

Rule 2.7, 3.10.3, 3.10.4, 3.10.5

Appendix 3B

New issue announcement, application for quotation of additional securities and agreement

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 01/07/96 Origin: Appendix 5 Amended 01/07/98, 01/09/99, 01/07/00, 30/09/01, 11/03/02, 01/01/03, 24/10/05, 01/08/12

Name of entity

HUB24 Limited

ABN

87 124 891 685

We (the entity) give ASX the following information.

Part 1 - All issues

You must complete the relevant sections (attach sheets if there is not enough space).

1 +Class of +securities issued or to be issued

1. Issue of Fully Paid Ordinary shares (FPO).
2. Issue of Options (not quoted) to acquire fully paid ordinary shares ("Options") granted to eligible employees under the terms of the HUB24 Limited Share Option Plan.
3. Issue of Performance Rights (not quoted) to acquire fully paid ordinary shares ("Performance Rights") granted to eligible employees and directors under the terms of the HUB24 Limited Performance Rights Plan.

2 Number of +securities issued or to be issued (if known) or maximum number which may be issued

1. Issuance of 4,546 FPO.
2. Issuance of 331,332 Options.
3. Issuance of 132,680 Performance Rights.

+ See chapter 19 for defined terms.

3 Principal terms of the +securities (eg, if options, exercise price and expiry date; if partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)

1. The FPO are issued on the same terms as existing issued FPO of HUB24 Limited and are subject to sales restrictions of 12 months except to fund exercise costs or tax associated with the exercise.

2. Terms in respect of 323,151 of the Options and 129,404 of the Performance Rights

Subject to satisfaction of the Vesting Conditions, the holder will be entitled to exercise their Options and Performance Rights.

The exercise price in respect of the Options will be \$12.36. The exercise price in respect of the Performance Rights will be Nil.

The vesting conditions which must be met to the satisfaction of the Board in order for the Options and Performance Rights to be exercised are:

First Performance Condition

50% of the Options and 50% of the Performance Rights will be subject to, and will vest on, the achievement of a hurdle measuring the compound annual growth (CAGR) in funds under administration (FUA) over the next three years. The vesting is calibrated as follows:

- zero vesting will occur if the FUA does not exceed \$27 billion by 30 June 2022;
- 25% vesting will occur if the FUA reaches \$27 billion by 30 June 2022;
- 80% vesting will occur if the FUA reaches \$29 billion by 30 June 2022;
- 100% vesting will occur if the FUA reaches \$32 billion by 30 June 2022;
- vesting between \$27 billion and \$29 billion in FUA (for between 25% and 80% vesting) will be on a straight-line basis between these two levels; and
- vesting between \$29 billion and \$32 billion in FUA (for between 80% and 100% vesting) will be on a straight-line basis between these two levels.

+ See chapter 19 for defined terms.

The Board reserves the right to reduce by up to 50%, the number of Performance Rights and Options vesting under this condition if the FUA growth was achieved on terms materially less favourable to the Company than terms offered in the normal course of business, unless such terms were approved by the Board.

Second Performance Condition

50% of the Options and 50% of the Performance Rights will be subject to, and will vest on, the achievement of a hurdle measuring the absolute total Shareholder return (ATSR) of 12.5% to 17.5% per annum over the next three years. The vesting is calibrated as follows:

- 25% vesting of PC2 Options and Performance Rights occurs when a threshold vesting of 12.5% ATSR compounded annually is achieved;
- 100% vesting of PC2 Options and Performance Rights occurs when a threshold vesting of 17.5% ATSR compounded annually is achieved; and
- vesting between 12.5% and 17.5% ATSR will be on a straight-line basis between these two levels.

3. Terms in respect of 8,181 of the Options and 3,276 of the Performance Rights

Subject to satisfaction of the Vesting Conditions, the holder will be entitled to exercise their Options and Performance Rights.

The exercise price in respect of the Options will be \$12.36. The exercise price in respect of the Performance Rights will be Nil.

Vesting conditions based on two performance hurdles will apply to the Options and Performance Rights. 50% of the Options and 50% of the Performance Rights will be subject to the First Performance Condition and 50% of the Options and 50% of the Performance Rights will be subject to the Second Performance Condition. The vesting conditions which must be met to the satisfaction of the Board in order for the Options and Performance Rights to be exercised are:

First Performance Condition

Effective leadership of the Company's compliance and

+ See chapter 19 for defined terms.

legal functions together with the development of enhancements to these functions, the compliance framework and policies over the Performance Period. Measurement of achievement of this performance condition over the Performance Period will be undertaken by the Company's Audit Risk and Compliance Committee (ARCC) in consultation with the HUB24 Managing Director. This measurement will be undertaken with reference to the following and may result in a measurement ranging from 0% – 100%:

- Relevant market practices for a business such as HUB24
- An uplift in the design, effectiveness and maturity of the Company's Compliance framework
- Implementation of enhancements required to meet or address relevant legal and regulatory change
- Legal services provided in a way that is aligned to and supportive of the Company's strategic and key business priorities
- Effective collaboration with the Company's governance and risk management functions

Second Performance Condition

Effective leadership and management of key legal and compliance matters across the HUB24 Group such that the contribution of the Legal and Compliance Team through its management of these matters supports the Company in achieving its strategic outcomes and priorities.

Measurement of achievement of this performance condition over the Performance Period will be undertaken by the Company's ARCC in consultation with the HUB24 Managing Director. This measurement will be undertaken with reference to the following and may result in a measurement ranging from 0% – 100%:

- Effective and efficient resolution of any relevant matters
- Minimisation of potential adverse impacts to HUB24 arising from any relevant matters

+ See chapter 19 for defined terms.

- Ensuring effective and transparent communication to the ARCC, the HUB24 board, the Managing Director and other executives as appropriate
- Effective liaison with relevant regulatory bodies
- Effective collaboration with relevant business stakeholders and prioritisation of legal and compliance matters so as to contribute to the Company achieving its strategic outcomes and priorities

The Company shall have absolute discretion to consider relevant factors arising from any change in duties of the employee during the Performance Period in determining the measurement of the First Performance Condition and Second Performance Condition.

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<p>4 Do the ⁺securities rank equally in all respects from the date of allotment with an existing ⁺class of quoted ⁺securities?</p> <p>If the additional securities do not rank equally, please state:</p> <ul style="list-style-type: none">• the date from which they do• the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment• the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment	<p>The FPO are issued on the same terms as existing issued FPO of HUB24 Limited. FPO are subject to sales restrictions of 12 months except to fund exercise cost or tax associated with the options.</p> <p>An Option or Performance Right does not entitle a participant under the HUB24 Limited Share Option Plan or HUB24 Limited Performance Rights Plan (respectively) to participate in new issues of securities or to receive dividends. In the event that fully paid ordinary shares are issued upon the exercise of Options or Performance Rights pursuant to the HUB24 Limited Share Option Plan or the HUB24 Limited Performance Rights Plan (respectively), those shares will rank equally with existing ordinary shares.</p>
<p>5 Issue price or consideration</p>	<p>The FPO are issued as the result of the exercise of the following Options and Performance Rights by employees:</p> <p>3,425 Options at \$4.46 per Option. 1,121 Performance Rights at Nil consideration.</p> <p>The Options and Performance Rights are issued for Nil consideration.</p>
<p>6 Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)</p>	<p>The issue of FPO is due to the exercise of Options and Performance Rights.</p> <p>The Options and Performance Rights are being granted under the HUB24 Limited Share Option Plan and the HUB24 Performance Rights Plan (respectively) that have been established by the Company as an incentive for employees.</p>
<p>6a Is the entity an ⁺eligible entity that has obtained security holder approval under rule 7.1A?</p> <p>If Yes, complete sections 6b – 6h in relation to the ⁺securities the subject of this Appendix 3B, and comply with section 6i</p>	<p>No.</p>

+ See chapter 19 for defined terms.

6b	The date the security holder resolution under rule 7.1A was passed	N/A	
6c	Number of +securities issued without security holder approval under rule 7.1	N/A	
6d	Number of +securities issued with security holder approval under rule 7.1A	N/A	
6e	Number of +securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	N/A	
6f	Number of securities issued under an exception in rule 7.2	4,546 FPO 331,332 Options 132,680 Performance Rights	
6g	If securities issued under rule 7.1A, was issue price at least 75% of 15 day VWAP as calculated under rule 7.1A.3? Include the issue date and both values. Include the source of the VWAP calculation.	N/A	
6h	If securities were issued under rule 7.1A for non-cash consideration, state date on which valuation of consideration was released to ASX Market Announcements	N/A	
6i	Calculate the entity's remaining issue capacity under rule 7.1 and rule 7.1A – complete Annexure 1 and release to ASX Market Announcements	Remaining capacity LR 7.1 – 9,419,419	
7	+Issue date	25 November 2019	
8	Number and +class of all +securities quoted on ASX (including the securities in section 2 if applicable)	Number 62,796,130	+Class FPO

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9 Number and +class of all +securities not quoted on ASX (including the securities in section 2 if applicable)	Number	+Class
	120,000	Options (exercisable at \$2.46 each expiring on 14 October 2020).
	150,000	Options (exercisable at \$2.46 each expiring on 7 December 2020).
	265,711	Options (exercisable at \$4.46 each expiring on 29 November 2021).
	50,000	Options (exercisable at \$5.17 each expiring on 29 November 2021).
	52,507	Performance Rights (nil exercise price each expiring on 29 November 2031).
	34,247	Options (exercisable at \$6.25 each expiring on 21 August 2022).
	323,735	Options (exercisable at \$7.09 each expiring on 11 October 2022).
	99,085	Performance Rights (nil exercise price each expiring on 11 October 2032).
	78,077	Options (exercisable at \$7.09 each expiring on 5 December 2022).
	23,897	Performance Rights (nil exercise price each expiring on 5 December 2032).
	254,754	Options (exercisable at \$12.04 each expiring on 7 September 2023).
	70,038	Performance Rights (nil exercise price each expiring on 7 September 2033).
	12,000	Options (exercisable at \$12.04 each expiring on 7 September 2023).
	4,000	Performance Rights (nil exercise price each expiring on 7 September 2033).

+ See chapter 19 for defined terms.

30,000	Options (exercisable at \$11.73 each expiring on 7 September 2023).
10,000	Performance Rights (nil exercise price each expiring on 7 September 2033).
51,186	Options (exercisable at \$12.04 each expiring on 12 December 2023).
486,053	Performance Rights (nil exercise price each expiring on 12 December 2033).
24,667	Options (exercisable at \$13.44 each expiring on 12 December 2023).
132,680	Performance Rights (nil exercise price each expiring on 25 November 2034).
331,332	Options (exercisable at \$12.36 each expiring on 25 November December 2024).

10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	Final dividend payable October, Interim dividend payable April.
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Part 2 - Bonus issue or pro rata issue

11	Is security holder approval required?	N/A
12	Is the issue renounceable or non-renounceable?	N/A
13	Ratio in which the ⁺ securities will be offered	N/A
14	⁺ Class of ⁺ securities to which the offer relates	N/A
15	⁺ Record date to determine entitlements	N/A

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16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	N/A
17	Policy for deciding entitlements in relation to fractions	N/A
18	Names of countries in which the entity has ⁺ security holders who will not be sent new issue documents Note: Security holders must be told how their entitlements are to be dealt with. Cross reference: rule 7.7.	N/A
19	Closing date for receipt of acceptances or renunciations	N/A
20	Names of any underwriters	N/A
21	Amount of any underwriting fee or commission	N/A
22	Names of any brokers to the issue	N/A
23	Fee or commission payable to the broker to the issue	N/A
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of ⁺ security holders	N/A
25	If the issue is contingent on ⁺ security holders' approval, the date of the meeting	N/A
26	Date entitlement and acceptance form and prospectus or Product Disclosure Statement will be sent to persons entitled	N/A
27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	N/A
28	Date rights trading will begin (if applicable)	N/A
29	Date rights trading will end (if applicable)	N/A

+ See chapter 19 for defined terms.

30	How do ⁺ security holders sell their entitlements <i>in full</i> through a broker?	N/A
31	How do ⁺ security holders sell <i>part</i> of their entitlements through a broker and accept for the balance?	N/A
32	How do ⁺ security holders dispose of their entitlements (except by sale through a broker)?	N/A
33	⁺ Despatch date	N/A

Part 3 - Quotation of securities

You need only complete this section if you are applying for quotation of securities

34 Type of securities
(tick one)

(a) Securities described in Part 1

(b) All other securities

Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

Entities that have ticked box 34(a)

Additional securities forming a new class of securities

Tick to indicate you are providing the information or documents

35 If the ⁺securities are ⁺equity securities, the names of the 20 largest holders of the additional ⁺securities, and the number and percentage of additional ⁺securities held by those holders

36 If the ⁺securities are ⁺equity securities, a distribution schedule of the additional ⁺securities setting out the number of holders in the categories
 1 - 1,000
 1,001 - 5,000
 5,001 - 10,000
 10,001 - 100,000
 100,001 and over

37 A copy of any trust deed for the additional ⁺securities

⁺ See chapter 19 for defined terms.

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Entities that have ticked box 34(b)

38	Number of securities for which +quotation is sought	N/A	
39	Class of +securities for which quotation is sought	N/A	
40	<p>Do the +securities rank equally in all respects from the date of allotment with an existing +class of quoted +securities?</p> <p>If the additional securities do not rank equally, please state:</p> <ul style="list-style-type: none"> • the date from which they do • the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment • the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment 	N/A	
41	<p>Reason for request for quotation now</p> <p>Example: In the case of restricted securities, end of restriction period</p> <p>(if issued upon conversion of another security, clearly identify that other security)</p>	N/A	
42	Number and +class of all +securities quoted on ASX (including the securities in clause 38)	Number	+Class
		N/A	N/A

+ See chapter 19 for defined terms.

Quotation agreement

- 1 +Quotation of our additional +securities is in ASX's absolute discretion. ASX may quote the +securities on any conditions it decides.

- 2 We warrant the following to ASX.
 - The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.

 - There is no reason why those +securities should not be granted +quotation.

 - An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.
Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

 - Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.

 - If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

- 3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.

- 4 We give ASX the information and documents required by this form. If any information or document not available now, will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.



Sign here: Date: 26 November 2019
(Company Secretary)

Print name: Mark Goodrick

+ See chapter 19 for defined terms.

Appendix 3B – Annexure 1

Calculation of placement capacity under rule 7.1 and rule 7.1A for +eligible entities

Introduced 01/08/12

Part 1

Rule 7.1 – Issues exceeding 15% of capital	
<i>Step 1: Calculate “A”, the base figure from which the placement capacity is calculated</i>	
<i>Insert</i> number of fully paid ordinary securities on issue 12 months before date of issue or agreement to issue	62,163,666
<i>Add</i> the following: <ul style="list-style-type: none"> • Number of fully paid ordinary securities issued in that 12 month period under an exception in rule 7.2 • Number of fully paid ordinary securities issued in that 12 month period with shareholder approval • Number of partly paid ordinary securities that became fully paid in that 12 month period <p><i>Note:</i></p> <ul style="list-style-type: none"> • <i>Include only ordinary securities here – other classes of equity securities cannot be added</i> • <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	632,464
<i>Subtract</i> the number of fully paid ordinary securities cancelled during that 12 month period	Nil
“A”	62,796,130

+ See chapter 19 for defined terms.

Step 2: Calculate 15% of “A”	
“B”	0.15 <i>[Note: this value cannot be changed]</i>
Multiply “A” by 0.15	9,419,419
Step 3: Calculate “C”, the amount of placement capacity under rule 7.1 that has already been used	
<p>Insert number of equity securities issued or agreed to be issued in that 12 month period <i>not counting</i> those issued:</p> <ul style="list-style-type: none"> • Under an exception in rule 7.2 • Under rule 7.1A • With security holder approval under rule 7.1 or rule 7.4 <p><i>Note:</i></p> <ul style="list-style-type: none"> • <i>This applies to equity securities, unless specifically excluded – not just ordinary securities</i> • <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	Nil
“C”	Nil
Step 4: Subtract “C” from [“A” x “B”] to calculate remaining placement capacity under rule 7.1	
<p>“A” x 0.15</p> <p><i>Note: number must be same as shown in Step 2</i></p>	9,419,419
<p>Subtract “C”</p> <p><i>Note: number must be same as shown in Step 3</i></p>	Nil
Total [“A” x 0.15] – “C”	9,419,419 <i>[Note: this is the remaining placement capacity under rule 7.1]</i>

+ See chapter 19 for defined terms.

Part 2

Rule 7.1A – Additional placement capacity for eligible entities	
Step 1: Calculate “A”, the base figure from which the placement capacity is calculated	
“A” <i>Note: number must be same as shown in Step 1 of Part 1</i>	N/A
Step 2: Calculate 10% of “A”	
“D”	0.10 <i>Note: this value cannot be changed</i>
Multiply “A” by 0.10	N/A
Step 3: Calculate “E”, the amount of placement capacity under rule 7.1A that has already been used	
Insert number of equity securities issued or agreed to be issued in that 12 month period under rule 7.1A <i>Notes:</i> <ul style="list-style-type: none"> • <i>This applies to equity securities – not just ordinary securities</i> • <i>Include here – if applicable – the securities the subject of the Appendix 3B to which this form is annexed</i> • <i>Do not include equity securities issued under rule 7.1 (they must be dealt with in Part 1), or for which specific security holder approval has been obtained</i> • <i>It may be useful to set out issues of securities on different dates as separate line items</i> 	N/A
“E”	N/A

+ See chapter 19 for defined terms.

Step 4: Subtract “E” from [“A” x “D”] to calculate remaining placement capacity under rule 7.1A	
<p>“A” x 0.10</p> <p><i>Note: number must be same as shown in Step 2</i></p>	N/A
<p>Subtract “E”</p> <p><i>Note: number must be same as shown in Step 3</i></p>	N/A
<p>Total [“A” x 0.10] – “E”</p>	<p>N/A</p> <p><i>Note: this is the remaining placement capacity under rule 7.1A</i></p>

+ See chapter 19 for defined terms.