

Rubicon Water Limited

ACN 651 852 470

NOTICE OF ANNUAL GENERAL MEETING AND EXPLANATORY MEMORANDUM TO SHAREHOLDERS

Date of Meeting

28 November 2024

Time of Meeting

4pm (Melbourne Time)

Place of Meeting

Via zoom: https://us02web.zoom.us/webinar/register/WN_mfXdIWNcQFm9qpFzGttrEg

Vote online at <https://meetnow.global/MH5SZ6L>

A Proxy Form is enclosed

Please read this Notice and Explanatory Memorandum carefully.

If you are unable to attend the Annual General Meeting please complete and return the enclosed Proxy Form in accordance with the specified directions.

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Rubicon Water Limited

ACN 651 852 470

NOTICE OF ANNUAL GENERAL MEETING

The Annual General Meeting (AGM) of Shareholders of Rubicon Water Limited ACN 651 852 470 will be held on 28 November 2024. The meeting will commence at 4pm (Melbourne time) and Shareholders are invited to participate online, including viewing the meeting, asking questions and voting in real time.

The 2024 AGM will be held online as a virtual AGM rather than at a physical location. Shareholders may join the virtual AGM via the teleconference accessible at:

https://us02web.zoom.us/webinar/register/WN_mfXdIWNcQFm9qpFzGtrEg

Shareholders may vote at the AGM by logging into the Computershare Online Voting Platform at <https://meetnow.global/MH5SZ6L>.

Further details on how to participate, including how to vote and ask questions, at the virtual AGM are set out in the attached Notice of Meeting, Proxy Form and in our share registry's Online Voting Guide. The Online Voting Guide contains information about which browsers are compatible with the Online Voting Platform, and about logging in and navigating the site. The Online Voting Guide is available at www.computershare.com.au/onlinevotingguide.

You are encouraged to read the enclosed Notice of Meeting, including the Explanatory Memorandum, and to lodge a directed proxy in advance of the Meeting by following the instructions on the Proxy Form.

The Rubicon Directors unanimously recommend that Shareholders vote in favour of all Resolutions to be proposed at the AGM.

AGENDA

Resolutions for approval

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 2024.

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://rubiconwater.com/au/investor-centre/asx-announcements/> 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 2024 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.

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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 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 resolutions as ordinary resolutions:

- 2.1 *That, having retired pursuant to the Constitution of the Company, Tony Morganti be re-elected as a Director.*
- 2.2 *That, having retired pursuant to the Constitution of the Company, Lynda O'Grady be re-elected as a Director.*

Short Explanation

The Company's Constitution requires one third of the directors (other than any 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.

Details of the retiring Directors are contained in the Directors' Report section of the Annual Report.

RESOLUTION 3 – APPOINTMENT OF AUDITOR

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

“That, under section 327B of the Corporations Act, and subject to ASIC's consent to the resignation of Deloitte Touche Tohmatsu as auditor, shareholder approval is given for BDO Audit Pty Ltd to be appointed as the auditor of the Company.”

Short explanation

Deloitte Touche Tohmatsu is being replaced by BDO Audit Pty Ltd as auditor of the Company, subject to consent of Shareholders. The Company carried out a tender for audit services which Deloitte Touche Tohmatsu declined to participate in, and instead resigned as auditor, subject to ASIC's consent.

The resolution is subject to ASIC's consent being received. Since the Notice of Meeting was finalised the consent has been received.

RESOLUTION 4 – APPROVAL TO GRANT OF PERFORMANCE RIGHTS TO CEO AND EXECUTIVE DIRECTOR UNDER THE COMPANY'S LONG TERM INCENTIVE PLAN

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

4.1 *That the grant of Performance Rights to the CEO, Bruce Rodgerson, under the Company's Long Term Incentive Plan, as described in the Explanatory Notice to this Notice of 2024 Annual General Meeting, be approved for all purposes, including for the purpose of ASX Listing Rule 10.14.*

4.2 *That the grant of Performance Rights to the Executive Director, David Aughton, under the Company's Long Term Incentive Plan, as described in the Explanatory Notice to this Notice of 2024 Annual General Meeting, be approved for all purposes, including for the purpose of ASX Listing Rule 10.14.*

Short explanation

The Board has extended the LTIP to senior employees of the Company to assist in the reward retention and motivation of employees, including the CEO and Executive Director. As Directors are related parties, the ASX Listing Rules require that Shareholder approval is obtained before issuing any securities to them. The Performance Rights are considered by ASX to be securities.

Please refer to the Explanatory Memorandum for a more detailed explanation.

Voting Exclusion Statement

The Company will disregard any votes cast in favour of this resolution by or on behalf of the CEO and Executive Director, 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) 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
- (b) 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
- (c) A holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - I. The beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
 - II. 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:
the proxy is either:

- (a) a member of the KMP; or
- (b) a Closely Related Party of such a member; and
- (c) 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:
the proxy is the Chair; and

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

By order of the Board



Oliver Carton
Company Secretary

Dated: 29 October 2024

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Participation and voting at the AGM

Entitlement to attend and vote

In accordance with regulation 7.11.37 of the Corporations Regulations 2001 (Cth), the Board has determined that persons who are registered holders of Shares of Rubicon Water as at 7.00pm (Melbourne time) on 26 November 2024 will be entitled to attend and vote at the AGM as a Shareholder.

If more than one joint holder of Shares is present at the AGM (whether personally, by proxy or by attorney or by representative) and tenders a vote, only the vote of the joint holder whose name appears first on the register will be counted.

Appointment of Proxy

If you are a Shareholder entitled to attend and vote, you may appoint a proxy to attend and act on your behalf at the AGM. A proxy need not be a Shareholder of the Company and can be an individual or a body corporate.

If a Shareholder is entitled to cast two or more votes at the AGM, the Shareholder may appoint one or two proxies. If two proxies are appointed, the appointing Shareholder may specify the proportion or number of their votes each proxy is appointed to exercise. In accordance with Rule 5.11(f)(i) of the Company's Constitution, if no proportion or number is specified, each proxy may exercise half of the Shareholder's votes.

If a body corporate is appointed as a proxy, that body corporate may appoint a corporate representative in accordance with section 250D of the Act to exercise its powers as proxy at the AGM.

If the Chair of the Meeting is appointed or taken to be appointed as a proxy and you do not specify in the Proxy Form the manner in which you wish the Chair to vote on the Resolution to be considered at the Meeting, then by submitting your Proxy Form you will be expressly authorising the Chair to exercise your proxy on the relevant Resolution. The Chair intends to exercise all available votes in favour of all Resolutions.

Submission of Proxy Forms

To be effective, the proxy must be received at the Company's share registry no later than **4.00pm (Melbourne time) on 26 November 2024**, being 48 hours before the start of the AGM. Proxies must be received before that time by one of the following methods:

Online	By logging onto the Computershare website at www.investorvote.com.au and following the instructions on the Proxy Form, or by scanning the QR code on the front of your Proxy Form using a mobile device.
By post	By posting the Proxy Form to the following address: Computershare Investor Services Pty Ltd GPO box 242, Melbourne VIC 3001 Australia
Custodian Voting	For Intermediary Online subscribers only (custodians) please visit www.intermediaryonline.com to submit your voting intentions
By fax	By faxing the Proxy Form to: 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia)

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To be valid, a proxy form must be received by the Company in the manner stipulated above. The Company reserves the right to declare invalid any proxy not received in this manner.

Power of Attorney

If you are a Shareholder entitled to attend and vote, you may appoint an attorney to act on your behalf at the AGM. Your appointment must be made by a duly executed power of attorney. The power of attorney (or a certified copy of it) must be received by Rubicon no later than **4.00pm (Melbourne time) on 26 November 2024**, being 48 hours before the start of the AGM.

Corporate Representatives

A body corporate which is a Shareholder, or which has been appointed as a proxy, is entitled to appoint any person to act as its representative at the AGM. The appointment of the representative must comply with the requirements under section 250D of the Act. The representative should provide to the Company's share registry a properly executed letter or other document confirming its authority to act as the company's representative prior to the AGM.

Voting at the Meeting

Voting on each of the proposed Resolutions at this Meeting will be conducted by a poll, rather than on a show of hands.

If you appoint the Chair of the Meeting as your proxy, or the Chair becomes your proxy by default, and you do not direct your proxy how to vote on any Resolution then by submitting the Proxy Form you will be expressly authorising the Chair to exercise your proxy on the Resolution.

Shareholders wishing to vote via the Online Platform will need their SRN or HIN which is printed at the top of the Proxy Form. Proxyholders wishing to vote via the Online Platform will need their proxy code, which Computershare will provide via email no later than 48 hours prior to the AGM. Further details on this process can be found in the Online Voting Guide available at www.computershare.com.au/onlinevotingguide.

Shareholder questions

Shareholders will be given a reasonable opportunity to ask questions or make comments on the management of the Company during the AGM. Questions may be asked during the AGM via the teleconference.

Shareholders who are unable to attend the virtual AGM or who may prefer to submit questions in advance may do so by:

- Sending questions directly to investor.relations@rubiconwater.com

To allow time to collate questions and prepare answers, please submit any questions by 4.00pm (Melbourne time) on **21 November 2024**. Questions will be collated and, during the AGM, the Chair will seek to address as many of the more frequently raised topics as possible. However, there may not be sufficient time available at the AGM to address all topics raised. Please note that individual responses will not be sent to Shareholders.

Rubicon Water Limited

ACN 651 852 470

EXPLANATORY MEMORANDUM

This Explanatory Memorandum is intended to provide Shareholders with sufficient information to assess the merits of the Resolutions contained in the accompanying Notice of Annual General Meeting of the Company.

Certain abbreviations and other defined terms are used throughout this Explanatory Memorandum. Defined terms are generally identifiable by the use of an upper case first letter. Details of the definitions and abbreviations are set out in the Glossary to the Explanatory Memorandum.

Resolution 1 is a non-binding resolution which will fail if more than 25% of holders vote against it. Resolution 2 is an ordinary Resolution, which will be passed if a simple majority of votes cast by Shareholders entitled to vote on the Resolution are in favour of the Resolution.

As set out earlier in this Notice of Meeting, the Chair of the Meeting intends to vote all available undirected proxies in favour of each Resolution.

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 2024. No formal vote is necessary.

Shareholders who have elected not to receive a hard copy of the Company's 2024 Annual Report can view or download a copy from the Company's website at <https://rubiconwater.com/au/investor-centre/asx-announcements/>.

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 Rubicon 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 any 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 Tony Morganti and Lynda O'Grady.

The details and experience of the retiring Directors are as follows:

Tony Morganti

Tony has 30 years' experience as a professional adviser in tax and M&A transactions and was previously a corporate tax partner at KPMG for 20 years, specialising the agribusiness, telecommunications, media and mining industries.

Tony is currently the Chief Financial Officer of GS1 Australia Pty Limited. Tony is a Fellow of the Chartered Accountants Australia & New Zealand, a Chartered tax advisor and admitted as a lawyer of the Supreme Court of Victoria.

Tony has a Bachelor of Business (Accounting) degree, Victoria University and a Master of Laws (Juris Doctor), Monash University.

Lynda O'Grady

Lynda has 30 years' experience in IT, telecommunications and media.

Her executive career included roles at Telstra at the Executive/Managing Director level including as Chief of Product; Commercial Director of Australian Consolidated Press, the publishing subsidiary of PBL and General Manager of Alcatel Australia. Lynda served as the inaugural Chairman of the Aged Care Financing Authority and on the board of National Electronic Health Authority.

Currently, Lynda is a non-executive Director of Domino's Pizza Enterprises, Wagners Holding Ltd.

Lynda has a Bachelor of Commerce (Hons) from the University of Queensland and is a Fellow of the Institute of the Company Directors.

4 RESOLUTION 3 – APPOINTMENT OF AUDITOR

Under section 327B of the Corporations Act, shareholder approval is required for the appointment of a new auditor. It is proposed that BDO Audit Pty Ltd be appointed as the auditor of the Company.

Deloitte Touche Tohmatsu is being replaced by BDO Audit Pty Ltd as auditor of the Company, subject to consent of Shareholders. The Company carried out a tender for audit services which Deloitte Touche Tohmatsu declined to participate in, and instead resigned as auditor, subject to ASIC's consent.

Deloitte has applied to ASIC for that consent. The resolution is subject to ASIC's consent first being received. This consent was received on 18 October 2024.

Section 328B(1) of the Corporations Act requires that written notice of nomination of a new auditor be received from a member of the Company. The Company has received such a nomination and a copy of the nomination is set out in Attachment 1.

If Resolution 3 is passed, the appointment of BDO Audit Pty Ltd as the Company's new auditor will take effect on the later of the close of the Annual General Meeting and the date on which ASIC gives its

consent. If Resolution 4 is not passed the Company will need to appoint a new auditor other than BDO Audit Pty Ltd. The directors recommend shareholders vote in favour of this resolution.

5 RESOLUTION 4.1 AND 4.2 – APPROVAL TO GRANT OF PERFORMANCE RIGHTS TO CEO AND EXECUTIVE DIRECTOR UNDER THE COMPANY’S LONG TERM INCENTIVE PLAN

5.1 Background

The long term incentive plan (LTIP) the subject of Resolutions 4.1 and 4.2 has been extended to key management personnel of the Company. The key terms and provisions of the LTIP are set out in Annexure 1. A copy of the rules of the LTIP will be provided to any shareholder who requests a copy by sending an email via investor.relations@rubiconwater.com.

The Board adopted the LTIP to assist in reward, retention and motivation of key management employees and consultants by enabling them to acquire options under the LTIP. The employees of the Company have been, and will continue to be instrumental in growth of the Company. The Board considers that the LTIP is an appropriate method 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.

Performance Rights have previously been issued to Mr Rodgerson and Mr Aughton as set out in the table below.

At the 2023 AGM the following Performance Rights were approved by Shareholders:

Recipient	No of Performance Rights
Bruce Rodgerson	280,404
David Aughton	192,238

At the 2022 AGM the following Performance Rights were approved by Shareholders:

Recipient	No of Performance Rights
Bruce Rodgerson	124,977
David Aughton	111,089

At the 2021 AGM the following Performance Rights were approved by Shareholders

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Recipient	No of Performance Rights
Bruce Rodgerson	134,976
David Aughton	119,976

5.2 2024 Grant of Performance Rights

The Company is asking the Shareholders to approve the issue to:

- Mr Rodgerson of 741,646 Performance Rights
- Mr Aughton of 488,898 Performance Rights.

In accordance with Listing Rule 10.14.1, the Company must not issue equity securities under an employee incentive scheme to a director of the entity unless it obtains shareholder approval. As shareholder approval is sought under Listing Rule 10.14, approval under Listing Rule 7.1 is not required, in accordance with Listing Rule 7.2 - Exception 14.

The Board has an objective of having the number of Performance Rights outstanding under the LTIP of less than 5% of issued capital.

Performance Rights vest according to the conditions set out in Annexure 1.

The number of Performance Rights to be granted to Mr Rodgerson as CEO represents approximately 50% of the base remuneration for Mr Rodgerson (when valued using the VWAP of Rubicon Shares traded on the ASX over the 10 trading days up to and including 30 September 2024 (being \$0.2454 per Share)).

The number of Performance Rights to be granted to Aughton as Executive Director represents approximately 50% of the base remuneration for Mr Aughton (when valued using the same VWAP).

The Board believes that the offer of Performance Rights under the 2024 LTIP is an important part of the CEO and Executive Director's remuneration and provides alignment with the pursuit of long-term shareholder value. The award of Performance Rights means that the actual value ((if any) of Shares either of Mr Rodgerson or Mr Aughton will receive from this grant is not determined until the end of the three-year performance period and will depend on the extent to which the performance conditions are achieved, and the share price at the time the shares are issued under the Performance Rights.

5.3 Other information - Listing Rule 10.15

The Company provides the following additional information to Shareholders in accordance with Listing Rule 10.15:

- Mr Rodgerson and Mr Aughton are the only Directors entitled to participate in the LTIP;
- It is proposed that Mr Rodgerson and Mr Aughton are issued with the Performance Rights detailed above in section 5.2;
- The details of the remuneration of Mr Rodgerson and Mr Aughton for FY2024 is set out in the table below.

- Since the Company's listing in 2021, Mr Rodgerson and Mr Aughton have received the Performance Rights set out above in section 5.1. Of the 2021 performance rights only tranche 3 was met allowing the following performance rights to vest in September 2024
- 2021 Performance rights

Recipient	No of Performance Rights
Bruce Rodgerson	47,242
David Aughton	41,992

- It is the intention of the Board that the Performance Rights will be granted to Mr Rodgerson and Mr Aughton by 1 December 2024 (but in any event, not more than one month after the date of the Annual General Meeting);
- No amount will be paid by Mr Rodgerson or Mr Aughton on the grant of the Performance Rights. If vesting occurs, no amount is payable on the exercise of vested Performance Rights.
- There is no loan scheme in relation to the Performance Rights (or the Shares underlying them) for either of Mr Rodgerson or Mr Aughton;
- Details of any Shares issued under the LTIP will be published in the relevant Annual Report, along with a statement approval for the issue was obtained under Listing Rule 10.14. Any additional persons covered by Listing capital 10.14 who become entitled to participate in the LTIP after this resolution is approved will not participate until approval is obtained at a future meeting of the Shareholders.

CEO and Executive Director FY2024 Remuneration

	CEO	Executive Director
	\$	\$
Annual base salary (exclusive of superannuation benefits)	422,173	278,651
Superannuation	27,399	26,395
Long service leave	52,861	6,383
Share based payments	20,639	12,798
Total	523,071	324,226

5.4 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 Corporation Act.

The grant of the Performance Rights constitutes giving a financial benefit and the CEO and Executive Director are related parties of the Company.

One of the exceptions to section 208 is the payment of reasonable remuneration. The Directors other than the CEO and Executive Director have considered that the number of Performance Rights to be issued to him is appropriate and reasonable remuneration. The Directors in the absence of the CEO and Executive Director considered this in light of their skills and experience, their leadership of Rubicon and market benchmarking. The Directors conducted a benchmarking review of remuneration to devise the LTIP and recommend the number of rights to issue in relation to the CEO and Executive Director.

5.5 Recommendation of Directors

The Board (excluding Mr Rodgerson and Mr Aughton) consider that the proposed grants of Performance Rights appropriate and in the best interests of the Company and its Shareholders. The grant strengthens the alignment of the CEOs remuneration with the interests of the Shareholders and provides an incentive linked to continued growth of the Company's earnings and share price over the next three years. The Directors recommend that Shareholders pass resolutions 4.1 and 4.2. If the resolutions are not passed, the Company will investigate alternate methods of appropriately rewarding the CEO and Executive Director.

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GLOSSARY

\$ means Australian dollars.

AEST means Australian eastern standard time.

ASX means ASX Limited ABN 98 008 624 691 and, where the context permits, the Australian Securities Exchange operated by ASX Limited.

Board means the Directors.

Chair or Chairman means the individual elected to chair any meeting of the Company from time to time.

Company means Rubicon Water Limited ACN 651 852 470.

Constitution means the Company's constitution, as amended from time to time.

Corporations Act means Corporations Act 2001 (Cth).

Directors means the directors of the Company.

Explanatory Memorandum means the explanatory memorandum accompanying this Notice.

Meeting means the Annual General Meeting convened by the Notice.

Notice means this Notice of Annual General Meeting.

Notice of Meeting means this Notice of Annual General Meeting.

Proxy Form means the proxy form accompanying the Notice.

Resolution means a resolution contained in the Notice.

Shareholder means a member of the Company from time to time.

Shares means fully paid ordinary shares in the capital of the Company.

VWAP means volume weighted average price

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Paul Spooner

6 Moorgate Court
Rowville
VIC 3178

Robert Anthony Walker
Company Secretary
Rubicon Water Limited
1 Cato Street
Hawthorn East
VIC 3205

M: +61 402 220 470
Paulspo100@gmail.com

9 October 2024

Dear Sir,

Nomination of auditor

I, Paul Spooner, being a shareholder in Rubicon Water Limited, hereby nominate BDO Audit Pty Ltd as auditor of the Company.

Yours sincerely



Paul Spooner

Annexure 1 – Details of LTIP

The Company has a long-term incentive plan (LTIP) designed to incentivise the executive Directors and Company’s senior management team and are not in the ordinary course of business remuneration securities. Performance Rights are not listed and may not be traded on any exchange. The Board may determine to make further grants in the future at its discretion.

The key features of the Performance Rights grant in Rubicon Water Limited are outlined below:

Proposed grant The Performance Rights to be granted to the relevant Participants, will have a vesting period to the release of the Company’s FY27 financial results. . The number of performance rights to be granted to 8 participants in the 2024 long term incentive plan (LTIP) totals 2,853,303, calculated on a % of each participants base salary divided by the 10-day VWAP up to and including 30 September 2024. The number of performance rights granted to the CEO/Managing Director and the Executive Director represents approximately 50% of their respective base remuneration.

Vesting and disposal restriction Performance Rights issued under the LTIP are issued for nil consideration and have no exercise price. The Performance Rights vest when applicable performance conditions have been fulfilled. The 2024 LTIP grant will vest in three tranches.

Tranche 1 – representing 40% of the Performance Rights granted Gate

Where the Company achieves

- <10.0% EPS CAGR over the relevant testing period, none of the Performance Rights will vest.
- between 10.0% and 15.0% EPS CAGR over the relevant testing period, the Rights will vest pro rata on a straight-line basis (i.e. 50% of Performance Rights will vest for achieving a 10.0% EPS CAGR and 100% of Performance Rights will vest for achieving a 15.0% or more EPS CAGR).
- >15.0% EPS CAGR over the relevant testing period, all of the Performance Rights will vest.

Tranche 2 – representing 25% of the Performance Rights granted
Where the Company achieves:

- a total shareholder return (TSR) in the bottom third or fourth quartile when compared to the S&P/ASX Small Ordinaries Index (XSO) for the relevant testing period, none of the Performance Rights will vest.
- a TSR in the second quartile when compared to the constituents of the S&P/ASX Small Ordinaries Index (XSO) for the relevant testing period, the Performance Rights will vest pro rata on a straight-line basis (i.e. 50% of Rights will vest if TSR is at the bottom of the second quartile and 100% of Performance Rights will vest if TSR is at the top of the second quartile).
- a TSR in the top quartile when compared to the constituents of the S&P/ASX Small Ordinaries Index (XSO) for the relevant testing period, all of the Performance Rights will vest.

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Tranche 3 – 35% of the Performance Rights granted if the participant remains employed by the Rubicon group at the end of the vesting period.


Cessation of Employment Subject to the Board’s discretion under the LTIP Rules, if a Participant ceases employment with the Group before the Performance Rights have vested, the Participant will forfeit any unvested Performance Rights and unexercised Shares granted under the Performance Rights Grant

Voting Rights Performance Rights do not carry voting or dividend rights. However Shares issued following the exercise of vested Performance Rights carry voting and dividend rights.

Plan Limit No Shares under the LTIP may be issued to a Participant if to do so would contravene the Corporations Act, the ASX Listing Rules or any relief or waiver granted by ASIC or the ASX that binds the Company in making any offer under the LTIP.

The number of Shares which may be granted under the LTIP (in aggregate) prior to approval of the LTIP Rules by Shareholders following Listing will not exceed 5% of the total issued capital of the Company as at Listing.

Need assistance?

 **Phone:**
1300 556 161 (within Australia)
+61 3 9415 4000 (outside Australia)

 **Online:**
www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **4:00pm (Melbourne Time) on Tuesday, 26 November 2024.**

Proxy Form

How to Vote on Items of Business

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

APPOINTMENT OF PROXY

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

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

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

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

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

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

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

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

PARTICIPATING IN THE MEETING

Corporate Representative

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

Lodge your Proxy Form:

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: 184362

SRN/HIN:

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.

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.

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

I/We being a member/s of Rubicon Water Limited 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) at the Annual General Meeting of Rubicon Water Limited to be held as a virtual meeting on Thursday, 28 November 2024 at 4:00pm (Melbourne Time) and at any adjournment or postponement of that meeting.

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 1, 4.1 and 4.2 (except where I/we have indicated a different voting intention in step 2) even though Items 1, 4.1 and 4.2 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Items 1, 4.1 and 4.2 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If 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.

	For	Against	Abstain
Item 1 Adoption of Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2.1 Tony Morganti be re-elected as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2.2 Lynda O'Grady be re-elected as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3 Appointment of Auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4.1 Grant of Performance Rights to the CEO, Bruce Rodgerson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4.2 Grant of Performance Rights to the Executive Director, David Aughton	<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

For personal use only

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