Rights may vest (subject to applicable law and the discretion of the People & Remuneration Committee after determining the extent to which the performance targets have been met and the number of unvested LTI Plan Conditional Rights which may vest) and be immediately converted with the resulting QBE shares released to Mr Horton's estate.
6 Termination by agreement (in certain circumstances where a deed of release has been executed)	Unvested LTI Plan Conditional Rights may vest as per 1 to 4 above.
7 Any other termination, or on giving notice of such termination (including, but not limited to, resignation, termination without notice, poor performance, and serious misconduct)	<p>During the Performance Period: Any unvested LTI Plan Conditional Rights will lapse immediately.</p> <p>After the Performance Period: In the circumstance that Mr Horton terminates, or gives notice of termination of employment, Mr Horton may retain a proportion of the LTI Plan Conditional Rights to the extent the Performance Conditions and required Service Period/s have been satisfied (retained LTI Plan Conditional Rights). The retained LTI Plan Conditional Rights may vest as follows:</p> <ul style="list-style-type: none"> • if cease employment after 26 February 2027 but before 28 February 2028 – 32% of retained LTI Plan Conditional Rights will vest on or about 28 February 2028; • if cease employment on or after 28 February 2028 but before 28 February 2029 – as above and a further 32% of retained LTI Plan Conditional Rights will vest on or about 28 February 2029; and

REASONS FOR CEASING EMPLOYMENT	EFFECT ON UNVESTED LTI PLAN CONDITIONAL RIGHTS
7 (continued)	<ul style="list-style-type: none"> • if cease employment on or after 28 February 2029 but before 28 February 2030 – as above and a further 36% of retained LTI Plan Conditional Rights will vest on or about 28 February 2030, with the remainder of Mr Horton's retained LTI Plan Conditional Rights lapsing in each case. <p>LTI outcomes may be adjusted down to zero, if deemed appropriate by the People & Remuneration Committee.</p>

(d) General information on Resolution 3

During the vesting period, notional dividends will accrue on unvested LTI Plan Conditional Rights at each dividend payment date. The accumulated notional dividends will generally be provided in the form of additional QBE shares at vesting and will be subject to the terms and conditions of the LTI Plan as if they formed part of the original grant of LTI Plan Conditional Rights.

LTI Plan Conditional Rights do not carry any voting rights.

The People & Remuneration Committee retains a broad discretion to adjust for relevant and material items not included in the business plan. The People & Remuneration Committee may adjust any unvested LTI Plan Conditional Rights downward, to zero if appropriate, if there is Malus, or apply Clawback as required on vested awards within two years from the date of vesting with approval of the Board.

As the LTI Plan Conditional Rights will be granted to Mr Horton for nil consideration, and any ordinary shares issued to Mr Horton as a result of the vesting of LTI Plan Conditional Rights will be issued for nil consideration, there is no loan scheme in relation to the LTI Plan Conditional Rights.

Other than Mr Horton, there are no other directors and no other Associates of directors who are presently entitled to participate in the LTI Plan, and no additional director who becomes entitled to participate in the LTI Plan will participate until shareholder approval is obtained under ASX Listing Rule 10.14. No other directors or other Associates of directors have received either shares or LTI Plan Conditional Rights.

The table below sets out the number of LTI Plan Conditional Rights issued to Mr Horton under the LTI Plan at the date of publishing the Notice of Meeting, including those rights issued as a consequence of notional dividends. Those rights were issued for nil consideration.

AWARD	DATE OF AWARD	NUMBER OF LTI PLAN CONDITIONAL RIGHTS ISSUED
Buy-out award on commencement with the Company (as compensation for incentives forfeited on ceasing previous employment to join QBE)	1 September 2021	335,570
Notional dividends applied		11,497
2022 LTI Award	5 May 2022	301,508
Notional dividends applied		16,945
2023 LTI Award	12 May 2023	251,734
Notional dividends applied		7,754
Total		925,008

LTI Plan Conditional Rights issued under the LTI Plan will be published each year in the Annual Report. The Annual Report will note that approval for issue of those securities was obtained under ASX Listing Rule 10.14.

Under section 200B of the Corporations Act, a company may only give a person a benefit in connection with their ceasing to hold an executive office in the company if it is approved by shareholders under section 200E (or if an exemption applies). As an executive of QBE, this could apply to Mr Horton if he ceases to hold office in the future. The term 'benefit' has a wide operation and could include the early vesting of the LTI Plan Conditional Rights as contemplated under paragraph (c) above. Accordingly, shareholder approval is also sought for the purpose of sections 200B and 200E of the Corporations Act to allow vesting of LTI Plan Conditional Rights and settlement of them with shares or a cash equivalent payment upon Mr Horton ceasing employment.

If shareholder approval is not obtained, the Board will consider alternative approaches to rewarding Mr Horton, such as a cash payment of an equivalent value, should the performance hurdles under the LTI Plan be achieved.

RESOLUTION 4 **Re-election of directors**

(a) Ms T Le – BCom (Hons), LLB (Hons) **Independent non-executive director**



*The Board, without Ms Le voting, recommends that shareholders vote **IN FAVOUR** of this Resolution.*

Ms Tan Le became a non-executive director of QBE in September 2020. She is Chair of the People & Remuneration Committee and a member of the Governance & Nomination Committee. Ms Le is the founder and CEO of EMOTIV, a neuroinformatics company advancing understanding of the human brain. She was previously co-founder and President of SASme, a wireless technology company. Ms Le has been a contributor at the World Economic Forum (WEF) and previously served on the WEF Global Future Council and on the WEF Board of Stewards on Shaping the Future of Information & Entertainment.

The Board has determined that Ms Le meets the criteria to constitute an Independent Director.

(b) Mr S Ferguson – BCom, CA, AICD **Independent non-executive director**



*The Board, without Mr Ferguson voting, recommends that shareholders vote **IN FAVOUR** of this Resolution.*

Mr Steve Ferguson became a non-executive director of QBE in November 2023. He is a member of the Audit and Risk & Capital Committees. Mr Ferguson is an accomplished financial services executive and business leader with over 30 years' experience including serving as a Financial Services Leadership partner at Ernst and Young (EY) for more than 15 years, where he was also the signing Audit Partner for numerous top 50 ASX Listed companies. More recently, Mr Ferguson has held Board level positions across the commercial, government and not-for-profit sectors for the past six years. Mr Ferguson is currently serving as the Chair and non-executive Director for Bank Australia Limited and non-executive Director for GenRe Australia Limited, GenRe Life Australia Limited, BackTrack Youth Works Limited and for Parkinson's Australia Limited. He is also an external member of the UNSW Sydney Audit Committee and Risk Committee.

QBE has satisfactorily undertaken checks into Mr Ferguson's background and experience.

The Board has determined that Mr Ferguson meets the criteria to constitute an Independent Director.

(c) Ms P James – BSC (Hons), ACA **Independent non-executive director**



*The Board, without Ms James voting, recommends that shareholders vote **IN FAVOUR** of this Resolution.*

Ms Penny James became a non-executive director of QBE in January 2024. She is a member of the Risk & Capital and People & Remuneration Committees. Ms James has over 30 years' experience in the financial services industry having held leadership roles in general insurance, life assurance, wealth management and asset management businesses. Her previous positions included Chief Executive Officer of Direct Line Group plc (having previously held the role of Chief Financial Officer), the Group Chief Risk Officer of Prudential plc and the Group Chief Financial Officer of Omega Insurance Holdings plc. Ms James has been a Board Member of the Association of British Insurers and the Chair of the Financial Conduct Authority Practitioner Panel. She is currently Senior Independent Director of Hargreaves Lansdown plc and co-chair of the FTSE Women Leaders Review. Ms James is also a non-executive director of Mitie Group plc.

QBE has satisfactorily undertaken checks into Ms James' background and experience.

The Board has determined that Ms James meets the criteria to constitute an Independent Director.

Explanatory notes continued

(d) Mr P Wilson – BEco
Independent non-executive director



*The Board, without Mr Wilson voting, recommends that shareholders vote **IN FAVOUR** of this Resolution.*

Mr Peter Wilson became a non-executive director of QBE in September 2023. He is a member of the Audit and Risk & Capital Committees. Mr Wilson is an accomplished insurance executive and business leader with over 40 years' experience. He served as Chief Executive Officer of Axis Insurance from 2013 to 2022 and prior to that was President of United States Insurance. He was with CNA Insurance for more than 20 years, including as President and Chief Operating Officer for CNA Specialty. He also served as Executive Vice President at AIG, where he managed the commercial public D&O business in the United States.

QBE has satisfactorily undertaken checks into Mr Wilson's background and experience.

The Board has determined that Mr Wilson meets the criteria to constitute an Independent Director.

Voting exclusion statements

The Company will apply the voting exclusions below to persons appointed as attorney by a shareholder to participate and vote at the AGM under a power of attorney, as if they were appointed as a proxy.

Resolution 2

Votes may not be cast, and the Company will disregard any votes cast, on Resolution 2 by or on behalf of:

1. any KMP whose remuneration details are included in the Remuneration Report, and by any of their Closely Related Parties, regardless of the capacity in which the votes are cast; and
2. any person who is a KMP as at the time Resolution 2 is voted on at the AGM, and by any of their Closely Related Parties, as a proxy,

unless the votes are cast as a proxy for a person who is entitled to vote on Resolution 2:

- in accordance with a direction in the proxy appointment or as an attorney; or
- by the Chairman of the AGM in accordance with an express authorisation in the proxy appointment or as an attorney to cast the votes even if the Resolution is connected directly or indirectly with the remuneration of a KMP.

Resolution 3

Votes may not be cast, and the Company will disregard any votes cast, on Resolution 3 by or on behalf of:

1. the Group CEO and executive director and any of his Associates, regardless of the capacity in which the votes are cast where that vote is cast in favour of the Resolution; and
2. any person who is a KMP as at the time Resolution 3 is voted on at the AGM, and by any of their Closely Related Parties, as a proxy,

unless the votes are cast as a proxy for a person who is entitled to vote on Resolution 3:

- in accordance with a direction in the proxy appointment or as an attorney;
- by the Chairman of the AGM in accordance with an express authorisation in the proxy appointment or as an attorney to cast the votes even if the Resolution is connected directly or indirectly with the remuneration of a KMP; or
- by a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided that:
 - 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 the directions given by the beneficiary to the holder to vote in that way.

Voting notes

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Determination of the entitlement to attend and vote

The *Corporations Regulations 2001* (Cth) (7.11.37) permit the Company to specify a time, not more than 48 hours before a general meeting, at which a 'snapshot' of shareholders will be taken for the purposes of determining shareholder entitlements to vote at the meeting. For the purposes of the AGM, the Company's directors have determined that shares will be taken to be held by the persons who are registered as members as at **7:00pm Sydney time on Wednesday, 8 May 2024**. This means that if you are not the registered member in respect of a share at that time, you will not be entitled to vote in respect of that share.

Appointment of a proxy

If you wish to appoint a proxy, you can use the voting form accompanying this Notice (as applicable). If you have received this form electronically, you can submit your voting form online at www.investorvote.com.au. Hard copy voting forms can also be obtained on request from the share registry, Computershare Investor Services Pty Ltd.

A shareholder can also make a proxy appointment online by visiting the website www.investorvote.com.au and following the instructions provided. Certain custodians and other intermediaries who participate in the share registry's Intermediary Online system can also make a proxy appointment online via www.intermediaryonline.com in accordance with the instructions provided.

To be effective, hard copy proxy appointments must be received by the Company or the share registry, and online proxy appointments must be made, by no later than **10:00am Sydney time on Wednesday, 8 May 2024**.

You may lodge your hard copy proxy appointments (and any proxy appointment authority) at the registered office of the Company, or with the share registry, by one of the following methods:

1. using the enclosed reply paid envelope;
2. faxing to +61 3 9473 2555; or
3. mailing to GPO Box 242, Melbourne VIC 3001 Australia.

To make your proxy appointment online at www.investorvote.com.au, you will need to enter your Shareholder Reference Number (**SRN**) or Holder Identification Number (**HIN**), postcode and Control Number, as shown on your voting form.

You will be taken to have signed the voting form if you lodge it in accordance with the instructions on the website. A proxy cannot be appointed online if they are appointed under a power of attorney or similar authority. The online proxy facility may not be suitable for some shareholders who wish to split their votes on an item of business or appoint two proxies with different voting directions. Please read the instructions for the online proxy facility carefully before you submit your proxy appointment using this facility.

In accordance with the Corporations Act, shareholders are notified that:

- (a) a shareholder who is entitled to participate and cast a vote at the AGM may appoint a proxy to participate and vote for the shareholder;
- (b) the appointment may specify the proportion or number of votes that the proxy may exercise;

- (c) a shareholder who is entitled to cast two or more votes on a resolution at the AGM may appoint two proxies and may specify the proportion or number of votes each proxy is entitled to exercise. If a shareholder appoints two proxies and the appointments do not specify the proportion or number of votes each proxy may exercise, each proxy may exercise half of the shareholder's votes; and
- (d) a proxy may be an individual or a body corporate and need not be a shareholder.

A proxy appointment is not revoked by the shareholder participating and taking part in the AGM unless the shareholder actually votes at the AGM on the resolution for which the proxy appointment is proposed to be used. Subject to the foregoing sentence and to the voting exclusions noted above, a proxy may vote as the proxy thinks fit on any motion or resolution in respect of which no manner of voting is indicated in the instrument of appointment.

If an appointed proxy does not participate at the AGM, then the Chairman of the AGM will be taken to have been appointed as the proxy of the relevant shareholder in respect of the AGM.

In addition, if a proxy participates at the AGM and has been directed how to vote on a resolution, but the proxy does not vote on that resolution on a poll, then the Chairman of the AGM will be taken to have been appointed as the proxy of the relevant shareholder in respect of that poll.

If the Chairman of the AGM is appointed, or taken to be appointed, as a proxy, but the appointment does not specify the way to vote on a resolution, then the Chairman intends to exercise the relevant shareholders votes in favour of resolutions 2, 3, 4(a), 4(b), 4(c) and 4(d), (subject to the voting exclusions noted above).

Shareholders who appoint a proxy should consider how they wish to direct the proxy to vote, that is, whether the shareholder wishes the proxy to vote 'For' or 'Against', or to 'Abstain' from voting, on each resolution, or whether to leave the decision to the appointed proxy after discussion at the AGM (subject to the voting exclusions noted above).

Corporate representatives

A shareholder, or proxy, that is a corporation and entitled to participate and vote at the AGM may appoint an individual to act as its corporate representative. Evidence of the appointment of a corporate representative must be in accordance with section 250D of the Corporations Act and be lodged with the Company before the AGM.

Attorneys

A shareholder entitled to participate and vote at the AGM is entitled to appoint an attorney to participate and vote at the AGM on the shareholder's behalf. An attorney need not be a shareholder of the Company. The power of attorney appointing the attorney must be duly signed and specify the name of each of the shareholder, the Company and the attorney, and also specify the meetings at which the appointment may be used. The appointment may be a standing one.

To be effective, the power of attorney must also be returned in the same manner, and by the same time, as outlined above for voting forms.

Voting notes continued

Evidence of signing authority

If a voting form or appointment of a corporate representative is signed on behalf of an individual or a corporation under power of attorney or other authority, the power of attorney or other authority under which the relevant instrument is signed, or a copy of that power of attorney or other authority, certified as a true copy by statutory declaration, must accompany the instrument unless the power of attorney or other authority has previously been noted by the Company's share registry.

Submit a direct vote prior to the AGM

If you wish to submit a direct vote, you can complete and return the voting form or lodge a direct vote online by visiting the website www.investorvote.com.au and following the instructions provided. You will then not need to appoint a proxy to act on your behalf.

To be effective, hard copy voting forms must be received by the Company or the share registry, and online direct votes must be lodged, by no later than **10:00am Sydney time on Wednesday, 8 May 2024**.

In order to make a valid direct vote, you must complete the voting directions for each item by marking 'For', 'Against' or 'Abstain'.

You may split your voting direction by inserting the number of shares or percentage of shares that you wish to vote in the appropriate box. If you place a mark in the 'Abstain' box, your votes will not be counted in computing the required majority on a poll.

Votes will only be valid for items marked. No vote will be counted for items left blank. However, if the voting form is left blank for all items, the Chairman of the AGM will be taken to be your appointed proxy for all items.

The Chairman intends to exercise the relevant shareholder's votes in favour of Resolutions 2, 3, 4(a), 4(b), 4(c) and 4(d), (subject to the voting exclusions noted above).

Direct voting online during the AGM

Shareholders can watch and participate in the AGM virtually via the online platform using either a smartphone, tablet or computer.

To participate online visit:

<https://meetnow.global/QBE2024>

To log in, you must have the following information:

Australian residents

SRN or HIN and postcode of your registered address.

Overseas residents

SRN or HIN and country of your registered address.

Appointed proxies

Please contact Computershare Investor Services on +61 3 9415 4024 to request your unique email invitation link prior to the meeting day.

Participating online enables shareholders to view the AGM live, ask questions and cast direct votes at the appropriate times during the meeting.

Voting at the AGM

QBE plans for every resolution arising at the AGM to be decided on a poll. Upon a poll, every shareholder who is present in person or by proxy, representative or attorney, will have one vote for each share held by that person.

Please refer to the user guide on our website at: www.qbe.com/agm.

Glossary of key terms

AGM	annual general meeting
Associate	has the meaning given in the ASX Listing Rules
ASX	ASX Limited, or the market operated by it
ASX Listing Rules	the official listing rules of ASX (as amended from time to time)
Board	board of directors of the Company
CEO	Chief Executive Officer
Clawback	the LTI is subject to clawback for a period of two years from the date of vesting at the discretion of the Board
Closely Related Party	in relation to a KMP: <ol style="list-style-type: none"> 1. a spouse or child of the member; 2. a child of the member's spouse; 3. a dependant of the member or of the member's spouse; 4. anyone else who is one of the member's family and may be expected to influence the member, or be influenced by the member, in the member's dealings with the Company; or 5. a company controlled by the member.
Company or QBE	QBE Insurance Group Limited (ACN 008 485 014)
Corporations Act	<i>Corporations Act 2001</i> (Cth)
Comparator Group	the global insurance peer group used to calculate the TSR component of the 2024 LTI Plan, comprising Allianz SE, American International Group, Inc., AXA SA, Beazley plc, Chubb Limited, CNA Financial Corporation, Hiscox Limited, Insurance Australia Group Limited, QBE Insurance Group Limited, Suncorp Group Limited, The Hartford Financial Services Group, Inc., The Travelers Companies, Inc., and Zurich Insurance Group AG
Conditional Right	conditional rights to acquire fully paid QBE ordinary shares (or a cash equivalent amount to the value of an ordinary share in the Company, as determined by the Board) without payment by the holder i.e. nil consideration (other than serving as an employee) on grant and also on vesting
CPS 511	Australian Prudential Standard CPS 511 <i>Remuneration</i>
Grant Date	means the date on which a LTI Conditional Right is granted
Group	QBE and its controlled entities
HIN	holder identification number
KMP	key management personnel. The KMP are those persons having authority and responsibility for planning, directing and controlling the activities of the QBE consolidated group, either directly or indirectly. The KMP for the QBE consolidated group during the year ended 31 December 2023 are listed in the Remuneration Report
LTI	long-term incentive
Malus	LTI is subject to malus provisions enabling awards to be either forfeited or reduced at the discretion of the People & Remuneration Committee
NEDs	non-executive directors of the Company
Performance Period	the performance period commencing on 1 January 2024 and ending on 31 December 2026
Remuneration Report	the report so named included in the Company's 2023 Annual Report
Resolution	a resolution put forward for consideration by the shareholders of the Company at the 2024 AGM
Return on equity (ROE)	the net profit after tax as a percentage of average shareholders' equity
Service Period	tranche 1: the period ending after 26 February 2027 tranche 2: the period ending after 28 February 2028 tranche 3: the period ending after 28 February 2029
SRN	shareholder reference number
Total shareholder return (TSR)	a measure of performance of a company's shares over time. It includes share price appreciation and dividend performance

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QBE Insurance Group Limited

Level 18, 388 George Street, Sydney NSW 2000 Australia

telephone +61 2 9375 4444

www.qbe.com

**Phone:**

1300 723 487 (within Australia)
+61 3 9415 4840 (outside Australia)

**Online:**

www.investorcentre.com/contact

QBE

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030



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QBE Insurance Group Limited Annual General Meeting

The QBE Insurance Group Limited Annual General Meeting will be held on Friday, 10 May 2024 at 10:00am (Sydney time). You are encouraged to participate in the meeting using the following options:



MAKE YOUR VOTE COUNT

To lodge a proxy, access the Notice of Meeting and other meeting documentation visit www.investorvote.com.au and use the below information:



Control Number: 999999

SRN/HIN: I999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

For your proxy appointment to be effective it must be received by 10:00am (Sydney time) on Wednesday, 8 May 2024.



Watching and participating live and online

Shareholders can watch and participate in the AGM via the Computershare Meeting platform using either a computer or mobile device. Enter the following URL in your browser: <https://meetnow.global/QBE2024>

Please refer to the user guide on our website at: www.qbe.com/aggm

The meeting ID for QBE's AGM is: QBE2024
Your username is your SRN/HIN
Your password is your postcode registered on your holding if you are an Australian shareholder. Overseas shareholders please select your country.

Proxyholder login details: Proxyholders will need to contact Computershare on +61 3 9415 4024 to obtain their login details to participate online.

Participating online enables shareholders to view the AGM live, ask questions and cast direct votes at the appropriate times during the meeting.



Dialling in teleconference

Shareholders can dial into the teleconference and will be able to listen to the meeting live and ask questions on the phone but will not be able to vote over the phone. Voting options are below.

Dial in numbers:

Australia TOLL-FREE:
1800 809 971

New Zealand TOLL-FREE:
0800 453 055

International:
+61 7 3145 4010

Participant PIN Code:

Quote **QBE**



Attending in person

Shareholders can attend the AGM in person which will be held on 10 May 2024 commencing at 10.00am Sydney time at:

**Wesley Theatre,
Wesley Conference
Centre, 220 Pitt Street,
Sydney NSW 2000**

Need assistance?

**Phone:**

1300 723 487 (within Australia)
+61 3 9415 4840 (outside Australia)

**Online:**

www.investorcentre.com/contact

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YOUR VOTE IS IMPORTANT

Where you intend to vote or appoint a proxy prior to the Meeting, for your election to be valid, it must be received by **10:00am (Sydney time) on Wednesday, 8 May 2024.**

Voting Form

How to Vote on Items of Business

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

VOTE DIRECTLY PRIOR TO MEETING

Voting 100% of your holding: Mark either the For, Against or Abstain box opposite each item of business. Your vote will be invalid on an item if you do not mark any box OR you mark more than one box for that item.

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

APPOINTMENT OF PROXY

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

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

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

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

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

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

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

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

PARTICIPATING IN THE MEETING

In person

If a representative of a corporate shareholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointee of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select, "Printable Forms".

Online

To access the dedicated Annual General Meeting website you will be required to login using your SRN or HIN. Instructions are available in the "QBE Insurance Group Limited AGM User Guide". We recommend that you complete the set-up in the guide before the commencement of the Meeting. The guide and other important information about the Annual General Meeting are available on the Annual General Meeting page of the QBE Insurance Group Limited Website www.qbe.com/agm.

Lodge your Form:

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Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 999999

SRN/HIN: I999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

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

By Fax:

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



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

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

MR SAM SAMPLE
FLAT 123
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Change of address. If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.



I 9999999999

I ND

Voting Form

Please mark to indicate your directions

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

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At the Annual General Meeting of QBE Insurance Group Limited to be held at the Wesley Conference Centre, 220 Pitt Street, Sydney NSW 2000 and online via the Computershare Meeting Platform on Friday, 10 May 2024 at 10:00am (Sydney time) and at any adjournment or postponement of that meeting, I/We being member/s of QBE Insurance Group Limited direct the following:

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

OR

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

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

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

Step 2 Items of Business

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

		For	Against	Abstain
2	To adopt the Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	To approve the grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to the Group CEO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4(a)	To re-elect Ms T Le as a director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4(b)	To elect Mr S Ferguson as a director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4(c)	To elect Ms P James as a director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4(d)	To elect Mr P Wilson as a director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

Update your communication details (Optional)

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

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