



Notice of Annual General Meeting 2025

Objective Corporation Limited

Notice is hereby given that the Annual General Meeting of the shareholders of Objective Corporation Limited ABN 16 050 539 350 (the Company) will be held on:

25 November 2025 commencing at 8:30am AEDT

HEADQUARTERS

Level 30
177 Pacific Highway
North Sydney NSW 2060
Australia

Phone: +61 2 9955 2288

Company Announcements Officer
Australian Securities Exchange Limited
Exchange Centre, 20 Bridge Street
SYDNEY NSW 2000

BY ELECTRONIC LODGEMENT

OBJECTIVE CORPORATION – NOTICE OF MEETING AND PROXY FORM

We invite you to join Objective Corporation Limited's Annual General Meeting to be held on 25 November 2025 at 8:30am (AEDT). The meeting will be held as a virtual meeting.

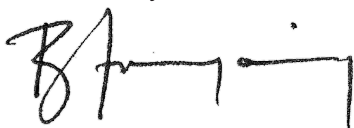
The Notice of Meeting is valid when provided to you electronically. The Notice of Meeting and Virtual Meeting User Guide can be viewed and downloaded from our website <http://www.objective.com.au/agm-2025>.

Shareholders are provided with various alternatives to participate in this meeting, including voting and asking questions online or via teleconference. Details are contained in the attached Virtual AGM User Guide and on our website <http://www.objective.com.au/agm-2025>. Shareholders must pre-register to access the meeting.

Questions can be submitted prior to the meeting by emailing investors@objective.com (stating your Shareholder Reference number or Proxy number).

We encourage all shareholders to vote by proxy following the instructions set out in the Notice of Meeting. For your vote to be effective it must be recorded before **8:30am (AEDT) on Sunday, 23 November 2025**.

Yours faithfully,



Ben Tregoning
Company Secretary

AGENDA

1. Financial Statements and Reports

To receive and consider the financial statements and the reports of the directors and the auditor of the Company for the year ended 30 June 2025.

2. Resolution 1 - Remuneration report for the financial year ended 30 June 2025

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

"That the Company adopts the Remuneration Report for the year ended 30 June 2025 in the form set out in the Directors' Report."

Please note that pursuant to section 250R(3) of the Corporations Act, the vote on this resolution is advisory only and does not bind the directors of the Company. In accordance with section 250R(4) of the Corporations Act, the Company will disregard any votes cast on this resolution by:

- (a) *a member of the key management personnel details of whose remuneration are included in the Remuneration Report; or*
- (b) *a closely related party of such a member.*

However, key management personnel may cast a vote on the resolution if the key management personnel does so as a proxy appointed by writing that specifies how the proxy is to vote on the proposed resolution and the vote is not cast on behalf of key management personnel whose remuneration details are included in the Remuneration Report.

In accordance with section 250BD of the Corporations Act, key management personnel and their closely related parties are prevented from voting undirected proxies on this resolution.

The Chairperson will vote all undirected proxies in favour of this resolution. If you wish to vote "against" or "abstain" you should mark the relevant box in the attached proxy form.

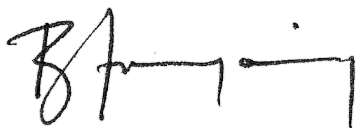
3. Resolution 2 – Retirement and re-election of director: Mr Stephen Bool

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

"That Mr Stephen Bool, who retires as a director in accordance with the Company's Constitution, and being eligible, is re-elected as a director of the Company."

Please note that the non-candidate directors unanimously support the re-election of Mr Bool. The Chairman of the meeting intends to vote undirected proxies in favour of Mr Bool's re-election. If you wish to vote "against" or "abstain" you should mark the relevant box in the attached proxy form.

By Order of the Board



Ben Tregoning
Company Secretary

23rd October 2025

For personal use only

VOTING INSTRUCTIONS

Voting Entitlements

The Board has determined that for the purposes of the meeting, shares will be taken to be held by those persons recorded on the Company's share register as at 7:00pm AEDT (Sydney time) on Sunday 23 November 2025. Accordingly, transactions registered after that time will be disregarded in determining entitlements to attend and vote at the meeting.

Proxies

If you are unable to attend and vote at the meeting and wish to appoint a person who is attending as your proxy, please complete a proxy form. The proxy form must be received at the Company's registered office at least 48 hours before the appointed time of the meeting. The completed proxy form may be:

- completed electronically at <https://www.votingonline.com.au/objectiveagm2025>;
- mailed or hand delivered to Boardroom Pty Limited, Level 8, 210 George Street, Sydney, NSW 2000, Australia; or
- faxed to (02) 9290 9655.

A member entitled to attend and vote is entitled to appoint not more than two proxies. Where more than one proxy is appointed, each proxy must be appointed to represent a specified proportion of the member's voting rights. A proxy need not be a member of the Company. It is the intention of the Chairman to vote any undirected proxies in favour of the resolutions.

Other Information

An Explanatory Memorandum accompanies this Notice of Annual General Meeting. All shareholders should read the Explanatory Memorandum carefully and in its entirety. If shareholders are in doubt as to how they should vote, they should seek advice from their professional adviser prior to voting.

EXPLANATORY MEMORANDUM

This explanatory memorandum (**Explanatory Memorandum**) has been prepared to assist shareholders of the Company in their consideration of the resolutions proposed in the Notice of Annual General Meeting.

ITEM 1: Financial Statements and Reports

The first item of business deals with the financial statements of the Company, the directors' report and the Auditor's Report for the financial year ended 30 June 2025 (**reports**). These reports are contained in the Company's 2025 Annual Report sent to shareholders, if requested, and are available on the Company's web site at <http://www.objective.com/investors>.

Shareholders are to consider these reports and seek explanations, if required, from the directors when the reports are presented to the meeting. No resolution is required on these reports and they are only required to be laid at the meeting in accordance with section 317 of the Corporations Act 2001 (Cth) (**Corporations Act**).

ITEM 2: Resolution 1 - Remuneration report for the financial year ended 30 June 2025

The Remuneration Report, which forms part of the Directors' Report, is on pages 24 to 26 of the Company's 2025 Annual Report. The Remuneration Report sets out the policy for the remuneration of the directors and executives of the Company.

Section 250R(2) of the Corporations Act requires that a resolution to adopt the Remuneration Report be put to the vote of shareholders and shareholders have the opportunity to discuss the Remuneration Report at the Annual General Meeting. However, under section 250R(3) of the Corporations Act, the vote on this resolution is advisory only and is not binding on the Company or its directors.

In accordance with section 250R(4) of the Corporations Act, the Company will disregard any votes cast on this resolution by:

- a. a member of the key management personnel details of whose remuneration are included in the remuneration report; or
- b. a closely related party of such a member.

However, a member of the key management personnel may cast a vote on the resolution if the member does so as a proxy appointed by writing that specifies how the proxy is to vote on the proposed resolution and the vote is not cast on behalf of a member of key management personnel whose remuneration details are included in the remuneration report.

In accordance with section 250BD of the Corporations Act, key management personnel (other than the Chairman) and their closely related parties are prevented from voting undirected proxies on this resolution.

The Chairman will vote all undirected proxies in favour of this resolution. If you wish to vote “against” or “abstain” you should mark the relevant box in the attached proxy form.

If 25% or more of the votes that are cast are voted against the adoption of the remuneration report at two consecutive Annual General Meetings, shareholders will be required to vote at the second of those Annual General Meetings on a resolution that another meeting be held within 90 days at which all of the Company’s directors (other than the CEO) must go up for re-election.

ITEM 3: Resolution 2 – Retirement and re-election of director: Mr Stephen Bool

Pursuant to Rule 5.2 of the Company’s Constitution, Mr Stephen Bool retires at the 2025 Annual General Meeting and, being eligible, offers himself for re-election.

Stephen joined the Board in January 2022, after 17 years at Objective Corporation in senior leadership positions, including 5 years up to the end of 2021 as Chief Operating Officer. In that time, Stephen made important contributions across the entire organisation, helping shape the culture and operating structures that support our current business success. Prior to joining Objective, Stephen had served in senior leadership roles at US multinational Software and Consulting Services companies including PeopleSoft (Oracle), and SPL WorldGroup (Oracle) during a career that spans over 30 years in the industry. Stephen holds a Bachelor Degree in Computer Science and Master Degree in Business Administration.

Recommendation: The Board unanimously recommends that shareholders vote in favour of this resolution.



Virtual Meeting Guide

Instructions for joining AGM online

VIRTUAL MEETING ONLINE GUIDE

Objective Corporation will host its 2025 Annual General Meeting as a virtual event, you can only attend online.

DATE & TIME: Tuesday 25 November 2025
8:30am AEDT

ONLINE MEETING: Register here:
<http://www.objective.com.au/agm-2025>

Step 1: Register to attend the AGM

Anyone can join Objective's Annual General Meeting (AGM) however only Shareholders and Proxies are able to vote or ask questions.

If you are a Shareholder or a Proxy holder, please ensure you enter your shareholder number as shown on your proxy form. If you do not, you will NOT be able to ask questions.

Register using the link above.

After registering, you will receive an email with details of how to join the AGM, including your own unique joining link. If you do not receive an email, please complete the registration form again.

Contact investors@objective.com for support.

The screenshot shows the 'Objective' website's AGM 2025 registration page. The header includes the 'Objective' logo and navigation links: SOLUTIONS, PRODUCTS, SUPPORT & SERVICES, RESOURCES, and ABOUT. The main banner features the text 'Annual General Meeting FY2025' and 'The Objective Corporation AGM will be held as online event. Please join us on Tuesday 25 November, 2025.' alongside a large '25' graphic. Below the banner, a section titled 'VIRTUAL MEETING REGISTRATION' provides instructions for shareholders and proxy holders. It includes a 'REGISTER' form with fields for First Name, Last Name, Email, Company, Shareholder Number, and Proxy Code. A 'DOCUMENTS' section lists 'Notice of Meeting & Virtual Meeting Guide' and 'Annual Report 2025', both with download links. At the bottom, there is a 'SHARE THIS STORY' section with social media icons and a 'CONTACT US' button.

Step 2: Registration confirmation

You will receive an email confirmation of registration.

Optionally, you can:

- Add the meeting to your Calendar.
- Save this email for links to the meeting on the day, or wait until you receive the reminder email closer to the event.
- Save the email “webinar.host@bigmarker.com” to your contacts to ensure all follow up messages come through.

If you have not received an invitation email, check your junk folder. If still not received, please complete the registration form again.

Contact investors@objective.com for support.



Step 3: Join the meeting on 25 November 2025

Once registered, you will receive reminders:

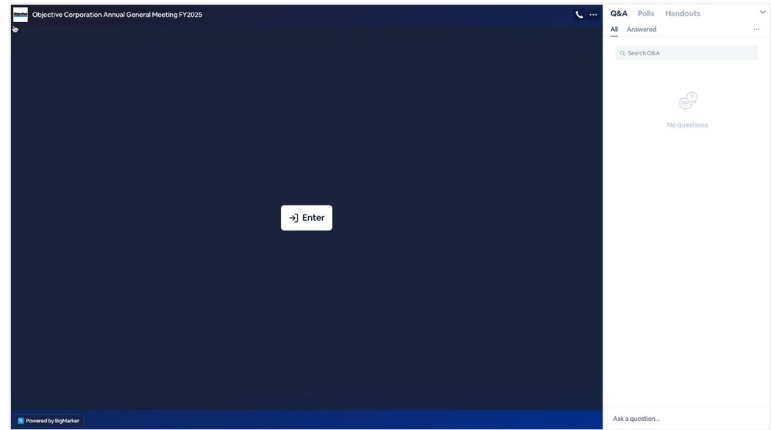
- **2 days before the event:** you will receive an email with details to check your access requirements.
- **1 day and 30 minutes before the event:** you will receive a reminder email with details of the AGM including a link to “View Webinar”.

Please ensure you log in to the meeting with the same email address that you registered with.

We recommend you join the AGM at least 5 minutes before the commencement, to ensure you can connect and resolve any potential technical issues.

To enter the webinar

- Join the AGM by clicking the **View Webinar** button in your invitation email.
- You will be directed to your browser and our meeting hosting platform, BigMarker.
- Click **Enter** at the BigMarker access screen to join the waiting room for the AGM.



Note, support for connectivity will not be provided after the commencement of the AGM.

Asking a question during the AGM

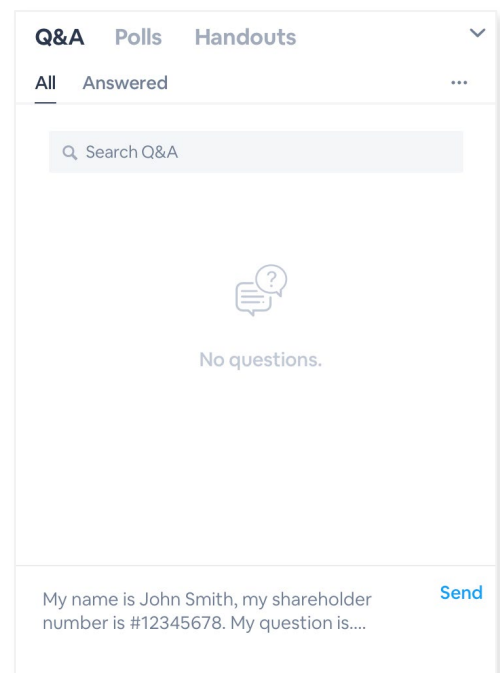
Shareholders or Proxy holders who have provided their shareholder number or proxy code when registering can ask questions during the Annual General Meeting. Questions from attendees who have not provided their shareholder or proxy details will not be answered.

You can submit a question to the management/board at any time during the AGM.

Note: not all questions are guaranteed to be answered during the AGM, but we will do our best to address the subject of your questions.

1. Written question (preferred method):

- Locate the Q&A panel on the right side of your screen.
- At the bottom of the Q&A tab, enter your full name, your shareholder number or proxy code in the text box: e.g. "My name is John Smith, my shareholder number is #12345678. My question is...."
- Click **Send**.
- Once your question has been selected to be answered, it will be published in the Q&A tab.



2. Verbal question:

- a. Follow the Q&A instructions above. Enter your full name, your shareholder number or proxy code. E.g. "My name is John Smith, my shareholder number is #12345678. I would like to ask a question".
- b. Click **Send**.
- c. The moderator will invite you to join the live meeting. Please ensure your microphone is turned on.
- d. Wait for permission. The host will then unmute your microphone so you can ask your question verbally.

Asking a question prior to the AGM

You can also submit questions prior to the AGM to this email address: investors@objective.com.

Please state your name and Shareholder or Proxy number.

Voting during the Annual General Meeting

Shareholders or Proxy holders who have not previously voted are able to cast their vote at any time between the start of voting and the closure of voting as announced by the Chairman during the AGM.

For each Resolution (as set out in the Notice of Meeting), the Chairman will indicate that the voting is open and the "voting card" will be shown.

In order to cast your vote, you must select one of the following options for each item and click **Submit** at the bottom of the card:

- For
- Against
- Abstain

Resolution 2 – Example resolution 2

☐ a. For

☐ b. Against

☐ c. Abstain

SUBMIT **DO IT LATER**

If you select **Do It Later**, it will appear in the Poll tab, until the voting window has closed.

Please ensure you have provided your Shareholder number or Proxy code when registering your attendance otherwise your vote will not be valid.

Note: if you have already voted using the Voting/Proxy form prior to the meeting and then vote again using the voting card during the meeting, your prior vote will not be valid.

All Correspondence to:

✉ **By Mail** Boardroom Pty Limited
GPO Box 3993
Sydney NSW 2001 Australia

📠 **By Fax:** +61 2 9290 9655

💻 **Online:** www.boardroomlimited.com.au

☎ **By Phone:** (within Australia) 1300 737 760
(outside Australia) +61 2 9290 9600

YOUR VOTE IS IMPORTANT

For your vote to be effective it must be recorded **before 8:30am (AEDT), Sunday 23 November 2025.**

📱 TO VOTE ONLINE

- STEP 1:** VISIT <https://www.votingonline.com.au/objectiveagm2025>
- STEP 2:** Enter your Postcode OR Country of Residence (if outside Australia)
- STEP 3:** Enter your Voting Access Code (VAC):

📱 BY SMARTPHONE



Scan QR Code using smartphone
QR Reader App

TO VOTE BY COMPLETING THE VOTING FORM

The voting form can be used to either vote directly (Section 1) OR appoint a proxy to vote on your behalf (Section 2).

SECTION 1: DIRECT VOTING

If you wish to vote directly, you should clearly mark the box in Section 1 and the boxes in Section 3 to indicate your voting instruction for each resolution. Please only mark either "for" or "against" for each resolution. **Do not mark the "abstain" box if you are voting directly.** If no direction is given on a resolution, or if you complete both the boxes in Section 1 and 2, your vote may be passed to the Chair of the Meeting as your proxy. Securityholders, custodians and nominees may identify on the Voting Form the total number of votes in each of the categories "for" and "against" and their votes will be valid. The Chair's decision as to whether a direct vote is valid is final and conclusive.

SECTION 2: APPOINTMENT OF PROXY

Indicate who you want to appoint as your Proxy.

If you wish to appoint the Chair of the Meeting as your proxy, mark the box in Section 2. If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the full name of that individual or body corporate. If you leave this section blank, or your named proxy does not attend the meeting or does not vote on a poll in accordance with your instructions, the Chair of the Meeting will be your proxy by default. A proxy need not be a Securityholder of the company. Do not write the name of the issuer company or the registered Securityholder in the space.

Appointment of a Second Proxy

You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you wish to appoint a second proxy, an additional Proxy Form may be obtained by contacting the company's securities registry or you may copy this form.

To appoint a second proxy, you must:

- (a) complete two forms. On each form state the percentage of your voting rights or the number of securities applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded.
- (b) return both forms together in the same envelope.

SECTION 3: VOTING DIRECTIONS

To cast your direct vote or to direct your proxy how to vote, place a mark in one of the boxes opposite each resolution. All your securities will be voted in accordance with such a direction unless you indicate only a portion of securities are to be voted on any resolution by inserting the percentage or number that you wish to vote in the appropriate box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%. If you do not mark any of the boxes on a given resolution, your proxy may vote as he or she chooses (subject to any voting restrictions that apply to your proxy). If you mark more than one box on a resolution for all your securities your vote on that resolution will be invalid.

Proxy which is a Body Corporate

Where a body corporate is appointed as your proxy, the representative of that body corporate attending the Meeting must have provided an "Appointment of Corporate Representative" prior to admission. An Appointment of Corporate Representative form can be obtained from the company's securities registry.

SECTION 4: SIGN THE FORM

The form **must** be signed as follows:

Individual: This form is to be signed by the Securityholder.

Joint Holding: where the holding is in more than one name, all the Securityholders should sign.

Power of Attorney: to sign under a Power of Attorney, you must have already lodged it with the registry. Alternatively, attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: this form must be signed by a Director jointly with either another Director or a Company Secretary. Where the company has a Sole Director who is also the Sole Company Secretary, this form should be signed by that person. **Please indicate the office held by signing in the appropriate place.**

LODGEMENT

Notice of Direction forms (and any Power of Attorney under which it is signed) must be received no later than 48 hours before the commencement of the meeting, therefore by **8:30am (AEDT), Sunday 23 November 2025.** Any form received after that time will not be valid for the scheduled meeting.

Forms may be lodged using the enclosed Reply-Paid Envelope or:

💻 **Online** <https://www.votingonline.com.au/objectiveagm2025>

📠 **By Fax** + 61 2 9290 9655

✉ **By Mail** Boardroom Pty Limited
GPO Box 3993,
Sydney NSW 2001 Australia

👤 **In Person** Boardroom Pty Limited
Level 8, 210 George Street,
Sydney NSW 2000 Australia

Attending the Meeting

If you wish to attend the meeting, please keep this form with you to assist registration.

☐

Your Address

This is your address as it appears on the company's share register. If this is incorrect, please mark the box with an "X" and make the correction in the space to the left. Securityholders sponsored by a broker should advise their broker of any changes.

Please note, you cannot change ownership of your securities using this form.

VOTING FORM

SECTION 1: DIRECT VOTING

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I/We being a Securityholder/s of **Objective Corporation Limited** (Company) and entitled to attend and vote hereby elect to vote directly at the **Annual General Meeting** of the Company to be held **virtually at www.objective.com.au/agm-2025 on Tuesday 25 November 2025 at 8:30am (AEDT)** and at any adjournment of that Meeting.

SECTION 2: APPOINTMENT OF PROXY

I/We being a Securityholder/s of **Objective Corporation Limited** (Company) and entitled to attend and vote hereby appoint:

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the **Chair of the Meeting (mark box)**

OR if you are **NOT** appointing the Chair of the Meeting as your proxy, please write the name of the person or body corporate (excluding the registered Securityholder) you are appointing as your proxy below

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chair of the Meeting as my/our proxy at the **Annual General Meeting** of the Company to be held **virtually at www.objective.com.au/agm-2025 on Tuesday 25 November 2025 at 8:30am (AEDT)** and at any adjournment or of that Meeting, to act on my/our behalf and to vote in accordance with the following directions or if no directions have been given, as the proxy sees fit.

The Chair of the Meeting is authorised to exercise undirected proxies on remuneration related matters: If I/we have appointed the Chair of the Meeting as my/our proxy or the Chair of the Meeting becomes my/our proxy by default and I/we have not directed my/our proxy how to vote in respect of **Resolution 1**, I/we expressly authorise the Chair of the Meeting to exercise my/our proxy in respect of this item, even though **Resolution 1** is connected with the remuneration of a member of the key management personnel for the Company.

The Chair of the Meeting intends to vote undirected proxies **in favour** of each of the items of business.

SECTION 3: VOTING DIRECTIONS

Resolution 1 Remuneration Report for the Financial Year ended 30 June 2025

For Against Abstain*

☐ ☐ ☐

Resolution 2 Retirement and Re-Election of Director – Mr Stephen Bool

☐ ☐ ☐

* If you mark the Abstain box for a particular resolution, you are directing your proxy not to vote on your behalf on a show of hands or on a poll and your vote will not be counted in calculating the required majority if a poll is called.

SECTION 4: SIGN THE FORM

This form must be signed to enable your directions to be implemented.

Individual or Securityholder 1

Sole Director and Sole Company Secretary

Securityholder 2

Director

Securityholder 3

Director / Company Secretary

Contact Name.....

Contact Daytime Telephone.....

Date / / 2025

SECTION 5: OPT IN FOR EMAIL COMMUNICATIONS

By supplying your email address below you are agreeing to receive all future communications electronically

For personal use only