



PeopleIN Limited (ABN 39 615 173 076)
Level 6, 540 Wickham Terrace, Fortitude Valley Qld 4000
www.PeopleIN.com.au

27 October 2025

Dear Shareholder

On behalf of the Directors of PeopleIN Limited (**PeopleIN** or **Company**), I am pleased to invite you to attend the 2025 Annual General Meeting (**AGM**) of PeopleIN. Enclosed is the Notice of Meeting setting out the business of the AGM.

PeopleIN's 2025 AGM will be held on Thursday, 27 November 2025 commencing at 11.00am (Brisbane time) at the offices of Talbot Sayer, Level 1, 175 Eagle Street, Brisbane, Queensland 4000. A live audio webcast (**AGM Webcast**) will be available for shareholders to listen to the proceedings of the AGM.

This AGM is not a hybrid or virtual meeting. Shareholders attending via the AGM Webcast will not be able to vote, ask questions or make comments during the AGM.

The Company encourages all shareholders to exercise their rights to vote and participate in the business of the AGM in person but notes that ***physical attendance at the AGM is not necessary for the purpose of exercising these rights. The Company strongly encourages shareholders who cannot participate in person to participate in the AGM by:***

- voting by proxy in advance of the AGM by completing the Proxy Form and returning it to the Company's share registry as set out in the Notice of Meeting;
- emailing questions that they would like raised at the AGM to the Company Secretary (jane.prior@peoplein.com.au);
- accessing the Company's presentation which will be lodged with the ASX before the commencement of the AGM;
- listening to the AGM live via the AGM Webcast; and
- accessing the results of the AGM which will be lodged with the ASX after the AGM.

AGM Webcast

If you are unable to attend the AGM in person, PeopleIN has arranged for the AGM to be live broadcast through joining an AGM Webcast via Microsoft Teams. The details to join the AGM Webcast via Microsoft Teams are as follows:

Meeting ID: 499 439 373 091

Passcode: gn2X2n6t

If you are unable to attend the AGM, I encourage you to complete and return the enclosed Proxy Form no later than 11.00am (Brisbane time) on Tuesday, 25 November 2025, in one of the ways specified in the Notice of Meeting and Proxy Form.

I also encourage you to read the enclosed Notice of Meeting (including the Explanatory Memorandum) and the Proxy Form and consider directing your proxy on how to vote on each resolution by marking either the "for" box, the "against" box or the "abstain" box on the Proxy Form. The accompanying Explanatory Memorandum provides information about the resolutions, voting and a summary of important information which form part of this notice. The Directors recommend that shareholders read this notice and the explanatory notes in full before making any decision in relation to the resolutions.

For personal use only

Subject to the abstentions noted in the Explanatory Memorandum, the Directors of PeopleiN unanimously recommend that shareholders vote in favour of all resolutions.

Thank you for your continued support of PeopleiN.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Glen Richards', with a long horizontal flourish extending to the right.

Glen Richards
Chairman

For personal use only

PEOPLEIN LIMITED
ABN 39 615 173 076

NOTICE OF ANNUAL GENERAL MEETING

Notice is given that the Annual General Meeting (**AGM** or **Meeting**) of shareholders of PeopleIN Limited (**PeopleIN** or **Company**) will be held in person:

Date: Thursday, 27 November 2025

Time: 11.00am (Brisbane time)

Venue: The offices of Talbot Sayer, Level 1, 175 Eagle Street, Brisbane, Queensland 4000.

The Explanatory Memorandum accompanying this Notice of Meeting provides additional information on matters to be considered at the AGM. The Explanatory Memorandum, Entitlement to Attend and Vote section and Proxy Form are part of this Notice of Meeting.

AGM Webcast: Shareholders who are unable to attend in person will be able to join an AGM Webcast of the AGM proceedings via Microsoft Teams. The details to join the AGM Webcast via Microsoft Teams are as follows:

Meeting ID: 499 439 373 091

Passcode: gn2X2n6t

This meeting is not a hybrid or virtual meeting. Shareholders attending via the AGM Webcast will not be able to vote, ask questions or make comments during the meeting. The Directors encourage all shareholders to attend in person.

Questions can be raised prior to the AGM: Shareholders who are unable to attend the Meeting in person or who may prefer to register questions in advance are invited to do so in the manner set forth in the Notice of Meeting.

CONSIDERATION OF REPORTS

The first item of business is to receive and consider the Financial Report, the Directors' Report, and the Independent Auditor's Report of the Company for the financial year ended 30 June 2025.

All shareholders can view the Company's Annual Financial Report which contains the Financial Report, the Directors' Report and the Independent Auditor's Report of the Company for the year ended 30 June 2025 on the Company's website at <https://www.peoplein.com.au>.

Note: This item of business does not require shareholders to vote on a resolution or to approve these reports.

ITEMS FOR APPROVAL

Resolution 1. Re-Election of Directors

To consider and, if thought fit, pass the following as ordinary resolutions of the Company:

- a. *"That Vu Tran, who retires by rotation in accordance with clause 19.3 of the Company's Constitution and being eligible for re-election, is re-elected as a Director of the Company."*
- b. *"That Thomas Reardon, who retires by rotation in accordance with clause 19.3 of the Company's Constitution and being eligible for re-election, is re-elected as a Director of the Company."*

Resolution 2. Remuneration Report

To consider and, if thought fit, pass the following as a non-binding ordinary resolution of the Company:

"That the Company's Remuneration Report for the financial year ended 30 June 2025, as set out in the Directors' Report, is adopted."

The Remuneration Report is contained in the 2025 Annual Financial Report (available at <https://www.peoplein.com.au>). Please note that, in accordance with section 250R(3) of the *Corporations Act 2001* (Cth) (**Corporations Act**), the vote on this resolution is advisory only and does not bind the Directors or the Company.

Resolution 3. Grant of Performance Rights to Managing Director, Ross Thompson

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

"That for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the grant of 301,948 performance rights to Managing Director, Ross Thompson, under the Company's Performance Rights Plan on the terms and conditions set out in the Explanatory Memorandum."

Resolution 4. Grant of Performance Rights to Executive Director, Thomas Reardon

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

"That for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the grant of 272,727 performance rights to Executive Director, Thomas Reardon under the Company's Performance Rights Plan on the terms and conditions set out in the Explanatory Memorandum."

Other Business

To consider any other business which may properly be brought before the Meeting in accordance with the Constitution and the Corporations Act.

BY ORDER OF THE BOARD

Jane Prior
Company Secretary
27 October 2025

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 the Company as at 7.00pm (Sydney time) on Tuesday, 25 November 2025 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

In accordance with section 249 of the Corporations Act, if you are a shareholder entitled to attend and vote, you may appoint an individual or a body corporate as a proxy. If a body corporate is appointed as a proxy, that body corporate must ensure that it appoints a corporate representative in accordance with section 250D of the Corporations Act to exercise its powers as proxy at the AGM. A proxy need not be a shareholder of the Company.

A shareholder who is entitled to cast two or more votes may appoint up to two proxies and specify the proportion or number of votes each proxy may exercise. If the shareholder does not specify the proportion or number of votes to be exercised, each proxy may exercise half of the shareholder's votes.

To be effective, the proxy must be received at the Share Registry of the Company no later than 11.00am (Brisbane time) on Tuesday, 25 November 2025 (48 hours before the AGM). Proxies must be received before that time by one of the following methods:

By post:	PeopleIN Limited C/- MUFG Corporate Markets (AU) Limited Locked Bag A14 Sydney South NSW 1235 Australia
By facsimile:	02 9287 0309 (within Australia) +61 2 9287 0309 (from outside Australia)
Online:	https://au.investorcentre.mpms.mufg.com
By hand:	MUFG Corporate Markets (AU) Limited Parramatta Square, Level 22, Tower 6 10 Darcy Street, Parramatta NSW 2150

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

A Proxy Form and the original power of attorney (if any) under which the Proxy Form is signed (or a certified copy of that power of attorney or other authority) must be received by the Company no later than 11.00am (Brisbane time) on Tuesday, 25 November 2025, being 48 hours before 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 Corporations Act. If the representative is to attend the AGM virtually the appropriate "Certificate of Appointment of Corporate Representative" form must be received at support@cm.mump.mufg.com prior to admission to the AGM. A "Certificate of Appointment of Corporate Representative" form may be obtained from the Company's share registry or online at <https://www.mpms.mufg.com/en/for-individuals/au/shareholders/forms/>.

VOTING EXCLUSION STATEMENT

A vote on Resolutions 2, 3 and 4 must not be cast (in any capacity) by, or on behalf of, the following persons:

- a. a member of the Key Management Personnel (**KMP**) whose remuneration details are included in the 2025 Remuneration Report; or
- b. a closely related party of such a KMP (including close family members and companies the KMP controls).

However, a person described above may cast a vote on Resolutions 2, 3 and 4 as a proxy if the vote is not cast on behalf of a person described above and either:

- a. the proxy appointment is in writing that specifies the way the proxy is to vote (e.g. for, against, abstain) on the resolution and the person casts the vote as proxy in accordance with the directions as set out in the proxy form; or
- b. the vote is cast by the Chair of the Meeting and the appointment of the Chair as proxy:
 - i. does not specify the way the proxy is to vote on the resolution; and
 - ii. expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP.

In accordance with section 250BD of the Corporations Act, a vote must not be cast on Resolution 2, 3 and 4 as a proxy by a member of the KMP at the date of the AGM, or a closely related party of those persons, unless it is cast as proxy for a person entitled to vote in accordance with their directions. This restriction on voting undirected proxies does not apply to the Chairman of the Meeting where the proxy appointment expressly authorises the Chairman of the Meeting to exercise undirected proxies even if the resolution is connected, directly or indirectly, with the remuneration of the KMP.

“Key management personnel” and “closely related party” have the same meaning as set out in the Corporations Act.

In addition, for Resolutions 3 and 4 as required by ASX Listing Rule 14.11, the Company will disregard any votes cast in favour of Resolutions 3 and 4 by or on behalf of any person who is eligible to participate in the Company's Performance Rights Plan or an associate of that person or those persons. However, this does not apply to a vote cast in favour of Resolutions 3 and 4 by:

- a. a person as proxy or attorney for a person who is entitled to vote on Resolutions 3 and 4, 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:
 - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of the person excluded from voting, on the Resolution; and
 - the holder votes on the Resolution in accordance with directions given to the holder by the beneficiary to the holder to vote in that way.

Important: If you appoint the Chairman as your proxy and you do not direct the Chairman how to vote, you will be expressly authorising the Chairman to exercise the proxy even if the relevant Resolution is connected directly or indirectly with the remuneration of a Key Management Personnel of the Company.

SHAREHOLDER QUESTIONS

In accordance with the Corporations Act, a reasonable opportunity will be given to shareholders to direct questions to the Chairman about, or to make comments on, the management of the Company at the meeting.

Similarly, a reasonable opportunity will be given to shareholders to ask the Company's external auditor, BDO, questions relevant to:

- a. the conduct of the audit;
- b. the preparation and content of the auditor's report;
- c. the accounting policies adopted by the Company in relation to the preparation of its financial statements; and
- d. the independence of the auditor in relation to the conduct of the audit.

Shareholders may also submit a written question to BDO if the question is relevant to the content of the audit report or the conduct of its audit of the Company's financial report for the year ended 30 June 2025.

Shareholders who are unable attend the Meeting in person or who may prefer to register questions in advance are invited to do so. Please email any questions to the Company Secretary (jane.prior@peoplein.com.au).

To allow time to collate questions and prepare answers, please submit any questions by 5.00pm (Brisbane time) on Thursday, 20 November 2025. Questions will be collated and, during the AGM, the Chairman 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.

EXPLANATORY MEMORANDUM

This Explanatory Memorandum has been prepared for the information of shareholders of the Company in relation to the business to be conducted at the Company's AGM to be held on Thursday, 27 November 2025.

The purpose of this Explanatory Memorandum is to provide shareholders with information that is reasonably required by shareholders to decide how to vote upon the resolutions. The Directors recommend that shareholders read the accompanying Notice of Meeting and this Explanatory Memorandum in full before making any decision in relation to the resolutions.

Subject to the abstentions noted below, the Directors unanimously recommend shareholders vote in favour of all resolutions. The Chairman of the Meeting intends to vote all available undirected proxies in favour of each resolution.

Each of the resolutions is an ordinary resolution, which requires a simple majority of votes cast by shareholders present and entitled to vote on the resolution. Resolution 2 relating to the Remuneration Report is advisory and does not bind the Directors or the Company.

All resolutions will be voted on a poll.

Resolution 1. Re-Election of Directors

1 (a) Re-election of Non-Executive Director – Vu Tran

Vu Tran is required to retire by rotation at the 2025 Annual General Meeting, and being eligible, stands for re-election in accordance with the Company's constitution. Information regarding Vu Tran's qualifications and experience is summarised below:

Vu brings a wealth of highly complementary experience and entrepreneurial leadership to the Board. Vu is the co-founder of Go1 – a venture capital backed e-learning company. With approximately 5 million users worldwide, Go1 is a single online learning solution for organisations and individuals using the world's most comprehensive online library of learning resources developed by leading learning providers. In addition, Vu is a practising GP having worked as a doctor for over 10 years.

Qualifications: Bachelor of Medicine/Bachelor of Surgery (MBBS), Fellowship with the Royal Australian College of General Practitioners.

The Board considers that Vu Tran is an independent non-executive director.

Directors' recommendation

The Directors, with Vu Tran abstaining, unanimously recommend shareholders vote in favour of Resolution 1 (a).

1 (b) Re-election of Executive Director – Thomas Reardon

Thomas Reardon is required to retire by rotation at the 2025 Annual General Meeting, and being eligible, stands for re-election in accordance with the Company's constitution. Information regarding Thomas Reardon's qualifications and experience is summarised below:

Tom is an Executive Director of the Company and is Divisional Leader of the Engineering, Trades and Labour Division. Tom commenced with AWX in 2003, became a director in 2006 and proceeded to significantly grow the business into a leading labour hire and workforce management group in Australia. He is recognised throughout Australia as a leader in the workforce management sector. Tom has been responsible for major growth and has also launched other workforce brands including Mobilise, Tribe, The Recruitment Company and Timberwolf, which have grown to be successful labour hire brands of PeopleIN.

Qualifications: Bbus

Directors' recommendation

The Directors, with Thomas Reardon abstaining, unanimously recommend shareholders vote in favour of Resolution 1 (b).

Resolution 2. Remuneration Report

Section 250R(2) of the Corporations Act requires that the section of the Directors' Report dealing with the remuneration of directors and key management personnel (**KMP**) of the Company (**Remuneration Report**) be put to the vote of shareholders for adoption by way of a non-binding vote. The vote on this resolution is advisory only and does not bind the Directors or the Company. However, the Board will take the outcome of the vote into account in setting of remuneration policy for future years.

Broadly, the Remuneration Report details the remuneration policy for the Company and:

- explains the structure of and rationale behind the Company's remuneration practices and the link between the remuneration of executives and the Company's performance;
- sets out remuneration details for each Director and for each executive with authority and responsibility for directing the affairs of the Company; and
- discusses the relationship between the policy and Company performance.

Shareholders can view the full Remuneration Report in the Annual Financial Report which is available on PeopleIN's website at <https://www.peoplein.com.au>. The Remuneration Report is set out on pages 11 to 22 of the Annual Financial Report.

Following consideration of the Remuneration Report, the Chairman of the Meeting will give shareholders a reasonable opportunity to ask questions about, or make comments on, the Remuneration Report.

Note: If at least 25% of the votes cast on Resolution 2 are voted against adoption of the Remuneration Report at the Meeting, and then again at the Company's 2026 Annual General Meeting, the Company will be required to put to Shareholders a resolution at the 2026 Annual General Meeting proposing the calling of an extraordinary general meeting to consider the appointment of Directors of the Company ("**Spill Resolution**"). If more than 50% of votes are cast in favour of a Spill Resolution, the Company would be required to convene a general meeting ("**Spill Meeting**") within 90 days of the Company's 2026 Annual General Meeting. All of the Directors who were in office when the Company's 2026 Directors' Report was approved by the Directors, other than the Managing Director of the Company, would cease to hold office immediately before the end of the Spill Meeting but may stand for re-election at the Spill Meeting. Following the Spill Meeting those persons whose election or re-election as Directors is approved would be the Directors of the Company.

Directors' recommendation

As Resolution 2 relates to matters including the remuneration of the Directors, the Directors abstain, in the interests of good corporate governance, from making a recommendation in relation to Resolution 2.

Resolution 3. Grant of Performance Rights to Managing Director, Ross Thompson

Resolution 3 seeks shareholder approval for the Company to grant a total of 301,948 performance rights to Managing Director, Ross Thompson (**RT Performance Rights**) under the Company's Performance Rights Plan (**PRP**).

The RT Performance Rights form part of Ross Thompson's overall remuneration package. Under a revised LTI remuneration structure, effective 1 July 2025, an increased portion of Mr Thompson's total remuneration

has been placed at-risk. This performance-based structure further aligns his interests with those of shareholders and encourages long-term sustainable growth. Further details of Mr Thompson's remuneration package are set out in the Remuneration Report on pages 11 to 22 of the Annual Financial Report and summarised below.

Under ASX Listing Rule 10.14, no Director (or their associates) can acquire securities under an employee incentive scheme without shareholder approval by ordinary resolution. Once approval is obtained pursuant to ASX Listing Rule 10.14, the Company is entitled to rely on ASX Listing Rule 10.12 (exception 8) as an exception to any requirement that may otherwise apply requiring shareholder approval under ASX Listing Rule 10.11. Similarly, approval will not be required under ASX Listing Rule 7.1.

Subject to shareholder approval, Ross Thompson will be offered the following performance rights:

Number of Performance Rights offered	301,948
Issue Date	1 December 2025 (subject to shareholder approval)
Vesting Period	Commencing on the Grant Date (1 October 2025) and ending on the third anniversary of the Grant Date.
Vesting Conditions	50% of the performance rights shall vest upon a 10% compound annual growth rate (CAGR) of total shareholder return (TSR). 50% of the performance rights shall vest upon a 10% CAGR of earnings per share (EPS).
Cessation of Employment	Where employment ceases and under 'Good Leaver' status, the Board shall have discretion to vest part or all performance rights, with or without vesting conditions.
Disposal Restrictions	The performance rights may not be transferred or disposed of, or any Security Interest created over the performance rights, or other dealing, without the prior written consent of the Board. No Disposal Restrictions apply to shares delivered on exercise of a performance right.
Change of Control	Where a change of control occurs, the vesting conditions attached to any unvested rights cease to apply and if the Board does not exercise its discretion, then the relevant unvested rights automatically lapse on the date the change of control event occurs.

If Resolution 3 is approved by shareholders, the Company intends to issue the RT Performance Rights to Mr Thompson under and subject to the terms of the Company's Performance Rights Plan and otherwise on the terms set out in this Notice of Meeting.

If shareholder approval is not obtained and Resolution 3 is not passed, the Company will not be able to proceed to issue the RT Performance Rights and may consider other ways to recognise Ross Thompson's contribution to the Company and incentive methods, which may include a cash-based incentive.

Information required by ASX Listing Rule 10.15

The following disclosures are made for the purposes of ASX Listing Rules 10.14 and 10.15:

- (a) approval for Ross Thompson is sought under ASX Listing Rule 10.14.1, being a Director of the Company;
- (b) the maximum number of RT Performance Rights to be granted to Ross Thompson in accordance with this resolution is 301,948;
- (c) from 1 July 2025, Mr Thompson receives an annual base salary of \$465,000. In addition, he receives \$50,000 in directors' fees per annum and superannuation of \$30,000. His FY26 STI is 50% of his base salary for 100% achievement against board agreed KPI targets with a maximum of 60% based on exceptional performance against financial targets. His maximum FY26 LTI grant is 50% of his base salary. At 100% of target Mr Thompson's total fixed and variable remuneration package is therefore \$980,000 per annum (excluding superannuation);
- (d) the number of RT Performance Rights has been calculated by taking \$232,500 (representing 50% of Mr Thompson's FY26 base salary) and dividing that by the 20 Day VWAP to 30 September 2025 (which was \$0.77);
- (e) Mr Thompson has previously been granted a total of 350,000 performance rights at nil acquisition price. Of these, he currently has 150,000 unvested performance rights with 200,000 fully paid ordinary shares issued from vested performance rights at \$0.85 per share;
- (f) a summary of the material terms of the performance rights is included above. The RT Performance Rights will have a 3-year vesting period. The total value the Company will attribute to these securities will be based on the share price on the grant date. Subject to the satisfaction of the vesting conditions, Mr Thompson, will receive one share in the Company for each performance right with nil exercise price;
- (g) the purpose of the RT Performance Rights is to provide Mr Thompson with an appropriate LTI which is 'at risk' and which aligns his interests with those of shareholders and encourages long-term sustainable growth;
- (h) subject to shareholder approval, it is intended that the Company will issue the RT Performance Rights on or about 1 December 2025 but in any event will be issued no later than 12 months after the meeting in accordance with ASX Listing Rule 10.15.7;
- (i) the RT Performance Rights will be granted at nil issue price. Following exercise of the RT Performance Rights, the Company must issue, allocate or procure the transfer of one ordinary share for every performance right. The Shares will be issued for no consideration. No funds will be raised by the Company from the grant of the RT Performance Rights;
- (j) a summary of the key terms of the PRP rules is set out in the Annexure to this Explanatory Memorandum. A copy of the full terms of the PRP can be obtained by contacting the Company Secretary. Capitalised terms not otherwise defined in this Explanatory Memorandum will have the meaning given to them in the rules of the PRP; and
- (k) no loan will be made by the Company in relation to the grant of the RT Performance Rights.

Details of any performance rights granted under the PRP will be published in the Company's annual report for the year in which they are granted, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

Any additional persons referred to in ASX Listing Rule 10.14 who become entitled to participate in the PRP after Resolution 3 is approved and who were not named in this Notice of Meeting will not participate until approval is obtained under ASX Listing Rule 10.14.

Voting exclusion

A voting exclusion statement in respect of this Resolution 3 is included at page 6 of the accompanying Notice of Meeting.

Corporations Act

Under Chapter 2E of the Corporations Act a public company cannot give a financial benefit to a related party unless an exception applies or shareholders have, in a general meeting, approved the giving of that financial benefit to the related party.

Ross Thompson is a related party of the Company due to the fact that he is a Director of the Company. The issue of the performance rights will constitute the giving of a financial benefit to a related party for the purposes of section 229(3)(e) of the Corporations Act.

The Board considers that the issue of performance rights to Ross Thompson constitutes reasonable remuneration within the meaning of section 211(1) of the Corporations Act on the basis that the performance rights are an appropriate and necessary part of the incentive and remuneration package for Ross Thompson.

Directors' recommendation

The Directors (apart from Ross Thompson), who do not have an interest in the outcome of the relevant resolution, unanimously recommend that shareholders vote in favour of Resolution 3 for the reasons set out below:

- *The Directors consider that it is important for the Company to be able to attract and retain experienced Directors and that the proposed grant of performance rights to Ross Thompson is appropriate taking into account his contribution to the Company.*
- *The Directors consider that the proposed number of performance rights to be granted to Ross Thompson is appropriate to:*
 - *Motivate Ross Thompson to pursue long-term growth and success of the Company (within an appropriate control framework);*
 - *Align the interests of key leadership with the long-term interests of the Company's shareholders; and*
 - *Ensure a clear correlation between performance and remuneration, in accordance with the Company's remuneration policy.*
- *The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) note that equity-based remuneration can be an effective form of remuneration for executives.*

Resolution 4. Issue of Performance Rights to Executive Director Thomas Reardon

Resolution 4 seeks shareholder approval for the Company to grant a total of 272,727 performance rights to director, Thomas Reardon (**TR Performance Rights**) under the Company's Performance Rights Plan (**PRP**).

The TR Performance Rights form part of Thomas Reardon's overall remuneration package and are also based on the revised LTI remuneration structure introduced in 2025 and referred to above. Further details of Mr Reardon's remuneration package are set out in the Remuneration Report on pages 11 to 22 of the Annual Financial Report.

Under ASX Listing Rule 10.14, no Director (or their associates) can acquire securities under an employee incentive scheme without shareholder approval by ordinary resolution. Once approval is obtained pursuant to ASX Listing Rule 10.14, the Company is entitled to rely on ASX Listing Rule 10.12 (exception 8) as an

exception to any requirement that may otherwise apply requiring shareholder approval under ASX Listing Rule 10.11. Similarly, approval will not be required under ASX Listing Rule 7.1.

Subject to shareholder approval, Thomas Reardon will be offered the following performance rights:

Number of Performance Rights offered	272,727
Issue Date	1 December 2025 (subject to shareholder approval)
Vesting Period	Commencing on the Grant Date (1 October 2025) and ending on the third anniversary of the Grant Date.
Vesting Conditions	50% of the performance rights shall vest upon a 10% compound annual growth rate (CAGR) of total shareholder return (TSR). 50% of the performance rights shall vest upon a 10% CAGR of earnings per share (EPS).
Cessation of Employment	Where employment ceases and under 'Good Leaver' status, the Board shall have discretion to vest part or all performance rights, with or without vesting conditions.
Disposal Restrictions	The performance rights may not be transferred or disposed of, or any Security Interest created over the performance rights, or other dealing, without the prior written consent of the Board. No Disposal Restrictions apply to shares delivered on exercise of a performance right.
Change of Control	Where a change of control occurs, the vesting conditions attached to any unvested rights cease to apply and if the Board does not exercise its discretion, then the relevant unvested rights automatically lapse on the date the change of control event occurs.

If Resolution 4 is approved by shareholders, the Company intends to issue the TR Performance Rights to Mr Reardon under and subject to the terms of the Company's Performance Rights Plan and otherwise on the terms set out in this Notice of Meeting.

If shareholder approval is not obtained and Resolution 4 is not passed, the Company will not be able to proceed to issue the TR Performance Rights and may consider other ways to recognise Thomas Reardon's contribution to the Company and incentive methods, which may include a cash-based incentive.

Information required by ASX Listing Rule 10.15

The following disclosures are made for the purposes of ASX Listing Rules 10.14 and 10.15:

- approval for Thomas Reardon is sought under ASX Listing Rule 10.14.1, being a Director of the Company;
- the maximum number of TR Performance Rights to be granted to Thomas Reardon in accordance with this resolution is 272,727;
- from 1 July 2025, Mr Reardon receives an annual base salary of \$400,000. In addition, he receives \$50,000 in directors' fees per annum and superannuation of \$30,000. His FY26 STI is 50% of his base salary for 100% achievement against board agreed KPI targets with a maximum of 60% of

base salary based on exceptional performance against financial targets. His maximum FY26 LTI grant is 50% of his base salary. At 100% of target, Mr Reardon's total fixed and variable remuneration package, is therefore \$850,000 per annum (excluding superannuation);

- (d) the number of TR Performance Rights has been calculated by taking \$200,000 (representing 50% of Mr Reardon's FY26 base salary) and dividing that by the 20 Day VWAP to 30 September 2025 (which was \$0.77);
- (e) Mr Reardon has previously been granted a total of 1,006,466 performance rights at nil acquisition price. Of these, he currently has 172,414 unvested performance rights with 834,052 fully paid ordinary shares issued from vested performance rights at a range of \$0.85 to \$4.35 per share;
- (f) a summary of the material terms of the performance rights is included above. The TR Performance Rights will have a 3-year vesting period. The total value the Company will attribute to these securities will be based on the share price on the grant date. Subject to the satisfaction of the vesting conditions, Mr Reardon, will receive one share in the Company for each performance right with nil exercise price;
- (g) the purpose of the TR Performance Rights is to provide Mr Reardon with an appropriate LTI which is 'at risk' and which aligns his interests with those of shareholders and encourages long-term sustainable growth;
- (h) subject to shareholder approval, it is intended that the Company will issue the TR Performance Rights on or about 1 December 2025 but in any event will be issued no later than 12 months after the meeting in accordance with ASX Listing Rule 10.15.7;
- (i) the TR Performance Rights will be granted at nil issue price. Following exercise of the TR Performance Rights, the Company must issue, allocate or procure the transfer of one ordinary share for every performance right. The Shares will be issued for no consideration. No funds will be raised by the Company from the grant of the TR Performance Rights;
- (j) a summary of the key terms of the PRP rules is set out in the Annexure to this Explanatory Memorandum. A copy of the full terms of the PRP can be obtained by contacting the Company Secretary. Capitalised terms not otherwise defined in this Explanatory Memorandum will have the meaning given to them in the rules of the PRP; and
- (k) no loan will be made by the Company in relation to the grant of the TR Performance Rights.

Details of any performance rights granted under the PRP will be published in the Company's annual report for the year in which they are granted, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

Any additional persons referred to in ASX Listing Rule 10.14 who become entitled to participate in the PRP after Resolution 4 is approved and who were not named in this Notice of Meeting will not participate until approval is obtained under ASX Listing Rule 10.14.

Voting exclusion

A voting exclusion statement in respect of this Resolution 4 is included at page 6 of the accompanying Notice of Meeting.

Corporations Act

Under Chapter 2E of the Corporations Act a public company cannot give a financial benefit to a related party unless an exception applies or shareholders have, in a general meeting, approved the giving of that financial benefit to the related party.

Thomas Reardon is a related party of the Company due to the fact that he is a Director of the Company. The issue of the performance rights will constitute the giving of a financial benefit to a related party for the purposes of section 229(3)(e) of the Corporations Act.

The Board considers that the issue of performance rights to Thomas Reardon constitutes reasonable remuneration within the meaning of section 211(1) of the Corporations Act on the basis that the performance rights are an appropriate and necessary part of the incentive and remuneration package for Thomas Reardon.

Directors' recommendation

The Directors (apart from Thomas Reardon), who do not have an interest in the outcome of the relevant resolution, unanimously recommend that shareholders vote in favour of Resolution 4 for the reasons set out below:

- *The Directors consider that it is important for the Company to be able to attract and retain experienced Directors and that the proposed grant of performance rights to Thomas Reardon is appropriate taking into account his contribution to the Company.*
- *The Directors consider that the proposed number of performance rights to be granted to Thomas Reardon is appropriate to:*
 - *Motivate Thomas Reardon to pursue long-term growth and success of the Company (within an appropriate control framework);*
 - *Align the interests of key leadership with the long-term interests of the Company's shareholders; and*
 - *Ensure a clear correlation between performance and remuneration, in accordance with the Company's remuneration policy.*
- *The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) note that equity-based remuneration can be an effective form of remuneration for executives.*

Annexure – Summary of Key Terms of the Company's Performance Rights Plan

A summary of the key terms of the Company's Performance Rights Plan (**PRP Rules**) are set out below. A copy of the PRP Rules is available on PeopleIN's website at <https://www.peoplein.com.au>. Alternatively, a copy will be made available free of charge by the Company if requested by a shareholder. All requests should be directed to the Company Secretary. For the purposes of this summary, all capitalised terms not otherwise defined have the meaning given in the PRP Rules.

<i>Securities</i>	Under the PRP, the Company may offer or issue performance rights to eligible participants. Performance rights are a right to be issued or transferred a fully paid ordinary share in the Company ('Share') upon satisfaction of specified vesting conditions.
<i>Eligibility/Participation</i>	<p>Any full time, part-time or casual employee of the Company or its related bodies corporate, director of the Company or a related body corporate, consultant or contractor to a group company or any other person that the Board determines to be eligible (or their approved 'nominated party') (participant') may participate in the PRP.</p> <p>A nominated party includes an immediate family member of the eligible participant, a corporate trustee of a self-managed super fund where the eligible participant is a beneficiary of the fund or a company whose members comprise no persons other than the eligible participant or immediate family members of the eligible participant.</p>
<i>Offer of Performance Rights</i>	<p>The Board has discretion to determine the terms of any grant of performance rights to be made under the PRP.</p> <p>All performance rights are to be offered to eligible participants for no consideration. The offer must specify, amongst other things, the total number of performance rights offered, vesting conditions (if any) and any applicable vesting periods, whether the rights are to be exercised or whether they will be exercised automatically on vesting, the exercise period (if any), disposal restrictions (if any) and any other relevant terms and conditions, as determined by the Board.</p>
<i>Vesting Criteria and Dates</i>	The PRP Rules enable the Board to determine the applicable vesting criteria and to set a timetable for vesting of performance rights in the relevant offer document. The Board has the discretion to set performance hurdles or to link vesting solely to a defined service period. The Board may waive all or some vesting conditions in respect of performance rights granted in its discretion, subject to applicable laws, including the ASX Listing Rules.
<i>Exercise of Vested Rights</i>	<p>The Board will determine whether the performance rights are to be exercised by the participant or whether the performance rights will be exercised automatically on vesting (and this will be stated in the offer).</p> <p>In the event a participant is required to exercise the performance rights, the performance rights may be exercised, in part or full, by the participant giving a signed notice to the Company within the specified exercise period and otherwise in accordance with the PRP rules and the participant's offer.</p> <p>Where a grant of rights specifies the performance rights will be exercised automatically on vesting, vested rights which have not expired or been forfeited will be automatically exercised by the Company on vesting on the date the Board provides a vesting notice to the participant.</p>

	Unless otherwise determined by the Board at its discretion when making a grant of performance rights, no exercise price shall be payable by a participant for exercise of a vested right.
<i>Issue or acquisition of shares</i>	Upon exercise of a vested right, the Company may, in its discretion, issue new Shares or cause existing Shares to be acquired or transferred to the participant, or a combination of both alternatives, to satisfy the Company's obligations under the PRP. If the Company determines to cause the transfer of Shares, the Shares may be acquired in such manner as the Company considers appropriate, including from a trustee appointed under the PRP.
<i>Lapse and Expiry of Performance Rights</i>	Unless determined otherwise by the Board, performance rights which have not been exercised will expire and cease to exist on the first to occur of: (i) the participant ceasing to be employed or engaged by the Company or its related body corporate; (ii) the performance rights being forfeited in accordance with the PRP rules and (iii) the fifth anniversary of the time of grant of the performance rights, unless the Board has determined at the time of grant that another expiry date is to apply, subject to applicable laws, including the ASX Listing Rules.
<i>Rights of Participants</i>	<p>If there is a reconstruction of the issued capital of the Company (including consolidation, sub-division, reduction or return), the terms of the performance rights (including number the number of Shares to be delivered in respect of each right or amount payable on exercise (if applicable) or both) will be correspondingly changed to the extent necessary to comply with the ASX Listing Rules applying to a reorganisation of capital.</p> <p>A participant is not entitled to receive dividends, vote or participate in a new issue of shares or other securities made by the Company merely because he or she holds performance rights, and participation by a participant in any of such transaction will be dependent on Shares having been issued or transferred to and registered in the participant's name before the record date for determining entitlements to the transaction.</p> <p>If the Company makes a pro rata bonus issue of shares or other securities (other than in lieu of dividends or by way of dividend reinvestment), the number of Shares the subject of the performance rights shall be increased by the number of Shares that the participant would have received if the Shares the subject of the performance rights had been registered in the name of the participant before the record date for the bonus issue.</p> <p>If the Company makes a pro rata issue of securities to holders of shares (other than a bonus issue or an issue in lieu of dividends or by way of dividend reinvestment), the terms of the performance rights (including the number of Shares to be delivered in respect of each right or amount payable on exercise (if applicable) or both) will be adjusted in accordance with the requirements of the ASX Listing Rules, the Act and any other applicable laws.</p> <p>Where a change of control occurs, the vesting conditions attached to any unvested rights cease to apply and if the Board does not exercise its discretion, then the relevant unvested rights automatically lapse on the date the change of control event occurs.</p>

<i>Rights of Shares on Exercise</i>	<p>If the Company's Shares are officially quoted on the ASX at the time Shares are issued under the PRP, the Company will apply to ASX for official quotation of the Shares issued to a participant after exercise of a performance right within the time prescribed by the ASX Listing Rules. Performance rights will not be listed for quotation on the ASX.</p> <p>A Share issued, transferred or allocated after exercise of a performance right will rank equally, on and from its date of issue, in all respects with any Shares which are then on issue in the Company's share capital and be subject to the Company's constitution.</p> <p>Once Shares are allotted or transferred to the benefit of a participant upon exercise or vesting of the Awards (as applicable) the participants will hold the Shares free of restrictions, unless the Board determines otherwise. The Shares will rank for dividends declared on or after the date of issue but will carry no right to receive any dividend before the date of issue.</p>
<i>Assignment and Restrictions on Disposal of Rights</i>	<p>A participant may only grant security interests or otherwise assign, transfer, dispose of or deal with performance rights, or any interest in performance rights, with the prior consent of the Board which may be granted or withheld in its absolute discretion. Where a participant purports to transfer, dispose or deal with a performance right other than in accordance with the PRP Rules the performance right will immediately lapse.</p> <p>The Company may at its discretion determine that disposal or other restrictions apply to some or all performance rights and/or Shares issued on exercise or vesting of a performance right and may determine the terms and conditions of such restrictions.</p>
<i>Forfeiture</i>	<p>Unvested performance rights may be forfeited by a participant if (i) the performance rights have not become vested by the end of the applicable vesting period or the Board determines that the applicable vesting conditions are incapable of being satisfied by the end of the vesting period, or (ii) the Board determines that the participant has committed any act of fraud or gross misconduct, or such other circumstances occur as may be specified in the offer, in relation to the affairs of the Company or a related body corporate.</p>
<i>Administration</i>	<p>The PRP will be administered by the Board which has an absolute discretion to determine appropriate procedures for its administration and, subject to the ASX Listing Rules and applicable laws, all decisions of the board as to the interpretation, effect or application of the plan rules and all calculations and determinations made by the board under the plan rules are final, conclusive and binding in the absence of manifest error.</p>
<i>Trustee, withdrawal process and rights when Shares held by Trustee on behalf of Participant</i>	<p>The Board may elect to use on such terms and conditions as determined by the Board in its absolute discretion an employee share trust for the purposes of subscribing for, acquiring and holding Shares issued in accordance with the PRP (or another plan or scheme implemented by the Company from time to time) for the benefit of participants and participants in other employee plans or schemes established from time to time. The Board may do all things necessary for the establishment, administration, operation and funding of an employee share trust.</p>
<i>Termination and Amendment</i>	<p>The PRP may be terminated or suspended at any time by the Board.</p>

	<p>The PRP may be amended or modified at any time by the Board except where the amendment reduces in a material way the rights of any Participant, other than (a) an amendment introduced primarily (i) for the purpose of complying with applicable law, (ii) to correct any manifest error or mistake (iii) to allow the implementation of a trust arrangement or (iv) for the purposes of enabling participants generally to receive a more favourable tax treatment or (b) an amendment agreed in writing by the participant.</p> <p>A copy of the Company's PRP is available for inspection at the Company's registered office until the date of the Meeting.</p>
<i>Limits on Grant</i>	<p>If, when making an offer of performance rights under the PRP, the Company does so in reliance on employee share scheme disclosure exemptions in the Corporations Act, it must, at the time of making the offer, have reasonable grounds to believe that the number of Shares that have been, or may be, issued in any of the circumstances covered by the following paragraphs will not exceed 5% of the total number of Shares at the time of making an offer:</p> <ul style="list-style-type: none"> (a) Shares that may be issued under the offer or any other offer to be made under the PRP (to the extent offered in reliance on employee share scheme disclosure exemptions in the Corporations Act); (b) Shares issued or that may be issued as a result of offers made at any time during the previous three year period under: <ul style="list-style-type: none"> a. the PRP or any other employee incentive scheme in reliance on employee share scheme disclosure exemptions in the Corporations Act or its predecessors; or b. an ASIC exempt arrangement of a similar kind to an employee incentive scheme; and (c) the number of Shares which are the subject of the offer of performance rights. <p>Offers of performance rights issued other than in reliance on employee share scheme disclosure exemptions in the Corporations Act or its predecessors (such as offers received outside of Australia or under an exception in section 708 of the Act) will not be included in calculating the 5% limit.</p>

LODGE YOUR VOTE



ONLINE

<https://au.investorcentre.mpms.mufg.com>



BY MAIL

PeopleIN Limited
C/- MUFG Corporate Markets (AU) Limited
Locked Bag A14
Sydney South NSW 1235 Australia



BY FAX

+61 2 9287 0309



BY HAND

MUFG Corporate Markets (AU) Limited
Parramatta Square, Level 22, Tower 6,
10 Darcy Street, Parramatta NSW 2150



ALL ENQUIRIES TO

Telephone: 1300 554 474

Overseas: +61 1300 554 474

PROXY FORM

I/We being a member(s) of PeopleIN Limited (the **Company**) and entitled to attend and vote hereby appoint:

APPOINT A PROXY

☐ the Chairman of the Meeting (mark box)

OR if you are **NOT** appointing the Chairman of the Meeting as your proxy, please write the name of the person or body corporate you are appointing as your proxy

or failing the person or body corporate named, or if no person or body corporate is named, the Chairman of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at **11:00am (Brisbane time) on Thursday, 27 November 2025 at the offices of Talbot Sayer, Level 1, 175 Eagle Street, Brisbane, Queensland 4000** (the **Meeting**) and at any postponement or adjournment of the Meeting.

Important for Resolutions 2, 3 & 4: If the Chairman of the Meeting is your proxy, either by appointment or by default, and you have not indicated your voting intention below, you expressly authorise the Chairman of the Meeting to exercise the proxy in respect of Resolutions 2, 3 & 4, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (**KMP**).

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business.

VOTING DIRECTIONS

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting.

Please read the voting instructions overleaf before marking any boxes with an ☒

Resolutions

1a Re-Election of Director –
Vu Tran

For Against Abstain*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

4 Grant of Performance Rights to
Executive Director,
Thomas Reardon

For Against Abstain*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

1b Re-Election of Director –
Thomas Reardon

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

2 Remuneration Report

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

3 Grant of Performance Rights to
Managing Director,
Ross Thompson

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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* If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf on a poll and your votes will not be counted in computing the required majority on a poll.

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual)

Joint Shareholder 2 (Individual)

Joint Shareholder 3 (Individual)

Sole Director and Sole Company Secretary

Director/Company Secretary (Delete one)

Director

This form should be signed by the shareholder. If a joint holding, all shareholders must sign. If signed by the shareholder's attorney, the power of attorney must have been previously noted by the registry or a certified copy attached to this form. If executed by a company, the form must be executed in accordance with the company's constitution and the *Corporations Act 2001* (Cth).



HOW TO COMPLETE THIS SHAREHOLDER PROXY FORM

YOUR NAME AND ADDRESS

This is your name and address as it appears on the Company's share register. If this information is incorrect, please make the correction on the form. Shareholders sponsored by a broker should advise their broker of any changes. **Please note: you cannot change ownership of your shares using this form.**

APPOINTMENT OF PROXY

If you wish to appoint the Chairman of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chairman of the Meeting as your proxy, please write the name of that individual or body corporate in Step 1. A proxy need not be a shareholder of the Company.

DEFAULT TO CHAIRMAN OF THE MEETING

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

PROXY VOTING BY THE CHAIRMAN OF THE MEETING

On a poll, the Chairman of the Meeting will vote directed proxies as directed and may vote undirected proxies as the Chairman of the Meeting sees fit. If the Chairman of the Meeting is your proxy or becomes your proxy by default, and you do not provide voting directions, then by submitting the Proxy Form, you are expressly authorising the Chairman of the Meeting to exercise your proxy on resolutions that are connected directly or indirectly with the remuneration of KMP.

VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as they choose. If you mark more than one box on an item your vote on that item will be invalid.

If you wish to appoint a Director (other than the Chairman) or other member of the KMP or their closely related parties as your proxy, you must specify how they should vote on Resolutions 2, 3 & 4 by marking the appropriate box (either for/against/abstain). If you do not specify how your proxy should vote, your proxy will not be able to exercise your vote for Resolutions 2, 3 & 4.

APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as 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 telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

- on each of the first Proxy Form and the second Proxy Form state the percentage of your voting rights or number of shares 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; and
- return both forms together.

SIGNING INSTRUCTIONS

You must sign this form as follows in the spaces provided:

Individual: where the holding is in one name, the holder must sign.

Joint Holding: where the holding is in more than one name, either shareholder may sign.

Power of Attorney: to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, 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 indicate the office held by signing in the appropriate place.

CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate "Certificate of Appointment of Corporate Representative" must be received at support@cm.mpms.mufig.com prior to admission in accordance with the Notice of Annual General Meeting. A form of the certificate may be obtained from the Company's share registry or online at www.mpms.mufig.com/en/mufg-corporate-markets.

LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **11:00am (Brisbane time) on Tuesday, 25 November 2025**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting. Only voting forms issued by the Company will be deemed valid and accepted by the Company.

Proxy Forms may be lodged using the reply paid envelope or:



ONLINE

<https://au.investorcentre.mpms.mufig.com>

Login to the Investor Centre using the holding details as shown on the Voting/Proxy Form. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, shareholders will need their "Holder Identifier" - Securityholder Reference Number (SRN) or Holder Identification Number (HIN).



BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your vote by scanning the QR code adjacent or enter the voting link <https://au.investorcentre.mpms.mufig.com> into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

QR Code



To scan the code you will need a QR code reader application which can be downloaded for free on your mobile device.



BY MAIL

PeopleIN Limited
C/- MUFG Corporate Markets (AU) Limited
Locked Bag A14
Sydney South NSW 1235
Australia



BY FAX

+61 2 9287 0309



BY HAND

delivering it to MUFG Corporate Markets (AU) Limited*
Parramatta Square
Level 22, Tower 6
10 Darcy Street
Parramatta NSW 2150

* in business hours (Monday to Friday, 9:00am–5:00pm)

**IF YOU WOULD LIKE TO ATTEND AND VOTE AT THE ANNUAL GENERAL MEETING, PLEASE BRING THIS FORM WITH YOU.
THIS WILL ASSIST IN REGISTERING YOUR ATTENDANCE.**

For personal use only