HUB24

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Annual General Meeting

1.00pm (Sydney, Australia time)
19 November 2026

HUB24.com.au

Contents

Message from the Chair 3
Location of Annual General Meeting 5
Notice of Annual General Meeting 6
Items of Business 8
Explanatory Memorandum 17
Glossary 33

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This document is important and requires your immediate attention.

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Message from the Chair

Dear Shareholder,

I am pleased to invite you to HUB24 Limited's (**HUB24, Company**) Annual General Meeting (**AGM**), which will be held in Sydney on Thursday, 19 November 2026.

At the AGM, our Managing Director and CEO, Mr Andrew Alcock, and I will highlight key achievements for FY26, including outstanding performance, industry-leading Platform flows, and strong outcomes for shareholders. As we continue to execute our strategy, the business remains well-capitalised and focused on long term sustainable growth. Seeking superior outcomes for our customers and creating shareholder value drives our actions as we continue to enable financial professionals to empower better financial futures, together.

Annual General Meeting

HUB24's 2026 AGM will be held in the Henry Lawson Room, Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt Street, Sydney NSW 2000 on Thursday, 19 November 2026 commencing at 1.00pm (Sydney, Australia time).

The AGM is an important day as it provides our shareholders the opportunity to engage with the Board and senior management. I encourage your attendance, either online or in person, and welcome your questions. You will hear from our Managing Director and myself, and vote on the items of business.

To join the AGM online, please have your HUB24 Securityholder Reference Number (SRN) or Holder Identification Number (HIN) ready. You'll need these holding details to register for the Automic Investor Portal at https://portal.automic.com.au/investor/home and create your individual username and password. Without these details, you won't be able to vote or ask questions during the meeting. For information about attending the meeting and submitting questions, please refer to this Notice of Meeting and the Fully Integrated Virtual Meeting Shareholder Registration & Voting Guide.

The items of business at the AGM are outlined on pages 8 to 9 and should be reviewed alongside the Explanatory Memorandum. The agenda includes standard matters such as considering the Company's financial statements and reports, adopting the Remuneration Report, and approving the proposed election and re-election of non-executive Directors.

In the context of our Board renewal, Mr Andrew Formica will seek election as a non-executive Director. Mr Formica was appointed as a non-executive Director, effective 1 July 2026 and, being eligible to do so, has offered himself for election at the AGM. Ms Rachel Grimes AM will seek re-election as a non-executive Director. The Board endorses the election of Mr Formica and re-election of Ms Grimes AM as non-executive Directors.

Shareholders will also consider resolutions regarding proposed long term incentive Performance Rights for Mr Andrew Alcock and the proposed renewal of the proportional takeover approval

provisions in the Constitution. Further information about executive remuneration and long term incentives is included in our Remuneration Report commencing on page 24 of our 2026 Annual Report.

On behalf of my fellow Directors, thank you for your continued support in FY26 and I look forward to welcoming you to our AGM in November.

Yours sincerely,

Paul Rogan
Chair, HUB24

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Location of Annual General Meeting

The 2026 Annual General Meeting of the Shareholders of HUB24 Limited will be held as a hybrid meeting on Thursday, 19 November 2026 commencing at 1.00pm (Sydney, Australia time) at the following venue:

Henry Lawson Room
Sydney Harbour Marriott Hotel at Circular Quay
30 Pitt Street
Sydney NSW 2000

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HUB24 Limited
ACN 124 891 685

Notice of Annual General Meeting

Notice is hereby given that the 2026 Annual General Meeting (Meeting) of the Shareholders of HUB24 Limited ACN 124 891 685 (Company) will be held as a hybrid meeting in the Henry Lawson Room, Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt Street, Sydney NSW 2000 on Thursday, 19 November 2026 commencing at 1.00pm (Sydney, Australia time).

Shareholders will be able to attend this year's Meeting in person at the address above and will be able to participate in the Meeting online by accessing the following website https://portal.automic.com.au/investor/home. To participate online, Shareholders will need a computer or mobile device with internet access.

Terms used in this document have the meaning given to them in the Glossary on page 33.

Shareholders who are unable to attend the Meeting may wish to appoint a proxy by completing and returning the Proxy Voting Form enclosed with this Notice. The Company encourages Shareholders to appoint the Chair of the Meeting as their proxy.

Shareholders and proxyholders will have the ability to watch and participate in the Meeting (including the ability to ask questions during the Meeting) in person or via the online platform, subject to connectivity of their device. Shareholder / proxyholder participation (as relevant) in the Meeting is possible by:

- voting in person at the Meeting;
- online voting at the Meeting;
- appointing a proxy; and
- submitting questions to the Company's share registry, Automic Pty Ltd (**Automic**), in advance of the Meeting or by attending the Meeting in person and asking a question or by attending the Meeting online and asking an audio or written question during the Meeting.

The Company strongly encourages the use of the 2026 AGM Question Form enclosed with this Notice to submit questions in advance of the Meeting.

This Notice is an important document and should be read in its entirety. The explanatory memorandum attached to this Notice (**Explanatory Memorandum**) provides additional information on matters to be considered at the Meeting. The Explanatory Memorandum and the Proxy Voting Form enclosed with this Notice are part of this Notice. Copies of the presentations given at the Meeting and the results of the Meeting will be announced to the ASX and placed on

the Company's website at www.hub24.com.au in accordance with the timeframes prescribed by the ASX Listing Rules.

Accessing Notice of Annual General Meeting materials

This Notice of Annual General Meeting is being made available to Shareholders electronically and can be viewed and downloaded online at the following link: https://www.hub24.com.au/shareholder-centre/agm-materials/

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Business to be considered at the Annual General Meeting

The business to be considered at the Meeting is set out below. The Explanatory Memorandum and Proxy Voting Form which accompany and form part of this Notice describe in more detail the matters to be considered at the Meeting. Please consider this Notice, the Explanatory Memorandum and the Proxy Voting Form in their entirety.

Items of Business

1. Financial statements and reports

To receive and consider the Company's Financial Report, Directors' Report and the Auditor's Report for the Company and its controlled entities for the year ended 30 June 2026.

***Note**: There is no requirement for Shareholders to approve these reports or vote on this item of business*.

2. Resolution 1: Adoption of the Remuneration Report

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

"**THAT** the Remuneration Report of the Company for the year ended 30 June 2026 be adopted."

*Notwithstanding that each Director has a personal interest in their own remuneration from the Company as set out in the Remuneration Report, the Board recommends that Shareholders **vote in favour** of this Resolution.*

Please note:

- *in accordance with section 250R(3) of the Corporations Act, the vote on this Resolution is advisory only and does not bind the Company or its Directors; and*
- *the Directors will consider the outcome of the vote and comments made by Shareholders on the Remuneration Report at the Meeting when reviewing the Company's remuneration policies.*

A voting exclusion statement applies to this Resolution which is set out on page 10.

3. Resolution 2: Re-election of Director – Ms Rachel Grimes AM

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

"**THAT** Ms Rachel Grimes AM, an independent non-executive Director of the Company who retires from the office of Director by rotation in accordance with rule 65.1 of the Constitution and ASX Listing Rule 14.4, being eligible and offering herself for re-election, be re-elected as a Director of the Company."

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*The Board (excluding Ms Rachel Grimes AM who abstains from making a recommendation due to her personal interest in this Resolution) recommends that Shareholders **vote in favour** of this Resolution.*

There are no voting exclusions in relation to this Resolution.

4. Resolution 3: Election of Director – Mr Andrew Formica

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

"**THAT** Mr Andrew Formica, an independent non-executive Director of the Company, who was appointed to the office of Director by the Board on 1 July 2026 as an additional Director and who retires from the office of Director in accordance with rule 64.2 of the Constitution and ASX Listing Rule 14.4, being eligible and offering himself for election, be elected as a Director of the Company."

*The Board (excluding Mr Andrew Formica who abstains from making a recommendation due to his personal interest in this Resolution) recommends that Shareholders **vote in favour** of this Resolution.*

There are no voting exclusions in relation to this Resolution.

5. Resolution 4: Approval of issue of Performance Rights to Mr Andrew Alcock

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

"THAT for the purposes of ASX Listing Rule 10.14 and for all other purposes, the issue by the Company of 43,909 Performance Rights to Mr Andrew Alcock under the HUB24 Performance Rights Plan on the terms set out in the Explanatory Memorandum, be approved."

*The Board (excluding Mr Andrew Alcock, who abstains from making a recommendation due to his personal interest in this Resolution) recommends that Shareholders **vote in favour** of this Resolution.*

A voting exclusion statement applies to this Resolution which is set out on page 10.

6. Resolution 5: Renewal of Proportional Takeover Approval Provisions

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

"**THAT** the proportional takeover provisions in rule 30 of the Constitution be renewed for a further period of three years commencing from the date of this Annual General Meeting".

*The Board recommends that Shareholders **vote in favour** of this Special Resolution.*

There are no voting exclusions in relation to this Resolution.

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Voting Exclusions

Voting exclusion statement - Resolution 1 (Adoption of the Remuneration Report):

The Company will disregard any votes cast on Resolution 1:

- in any capacity by or on behalf of a member of the Company's key management personnel (**KMP**), details of whose remuneration are included in the Company's Remuneration Report for the year ended 30 June 2026, or by any closely related parties of a KMP (such as certain family members, dependants and companies they control) regardless of the capacity in which the vote is cast; or
- as a proxy, by a person who is a member of the KMP of the Company at the date of the Meeting, or by any of their closely related parties, unless the vote is cast as a proxy for a person entitled to vote on Resolution 1 (i) in accordance with a direction in the Proxy Voting Form, or (ii) by the Chair of the Meeting pursuant to an express authorisation in the Proxy Voting Form to vote an undirected proxy.

Voting exclusion statement - Resolution 4 (Approval of issue of Performance Rights to Mr Andrew Alcock):

The Company will disregard any votes cast on Resolution 4 by or on behalf of Mr Andrew Alcock or any person referred to in ASX Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Performance Rights Plan or any of their respective associates, regardless of the capacity in which the vote is cast.

However, the Company need not disregard a vote on Resolution 4 if:

- it is cast by a person as proxy or attorney for a person who is entitled to vote on Resolution 4, in accordance with the directions given to the proxy or attorney to vote on Resolution 4 in that way; or
- it is cast by the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on Resolution 4, in accordance with an express direction given to the Chair of the Meeting to vote on Resolution 4 as the Chair of the Meeting decides; or
- it is cast by 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 Resolution 4; and (ii) the holder votes on Resolution 4 in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting intentions of the Chair

The Chair of the Meeting intends to vote undirected proxies (where he has been appropriately authorised) in favour of each Resolution, to the extent permitted by law. If a Shareholder appoints the Chair of the Meeting as their proxy, expressly or by default, and they do not direct the Chair of the Meeting how to vote on a Resolution, by completing and returning the Proxy Voting Form they will be expressly authorising the Chair of the Meeting to exercise the proxy and vote as the Chair of the Meeting sees fit on a Resolution, even if the Resolution is connected directly or indirectly with the remuneration of a member of the KMP of the Company.

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How to Participate in the AGM and Vote

Shareholders are referred to the Explanatory Memorandum accompanying materials which form part of this Notice.

How can Shareholders access the Meeting?

The Meeting will be held as a hybrid meeting in the Henry Lawson Room, Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt Street, Sydney NSW 2000 on Thursday, 19 November 2026 commencing at 1.00pm (Sydney, Australia time).

On the day of the Meeting, Shareholders and proxyholders will be able to participate in person at the venue or if not attending in person, virtually through the Automic Investor Portal. Shareholders that have an existing account with Automic will be able to watch, listen, ask questions and vote online.

Shareholders who do not have an account with Automic are strongly encouraged to register for an **account as soon as possible and well in advance of the Meeting** to avoid any delays on the day of the Meeting.

An account can be created via the following link https://portal.automic.com.au/investor/home and then clicking on "**register**" and following the prompts. Shareholders will require their holder number (Securityholder Reference Number (SRN) or Holder Identification Number (HIN)) to create an account with Automic.

To access the virtual meeting on the day of the Meeting:

1. Open your internet browser and go to https://portal.automic.com.au/investor/home
2. Login with your username and password or click "**register**" if you haven't already created an account. **Shareholders are encouraged to create an account prior to the day of the Meeting to ensure there is no delay in attending the virtual Meeting.**
3. After logging in, a banner will display at the bottom of your screen to indicate that the Meeting is open for registration, click on "**Register**" when this appears. Alternatively, click on "**Meetings**" on the left-hand menu bar to join the Meeting.
4. Click on "**Join Meeting**" and follow the prompts on screen to register and vote.

For appointed proxyholders, your proxyholder username and passcode will be provided by the Company's share registry, Automic, before the Meeting. Proxyholders attending online will need to contact Automic on 1300 288 664 (within Australia) +61 2 9698 5414 (overseas) or meetings@automicgroup.com.au to obtain their unique username and passcode.

Please make sure you have your proxyholder username and passcode before proceeding to join the Meeting. If you require additional assistance, please refer to the Fully Integrated Virtual Meeting Shareholder Registration & Voting Guide that can be viewed here https://www.automicgroup.com.au/virtual-agms

Shareholders and proxyholders will be able to vote (see the "Voting virtually at the Meeting" section of this Notice of Meeting below) and ask questions virtually (see the "Questions" section of this Notice of Meeting below).

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In person and online registration will open at 12.30pm (Sydney, Australia time) on Thursday, 19 November 2026.

Voting virtually at the Meeting

Shareholders who wish to vote virtually on the day of the Meeting can do so by logging into the Automic Investor Portal as follows:

1. Open your internet browser and go to https://portal.automic.com.au/investor/home
2. Login using your username and password. If you do not already have an account, click '**Register**' and follow the prompts. **Shareholders are encouraged to register prior to the day of the Meeting to avoid delays in accessing the virtual platform.**
3. After logging in, a banner will appear at the bottom of your screen when the Meeting is open for registration. Click "**Register"**. Alternatively, select **Meetings** from the left-hand menu.
4. Click on "**Join Meeting**" and follow the prompts.
5. When the Chair of the Meeting declares the poll open, select the "**Voting**" dropdown menu on the right-hand side of your screen.
6. Select either the "**Full**" or "**Allocate**" voting units to access your electronic voting card.
7. Follow the prompts to record your voting direction for each resolution and click "**Submit Votes**". For allocated votes, the number of votes submitted must not exceed your remaining available shares. ***Important**: Votes cannot be amended once submitted.*

Proxyholders will be sent an email with a link to a single access page through which they can cast their votes. If you have been appointed as a proxyholder (other than the Chair of the Meeting) to attend the virtual Meeting, please contact Automic to obtain your unique username and passcode.

For further information on the live voting process please see the Fully Integrated Virtual Meeting Shareholder Registration & Voting Guide at https://www.automicgroup.com.au/virtual-agms

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Questions

In accordance with the Corporations Act and the Company's practice, reasonable opportunity will be provided to Shareholders and proxyholders to ask questions or make comments relating to the formal items of business as well as general questions in respect of the Company and its business including:

1. ask questions about or make comments on the management or performance of the Company, and on the Remuneration Report; and
2. ask questions to the Company's auditor relevant to the conduct of the audit, the preparation and content of the Auditor's Report, the accounting policies adopted by the Company and the independence of the auditor.

Shareholders and proxyholders attending virtually can ask questions and make comments during the Meeting through the Automic Investor Portal.

For further information on how to ask a question online please see the Fully Integrated Virtual Meeting Shareholder Registration & Voting Guide at https://www.automicgroup.com.au/virtual-agms

A Shareholder may also submit a written question to the Company's auditor, Deloitte Touche Tohmatsu (**Deloitte**), in relation to the content of the Auditor's Report or the conduct of the audit in relation to the annual financial report for the year ended 30 June 2026.

Questions must be submitted to the Company no later than 5.00pm (Sydney, Australia time) on Thursday, 12 November 2026 in accordance with section 250PA(1) of the Corporations Act and can be lodged online via Automic's online portal or mailed to:

HUB24 Limited
c/- Automic Group
GPO Box 5193
Sydney NSW 2001

Any questions for the auditor will be immediately forwarded to Deloitte who will answer these at the Meeting.

Shareholders who prefer to register questions in advance of the Meeting are invited to do so by completing and submitting the 2026 AGM Question Form included with this Notice (the 2026 AGM Question Form is also available on the Company's website at https://www.hub24.com.au/shareholder-centre/agm-materials/).

The Company will attempt to address the more frequently asked questions in the Chair's welcome and the Managing Director's presentation to the Meeting and questions that relate to specific Resolutions will be addressed at the time the Resolution is to be considered at the Meeting. Questions must be received by the Company or Automic by 5.00pm (Sydney, Australia time) on Thursday, 12 November 2026, and can be submitted online, by mail or in person (as set out on the top of the 2026 AGM Question Form).

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Your Privacy

Personal information will be collected when you register to attend the Annual General Meeting and during the webcast, for example where you raise a question or identify yourself. Personal information is required for registration and record administration purposes. Registration will be managed by the Company's share registry provider, Automic. For more information on how HUB24 handles your personal information refer to our privacy policy https://www.hub24.com.au/privacy-policy/

Entitlement to vote

It has been determined (in accordance with section 1074E(2)(g)(i) of the Corporations Act and regulation 7.11.37 of the *Corporations Regulations 2001* (Cth)) that for the purposes of the Meeting, Shares will be taken to be held by the persons who are the registered Shareholders of the Company at 7.00pm (Sydney, Australia time) on Tuesday, 17 November 2026. Accordingly, Share transfers registered after that time will be disregarded in determining entitlements to vote at the Meeting. A body corporate may vote by appointing a corporate representative. Each registered Shareholder has one vote for each fully paid share on a poll.

All resolutions will be by poll

Voting on each Resolution considered at the Meeting will be conducted by a poll. The Board considers voting by poll to be in the interests of the Shareholders as a whole and ensures the views of as many Shareholders as possible are represented at the Meeting.

Voting by Proxy

Sections 250BB and 250BC of the Corporations Act apply to voting by proxy. Shareholders and their proxies should be aware of the requirements under the Corporations Act, as they will apply to this Meeting. Broadly:

- if proxyholders vote, they must cast all directed proxies as directed; and
- any directed proxies which are not voted will automatically default to the Chair of the Meeting, who must vote the proxies as directed.

You should seek professional advice if you need any further information on this issue.

In accordance with section 249L of the Corporations Act, Shareholders are advised of the following:

- a Shareholder entitled to attend and vote at the Meeting has a right to appoint a proxy to attend and vote instead of the Shareholder. A proxy need not be a Shareholder and can be either an individual or a representative of a body corporate;
- a Shareholder that is entitled to cast two or more votes at the Meeting may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If no proportion or number is specified, each proxy may exercise half of the Shareholder's votes; and
- if an appointed proxy is not also the Chair of the Meeting, the proxy need not vote on a poll, however if the proxy does vote on a poll the proxy must vote as directed by the Shareholder. If a poll is conducted and the proxyholder does not vote, the proxy appointment defaults to the

Chair of the Meeting to vote as directed. If the appointed proxy is the Chair of the Meeting, the proxy must vote on a poll in the manner directed by the Shareholder.

The Chair of the Meeting intends to vote undirected proxies (where he has been appropriately authorised) in favour of the Resolutions set out in this Notice of Meeting, to the extent permitted by law. If a Shareholder appoints the Chair of the Meeting as their proxy, expressly or by default, without directing the Chair how to vote, then by completing and returning the Proxy Voting Form they expressly authorise the Chair to exercise the proxy and vote as the Chair sees fit on the Resolution. This applies even if the Resolution is connected directly or indirectly with the remuneration of a member of the KMP of the Company.

A Proxy Voting Form accompanies this Notice and to be effective must be received at least 48 hours before the appointed time of the Meeting (i.e., before 1.00pm (Sydney, Australia time) on Tuesday, 17 November 2026, **Proxy Voting Forms received later than this time will be invalid**) by the Company's share registry, Automic as follows:

Online	Lodge the Proxy Voting Form online at **https://singleholding.automic.com.au/login** by following the instructions: Log in to the Automic website using the holding details as shown on the Proxy Voting Form. Click on '**View Meetings**' – '**Vote**'. To use the online lodgement facility, Shareholders will need their holder number (Securityholder Reference Number (SRN) or Holder Identification Number (HIN)) as shown on the front of the Proxy Voting Form. For further information on the online proxy lodgement process please see the **Online Proxy Lodgement Guide** at https://www.automicgroup.com.au/virtual-agms
By post	Automic, GPO Box 5193, Sydney NSW 2001
By hand	Automic, Level 5, 126 Phillip Street, Sydney NSW 2000

Corporate Representatives

A body corporate which is a Shareholder, or which has been appointed as a proxy, may appoint an individual to act as its representative at the Meeting. The appointment must comply with the requirements of section 250D of the Corporations Act. The representative should provide to the Company evidence of his or her appointment ahead of the Meeting, including any authority under which it is signed, unless it has previously been given to the Company.

Voting by Attorney

A Shareholder may appoint an attorney to vote on his or her behalf. For an appointment to be effective for the Meeting, the instrument effecting the appointment (or a certified copy of it) must be received by the Company at its registered office or at the Company's share registry as set out above, at least 48 hours before the appointed time of the Meeting (i.e., before 1.00pm (Sydney, Australia time) on Tuesday, 17 November 2026).

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Scrutineer

The Company's share registry, Automic, will act as scrutineer for each poll conducted at the Meeting.

By Order of the Board

Andrew Brown
Company Secretary
HUB24
Date: 16 October 2026

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Explanatory Memorandum

Introduction

This Explanatory Memorandum forms part of this Notice of Annual General Meeting and has been prepared to provide Shareholders of the Company with sufficient information to consider the Resolutions contained in the accompanying Notice of Annual General Meeting.

The Board recommends that Shareholders read this Explanatory Memorandum carefully and in its entirety before making any decision in relation to the Resolutions.

Item 1: Financial Statements and Reports

The Company's 2026 Annual Report, which includes the Financial Report and the Reports of the Directors and of the Company's auditor for the year ended 30 June 2026, is available at www.hub24.com.au/shareholder-centre/.

Printed copies of the 2026 Annual Report have only been mailed to those Shareholders who have elected to receive a printed copy. The Company encourages all Shareholders to reconsider the use of printed materials and encourages Shareholders to change their election to receive these electronically. Shareholders can update their preferences regarding election communications at www.automicgroup.com.au/

There is no requirement under the Corporations Act or the Constitution for a formal resolution on this item and, as such, there will be no formal resolution put to the Meeting. However, Shareholders will be given a reasonable opportunity to ask questions about or make comments on the Company's Financial Report, the Directors' Report and Auditor's Report, and the management of the Company.

As part of the written Shareholder question process prior to the Meeting, Shareholders may submit written questions about the Auditor's Report and the conduct of the audit. The questions must be submitted as per the directions on the 2026 AGM Question Form by 5.00pm (Sydney, Australia time) on Thursday, 12 November 2026. The Company's auditor will attend the Meeting, and the Chair of the Meeting will provide a reasonable opportunity for Shareholders to ask questions relevant to the audit.

No Shareholder vote is required on this item of business.

Resolution 1: Adoption of the Remuneration Report

Shareholders are asked to adopt the Company's Remuneration Report. The Remuneration Report is in the 2026 Annual Report (pages 26 to 44) and is also available on the Company's website at www.hub24.com.au/shareholder-centre/. The Remuneration Report:

- describes the policies behind, and structure of, the remuneration arrangements of the Company and the link between the remuneration of employees and the Company's performance;
- sets out the remuneration arrangements in place for each Director and for specified senior executives (KMP) of the Company; and

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- explains the differences between the basis for remunerating non-executive Directors and executives, including any executive Directors.

The Corporations Act requires the agenda for an annual general meeting to include a resolution that a company's remuneration report be put to the vote. Should 25% or more of the votes cast on this Resolution (in person or by proxy) to approve the Remuneration Report be against approval of that report, then at the 2027 annual general meeting of the Company, the resolution to approve next year's remuneration report must be approved by 75% or more of the votes cast to avoid a resolution being put to the 2027 annual general meeting to consider a spill of the Board.

A reasonable opportunity for discussion of, and comment on, the Remuneration Report will be provided by the Chair at the Meeting.

Noting that each Director has a personal interest in their own remuneration from the Company as set out in the Remuneration Report, the Board recommends that Shareholders ***vote in favour*** of Resolution 1 to adopt the Remuneration Report.

Resolution 2: Re-election of Director – Ms Rachel Grimes AM

Pursuant to rule 65.1 of the Constitution and ASX Listing Rule 14.4, retiring Director, Rachel Grimes AM, being eligible to do so, has offered herself for re-election. Rachel Grimes AM, an independent non-executive Director and Chair of the Company's Audit Committee, was last elected by Shareholders at the Company's annual general meeting held on 16 November 2023.

This Resolution seeks Shareholder approval for the re-election of Ms Rachel Grimes AM as a Director of the Company.

Profile of Ms Rachel Grimes AM

Ms Grimes AM was appointed to the HUB24 Board on 29 May 2023 and is the Chair of the Audit Committee and a Member of the Risk Committee and Nomination Committee.

Ms Grimes AM has over thirty years' experience in financial services and accounting having held senior executive leadership roles at BT Financial Group, Westpac Bank and Challenger Limited.

Ms Grimes AM is Chair of L1 Global Long Short Fund Limited and a non-executive director of L1 Group Limited, Australian Payments Plus Limited, the Accounting Professional and Ethical Standards Board and Angus Knight Pty Ltd.

Ms Grimes AM is a member of the Financial Reporting Council and Chair of the Finance, Audit and Risk Committee for Surfing Australia. Ms Grimes AM was also President of the International Federation of Accountants from 2016 to 2018, President of Chartered Accountants in Australia in 2011 and State Chair of NSW in 2004.

Ms Grimes AM holds a Bachelor of Business (Accounting) and is a Fellow of the Institute of Public Accountants, Chartered Accountants Australia and New Zealand, CPA Australia and a Member of the Australian Institute of Company Directors. Ms Grimes AM became a Member of the Order of Australia in 2022 for her significant service to business in the field of accountancy and to professional associations.

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The Board (excluding Ms Grimes AM, who abstains from making a recommendation due to her personal interest in this Resolution) recommends supporting the re-election of Ms Rachel Grimes AM as a Director of the Company and recommends that Shareholders ***vote in favour*** of Resolution 2.

Resolution 3: Election of Director – Mr Andrew Formica

Pursuant to rule 64.2 of the Constitution and ASX Listing Rule 14.4, Mr Andrew Formica (who was appointed by the Board as an additional Director) retires and, being eligible to do so, has offered himself for election. Mr Andrew Formica, an independent non-executive Director of the Company, was appointed by the Company's Board on 1 July 2026.

This Resolution seeks Shareholder approval for the election of Mr Andrew Formica as a Director of the Company.

Profile of Mr Andrew Formica

Mr Formica was appointed to the Board on 1 July 2026 as an additional Director and is Chair of the Company's People and Culture Committee (since 1 October 2026) and is a Member of the Company's Audit Committee and Nomination Committee.

Mr Formica is a highly regarded international investment management executive with more than 30 years' experience across funds management and capital markets, including over 15 years as Chief Executive Officer leading complex multinational organisations across Europe, North America, Asia-Pacific and Australia.

Mr Formica is Deputy Chairman of Magellan Financial Group and a non-executive director of Vinva Holdings Pty Ltd. Mr Formica was previously Chief Executive Officer of Jupiter Asset Management, Co-Chief Executive Officer of Janus Henderson Investors and Chief Executive Officer of Henderson Global Investors.

Mr Formica holds a Master of Economics (Macquarie University), MBA (London Business School). He is a Fellow of the Institute of Actuaries (Australia and United Kingdom).

The Board (excluding Mr Andrew Formica, who abstains from making a recommendation due to his personal interest in this Resolution) recommends supporting the election of Mr Andrew Formica as a Director of the Company and recommends that Shareholders ***vote in favour*** of Resolution 3.

Resolution 4: Approval of issue of Performance Rights to Mr Andrew Alcock

Resolution 4 seeks Shareholder approval, for the purposes of ASX Listing Rule 10.14 and for all other purposes, for the grant of 43,909 Performance Rights for FY27 to the Company's Managing Director, Mr Andrew Alcock, on the terms and conditions set out in this Explanatory Memorandum and the Performance Rights Plan.

A summary of the principal terms of the grant of the Performance Rights is set out in this Explanatory Memorandum.

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Background

The Board engaged an external remuneration specialist to conduct a market review of the remuneration structure and quantum for Mr Alcock and the Company's KMP executives. The Company's remuneration approach to both short and long term at-risk variable incentives is focused on setting challenging targets that are aligned to the Company's broader strategic objectives and are designed to motivate executives to deliver strong performance over the short, medium and longer term, to manage risks prudently, and for executive retention purposes. As the Company grows, it remains committed to providing market competitive remuneration that motivates and retains its executive talent who are critical to the Company's continued success.

Mr Alcock commenced his employment with the Company as its Chief Executive Officer on 29 July 2013 and was appointed Managing Director on 29 August 2014. Since that time, HUB24 has grown to be a market leading wealth management company which is now included in the S&P/ASX100 index. The Company has grown total funds under administration from $136 billion as at 30 June 2025 to $164.3 billion as at 30 June 2026 and received market-leading Platform net inflows of $18.9 billion during FY26.

The Board believes that the Company continues to have significant opportunities for growth and seeks to retain the leadership of Mr Alcock and other key executives to pursue these opportunities, execute HUB24's strategic plan and continue to create strong returns for Shareholders.

The Board has set Mr Alcock's remuneration package for FY27 to include the grant of Performance Rights as a long term incentive (LTI) under the Company's Performance Rights Plan, contingent upon the achievement of performance goals aligned with the Company's broader strategic objectives and the continued growth of the HUB24 business and Shareholder value.

Mr Alcock's FY27 LTI is proposed as a grant of Performance Rights with four performance conditions which must be satisfied for the Performance Rights to vest (**Performance Conditions**). For the Performance Rights proposed to be granted to Mr Alcock to vest, the Board must determine that a relevant Performance Condition has been satisfied. The Board has already approved the remuneration of other key executives of the Company on similar terms as proposed in this Resolution 4 for Mr Alcock.

The Board aims to consistently align the remuneration of executives participating in the Company's LTI arrangements with similar terms and performance measures, which are reviewed annually. This is intended to motivate participating executives towards common Company strategic objectives.

The LTI performance conditions are specifically designed to motivate key executives to achieve strategic objectives and to retain key executives. The LTI performance conditions seek to drive significant growth in the HUB24 Group's current market leading businesses and the execution of the strategic plan, leveraging innovation and the Company's overall capabilities to create further Shareholder and customer value.

The LTI performance conditions are intended to deliver Shareholder value over the long term and are linked to key financial and non-financial metrics of the Company.

ASX Listing Rule 10.14 provides that a company must not issue securities to, amongst others, a director under an employee incentive scheme without the approval of holders of its ordinary shares. As such, Resolution 4 seeks the required Shareholder approval to the grant of

Performance Rights to Mr Alcock under the HUB24 Performance Rights Plan, and to the extent those Performance Rights vest and are exercised, the issue of the underlying Shares, under and for the purposes of ASX Listing Rule 10.14.

If Shareholder approval is obtained for the purposes of ASX Listing Rule 10.14, the issue of the Performance Rights to Mr Alcock will not count towards the Company's capacity to issue equity securities under ASX Listing Rule 7.1 (that is, the 15% Rule), as ASX Listing Rule 7.2 (Exception 14) applies.

If Resolution 4 is passed, the Performance Rights will be granted to Mr Alcock on the basis set out in this Explanatory Memorandum. If Shareholder approval is **not** received for Resolution 4, the Performance Rights will not be granted to Mr Alcock, however, the Company may remunerate Mr Alcock in alternative forms (which may include cash).

In accordance with the requirements of ASX Listing Rule 10.15, the following information is provided in respect of the proposed grant of the Performance Rights the subject of this Resolution 4 to Mr Alcock:

Name of the person receiving the securities and the category in ASX Listing Rules 10.14.1 – 10.14.3 the person falls within and why.

The Performance Rights the subject of this Resolution 4 will be issued to Mr Alcock, who is a Director of the Company.

The number and class of securities proposed to be issued to Mr Alcock under the Performance Rights Plan for which approval is being sought under ASX Listing Rule 10.14

The maximum number of Performance Rights to be issued to Mr Alcock pursuant to this Resolution 4 is 43,909 (which on vesting and subsequent exercise by Mr Alcock will entitle Mr Alcock to be issued a maximum of 43,909 Shares).

Details of Mr Alcock's total remuneration package

As mentioned above, with the significant growth achieved by HUB24 in recent years, the market peer reference group used to benchmark Mr Alcock's FY27 remuneration package includes a number of larger companies which the Board considers to be aligned to HUB24's increased scale and scope of operations.

The Board has continued to engage with stakeholders to seek to ensure that the design of incentives is aligned with Shareholder outcomes and is consistent with good market practice.

The Board has also undertaken a detailed review of HUB24's remuneration framework to seek to comply with the regulatory requirements under the FAR and CPS 511 should they become applicable to HUB24 as a result of the proposed acquisition of HTFS Nominees Pty Ltd ('**HTFS**'), the HUB24 Super Fund trustee (noting, however, that there is no guarantee that such acquisition will proceed to completion).

Should the regulatory requirements under the FAR and CPS 511 begin to apply to HUB24, a portion of Mr Alcock's Performance Rights will be subject to a deferral period of up to three years from the end of the three year Performance Period (**Deferral Period**), reflecting the requirement in CPS 511 to defer a portion of Mr Alcock's variable remuneration for up to six years. As a result of the deferral, Mr Alcock would only be able to exercise the deferred Performance Rights on a pro rata basis after four years. The proportion of Mr Alcock's Performance Rights to which the

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deferral arrangements would apply will correspond to the proportion of his duties and responsibilities that the Board assesses relates to HTFS (should HTFS be acquired by HUB24).

Regardless of whether deferral is ultimately required under CPS 511, the Board has determined that the earliest exercise date for any Performance Rights granted to Mr Alcock under this Resolution 4 is four years from the start of the three year Performance Period.

Mr Alcock's remuneration package for FY27, effective from 1 September 2026, is as follows:

	FY27	FY26
Fixed Remuneration (FR) (inclusive of superannuation) (an increase of 16.7% on FY26)	$1,255,000	$1,075,000
Short Term Incentive (STI) opportunity as a % of FR	175%	125%
Total STI at maximum	**$2,196,250**	**$1,343,750**
Long Term Incentive (LTI) – Standard LTI as a % of FR	275%	150%
Long Term Incentive (LTI) – Strategic Execution LTI as a % of FR	-	225%
Total LTI opportunity as a % of FR	**275%**	**375%**
Total LTI at maximum	**$3,451,250**	**$4,031,250**
Total remuneration including STI & LTI at maximum (an increase of 7% on FY26)	**$6,902,500**	**$6,450,000**
Variable remuneration at risk	82%	83%

As previously communicated to the Shareholders, the Strategic LTI tranches offered in the FY25 and FY26 grant are not being offered in FY27.

When considering Mr Alcock's remuneration package, the Board has reviewed the remuneration framework to ensure it remains appropriate having regard to HUB24's scale, market positioning, shareholder alignment and evolving regulatory expectations, including the requirements of CPS 511 and the FAR, which will apply to HUB24 if the acquisition of HTFS is completed. The proposed arrangements are designed to align reward with sustainable performance, prudent risk management and long term shareholder value.

The adjustments to Mr Alcock's remuneration package reflect the Board's objective of maintaining a market-competitive and compliant remuneration framework that supports retention, accountability and the delivery of strategic priorities.

In relation to Mr Alcock's STI award, a two-year deferral period will continue to apply with 50% being paid in cash upfront and 25% being paid in cash after 12 and 24 months, respectively.

Mr Alcock's LTI opportunity will vest subject to the satisfaction of the Performance Conditions which attach to the Performance Rights proposed to be granted to Mr Alcock under this Resolution

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4. As outlined above, should the Performance Rights satisfy the Performance Conditions, a portion of the Performance Rights will be subject to the Deferral Period, should the acquisition of HTFS proceed to completion, given HUB24 will then become subject to the CPS 511 and FAR requirements.

Failure to meet the Performance Conditions will result in all Performance Rights lapsing, unless otherwise determined by the Board and subject to any Shareholder approval requirement to allow Mr Alcock to retain such Performance Rights.

Each performance condition and its respective weighting is outlined as follows:

- Performance Condition 1 (**PC1**): Earnings Per Share (**EPS**) - 40%
- Performance Condition 2 (**PC2**): Relative Total Shareholder Return (**RTSR**) - 30%
- Performance Condition 3 (**PC3**): Execution of Strategic Plan - 20%
- Performance Condition 4 (**PC4**): Customer Satisfaction - 10%

The number of Performance Rights which are proposed to be issued to Mr Alcock has been determined on a Face Value basis using the 40 trading day VWAP of Shares on the ASX during the period straddling the announcement of the Company's FY26 results on 18 August 2026.

On this basis, each Performance Right is valued at $78.60, resulting in the proposed issue of 43,909 Performance Rights (that is, $3,451,250 divided by $78.60). Accordingly, the LTI component of Mr Alcock's remuneration, should the four performance conditions be satisfied in full, has an aggregate maximum Face Value of $3,451,250.

The date or dates on or by which the Company will issue the Performance Rights to Mr Alcock

If Shareholder approval is obtained for the grant of the Performance Rights the subject of this Resolution 4, the Performance Rights will be granted to Mr Alcock within 30 days of Shareholder approval being received.

The number of securities that have previously been issued to Mr Alcock under the Performance Rights Plan and the average acquisition price (if any) paid by Mr Alcock for those securities

Since Mr Alcock's employment commenced with the Company in 2013, the Company has granted 717,744 Performance Rights to Mr Alcock under the Performance Rights Plan. These Performance Rights were granted for nil consideration and no consideration is payable by Mr Alcock to exercise these Performance Rights.

Details required where the securities to be issued are not fully paid ordinary securities

A summary of the material terms upon which the Performance Rights the subject of this Resolution 4 will be issued is set out below under the heading 'Key terms of the grant of Performance Rights'.

The price at which the Company will issue the Performance Rights to Mr Alcock under the Performance Rights Plan

The Performance Rights the subject of this Resolution 4 will be issued to Mr Alcock for nil consideration. No consideration will be payable by Mr Alcock to acquire Shares on vesting and exercise of the Performance Rights.

A summary of the material terms of any loan that will be made available to Mr Alcock in relation to the acquisition of Performance Rights under the Performance Rights Plan

No loan will be provided to Mr Alcock in connection with the issue of the Performance Rights the subject of this Resolution 4.

A summary of the material terms of the Performance Rights Plan

A summary of the material terms of the Performance Rights Plan is set out at Annexure A of this Notice of Annual General Meeting.

Other information

While it is currently intended that Shares granted on vesting and exercise of Mr Alcock's Performance Rights will be acquired on-market, Shareholder approval is being sought to preserve flexibility should, for example, the need arise to issue shares rather than allocate Mr Alcock existing Shares. If new Shares are issued to satisfy the Performance Rights (if they vest and are exercised), that issue will fall within ASX Listing Rule 10.14 because Mr Alcock is a Director of HUB24, and therefore approval under ASX Listing Rule 10.14 is sought.

The details of any securities issued under the Performance Rights Plan will be published in the annual report of the Company relating to a period in which securities have been issued, along with a statement that approval for the issue of securities was obtained under ASX Listing Rule 10.14 as appropriate.

Any additional persons covered by Listing Rule 10.14 who become entitled to participate in an issue of securities under the Performance Rights Plan after this 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.

Key terms of the grant of Performance Rights

A brief overview of the key terms of the proposed grant of Performance Rights to Mr Alcock the subject of this Resolution 4 is set out below.

Amount of grant

In accordance with the remuneration arrangements approved by the Board for FY27, Mr Alcock is entitled to the grant of 43,909 Performance Rights under the HUB24 Performance Rights Plan, representing 275% of his current total fixed remuneration. The Board considers that the weighting of financial and non-financial measures in the Performance Conditions, which must be satisfied for the Performance Rights to vest, appropriately reflects the importance of customer outcomes, prudent risk management, strategy execution and regulatory accountability.

Each Performance Right provides an entitlement to one Share, subject to satisfaction of the Performance Conditions which apply to the Performance Rights which are proposed to be granted to Mr Alcock should Shareholders approve this Resolution 4 (see below). No consideration will be

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payable for the issue of the Performance Rights. No exercise price will be payable in respect of the issue of Shares on exercise of the Performance Rights.

Conditions of vesting – Performance Conditions and Performance Periods

For Mr Alcock, vesting of the FY27 grant of Performance Rights, the subject of this Resolution 4, is subject to satisfaction of four Performance Conditions that the Board considers both challenging and aligned to growing the long term value of the Company, balanced with prudent consideration of risk-based and non-financial measures.

The four Performance Conditions are referred to as PC1, PC2, PC3 and PC4 respectively and will be applied separately to the Performance Rights as follows:

- 17,563 or 40% of the Performance Rights are subject to the PC1;
- 13,173 or 30% of the Performance Rights are subject to the PC2;
- 8,782 or 20% of the Performance Rights are subject to the PC3; and
- 4,391 or 10% of the Performance Rights are subject to the PC4.

The Board retains the discretion to determine whether the PC1, PC2, PC3 or PC4 Performance Conditions have been satisfied (see below under the heading 'Board discretions regarding satisfaction of Performance Conditions under this Resolution 4' for further information).

The Performance Conditions which apply to the Performance Rights are as follows:

1. *PC1 – Growth in Earnings per Share*

Consistent with previous years, the Board has determined that adopting an EPS measure of performance is an appropriate measure of the contribution of Mr Alcock and key executives of HUB24 towards the Company's financial performance for Shareholders.

In setting the EPS hurdle range, the Board considered the ranges set by peers of HUB24 and adopted an EPS hurdle range above the majority of the remuneration benchmark peers.

Having regard to the above, the Board has determined that the PC1 Performance Rights will be subject to an underlying EPS vesting condition based on the Company's Compound Annual Growth Rate (**CAGR**) in EPS over the three year performance period from 1 July 2026 to 30 June 2029 (**Performance Period**).

CAGR EPS will be calculated on an underlying Earnings Before Tax basis and measures the annual growth rate of earnings generated by the Company attributable to each Share it has on issue (on a fully diluted basis) over the Performance Period.

The PC1 Performance Rights vesting condition will be tested by measuring the Company's CAGR EPS over the Performance Period against pre-determined targets set by the Board.

The vesting of PC1 Performance Rights will be assessed as follows:

- zero vesting of PC1 Performance Rights will occur if the CAGR in EPS is less than 13%;
- 50% vesting of PC1 Performance Rights will occur if the CAGR in EPS is 13%;
- 100% vesting of PC1 Performance Rights will occur if the CAGR in EPS is 17% or above; and

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- vesting between 13% and 17% per annum CAGR in EPS will be on a straight-line sliding scale between these two levels.

2. *PC2 – Relative Total Shareholder Return*

Consistent with previous years, the Board has determined to use a RTSR measure for PC2 given the maturity and growth of the Company. The Board believes that a RTSR is currently the most appropriate way to measure the success of Mr Alcock in seeking to implement the Company's long term strategic objectives. The RTSR measure compares the Company's total Shareholder return (TSR) performance against the TSR performance of the ASX 200 (Diversified Financials) Index (the **Index**).

The Performance Rights subject to PC2 Performance Condition will be subject to, and will vest, on the achievement of a hurdle measuring the RTSR against the Index over the Performance Period.

Vesting of the Performance Rights subject to the PC2 Performance Condition will be assessed as follows:

- zero vesting of PC2 Performance Rights will occur when the Company's TSR is below a threshold of the 50th percentile performance when compared against the companies in the Index;
- 50% vesting of PC2 Performance Rights will occur when the Company's TSR is at a threshold of 50th percentile performance when compared against the companies in the Index;
- 100% vesting of PC2 Performance Rights will occur when the Company's TSR is at or above a threshold of 75th percentile performance when compared against the companies in the Index; and
- vesting between 50th percentile and 75th percentile performance against the companies in the Index will be on a straight-line sliding scale between these two levels.

The determination of the TSR achieved over the Performance Period will be the 40 trading day VWAP of the Shares as traded on the ASX in the 20 trading day period prior to, and post, 31 August for the relevant prior fiscal year and include dividends during the three year Performance Period. The TSR of the comparison companies in the Index will be measured in the same way.

The measurement of the Company's TSR will be from a baseline using the 40 trading day VWAP for the Company's Shares commencing on 4 August 2026 and ending on 28 September 2026. The 40 trading day VWAP for the Share price up to that date was $73.88.

In this Explanatory Memorandum, this 40 trading day period is referred to as the 'testing period'. In circumstances where the Index falls by greater than 5% during a 40 trading day testing period, the testing period will recommence after the period during which the greater than 5% fall was recorded. The use of a 40 trading day VWAP in the calculation of TSR avoids any abnormal daily share price movements that could advantage or disadvantage employees.

The PC2 hurdles will be tested over a cumulative three year period (being the Performance Period) using a 40 trading day VWAP of the Shares as traded on ASX in the 20 trading day period prior to, and post, 31 August 2029, subject to the above circumstances.

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3. PC3 - Execution of Strategic Plan

In assessing achievement of PC3, the HUB24 Board will assess the execution of the Strategic Plan having regard to the range of factors including but not limited to, deliverables, capability, market adoption and prudent risk management.

The vesting of PC3 will be assessed by the Board over the three year period from 1 July 2026 to 30 June 2029 (being the Performance Period), against internal measures which, due to their commercial sensitivity, will not be publicly disclosed at this time. The Board intends to disclose these measures following the vesting period for the PC3 Performance Rights.

The Strategic Plan intends to extend HUB24's market leadership, service and reputation in delivering sustainable shareholder and stakeholder outcomes. The Strategic Plan incorporates various initiatives aimed at developing and leveraging capabilities across the Group as a leading provider of integrated platform, technology, data, and superannuation solutions.

This non-financial measure is designed to support the ongoing sustainability and growth of the Group, and address non-financial risks that could materially impact the risk profile, business performance and long term soundness of the Group.

4. PC4 – Customer Satisfaction over three years

Performance Rights under this PC4 Performance Condition will be subject to, and will vest, on the achievement of a hurdle measuring the average ranking across select ratings in the Advisor Platform Experience Report and Adviser Ratings Financial Advice Landscape Report (**Independent Reports**) over the Performance Period. Vesting of the Performance Rights subject to PC4 Performance Condition will be assessed as follows:

- zero vesting of PC4 Performance Rights will occur when the Company's average ranking is below the top three;
- 50% vesting of PC4 Performance Rights will occur when the Company's average ranking is third. For any average ranking between third and second place, vesting will increase on a straight-line sliding scale from 50% to 85%;
- 85% vesting of PC4 Performance Rights will occur when the Company's average ranking is in the top two. For any average ranking between second and first place, vesting will increase on a straight-line sliding scale from 85% to 100%; and
- 100% vesting of PC4 Performance Rights will occur when the Company's average ranking is number one.

Achievement of the hurdle will be assessed based on the results from the Independent Reports for each year of the Performance Period, averaging those results to determine a ranking for the entire Performance Period.

If the Independent Reports cease to be available, and/or their methodology change materially during the Performance Period, the Board may determine the vesting outcome using an alternative assessment that reflects the original intent of the measure and the Company's relative performance.

The Company considers that customer satisfaction performance plays an important role in delivering alignment of HUB24's values-based and prudent risk culture. Sustained customer satisfaction is a leading indicator of appropriate client outcomes, including the best financial

interests of superannuation fund members. This non-financial measure supports compliance with FAR and CPS 511 requirements.

This measure is designed to drive the right customer-focused behaviours and thereby manage the risk of HUB24 and its subsidiaries not meeting appropriate client service outcomes.

Board discretions regarding satisfaction of Performance Conditions under this Resolution 4.

Notwithstanding any other provision in this Explanatory Memorandum, the Board is provided with certain discretions under the Performance Rights Plan, including to reduce or waive any Performance Condition at any time and in any particular case. The Board will exercise such discretions in a manner consistent with protecting the Company's long term stability, sound risk management, acting in good faith and aligned with the creation of long term Shareholder value.

In determining whether the Performance Conditions attaching to the Performance Rights which are proposed to be granted to Mr Alcock are met, the calculation of the:

- CAGR EPS (and achievement of the CAGR EPS Performance Conditions);
- RTSR (and achievement of the RTSR Performance Conditions); and
- Customer Satisfaction ranking over 3 years.

will be determined by the Board in its absolute discretion, having regard to those matters that it considers relevant and the Board may make such adjustments that it considers appropriate to give the Performance Conditions attaching to the PC1, PC2 and PC4 Performance Rights their intended effect (including any adjustments for unusual or non-recurring items that the Board considers appropriate).

Additionally, the Board reserves the right in its discretion to:

- vary the percentage of PC3 Performance Rights which vest having regard to unforeseen factors and to amend the Strategic Plan so that it remains appropriate for meeting the objectives of seeking to extend HUB24's market leadership, market share and delivering sustainable shareholder value and appropriate risk-based outcomes protecting stakeholders: and
- require that a proportion of the Performance Rights be subject to the Deferral Period if considered appropriate having regard to the regulatory expectations including the requirements of CPS 511 and FAR.

Exercise of vested Performance Rights

Subject to any Deferral Period which applies, upon vesting of Performance Rights, Mr Alcock may choose to exercise, no later than the earlier of the termination of his employment and 15 years from the time the Performance Rights were granted, one vested Performance Right for one Share, with the Shares being either issued or purchased on market.

The Board has the absolute discretion to deliver either Shares or cash or a combination of both on exercise of vested Performance Rights.

If at any time during the 30 day period prior to the last date for exercise of vested Performance Rights, restrictions in dealing in the Company's securities imposed under clause 4.1 of the HUB24 Group Securities Trading Policy are in effect (**Restricted Period**), the last date for exercise of vested Performance Rights will be extended for a period of 30 days from the date on which the

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Restricted Period ceases to be in effect. In this case Performance Rights may be exercised at any time between the date on which they vest and the extended date for exercise.

Restrictions on trading

Performance Rights are transferable within 120 days of issue with the prior written approval of the Board.

The disposal of any Shares granted to Mr Alcock on vesting and exercise of the Performance Rights will be subject to HUB24's Group Securities Trading Policy.

Treatment of Performance Rights on termination of Mr Alcock's employment and upon a change in control of the Company.

The Performance Rights, both vested and unvested, will be retained by Mr Alcock on the cessation of his employment unless and to the extent that the Board determines otherwise in its absolute discretion, which may include proportional vesting over an accelerated time period.

The Board also has the discretion to determine that any benefit payable in the above termination circumstances in relation to Performance Rights can be settled in cash based on the number of Shares into which the Performance Rights would vest multiplied by the 20 trading day closing VWAP of the Shares immediately prior to such payment.

Upon a change in control (**CiC**) event, the Performance Rights will vest on a pro rata period of time basis only up until the date of consummation of the CiC event. The Board has discretion to make the full grant of Performance Rights vest upon a CiC event.

Malus, Clawbacks and forfeiture

The Board has an absolute discretion to reduce, cancel or recover (**Clawback**) any and all unvested and vested Performance Rights or (subject to the receipt of the required Shareholder approvals) Shares issued to Mr Alcock under this Resolution 4 in the following 'for cause' circumstances:

- serious misconduct or fraud by Mr Alcock;
- unsatisfactory performance by Mr Alcock to the detriment of strategic Company objectives or to the Company's reputation or standing in the industry or the community, or which has brought the Company into disrepute;
- error in the calculation of achievement of any Performance Rights or Performance Conditions;
- false or misleading statement or omission in relation to the Company's financial statements;
- a breach of Mr Alcock's obligations to the Company, including any breach of his employment agreement or the Company policies or codes of conduct; or
- conviction of Mr Alcock of a criminal offence or Mr Alcock has had a judgment entered against him in any civil proceedings in respect of duties at law, in equity or under statute.

Further, the Board has an absolute discretion to determine to Clawback any and all unvested Performance Rights or Shares issued to Mr Alcock under this Resolution 4:

- to protect the financial soundness and sustainability of the Company;
- to ensure that no unfair benefit is obtained by Mr Alcock; or

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- to respond to a material change in the circumstances of, or significant unexpected or unintended consequence affecting the Company that was not foreseen by the Board.

FAR and CPS 511 compliance

The discretion of the Board to effect a Clawback of unvested and vested Performance Rights or (subject to receipt of the required Shareholder approvals) Shares relevant to Mr Alcock's role in respect of HTFS may also be exercised for the purpose of giving effect to the requirements of CPS 511 and FAR, if those requirements become applicable in respect of Mr Alcock's role. For example, the Board may apply Clawback for a period of not less than two years after the date on which any variable remuneration is paid, released or vests. Clawback may be applied whether or not Mr Alcock's employment or engagement with the Company or any Group entity has ceased.

No dividends

Dividends, if any, will not be paid on unvested or unexercised Performance Rights.

Recommendation

The Board (excluding Mr Andrew Alcock, who abstains from making a recommendation due to his personal interest in this Resolution as set out in the voting exclusion statement in the Notice) recommends that Shareholders ***vote in favour*** of Resolution 4.

Resolution 5: Renewal of Proportional Takeover Provisions

Rule 30 of the Constitution contains proportional takeover approval provisions that prohibit the Company from registering a transfer of Shares under a proportional takeover bid unless the bid is approved by special resolution passed by Shareholders in a general meeting.

Under the Corporations Act, proportional takeover approval provisions must be renewed every three years or they will cease to have effect. The provisions were last approved by Shareholders at the Company's 2023 annual general meeting. If this Resolution 5 is approved by Shareholders, the proportional takeover provisions will be renewed and have effect on exactly the same terms as the existing provisions in the Constitution until 19 November 2029.

A copy of the Constitution is available on the Company's website at https://www.hub24.com.au/shareholder-centre/corporate-governance/

Statements under the Corporations Act

The Corporations Act requires that the following information be provided to shareholders when they are considering the renewal of proportional takeover provisions in a constitution.

What is a proportional takeover bid?

A proportional takeover bid is a takeover bid where an offer is made to each shareholder of a company to acquire a specified proportion only of that shareholder's shares (that is, less than 100%). The specified proportion must be the same in the case of all shareholders. The Corporations Act allows a company to provide in its constitution that if a proportional takeover bid is made, shareholders must vote on whether to accept or reject the proportional takeover bid and that decision will be binding on all shareholders. This provision allows shareholders to decide collectively whether a proportional takeover bid is acceptable in principle.

What is the effect of proportional takeover provisions

The effect of the proportional takeover provisions in rule 30 of the Constitution, as renewed, will be that in the event of a proportional takeover bid being made for the Company, the Directors must

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refuse to register a transfer of Shares giving effect to any acceptance of the bid unless the takeover bid is approved by Shareholders in a general meeting.

In the event that a proportional takeover bid is made, the Directors must convene a meeting of the Shareholders to vote on a resolution to approve the proportional takeover bid. For the resolution to be approved, it must be passed by a simple majority of votes at the meeting, (excluding the votes of the bidder and its associates). If no such resolution is voted on at least 14 days before the last day of the takeover bid period, the resolution will be deemed to have been approved. This effectively means that Shareholders may only prohibit a proportional takeover bid by passing a resolution rejecting the proportional takeover bid.

If the resolution is approved or deemed to have been approved, a transfer of Shares under the proportional takeover bid may be registered provided it complies with the other provisions of the Corporations Act and the Constitution. If the resolution is rejected, the registration of any transfer of Shares resulting from the proportional takeover bid is prohibited and the proportional takeover bid is deemed by the Corporations Act to have been withdrawn. The Directors will breach the Corporations Act if they fail to ensure the resolution is voted on.

The proportional takeover provisions do not apply to full takeover bids and, if renewed, will only apply until 19 November 2029, unless again renewed by Shareholders by passing a special resolution.

Reasons for proposing the resolution

The Board considers that Shareholders should have the opportunity to decide whether a proposed proportional takeover bid should proceed by voting upon it.

Without the proportional takeover provisions, a proportional takeover bid for the Company may enable control of the Company to be acquired by a party holding less than a majority position and without Shareholders having the opportunity to dispose of all of their Shares to the bidder. This could result in control of the Company passing to the bidder without the payment of an adequate control premium and with Shareholders left as a minority interest in the Company.

The proportional takeover provisions in the Constitution lessen this risk because they allow Shareholders to decide whether a proportional takeover bid is acceptable and should be permitted to proceed. The Directors consider that it is appropriate for Shareholders to have this right.

No knowledge of any acquisition proposals

As at the date of this Notice of Meeting, no Director is aware of any proposal by any person to acquire, or to increase the extent of, a substantial interest in the Company.

Review of proportional takeover provisions

The Corporations Act requires that shareholders be given a statement which retrospectively examines the advantages and disadvantages, for Directors and shareholders, of the proportional takeover provisions proposed to be renewed. A statement of advantages and disadvantages is set out below.

While the proportional takeover provisions in rule 30 of the Constitution have been in effect there have been no takeover bids for the Company, either proportional or otherwise. Accordingly, there are no actual examples against which to review the advantages or disadvantages of the existing proportional takeover provisions for Directors and Shareholders. The Directors are not aware of any potential takeover bid that was discouraged by the proportional takeover provisions.

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Potential advantages and disadvantages

The Corporations Act requires that Shareholders be given a statement of the potential future advantages and disadvantages of the provisions in addition to retrospectively reviewing the provisions proposed to be renewed.

The renewal of the proportional takeover provisions in the Constitution will allow Directors to ascertain Shareholders' views on a proportional takeover bid. Otherwise, the Directors consider that the proposed renewal of the proportional takeover provisions has no potential advantages or potential disadvantages for Directors because they remain free to make a recommendation on whether a proportional takeover bid should be approved or rejected.

The Board considers that the potential advantages of the renewal of the proportional takeover provisions in the Constitution for Shareholders are as follows:

- they give Shareholders a say in determining whether a proportional takeover bid should proceed;
- they may discourage the making of a proportional takeover bid which may be considered to be opportunistic and may prevent control of the Company passing without the payment of an appropriate control premium;
- they may assist Shareholders in not being locked in as a minority interest;
- they increase Shareholders' bargaining power and may assist in ensuring that any proportional takeover bid is adequately priced; and
- knowing the view of the majority of Shareholders may assist each individual Shareholder in assessing the likely outcome of the proportional takeover bid and whether to approve or reject that bid.

The Board considers that some potential disadvantages of the renewal of the proportional takeover provisions in the Constitution for Shareholders are that the proportional takeover provisions:

- may discourage the making of proportional takeover bids in respect of the Company and may reduce any speculative element in the market price of the Shares arising from the possibility of a takeover bid being made;
- may depress the Share price or deny Shareholders an opportunity of selling some of their Shares at a premium;
- may reduce the likelihood of a proportional takeover bid being successful; and
- may be considered to constitute an unwarranted restriction on the ability of Shareholders to deal freely with their Shares.

However, the Directors do not perceive those or any other possible disadvantages as a justification for not renewing the proportional takeover provisions in the Constitution for a further 3 years and consider that the potential advantages of the proportional takeover provisions for Shareholders outweigh these possible disadvantages.

Recommendation

The Board recommends that Shareholders vote ***in favour*** of Resolution 5.

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Glossary

$ means Australian dollars.

Annual General Meeting, AGM or **Meeting** means the meeting convened by the Notice.

APRA means Australian Prudential Regulation Authority.

ASX means ASX Limited or the market it operates as the context requires.

ASX Listing Rules means the Listing Rules of ASX as amended or waived from time to time.

Auditor's Report means the auditor's report set out in the Company's 2026 Annual Report.

Automic means Automic Pty Ltd ACN 152 260 814.

Board means the board of directors of the Company, as constituted from time to time.

Business Day means a day that is not a Saturday, Sunday, public holiday or bank holiday in Sydney, Australia.

CAGR means compound annual growth rate.

CiC means change in control.

Clawback has the meaning given to it in Resolution 4 of this Explanatory Memorandum.

closely related party has the meaning as defined in section 9 of the Corporations Act.

Company or **HUB24** means HUB24 Limited ACN 124 891 685.

Constitution means the Company's Constitution.

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

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

CPS 511 means Australian Prudential Regulation Authority Prudential Standard CPS 511 Remuneration.

Deferral Period has the meaning given to it in Resolution 4 of this Explanatory Memorandum.

Deloitte means the Company's auditor, Deloitte Touche Tohmatsu.

Directors means the directors of the Company.

EPS means earnings per Share.

Explanatory Memorandum means the explanatory memorandum accompanying the Notice.

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Face Value means the Company's share price of an unrestricted, freely tradable ordinary share. When calculating Mr Alcock's Performance Rights allocation, the Face Value is determined using a 40 trading day VWAP.

FAR means Financial Accountability Regime.

FUA means the value of customer portfolios invested onto the Platform in Custody.

FY means a financial year ending 30 June.

Group means the Company and each of its wholly owned subsidiaries.

HTFS means HTFS Nominees Pty Ltd ACN 000 880 553.

Independent Reports has the meaning given to it in Resolution 4 of this Explanatory Memorandum.

Index has the meaning given to it in Resolution 4 of the Explanatory Memorandum.

Key Management Personnel or **KMP** has the meaning as defined in section 9 of the Corporations Act.

KPI means key performance indicator.

LTI means long term incentive.

Notice or **Notice of Meeting** or **Notice of Annual General Meeting** means this notice of annual general meeting and the explanatory memorandum accompanying the Notice and the Proxy Voting Form.

Performance Condition has the meaning given to it in Resolution 4 of this Explanatory Memorandum.

Performance Period means the three year performance period from 1 July 2026 to 30 June 2029.

Performance Right means an unlisted performance right to acquire a Share.

Performance Rights Plan means the HUB24 Performance Rights Plan, previously approved by Shareholders at the 2016, 2018, 2020, 2022 and 2025 annual general meetings of the Company.

Platform means the custodial portfolio.

Proxy Voting Form means the Proxy Voting Form accompanying the Notice.

Remuneration Report means the remuneration report set out in the Company's 2026 Annual Report.

Resolutions means the resolutions set out in the Notice, or any one of them, as the context requires.

Restricted Period has the meaning given to it in Resolution 4 of the Explanatory Memorandum.

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RTSR means Relative Total Shareholder Return.

Share means a fully paid ordinary share in the capital of the Company.

Shareholder means a holder of a share.

Standard LTI or **Std LTI** means LTIs designed to ensure delivery of ‘Lead Today’ initiatives and which include performance conditions based on EPS and RTSR.

STI means short term incentive.

Strategic Plan refers to the deliverables articulated under the 'Create Tomorrow' program of work provided to the Board and tracked on a regular basis.

TSR means Total Shareholder Return.

Volume Weighted Average Price or **VWAP** means the volume weighted average price of shares traded on ASX determined by dividing the dollar value of shares traded on ASX by the total number of shares traded over the same period.

Annexure A

Summary of the Principal terms of the HUB24 Performance Rights Plan

A summary of the principal terms of the existing HUB24 Limited Performance Rights Plan (**Plan**) is set out below.

Under the Plan, the Board may in its discretion settle Performance Rights by paying cash to the participant equal to the market value of the underlying Share.

Non-executive directors
Performance Rights may be issued to non-executive directors.

Principal Terms
A summary of the principal terms of the Plan is set out below:

Eligibility
Under the Plan, the Board may in its discretion invite any of the following persons to participate in the Plan:

(a) a full-time or part-time employee of the Company or any of its subsidiaries;

(b) an individual who provides services to the Company or any of its subsidiaries; or

(c) a director of the Company or any of its subsidiaries,

(each an **Eligible Employee**).

An Eligible Employee who is made an offer to participate in the Plan (**Offer**) may accept the Offer and apply for Performance Rights under the Plan up to the number specified in the invitation. The Company may permit an Eligible Employee to nominate an entity controlled by the Eligible Employee to be issued the securities in his or her place.

Subject to certain exceptions, the number of Shares which may be issued to Eligible Persons (as a result of the exercise of Performance Rights) when aggregated with the number of Shares issued during the previous 5 years pursuant to all employee share schemes or employee share option schemes established by the Company must not exceed 5% of the total number of Shares as at the time of the relevant offer.

Grants
Under the rules of the Plan, Performance Rights may be offered or granted to Eligible Persons from time to time, subject to the absolute discretion of the Board.

Each Performance Right entitles the holder, on exercise, to one Share.

Terms and conditions
The Board has the absolute discretion to set the terms and conditions (including conditions in relation to vesting, disposal restrictions and exercise price (if any)) on which it will grant Performance Rights under the Plan and may set different Performance Conditions and other terms and conditions to apply to different participants in the Plan.

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The Board will determine the procedure for offering Performance Rights (including the form, terms and content of any offer, and invitation or acceptance procedure) in accordance with the rules of the Plan.

Exercise Price
Performance Rights may be offered for acquisition and acquired by or for the benefit of a participant under the Plan for no consideration if an exercise price is not specified in the relevant Offer.

Performance Conditions
Performance Rights will be subject to performance, vesting and other conditions (if any) determined by the Board (or a special purpose committee established by the Board) from time to time and specified in any Offer at the time of the grant.

Performance Conditions may include conditions relating to continuous employment or service, the individual performance of the participant and/or the Company's performance. The Board has discretion to specify an exercise price in any Offer but otherwise, if the Performance Conditions are reached or met during the specified period, the Performance Rights can be converted into Shares.

Ranking of Shares
Unless otherwise provided in an Offer, Shares issued upon exercise or vesting of Performance Rights under the Plan will rank equally with the other issued Shares in all respects.

Voting and dividend rights of Performance Rights
Performance Rights do not carry any voting or dividend rights. Shares issued or transferred to participants upon vesting of a Performance Right carry the same rights and entitlements as other issued Shares, including voting and dividend rights.

Vesting or Exercise of Performance Rights
Where no exercise price is specified in the Offer of Performance Rights, once applicable performance conditions have been satisfied and Performance Rights vest, the employee may choose to exercise no later than the earlier of termination of employment and 15 years from the time the Performance Rights were granted, one right for each Share, with the Share being issued or purchased on market.

Where an exercise price is specified in an Offer, a participant in the Plan may exercise Performance Rights if performance conditions are reached during the applicable period and the Performance Rights have not otherwise expired. To exercise the Performance Rights, the participant must provide the Company with a signed notice of exercise of a Performance Right and the amount of the applicable exercise price. The participant must also comply with any other requirements under the Plan or as specified in the Offer.

Expiry of Performance Rights
Performance Rights which have not been exercised will lapse if the applicable Performance Conditions and any other conditions to exercise are not met during the prescribed performance period or if they are not exercised before the applicable expiry date.

In addition, Performance Rights will lapse if the Eligible Employee to whom the Performance Right was offered resigns or is otherwise terminated from their Employment, unless otherwise

determined by the Board. Performance Rights will also lapse if the relevant employee has committed any act of fraud or misconduct in relation to the affairs of the Company or its subsidiaries.

Vested Performance Rights
The Board intends that any vested Performance Rights held by a participant must be exercised no later than 15 years after the date of issue.

Quotation
Performance Rights will not be quoted on ASX. The Company will apply for official quotation of any Shares issued under the Plan upon the exercise of Performance Rights, in accordance with the ASX Listing Rules.

The Company may require that any Shares issued under the Plan are acquired and/or subject to such additional restrictions and other terms as to their sale, transfer or other disposal, or encumbrance as the Board may determine.

Approval
Grants of Performance Rights under the Plan to a Director will be subject to the approval of Shareholders, to the extent required under the ASX Listing Rules.

No transfer or encumbrance
Without the prior approval of the Board, unvested Performance Rights which have not been exercised may not be sold, transferred, encumbered or otherwise dealt with.

Any restriction as to the dealing with any Performance Right will cease to apply where prior to the date that any Performance Condition relating to the Performance Right is satisfied, there is an acquisition by a person or entity (directly or indirectly) of not less than 90% of the Shares, whether by takeover or a members' scheme of arrangement in accordance with the Corporations Act.

Change in control
If a change in control event occurs, unless the Board determines otherwise, a proportion of the Performance Rights (determined by reference to the proportion of the performance period which has then elapsed) held by a participant must vest even though the applicable performance conditions may not have been satisfied, reached or met during the applicable performance period, and the remainder of the Performance Rights must lapse.

Other terms of the Plan
The Plan also contains customary and usual terms having regard to Australian law for dealing with the administration and variation of the Plan.

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Proxy Voting Form

If you are attending the virtual Meeting please retain this Proxy Voting Form for online Securityholder registration.

Your Proxy Voting Form must be received by **1:00pm (Sydney, Australia time) on Tuesday, 17 November 2026**, being **not later than 48 hours** before the commencement of the HUB24 Limited **(Company)** 2026 Annual General Meeting **(Meeting)**. Any Proxy Voting Form received after that time will not be valid for the scheduled Meeting. Terms not defined in this Proxy Voting Form have the meaning given to them in the Company's 2026 Notice of Meeting.

SUBMIT YOUR PROXY VOTING FORM

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

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

STEP 1 - APPOINT A PROXY
If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name of that individual or body corporate. A proxy need not be a Shareholder of the Company. Otherwise if you leave this box blank, the Chair of the Meeting will be appointed as your proxy by default.

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

STEP 2 - VOTES ON ITEMS OF BUSINESS
You may direct your proxy how to vote by marking one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

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

SIGNING INSTRUCTIONS
Individual: Where the holding is in one name, the Shareholder must sign.
Joint holding: Where the holding is in more than one name, all Shareholders should sign.
Power of attorney: If you have not already lodged the power of attorney with the registry, please attach a certified photocopy of the power of attorney to this Proxy Voting Form when you return it.
Companies: To be signed in accordance with your company constitution. Please sign in the appropriate box which indicates the office held by you.
Email Address: Please provide your email address in the space provided.
By providing your email address, you elect to receive all communications despatched by the Company electronically (where legally permissible) such as a Notice of Meeting, Proxy Voting Form and Annual Report via email.

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

Lodging your Proxy Voting Form:

Online
Use your computer or smartphone to appoint a proxy at https://portal.automic.com.au/investor/home or scan the QR code below using your smartphone
Login & Click on 'Meetings'. Use the Holder Number as shown at the top of this Proxy Voting Form.

BY MAIL:
Automic
GPO Box 5193
Sydney NSW 2001

IN PERSON:
Automic
Level 5, 126 Phillip Street
Sydney NSW 2000

BY EMAIL:
meetings@automicgroup.com.au

BY FACSIMILE:
+61 2 8583 3040

All enquiries to Automic:
WEBSITE:
https://automicgroup.com.au

PHONE:
1300 288 664 (Within Australia)
+61 2 9698 5414 (Overseas)

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SAMPLE

STEP 1 - How to vote

APPOINT A PROXY:

I/We being a Shareholder entitled to attend and vote at the Annual General Meeting of HUB24 Limited, to be held as a hybrid meeting at **1:00pm (Sydney, Australia time) on Thursday, 19 November 2026 at Henry Lawson Room, Sydney Harbour Marriott Hotel at Circular Quay, 30 Pitt Street, Sydney NSW 2000** hereby:

Appoint the Chair of the Meeting (Chair) to vote in accordance with the following directions (or if no directions have been given, and subject to the relevant laws, as the Chair sees fit) at this meeting and at any adjournment thereof.

Please note: If you are not appointing the Chair of the Meeting as your proxy, please write in the box provided below the name of the person or body corporate you are appointing as your proxy. If the person so named is absent from the meeting, or if no person is named, the Chair will act on your behalf.

The Chair intends to vote undirected proxies in favour of all Resolutions in which the Chair is entitled to vote.
Unless indicated otherwise by marking the "for", "against" or "abstain" box you will be authorising the Chair to vote in accordance with the Chair's voting intention.

AUTHORITY FOR CHAIR TO VOTE UNDIRECTED PROXIES ON REMUNERATION RELATED RESOLUTIONS
Where I/we have appointed the Chair as my/our proxy (or where the Chair becomes my/our proxy by default), I/we expressly authorise the Chair to exercise my/our proxy on Resolutions 1 and 4 (except where I/we have indicated a different voting intention below) even though Resolutions 1 and 4 are connected directly or indirectly with the remuneration of a member of the Key Management Personnel, which includes the Chair.

VIRTUAL PARTICIPATION AT THE MEETING:
The Company is pleased to provide shareholders with the opportunity to attend and participate in a virtual Meeting through an online meeting platform powered by Automic, where shareholders will be able to watch, listen, and vote online.

To access the virtual meeting:

1. Open your internet browser and go to **investor.automic.com.au**
2. Login with your username and password or click **"register"** if you haven't already created an account. **Shareholders are encouraged to create an account prior to the start of the meeting to ensure there is no delay in attending the Meeting virtually.**

Further information on how to do this is set out in the Notice of Meeting. The Explanatory Memorandum that accompanies and forms part of the Notice of Meeting describes the various matters to be considered. Shareholders and proxyholders may also attend the Meeting in person.

AUTOMIC

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STEP 2 - Your voting direction

Resolutions		For	Against	Abstain
1	Adoption of the Remuneration Report			
2	Re-election of Director – Ms Rachel Grimes AM			
3	Election of Director – Mr Andrew Formica			
4	Approval of issue of performance rights to Mr Andrew Alcock			
5	Renewal of Proportional Takeover Approval Provisions			

Please note: If you mark the abstain box for a particular Resolution, you are directing your proxy not to vote on that Resolution and your votes will not be counted in computing the required majority on a poll.

STEP 3 – Signatures and contact details

Individual or Securityholder 1	Securityholder 2	Securityholder 3
Sole Director and Sole Company Secretary	Director	Director / Company Secretary

Contact Name:

Email Address:

Contact Daytime Telephone

Date (DD/MM/YY) / /

By providing your email address, you elect to receive all communications despatched by the Company electronically (where legally permissible).

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LODGE YOUR QUESTIONS

BY EMAIL:
meetings@automicgroup.com.au

BY MAIL:
Automic
GPO Box 5193
Sydney NSW 2001

IN PERSON
Automic
Level 5, 126 Phillip Street Sydney
NSW 2000

ALL ENQUIRIES TO:
1300 288 664 (Within Australia)
+61 2 9698 5414 (Overseas)
https://automicgroup.com.au

Full name(s) and address of Registered Holding:

Holder Number:

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Please use this form to submit any questions about HUB24 Limited ("the Company") that you would like us to respond to at the Company's 2026 Annual General Meeting (AGM). Your questions should relate to matters that are relevant to the business of the AGM as outlined in the accompanying Notice of Meeting and Explanatory Memorandum. If your question is for the Company's auditor it should be relevant to the content of the auditor's report, or the conduct of the audit of the financial report.

Please submit the AGM Question Form to meetings@automicgroup.com.au by 5.00pm (Sydney, Australia time) on Thursday, 12 November 2026 to allow time to collate questions and prepare answers.

Questions will be collated. During the course of the AGM the Chair of the Meeting will endeavour to address as many of the more frequently raised shareholder topics as possible and, where appropriate, will give a representative of the Company's auditor, the opportunity to answer written questions submitted to the auditor. However, there may not be sufficient time available at the meeting to address all topics raised. Please note that individual responses will not be sent to shareholders.

QUESTIONS

My question relates to *(please mark the most appropriate box)*

- ☐ Performance or financial reports
- ☐ Remuneration Report
- ☐ My question is for the auditor
- ☐ A resolution being put to the AGM
- ☐ Sustainability/Environment
- ☐ Future direction
- ☐ General Suggestion
- ☐ Other

- ☐ Performance or financial reports
- ☐ Remuneration Report
- ☐ My question is for the auditor
- ☐ A resolution being put to the AGM
- ☐ Sustainability/Environment
- ☐ Future direction
- ☐ General Suggestion
- ☐ Other

Virtual Meeting Registration and Voting

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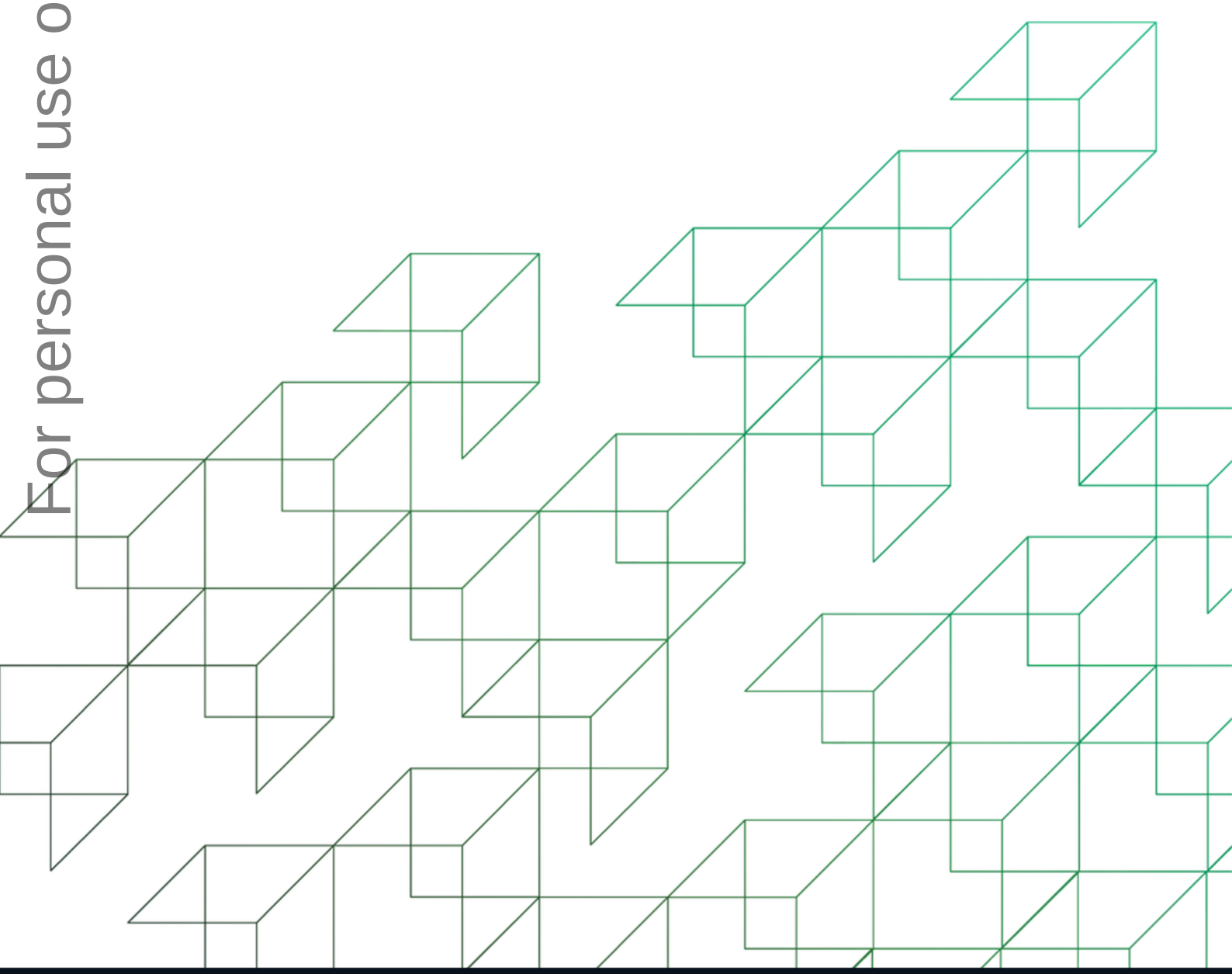
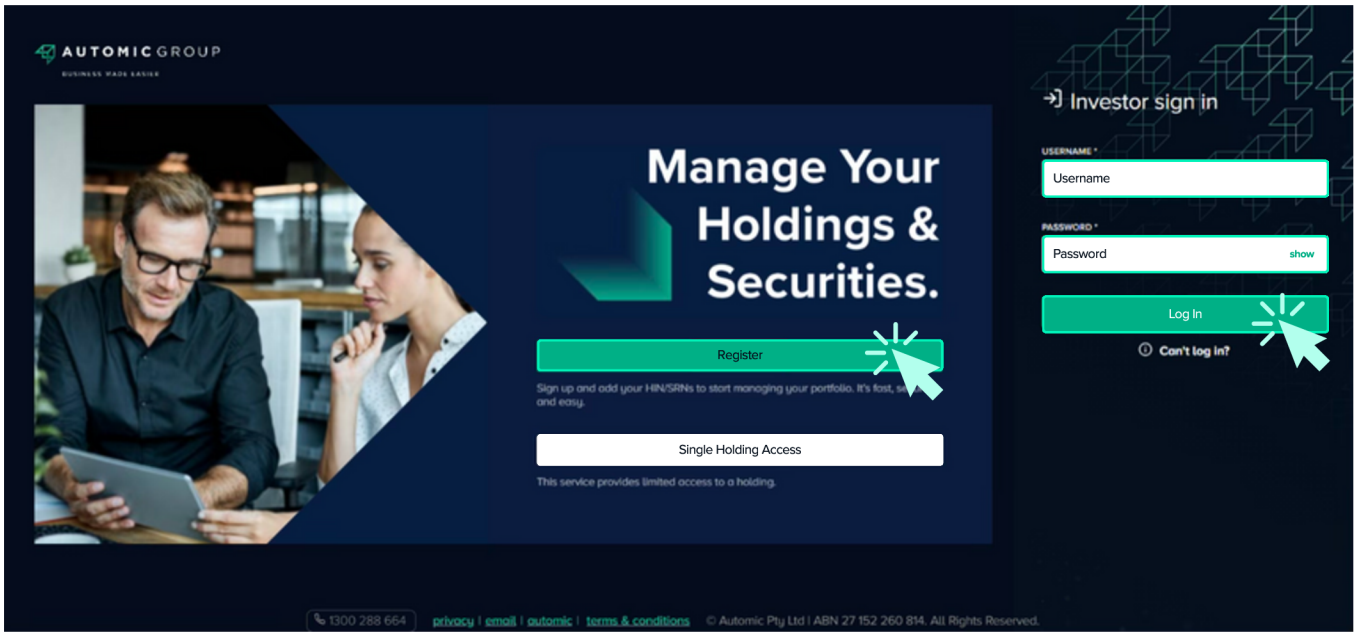


AUTOMIC GROUP

REGISTRATION

- Go to https://investor.automic.com.au/#/home
- Log in using your existing **username** and **password** or click on "Register" and follow the on-screen prompts to create your login credentials. ***Shareholders are encouraged to create an account prior to the start of the meeting to ensure there is no delay in attending the virtual meeting.***



If you have been appointed as a proxyholder to attend the virtual meeting. Please contact Automic to obtain your unique **username and passcode.** These details can be obtained from Automic between 9:00am – 5:00pm (AWST) by calling 1300 288 664 (within Australia) +61 2 9698 5414 (overseas) or by sending an email to meetings@automicgroup.com.au. ***Please ensure you have this information before the meeting to ensure there is no delay in attending the virtual meeting.***

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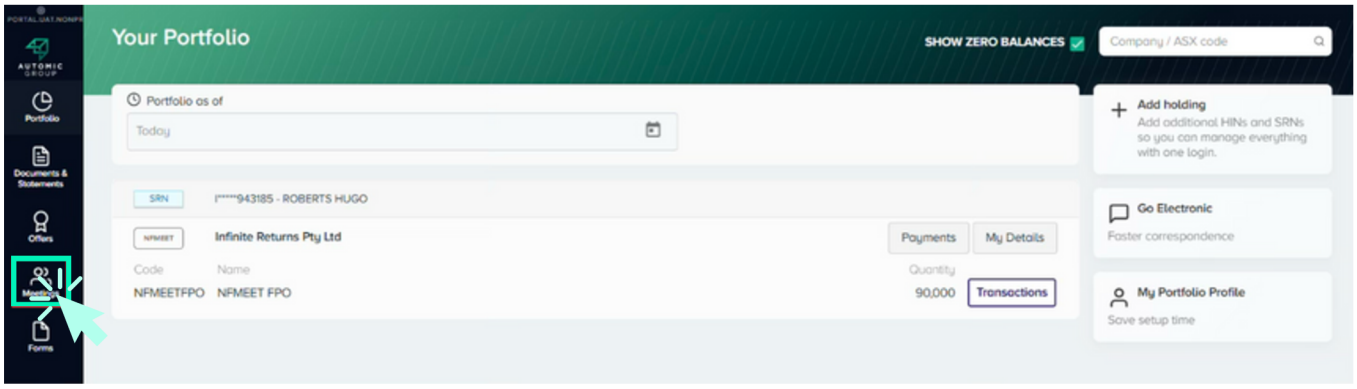
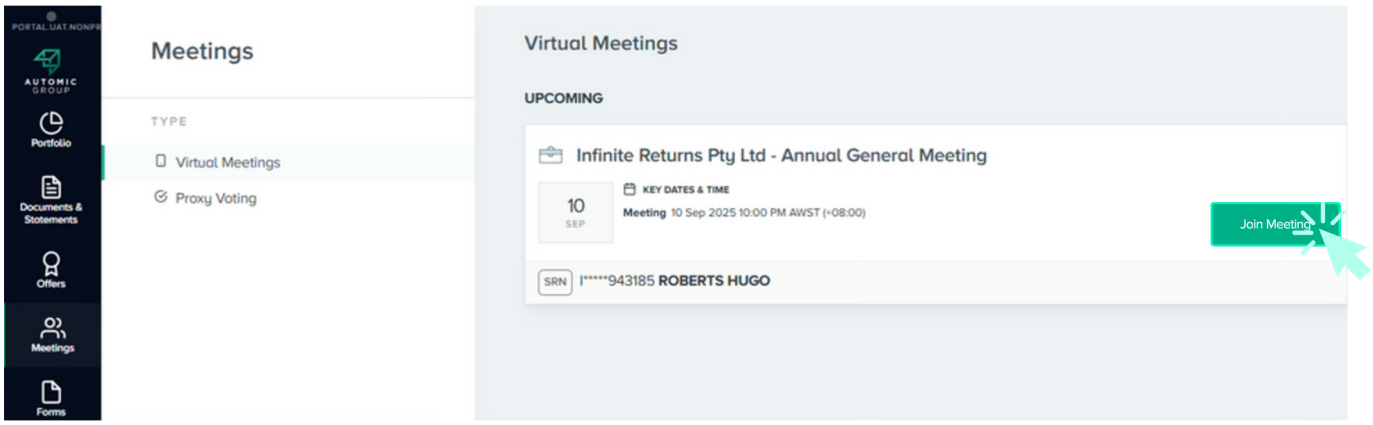
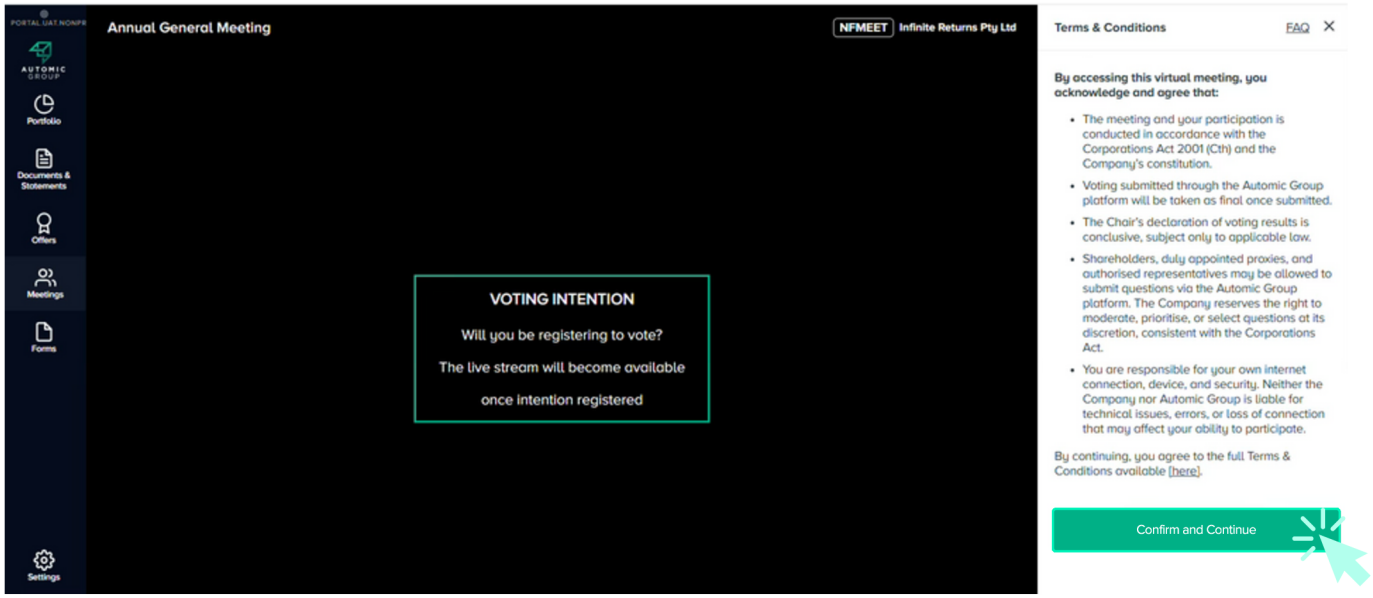
- Click on the "Meetings" icon from the lefthand side menu.



- To join the meeting, click on "Join Meeting".



- The Terms & Conditions page will be displayed, click on "Confirm and Continue".



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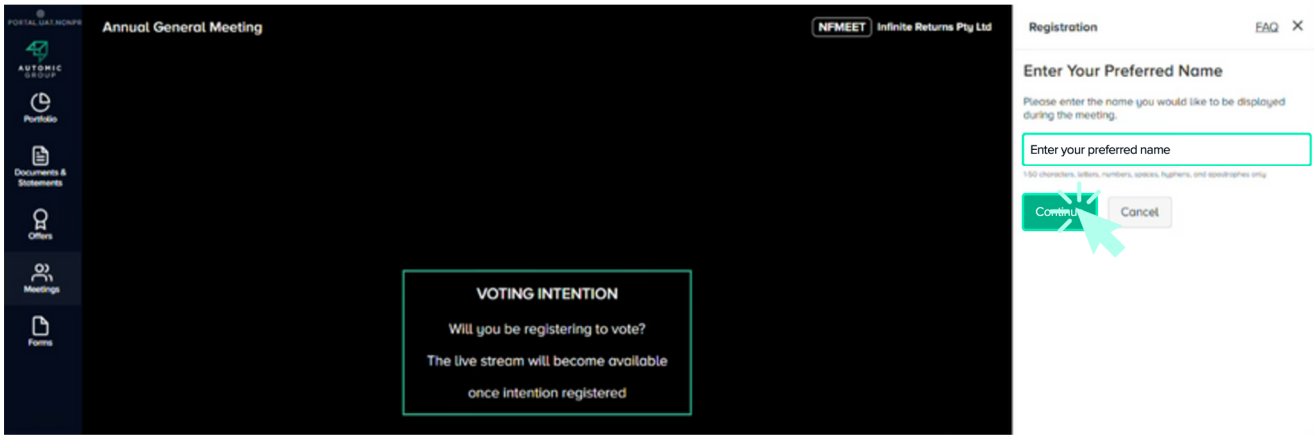
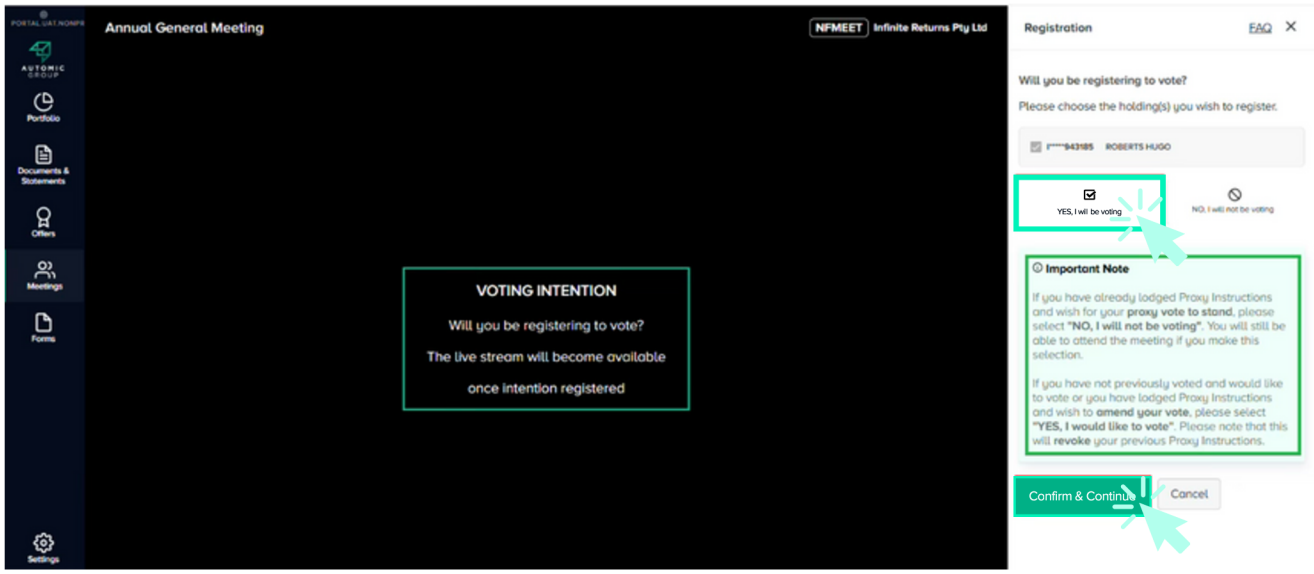
- Enter your **preferred name** and click "Continue".



VOTING

- Register your voting intention by selecting "Yes, I will be voting" or "No, I will not be voting".
- Click on "Confirm & Continue".



- When the Chair of the Meeting declares voting has opened, click on the "Voting" dropdown.
- The Chair of the Meeting will provide instructions on when to mark your vote.

If you do not see the voting status "Open" please refresh your screen.

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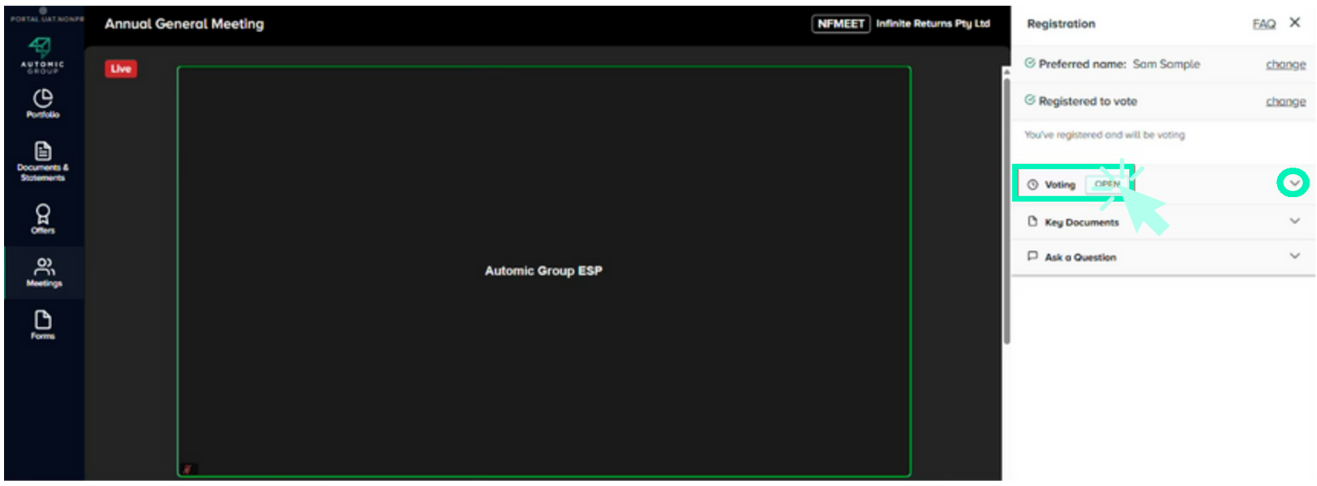
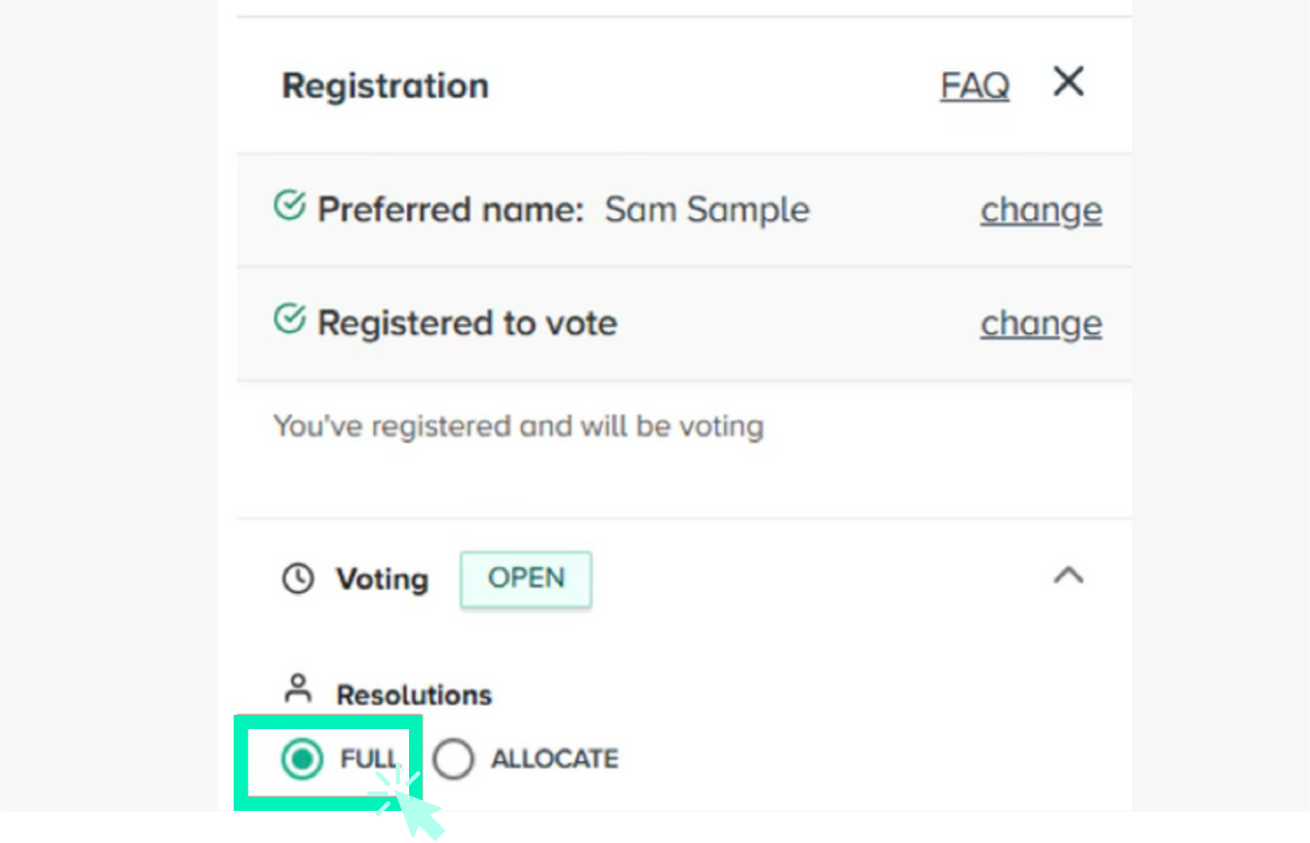


- Select your Voting Intention and click "Confirm & Continue".

- Select either "Full' or "Allocate" to access your electronic voting card.
- To apply the full voting balance, click on the "Full" button.



- Follow the prompts to record your voting direction for each resolution.
- Select either "For", "Against" or "Abstain" next to the appropriate resolution.

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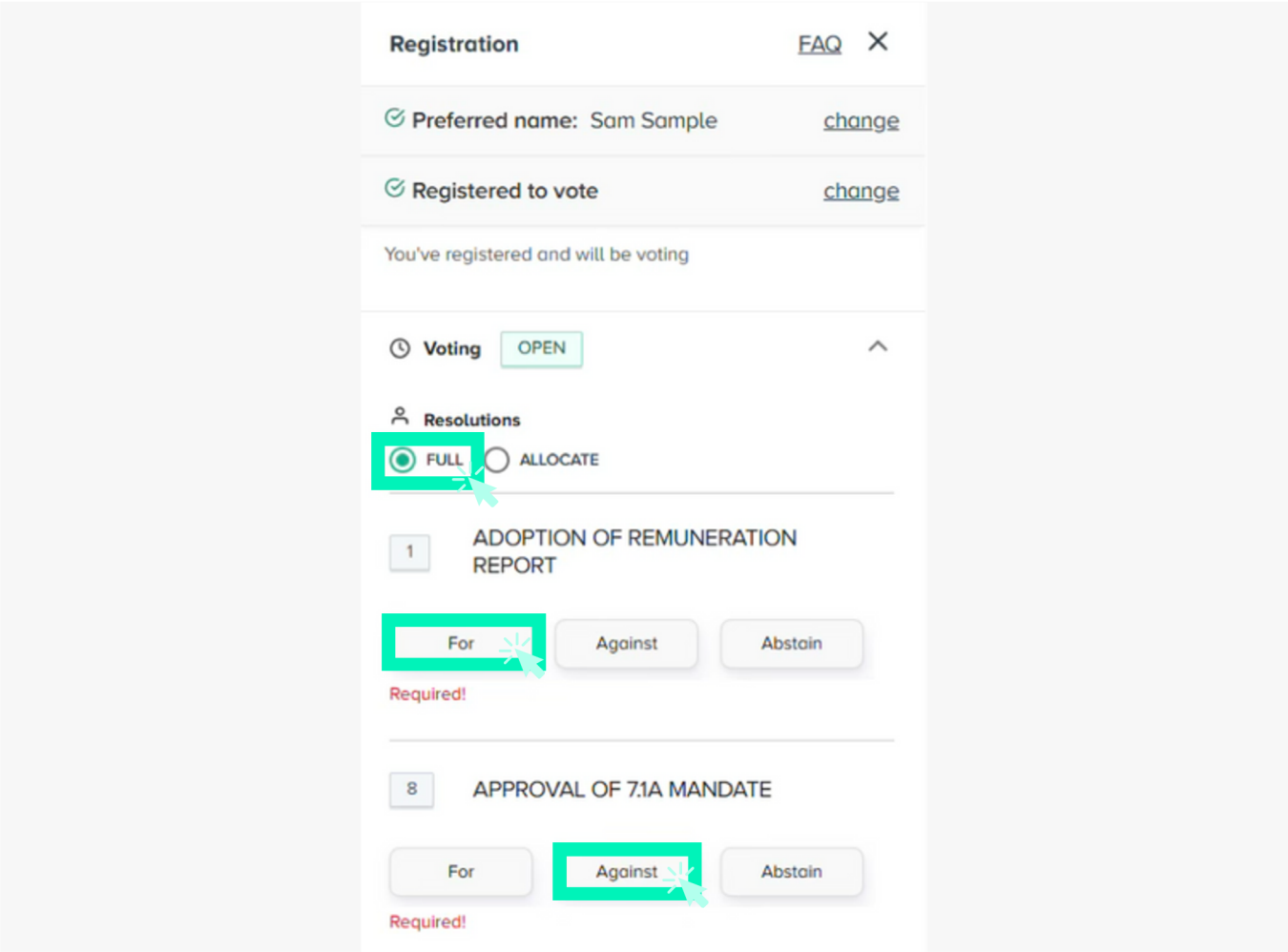
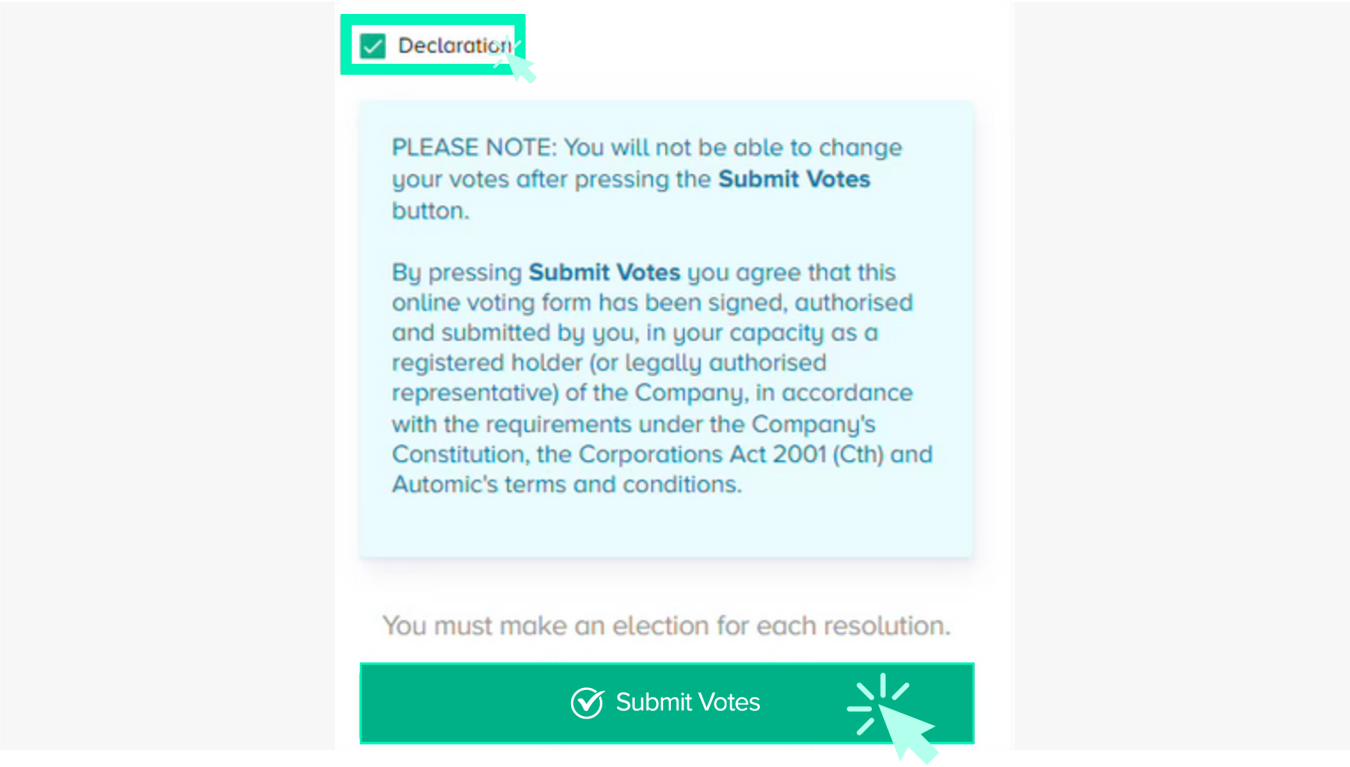
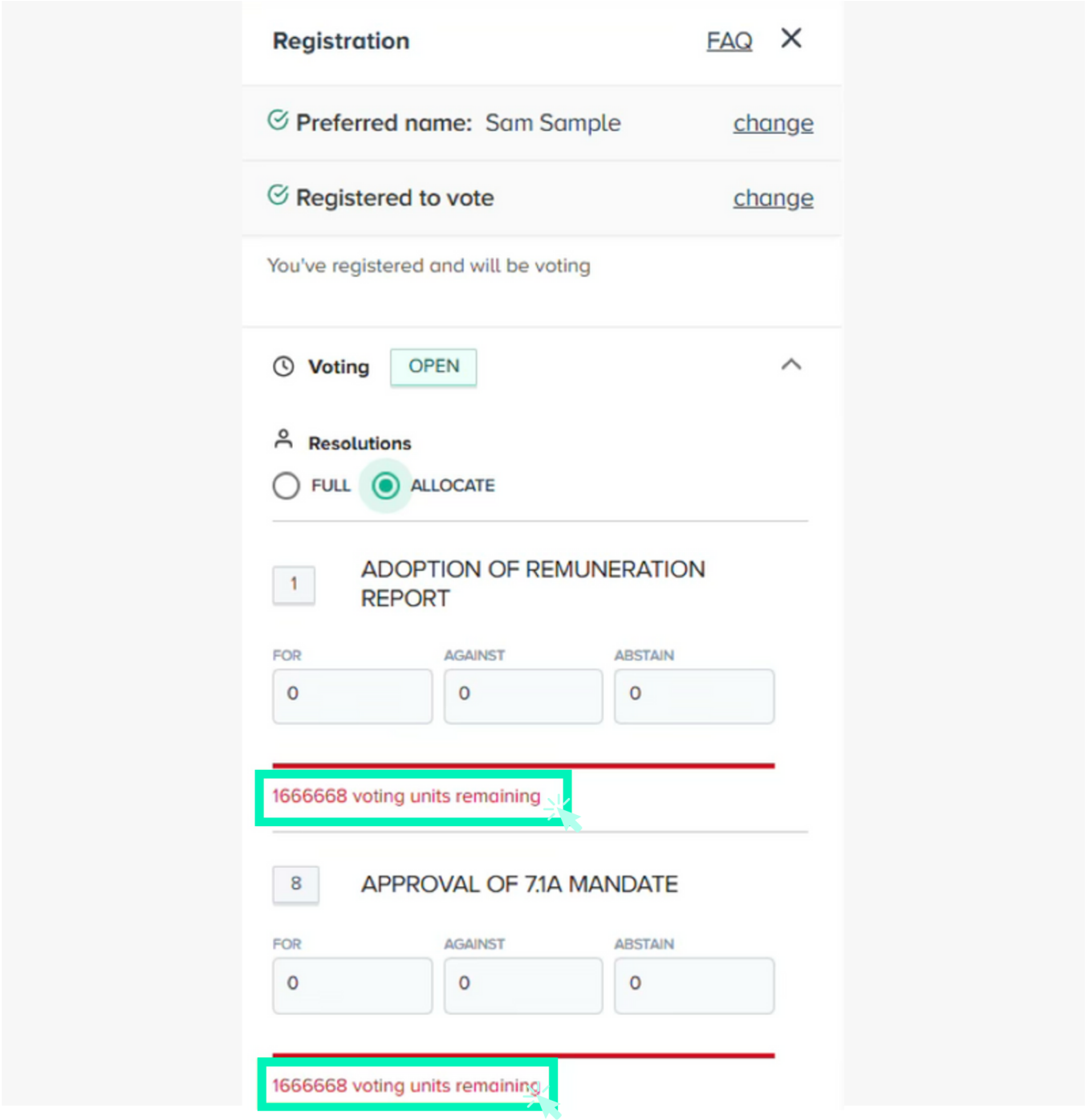


- Tick the "Declaration" box and click "Submit Votes" to submit your vote.



- To allocate partial votes, click on the "Allocate" button.
- The total number of votes you are entitled to is listed under each resolution.
- In the "For", "Against" or "Abstain" boxes, type the number of votes in each box.
- The remaining votes to be allocated will be displayed on your screen.
- The number of votes applied must not exceed your voting balance.



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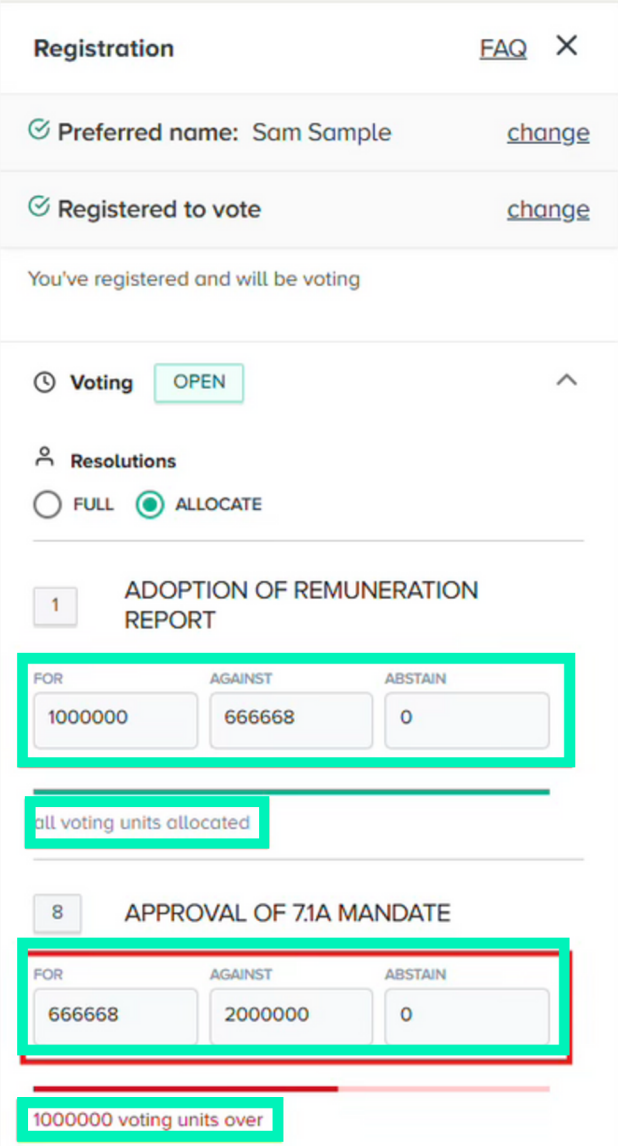
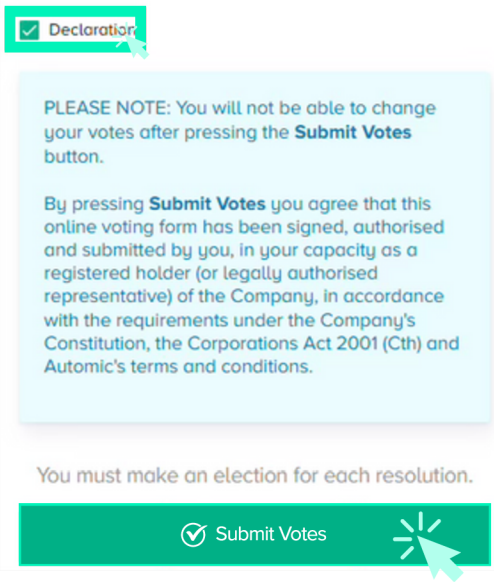
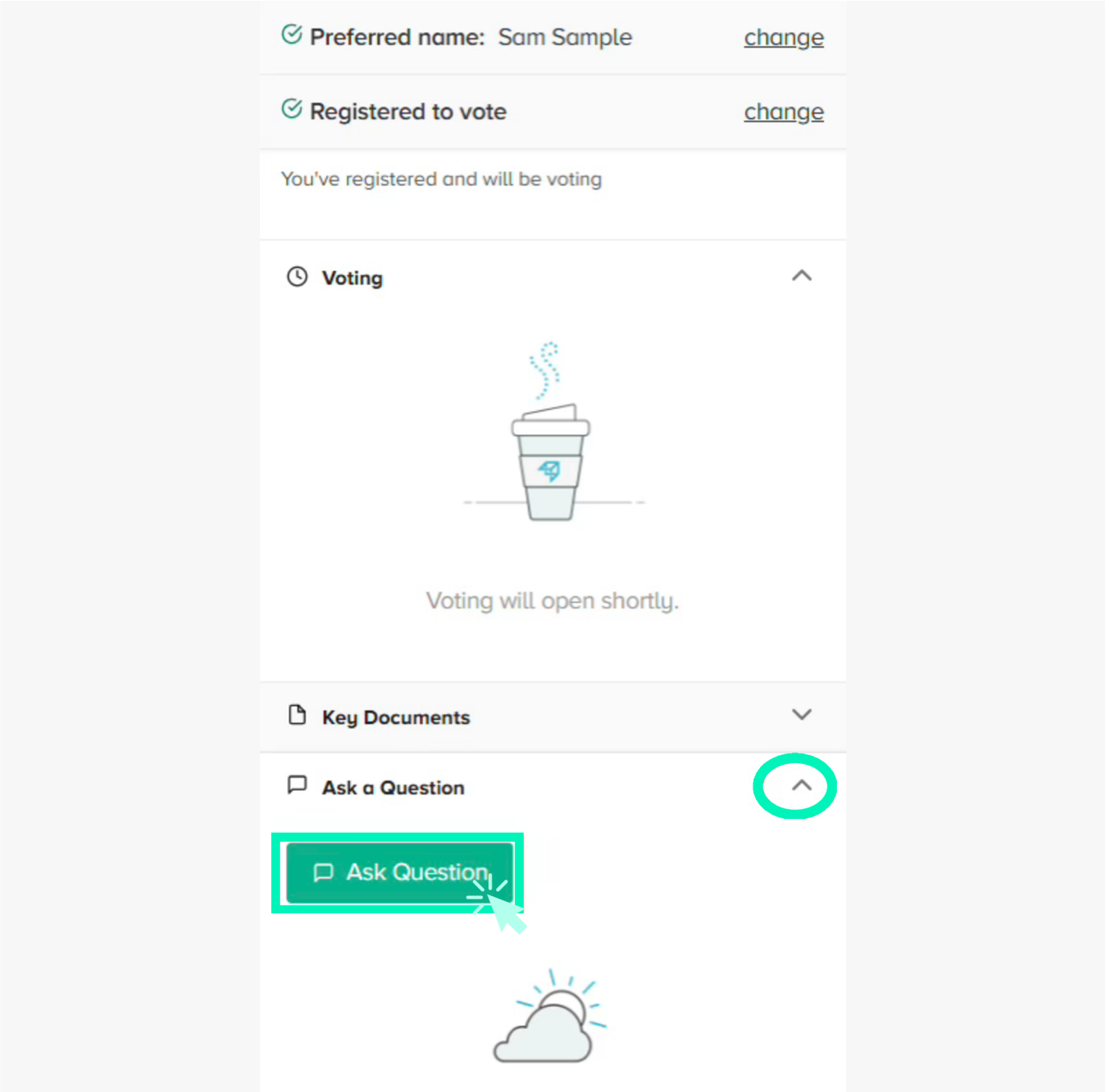


- Tick the "Declaration" box and click "Submit Votes" to submit your vote.



Ask a Question

- Click on the "Ask a Question" dropdown, then "Ask Question".



- Choose "Text Question" or "Verbal Question".
- Type your question, select the relevant "Category / Related Resolution", select the "Holding" and click "Submit Question".

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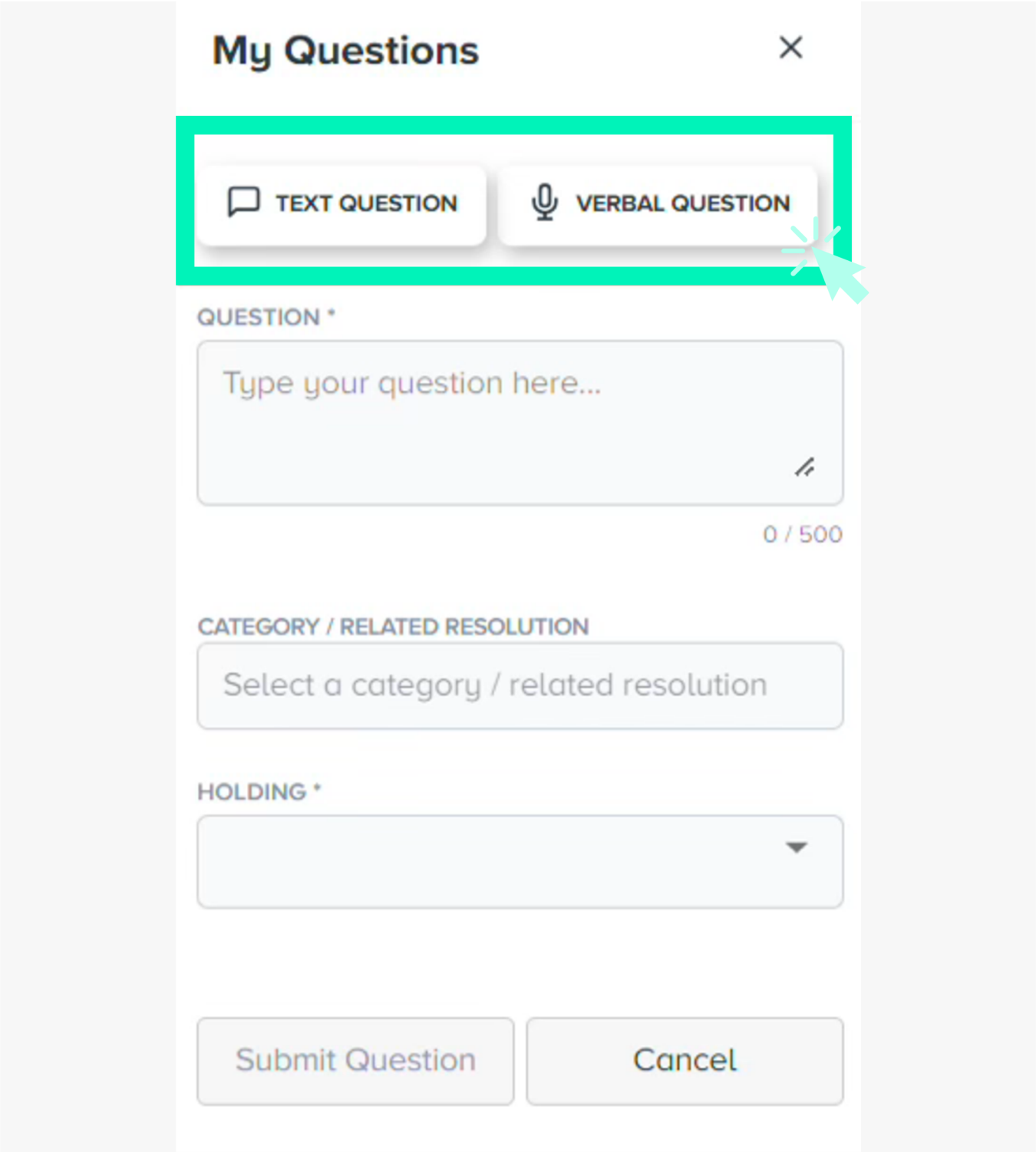
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