

## ASX Announcement

**Release date: 9 April 2025**

### Notice of 2025 Annual General Meeting

**Smartgroup Corporation Limited (ASX:SIQ)** confirms that the Company's 2025 Annual General Meeting will be held on Wednesday 14 May 2025 at 11.00am AEST. The following documents are attached:

1. Notice of 2025 Annual General Meeting
2. Sample voting form

This year's AGM has been called as a physical meeting only. Smartgroup will also provide a video webcast of the meeting for shareholders who would like to watch the proceedings of the meeting remotely. Further details are set out in the attached Notice of Annual General Meeting. Please note that shareholders will not be able to ask questions or vote via the webcast.

**This announcement was authorised for release to the ASX by Sophie MacIntosh, Group Executive Legal, Risk, Corporate Affairs and Company Secretary.**

**For further information:**

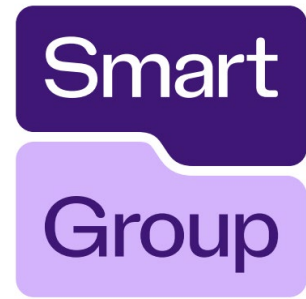
Website: [www.smartgroup.com.au](http://www.smartgroup.com.au)

**Investors:**

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# Notice of 2025 Annual General Meeting

Wednesday, 14 May 2025, 11.00am AEST

Smith Room, Wesley Conference Centre,  
220 Pitt Street, Sydney, NSW 2000

# Letter from the Chair

9 April 2025

Dear Shareholders,

## Smartgroup's 2025 Annual General Meeting

On behalf of the Directors of Smartgroup Corporation Ltd (**Smartgroup**), I am pleased to invite you to the 2025 Annual General Meeting (**AGM**) of Smartgroup.

The AGM will be held at 11.00am AEST on Wednesday, 14 May 2025 in the Smith Room at the Wesley Conference Centre, 220 Pitt Street, Sydney, NSW 2000. The enclosed Notice of Meeting sets out the business to be considered at the AGM.

If you are planning to attend the AGM, please bring your Voting Form to assist with registration on the day. Your Voting Form was enclosed with the letter dated the same date as the Notice of Meeting advising you of the time and date of the AGM and how to access the Notice of Meeting via the Company's website.

This year's AGM has been called as a physical meeting. We will also provide a video webcast of the meeting for shareholders who would like to view the proceedings of the meeting remotely. To access the webcast, please follow the instructions set out on page 8 of this Notice of Meeting under the heading "Information for Shareholders – Viewing the AGM via Webcast".

Shareholders will not be able to ask questions or vote via the webcast. However, if you are unable to attend the meeting in person you may also:

- lodge questions online before the AGM at <https://au.investorcentre.mpms.mufg.com>; and
- vote on the resolutions to be considered at the AGM by completing and lodging your Voting Form in accordance with the instructions set out in the Notice of Meeting – this includes an option to lodge your votes online ahead of the AGM.

Thank you for your continued support of Smartgroup, and I look forward to seeing you at the AGM.

Yours sincerely,



**John Prendiville**  
**Chair of the Board**

# Smartgroup Corporation Ltd ACN 126 266 831

## Notice of Annual General Meeting

Notice is given that the 2025 Annual General Meeting (**AGM**) of Shareholders of Smartgroup Corporation Ltd ACN 126 266 831 (**Company**) will be held in the Smith Room at the Wesley Conference Centre, 220 Pitt Street, Sydney, NSW 2000 at **11.00am AEST on Wednesday, 14 May 2025** for the purpose of transacting the business set out in this notice (**Notice of Meeting**).

The Explanatory Notes accompanying this Notice of Meeting, and the Voting Form, are incorporated in, and comprise part of, this Notice of Meeting. Capitalised terms used in this Notice of Meeting have the meanings given to them in the Glossary on pages 24 to 25.

The business of the meeting is to consider the Company's financial statements and reports for the financial year ended 31 December 2024 and then to consider 6 Resolutions for which shareholder approval is sought. Details of each of these items of business are set out below.

### Consideration of financial statements and reports

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To receive and consider the 2024 Annual Report, the Directors' Report and the Auditor's Report of the Company for the financial year ended 31 December 2024.

The 2024 Annual Report, which includes the Directors' Report and Auditor's Report for the financial year ended 31 December 2024, is available from the Investor Centre page on the Company's website at <https://ir.smartgroup.com.au/Investors> under the ASX Announcements tab.

As part of the consideration of the financial statements and reports, Shareholders as a whole will be given a reasonable opportunity to ask questions about, or make comments on, the management of the Company for the year ended 31 December 2024.

The Company's auditor, KPMG, will also attend the AGM and will be available to respond to questions from shareholders relevant to the conduct of the audit, the preparation and content of the Auditor's Report, the accounting policies adopted by the Company in relation to the preparation of the financial statements, and the independence of the auditor in relation to the conduct of the audit.

This item of business does not require Shareholders to vote on a resolution or adopt the received reports.

### Resolutions for approval

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#### 1. Adoption of Remuneration Report

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

*"That the Remuneration Report of the Company for the year ended 31 December 2024 be adopted."*

Note: the Remuneration Report is set out at pages 53 to 70 of the 2024 Annual Report, available on the Company's website at <https://ir.smartgroup.com.au/Investors> under the ASX Announcements tab. In accordance with section 250R(3) of the Corporations Act, the vote on this Resolution is advisory only and does not bind the Directors or the Company.

**2. Re-election of Director – Ms Carolyn Colley**

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

*"That Ms Carolyn Colley, who retires in accordance with article 10.3(a) of the Company's constitution and, being eligible, offers herself for re-election, be re-elected as a Director of the Company."*

**3. Re-election of Director – Ms Anne McDonald**

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

*"That Ms Anne McDonald, who retires in accordance with article 10.3(a) of the Company's constitution and, being eligible, offers herself for re-election, be re-elected as a Director of the Company."*

**4. Approval of future issues of securities under the Short Term Incentive Plan**

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

*"That the issue of securities under the Company's Short Term Incentive Plan, the terms of which are summarised in the Explanatory Notes which accompany and form part of the Notice of this Meeting, be approved for the purpose of Exception 13(b) in Listing Rule 7.2 as an Exception to Listing Rule 7.1, and for all other purposes."*

**5. Approval of issue of Shares to Mr Scott Wharton under the Loan Funded Share Plan**

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

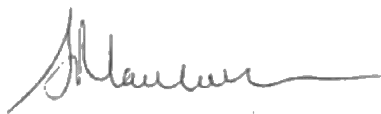
*"That, for the purposes of Listing Rule 10.14 and for all other purposes, shareholders approve the acquisition by way of issue of 834,189 Shares by Mr Scott Wharton, the Company's Managing Director and Chief Executive Officer, under the Company's Loan Funded Share Plan and otherwise on the terms and conditions outlined in the Explanatory Notes."*

**6. Approval of issue of Performance Rights to Mr Scott Wharton under the Short Term Incentive Plan**

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

*"That, for the purposes of Listing Rule 10.14 and for all other purposes, shareholders approve the acquisition by way of issue of 48,338 Performance Rights by Mr Scott Wharton, the Company's Managing Director and Chief Executive Officer, under the Company's Short Term Incentive Plan and otherwise on the terms and conditions outlined in the Explanatory Notes."*

By order of the Board  
9 April 2025



**Sophie MacIntosh**  
Group Executive Legal, Risk and Corporate Affairs and Company Secretary

## Voting Exclusion Statements

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### Resolution 1 – Adoption of Remuneration Report

In accordance with section 250R(4) of the Corporations Act, a vote on Resolution 1 must not be cast (in any capacity) by or on behalf of:

- a member of the KMP, details of whose remuneration are included in the Remuneration Report for the year ended 31 December 2024; or
- a Closely Related Party of such a member.

However, in accordance with sections 250BD(1) and 250R(5) of the Corporations Act, a person described above may cast a vote on Resolution 1 if:

- the vote is cast by such person (including where such person is the Chair) as proxy for a person who is permitted to vote, and the appointment of the proxy specifies how the proxy is to vote on that Resolution; or
- the vote is cast by the Chair as proxy for a person who is permitted to vote, and the appointment of the Chair as proxy expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP.

### Resolution 4 – Approval of future issues of securities under the Short Term Incentive Plan

In accordance with ASX Listing Rule 14.11, the Company will disregard any votes cast in favour of Resolution 4 by or on behalf of any person who is eligible to participate in the Short Term Incentive Plan or any associate of any such person. However, this does not apply to a vote cast in favour of Resolution 4 by:

- a person as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with directions given to the proxy or attorney to vote on that Resolution in that way; or
- the Chair as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with a direction given to the Chair to vote on that Resolution as the Chair decides; or
- a Shareholder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - the beneficiary provides written confirmation to the Shareholder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on that Resolution; and
  - the Shareholder votes on that Resolution in accordance with directions given by the beneficiary to the Shareholder to vote in that way.

*Note: All Directors are entitled to participate in the Short Term Incentive Plan and therefore all Directors are excluded from voting in favour of Resolution 4.*

In accordance with section 250BD(1) of the Corporations Act, a vote on Resolution 4 must not be cast by or on behalf of a member of the KMP or a Closely Related Party of a member of the KMP as a proxy unless:

- the vote is cast by such person (including where such person is the Chair) as proxy for a person who is permitted to vote, and the appointment of the proxy specifies how the proxy is to vote on that Resolution; or

- the vote is cast by the Chair as proxy for a person who is permitted to vote, and the appointment of the Chair as proxy expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP.

#### **Resolution 5 – Issue of Shares to Mr Scott Wharton under the Loan Funded Share Plan**

In accordance with ASX Listing Rule 14.11, the Company will disregard any votes cast in favour of Resolution 5 by or on behalf of Mr Scott Wharton (being the only person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Company's Loan Funded Share Plan) or any associate of Mr Wharton. However, this does not apply to a vote cast in favour of Resolution 5 by:

- a person as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with directions given to the proxy or attorney to vote on that Resolution in that way; or
- the Chair as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with a direction given to the Chair to vote on that Resolution as the Chair decides; or
- a Shareholder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - the beneficiary provides written confirmation to the Shareholder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on that Resolution; and
  - the Shareholder votes on that Resolution in accordance with directions given by the beneficiary to the Shareholder to vote in that way.

*Note: the Company's Non-Executive Directors are not entitled to participate in the Loan Funded Share Plan and are therefore not excluded from voting in favour of Resolution 5.*

In addition, in accordance with section 250BD(1) of the Corporations Act, a vote on Resolution 5 must not be cast by a member of the KMP or a Closely Related Party of a member of the KMP as a proxy unless:

- the vote is cast by such person (including where such person is the Chair) as proxy for a person who is permitted to vote, and the appointment of the proxy specifies how the proxy is to vote on that Resolution; or
- the vote is cast by the Chair as proxy for a person who is permitted to vote, and the appointment of the Chair as proxy expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP.

#### **Resolution 6 – Issue of Performance Rights to Mr Scott Wharton under the Short Term Incentive Plan**

In accordance with ASX Listing Rule 14.11, the Company will disregard any votes cast in favour of Resolution 6 by or on behalf of:

- Mr Scott Wharton or any associate of Mr Wharton; or
- any other Director or any associate of any other Director,

(being persons referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who are eligible to participate in the Company's Short Term Incentive Plan).

However, this does not apply to a vote cast in favour of Resolution 6 by:

- a person as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with directions given to the proxy or attorney to vote on that Resolution in that way; or
- the Chair as proxy or attorney for a person who is entitled to vote on that Resolution, in accordance with a direction given to the Chair to vote on that Resolution as the Chair decides; or
- a Shareholder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - the beneficiary provides written confirmation to the Shareholder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on that Resolution; and
  - the Shareholder votes on that Resolution in accordance with directions given by the beneficiary to the Shareholder to vote in that way.

*Note: all Directors are entitled to participate in the Short Term Incentive Plan and therefore all Directors are excluded from voting in favour of Resolution 6.*

In addition, in accordance with section 250BD(1) of the Corporations Act, a vote on Resolution 6 must not be cast by a member of the KMP or a Closely Related Party of a member of the KMP as a proxy unless:

- the vote is cast by such person (including where such person is the Chair) as proxy for a person who is permitted to vote, and the appointment of the proxy specifies how the proxy is to vote on that Resolution; or
- the vote is cast by the Chair as proxy for a person who is permitted to vote, and the appointment of the Chair as proxy expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the KMP.



## Information for Shareholders

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### Attendance at the AGM

Shareholders may attend the AGM in person or by proxy at the Smith Room, Wesley Conference Centre, 220 Pitt Street, Sydney, NSW 2000. Shareholders attending the meeting will need their Shareholder Reference Number (**SRN**) or Holder Identification Number (**HIN**). This number is located at the top of your Voting Form.

This year's AGM has been called as a physical meeting. We will also provide a video webcast of the meeting for shareholders who would like to view the proceedings of the meeting remotely. To access the webcast, please follow the instructions below under the heading "Viewing the AGM via Webcast".

Shareholders will not be able to ask questions or vote via the webcast. However, if you are unable to attend the meeting in person you may also:

- lodge questions online before the AGM at <https://au.investorcentre.mpms.mufg.com>; and
- vote on the resolutions to be considered at the AGM by completing and lodging your Voting Form in accordance with the instructions set out below – this includes an option to lodge your votes online ahead of the AGM.

### Viewing the AGM via Webcast

To access the webcast of the AGM, please login at <https://meetings.openbriefing.com/SIQ25> using a desktop, mobile or tablet device with internet access. Registration will commence from 10.30am AEST on the day of the meeting. Once registration opens, enter your name, phone number and email address to join the meeting.

We recommend logging in to webcast at least 15 minutes prior to the start of the meeting to ensure your internet connection and device are working and to attend to registration requirements.

### Voting on resolutions to be considered at the AGM

The following section sets out important information about how shareholders can vote on the resolutions to be considered at the AGM.

#### ***Voting entitlements***

In accordance with regulation 7.11.37 of the *Corporations Regulations 2001* (Cth), the Board has determined that persons who are registered holders of shares of the Company as at 7.00pm AEST on Monday, 12 May 2025 (**Effective Time**), will be entitled to attend and vote on the resolutions to be considered at the AGM as a Shareholder.

#### ***Voting by poll***

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

#### ***Direct voting***

In accordance with clause 9.22 of the Company's Constitution, the Directors have:

- determined that a Shareholder who is entitled to vote on a Resolution at the AGM is entitled to a direct vote in respect of that Resolution; and

- approved rules governing direct voting (the **Smartgroup Direct Voting Rules**), a copy of which is available on the Company's website at <https://ir.smartgroup.com.au/Investors> under the Annual General Meeting tab.

Any Shareholder who submits a direct vote agrees to be bound by the Smartgroup Direct Voting Rules.

#### *Direct voting before the AGM*

In accordance with clause 9.22 of the Company's Constitution, Shareholders may vote directly on the Resolutions to be considered at the AGM.

Shareholders who wish to exercise a direct vote before the AGM should lodge a Voting Form by no later than **11.00am AEST on Monday, 12 May 2025**. Details of how to lodge your Voting Form are set out in the section below headed "How to Submit Voting Forms".

Shareholders who do not lodge a valid Voting Form by this time will only be able to vote at the AGM by attending the AGM at the location referred to above and voting in person.

Shareholders who wish to exercise a direct vote before the AGM should ensure that they tick box A on the Voting Form. If you tick box A to lodge a direct vote, you are voting directly on each Resolution and are not appointing a proxy to vote on your behalf. If you wish to appoint a proxy, please tick box B on the Voting Form and follow the instructions below under the heading "Appointment of Proxies".

Shareholders lodging a direct vote may include in the Voting Form the number of shares to be voted for or against any Resolution by inserting the percentage or number of shares to be voted in each manner. If no percentage or share number is inserted, a voting direction will be taken to apply to all shares held by the Shareholder. If any Shareholder purports to vote more than their total number of shares, excess votes will be disregarded.

#### ***Appointment of Proxies***

All Shareholders as at the Effective Time who are entitled to attend and vote at the AGM may appoint a proxy for that purpose. A proxy need not be a Shareholder. If you wish to appoint a proxy for this AGM, please use the Voting Form and tick box B.

If you are entitled to cast two or more votes at this AGM, you may appoint two proxies and you may specify the proportion or number of votes that each proxy is entitled to exercise. If you do not specify the proportion or number of votes each proxy may exercise, then each proxy will be entitled to exercise half of the votes. An additional Voting Form will be supplied by the Company on request. Additional Voting Forms should be requested from the Company's Share Registry, MUFG Corporate Markets (AU) Limited by calling +61 1300 554 474.

In the case of an individual, a proxy must be under the hand of the individual or his or her attorney who has been authorised in writing. In the case of a corporation, a proxy must be executed by the corporation under common seal or under the hand of its authorised officer or officers or attorney.

The Chair will vote undirected and available proxies in favour of each of the Resolutions to be considered at the AGM. If you appoint the Chair as your proxy using the Voting Form provided, and you do not direct your proxy how to vote on Resolutions 1, 4, 5 or 6, then by submitting your Voting Form you will be expressly authorising the Chair to exercise your proxy on that Resolution, even though that Resolution is connected, directly or indirectly, with the remuneration of members of the KMP.

## How to submit Voting Forms

To be valid for use at the AGM, Voting Forms must be received by the Company by no later than **11.00am AEST on Monday, 12 May 2025** at the Company's Share Registry:

- by delivering in person to: MUFG Corporate Markets (AU) Limited, Parramatta Square, Level 22, Tower 6, 10 Darcy Street, Parramatta NSW 2150;
- by post using the reply paid envelope addressed to: Smartgroup Corporation Ltd, C/- MUFG Corporate Markets (AU) Limited, Locked Bag A14, Sydney South, NSW 1235, Australia;
- by facsimile to: MUFG Corporate Markets (AU) Limited on +61 2 9287 0309;
- online: by logging on to the MUFG Corporate Markets (AU) Limited website at <https://au.investorcentre.mpms.mufg.com> and following the instructions on the Voting Form; or
- by scanning the QR code on the back of your Voting Form using a mobile device.

If a Voting Form is signed under a power of attorney, it must be accompanied by the original or a certified copy of the power of attorney under which the Voting Form is signed.

## Shareholder questions

Shareholders who are unable to attend the AGM, or who may prefer to register questions in advance, are invited to do so. Please log onto <https://au.investorcentre.mpms.mufg.com>, select "Voting" and then click "Ask a Question".

To allow time to collate questions and prepare answers, please submit any questions by **11.00am AEST on Monday, 12 May 2025**. Questions will be collated and, during the AGM, the Chair will seek to address as many of the more frequently raised topics as possible. However, there may not be sufficient time available at the AGM to address all topics raised. Please note that individual responses will not be sent to Shareholders.

## Explanatory Notes

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These Explanatory Notes have been prepared for the information of Shareholders in connection with the Resolutions to be considered at the Annual General Meeting to be held at **11.00am AEST** on **Wednesday, 14 May 2025**. These Explanatory Notes form part of the Notice and should be read together with the Notice.

### Resolution 1 – Adoption of Remuneration Report

Pursuant to section 250R of the Corporations Act, at the annual general meeting of a listed company, that company must propose a resolution that the remuneration report be adopted.

The purpose of Resolution 1 is to lay before the Shareholders the Remuneration Report so that Shareholders may ask questions about, or make comments on, the Remuneration Report in accordance with the requirements of the Corporations Act, and vote on an advisory and non-binding resolution to adopt the Remuneration Report.

The Board will consider the outcome of the vote of Shareholders on the Remuneration Report at the Meeting when reviewing the Company's remuneration policies.

The Remuneration Report is contained within the 2024 Annual Report. You may view the 2024 Annual Report on the Company's website at <https://ir.smartgroup.com.au/Investors> under the ASX Announcements tab.

The vote on Resolution 1 is advisory only and does not bind the Directors or the Company. However, under the Corporations Act, if at least 25% of the votes cast on this Resolution at the Meeting are against adoption of the Remuneration Report, then:

- if comments are made on the Remuneration Report at the Meeting, the Company's remuneration report for the financial year ending 31 December 2025 will be required to include an explanation of the Board's proposed action in response or, if no action is proposed, the Board's reasons for this; and
- if, at the Company's 2026 annual general meeting, at least 25% of the votes cast on the resolution for adoption of the remuneration report for the relevant financial year are against its adoption, the Company will be required to put to shareholders a resolution proposing that a general meeting (**Spill Meeting**) be called to consider the election of Directors (**Spill Resolution**). The Spill Meeting must be held within 90 days of the date of the Company's 2026 annual general meeting. For any Spill Resolution to be passed, more than 50% of the votes cast on the resolution must be in favour of it. If a Spill Resolution is passed, all of the Directors (other than any managing director) will cease to hold office immediately before the end of the Spill Meeting unless re-elected at that meeting.

The Remuneration Report forms part of the Directors' Report, which has been unanimously adopted by a resolution of the Board. The Directors have resolved in favour of the Remuneration Report and recommend it to Shareholders for adoption.

### **Directors' recommendation**

*The Directors unanimously recommend that Shareholders vote in favour of Resolution 1.*

### Resolution 2 – Re-election of Ms Carolyn Colley as a Director

Ms Carolyn Colley retires in accordance with the Constitution. Being eligible, Ms Colley offers herself for re-election as a Director. Resolution 2 seeks Shareholder approval of the re-election of Ms Colley.

Ms Colley was first appointed as a Director on 15 March 2019 and was last elected as a Director at the annual general meeting held on 11 May 2022.

Ms Colley is the Chair of the IT and Innovation Committee and a member of the Audit and Risk Committee and the Human Resources and Remuneration Committee. The Board considers Ms Colley to be an Independent Director.

Ms Colley has more than 30 years' experience spanning financial services, product development and innovation. She was most recently Chief Operating Officer and co-founder of Faethm, a global analytics SaaS platform. Previously, she was CEO of Decimal Software Ltd and, before that, she held senior executive roles at Macquarie Bank, St George Bank and BT Financial Group. Ms Colley is an Independent Non-Executive Director of Count Ltd (ASX:CUP, where Ms Colley also chairs the Technology and Innovation Committee), ASX's Clearing and Settlement Boards, and Rabobank Australia Limited (where Ms Colley also chairs the Audit Committee). Ms Colley is also a Director of Milford Asset Management, a New Zealand-based company, and Chair of Milford Australia Pty Limited, Milford's Australian business.

Ms Colley holds a Bachelor of Economics from Macquarie University and a Diploma of Applied Finance and Investment. She is a Fellow of Chartered Accountants Australia and New Zealand and a Graduate of the Australian Institute of Company Directors.

Ms Colley has confirmed to the Company that she continues to have sufficient time to fulfil her responsibilities as a Director.

The Board considers that Ms Colley's extensive experience as a director and in the fields of technology, innovation and communications, particularly in the context of the financial services sector, enable Ms Colley to make a valuable contribution to the Board, the IT and Innovation Committee which Ms Colley chairs, and the other Committees of which Ms Colley is a member. The Board therefore supports Ms Colley's re-election.

### ***Directors' recommendation***

*The Directors, with Ms Carolyn Colley abstaining, unanimously recommend that Shareholders vote in favour of Resolution 2.*

### **Resolution 3 – Re-election of Ms Anne McDonald as a Director**

Ms Anne McDonald retires in accordance with the Constitution. Being eligible, Ms McDonald offers herself for re-election as a Director. Resolution 3 seeks shareholder approval of the re-election of Ms McDonald.

Ms McDonald was first appointed as a Director on 25 November 2021 and was last elected as a Director at the annual general meeting held on 11 May 2022.

Ms McDonald is the Chair of the Audit and Risk Committee and a member of the Environment, Social and Governance Committee. The Board considers Ms McDonald to be an Independent Director.

Ms McDonald has over 35 years' business experience in finance, accounting, auditing, risk management and governance. She is an experienced Director of public, private and government entities and has pursued a full-time career as a Non-Executive Director since 2006, having previously been a partner at Ernst & Young for 15 years. Ms McDonald is a Non-Executive Director of St Vincent's Health Australia Ltd, where she chairs the Audit and Risk committee.

Ms McDonald is a Chartered Accountant and a graduate of the Australian Institute of Company Directors and holds a Bachelor of Economics from the University of Sydney.

Ms McDonald has confirmed to the Company that she continues to have sufficient time to fulfil her responsibilities as a Director.

The Board considers that Ms McDonald's extensive experience in the areas of finance, audit and risk management enable her to make a significant contribution to the Board, the Audit and Risk Committee which Ms McDonald chairs, and the Environment, Social and Governance Committee. The Board therefore supports Ms McDonald's re-election.

### ***Directors' recommendation***

*The Directors, with Ms Anne McDonald abstaining, unanimously recommend that Shareholders vote in favour of Resolution 3.*

## **Resolution 4 – Approval of future issues of securities under the Short Term Incentive Plan**

### ***Background***

Resolution 4 seeks Shareholder approval for the issue of securities under the Smartgroup Corporation Ltd Short Term Incentive Plan (**STIP**) pursuant to paragraph (b) of Exception 13 in Listing Rule 7.2. If that approval is given, securities issued under the STIP during the three-year period following the passing of this Resolution 4 will be treated as having been issued under an exception to Listing Rule 7.1.

### ***Overview of STIP***

The STIP was approved by the Board on 22 March 2022. The STIP is an employee incentive scheme under which the Board may offer eligible participants awards comprising Options, Performance Rights and Share Appreciation Rights.

The purpose of the STIP is to:

- assist in the reward, retention and motivation of eligible participants;
- link the reward of eligible participants to Shareholder value creation; and
- align the interests of eligible participants with Shareholders by providing an opportunity to eligible participants to receive an equity interest in the form of Awards.

On 11 May 2022, the shareholders of the Company at the relevant time approved the terms of the STIP for the purposes of sections 257B, 259B and 260C of the Corporations Act and for all other purposes. Shareholders also approved, for the purposes of sections 200B and 200E of the Corporations Act, and for all other purposes, the Company providing a 'benefit' under the STIP in connection with a person ceasing to hold a managerial or executive office in the Company. There has been no change to any material terms of the STIP since the date those approvals were given, and accordingly, those approvals continue to apply to the STIP.

### ***ASX Listing Rules 7.1 and 7.2***

Listing Rule 7.1 prohibits a listed entity from issuing or agreeing to issue equity securities if the number to be issued, when aggregated with all other equity securities the entity issued or agreed to issue in the previous 12 months, exceeds 15% of the number of fully paid ordinary shares that were on issue 12 months before the date of issue or agreement to issue the new equity securities. Performance Rights issued under the STIP are considered equity securities for the purposes of Listing Rule 7.1.

Listing Rule 7.2 provides a number of exceptions to Listing Rule 7.1. In particular, paragraph (b) of Exception 13 in Listing Rule 7.2 provides that Listing Rule 7.1 does not apply to equity securities

issued by the listed entity under an employee incentive scheme if, within 3 years before the date of issue of those securities, shareholders have approved the issue of securities under the employee incentive scheme as an exception to Listing Rule 7.1.

The issue of securities under the STIP was last approved by Shareholders at the annual general meeting held on 11 May 2022 and, by the date of the AGM, more than 3 years will have elapsed since that previous approval. Accordingly, for Exception 13 in Listing Rule 7.2 to apply to Performance Rights which are to be issued under the STIP after the AGM, a further Shareholder approval is required.

There has been no change to the number or terms of the securities to be issued, the mechanism for pricing or payment or any other material terms of the STIP since the last approval given at the annual general meeting held on 11 May 2022.

### ***Summary of terms of the STIP***

In accordance with the requirements of paragraph (b) of Exception 13 in Listing Rule 7.2, a summary of the terms of the STIP is set out in Appendix B to these Explanatory Notes.

### ***Issues under the STIP since last approval under Listing Rule 7.2***

Since the last approval by Shareholders of issues of Performance Rights under the STIP at the annual general meeting held on 11 May 2022, the following Performance Rights have been issued under the STIP:

<b>Issue date</b>	<b>Number of Performance Rights</b>
26 May 2022	83,995
24 March 2023	75,594
19 July 2023	17,981
22 September 2023	3,730
21 March 2024	56,608
13 May 2024	29,176
3 June 2024	19,950
29 August 2024	7,993
<b>Total</b>	<b>295,027</b>

### ***Maximum number of equity securities proposed to be issued under the STIP***

If Shareholders pass this Resolution 5, the maximum number of equity securities proposed to be issued under the STIP following that approval (and prior to any further approval by Shareholders) is 6,700,000, being 4.99% of the total number of ordinary Shares on issue as at the date of this Notice of Meeting.

The maximum number of equity securities is not intended to be a prediction of the actual number of equity securities to be issued under the STIP, but is specified for the purposes of setting a ceiling on the number of equity securities approved to be issued under and for the purposes of Exception 13 in ASX Listing Rule 7.2.

### ***Effect of approval***

If Shareholders pass Resolution 4, any issue of securities under the STIP during the three-year period after the AGM will be treated as having been issued under Exception 13 in Listing Rule 7.2 and therefore will not count towards the Company's 15% limit on issuing equity securities without shareholder approval under ASX Listing Rule 7.1. However, securities will only be treated as having been issued under Exception 13 to the extent that:

- the number of equity securities issued under the STIP does not exceed the maximum number of securities proposed to be issued as set out above; and
- there is no material change to the terms of the STIP.

If Shareholders do not pass Resolution 4, securities issued under the STIP will be counted towards the Company's 15% limit on issuing equity securities without shareholder approval under ASX Listing Rule 7.1, effectively decreasing the number of other equity securities the Company can issue without shareholder approval over the 12-month period following each issue of securities.

Issues of securities under the STIP to Directors and their associates will still require separate approval under ASX Listing Rule 10.14 whether or not Shareholders pass Resolution 4.

### ***Directors' interest in the outcome of this Resolution***

All Directors are entitled to participate in the Short Term Incentive Plan and therefore all Directors may have an interest in the outcome of this Resolution.

### ***Directors' recommendation***

*As all Directors may have an interest in the outcome of this Resolution, the Directors abstain from making a recommendation in relation to this Resolution.*

## **Resolution 5 – Issue of Shares to Mr Scott Wharton under the Loan Funded Share Plan**

### ***Background***

Resolution 5 seeks Shareholder approval pursuant to ASX Listing Rule 10.14 for the issue of Shares to Mr Scott Wharton, the Company's Managing Director and Chief Executive Officer, under the Loan Funded Share Plan as described in this Notice.

### ***ASX Listing Rule 10.14***

Listing Rules 10.14.1 and 10.14.2 provide that an entity must not permit a director of the entity, or an associate of a director of the entity, to acquire equity securities under an employee incentive scheme without the approval of Shareholders.

The Loan Funded Share Plan is an employee incentive scheme for the purposes of the ASX Listing Rules. As Mr Wharton is a Director, Shareholder approval is required under Listing Rule 10.14 for Mr Wharton to acquire those Shares.

### ***Summary of terms of the Loan Funded Share Plan***

In accordance with Listing Rule 10.15.9, a summary of the material terms of the Loan Funded Share Plan is attached as Appendix A to these Explanatory Notes.



### ***Details of Shares to be issued and loan to be made to Mr Wharton under the Loan Funded Share Plan***

If Shareholders pass Resolution 5 then:

- Mr Wharton will be issued 834,189 Shares under the Loan Funded Share Plan (the **LFSP Shares**);
- the Board has resolved to issue the LFSP Shares to Mr Wharton within 2 business days after the AGM and the LFSP Shares will in any event be issued to Mr Wharton by no later than 4 months after the AGM;
- the issue price of each LFSP Share to be issued to Mr Wharton will be equal to the 20-day volume weighted average price of Shares traded on ASX up to and including the date of the AGM (**Issue Price**); and
- in accordance with the terms of the Loan Funded Share Plan, the Company will loan to Mr Wharton an amount equal to 834,189 multiplied by the Issue Price to fund the acquisition of the LFSP Shares.

A summary of the material terms of the loan to be made to Mr Wharton is set out below.

#### ***Other terms on which the LFSP Shares will be issued to Mr Wharton***

The LFSP Shares vest over three years subject to the satisfaction of the LFSP Share Vesting Conditions, which are set out in more detail below, under the headings “EPS performance hurdle”, “TSR performance hurdle” and “Continuous employment condition”. Once vested, the LFSP Shares remain restricted until Mr Wharton repays the loan. Mr Wharton may repay the loan at any time after the LFSP Shares have vested up until the end of year five (when the loan becomes repayable).

The Board believes that an equity-based long-term incentive plan is important to ensure an appropriate part of the executive’s reward is linked to generating long-term returns for Shareholders. In addition, the Board considers the LFSP Share Vesting Conditions for the proposed issue of LFSP Shares to Mr Wharton to be appropriate.

If the LFSP Share Vesting Conditions are not satisfied, or if the Board determines that they cannot be satisfied, Mr Wharton will forfeit his unvested LFSP Shares unless the Board exercises its discretion to permit those LFSP Shares to vest in accordance with the terms of the Loan Funded Share Plan. Under the terms of the Loan Funded Share Plan, Shares that are forfeited are then bought back by the Company at a price per Share equal to the amount per Share then outstanding on any Loan provided by the Company to acquire the Shares.

#### ***EPS performance hurdle***

The Earnings Per Share (**EPS**) performance hurdle applies to 75% of the total number of LFSP Shares that may vest at the end of the LFSP Share Vesting Period.

In determining underlying net profit after tax, significant or exceptional non-repeating items that are not relevant to the long-term performance of the Company (including, for example, acquisition or defence advisory related costs) will be excluded at the discretion of the Board.

The following method is used to calculate the EPS performance hurdle. It is based on the achievement of target Compound Annual Growth Rate (**CAGR**) in EPS over a 3-year period ending on 31 December 2027, measured on the Company’s underlying net profit after tax, adjusted to exclude the non-cash tax-effected amortisation of intangibles (**NPATA**). Based on the 2024 NPATA of \$72.4 million, EPS for 2024 is \$0.541.

<b>EPS PERFORMANCE HURDLE</b>				
<i>Applies to a maximum of 75% of the total number of LFSP Shares</i>				
<b>Measure</b>	<b>LFSP Share Vesting Period</b>	<b>EPS CAGR</b>	<b>EPS Target</b>	<b>LFSP Shares subject to vesting (expressed as percentage of 75% of the total number of LFSP Shares)</b>
EPS CAGR	3 calendar years ending 31 December 2027*	Below 4.0%		Nil
		4.0%	\$0.608	50%
		Between 4.0% and 8.0%		Straight line from 50% to 100%
		8.0% or more	\$0.681	100% (capped)

*\*Or such other date on which the Board makes a determination as to whether the LFSP Vesting Conditions have been met.*

#### *TSR performance hurdle*

The Total Shareholder Return (**TSR**) performance hurdle applies to 25% of the total number of LFSP Shares that may vest at the end of the LFSP Share Vesting Period.

TSR measures the growth in the price of shares plus cash distributions notionally reinvested in shares. The TSR performance hurdle is based on the TSR ranking of the Company as determined over the LFSP Share Vesting Period compared to the TSR of other companies in the S&P/ASX 200 Index.

The Company and each of the other companies in the S&P/ASX 200 Index will be ranked from highest to lowest based on their TSR over the LFSP Share Vesting Period. For the purpose of calculating the TSR measurement, the relevant share prices will be determined by reference to the volume weighted average share price over the 20 trading days up to and including 1 January 2025 (the start date of the LFSP Share Vesting Period) and 20 trading days up to and including 31 December 2027 (the end date of the LFSP Share Vesting Period).

<b>TSR PERFORMANCE HURDLE</b>			
<i>Applies to a maximum of 25% of the total number of LFSP Shares</i>			
<b>Measure</b>	<b>LFSP Share Vesting Period</b>	<b>Smartgroup TSR performance compared to Index</b>	<b>LFSP Shares subject to vesting (expressed as percentage of 25% of the total number of LFSP Shares)</b>
Relative TSR (ranking)	3 calendar years ending 31 December 2027*	0 to 49 <sup>th</sup> percentile	Nil
		50 <sup>th</sup> percentile	50%
		51 <sup>st</sup> to 74 <sup>th</sup> percentile	Straight line between 50% and 100%
		75 <sup>th</sup> to 100 <sup>th</sup> percentile	100%

*\*Or such other date on which the Board makes a determination as to whether the LFSP Vesting Conditions have been met.*

### *Continuous employment condition*

Mr Wharton must be continuously employed by the Company until the end of LFSP Share Vesting Period (or until the end of the period ending on such other date that the Board makes a determination as to whether the LFSP Vesting Conditions have been met).

### *Forfeiture conditions*

In addition to the LFSP Share Vesting Conditions, the LFSP Shares are also subject to the LFSP Share Forfeiture Conditions. In summary, a holder of Shares issued under the Loan Funded Share Plan (including the LFSP Shares) will forfeit them if the holder does not satisfy the relevant vesting conditions or if they cease employment with the Company and are deemed to be a Bad Leaver. The Board has discretion to determine that some or all of the LFSP Shares may vest in appropriate circumstances. The LFSP Shares are restricted until the end of the LFSP Share Vesting Period and until the loan has been repaid.

### **Grant value**

Mr Wharton's long-term incentive (LTI) opportunity is \$1,220,000, representing 136% of his current fixed annual remuneration, which is \$900,000, inclusive of superannuation. The number of LFSP Shares to be granted to Mr Wharton, representing his total LTI opportunity, has been determined by dividing the LTI grant value by \$1.4625, being the fair value of an LFSP Share as determined by the Board on 13 February 2025, the date on which 2025 grant allocations were finalised for all executive participants under the Loan Funded Share Plan.

### **Material terms of loan to be made to Mr Wharton**

The Loan Funded Share Plan provides a five year limited recourse, interest-free and fee-free loan from the Company for the sole purpose of acquiring the LFSP Shares. Once vested, the LFSP Shares remain restricted until Mr Wharton repays the loan. Mr Wharton may repay the loan at any time after the LFSP Shares have vested up until the end of year five (when the loan becomes repayable).

Any dividend paid on the LFSP Shares while the LFSP Shares are restricted is applied (on an after-tax basis) towards repaying the outstanding loan. The balance of the dividend (if any) will be paid directly to the Shareholder (in this case Mr Wharton) to fund his tax liability on the dividends received.

Following the satisfaction of the LFSP Vesting Conditions, Mr Wharton can dispose of the LFSP Shares on repayment of any outstanding loan balance.

As the loan is a limited-recourse loan, if the value of the LFSP Shares is less than the outstanding loan balance at the end of the loan period, the Company will only have recourse to the cash proceeds received by Mr Wharton from a disposal of the LFSP Shares issued to him and the after-tax amount in respect of a cash dividend or a capital distribution received by the borrower in respect of those Shares in accordance with the Loan Funded Share Plan.

### **Other information required under ASX Listing Rule 10.15**

In addition to the information set out above and elsewhere in this document, the following information is provided to Shareholders for the purposes of Listing Rule 10.15.

### *Total remuneration package*

Mr Wharton's total remuneration package comprises:

- a fixed salary of \$900,000 per annum inclusive of superannuation;

- participation in the Company's short term incentive arrangements with:
  - a target full year payment of an amount of \$635,000 for the 2025 year;
  - a potential further outperformance payment of up to 20% of the target full year payment amount (that is, a potential further outperformance payment of up to \$127,000 for the 2025 year);
  - 50% of the payment under the short term incentive arrangements (including any outperformance payment) to be payable in cash and 50% to be payable in the form of Performance Rights to be issued under the Short Term Incentive Plan, subject to Shareholder approval; and
- long term incentives to be granted under the Loan Funded Share Plan at the discretion of the Board, subject to Shareholder approval and subject to the achievement of the performance hurdles set by the Board in relation to any such grant.

*Shares previously issued to Mr Wharton under the Loan Funded Share Plan*

The following Shares have previously been issued to Mr Wharton under the Loan Funded Share Plan:

<b>Issue date</b>	<b>Number of Shares</b>	<b>Acquisition price</b>
19 July 2023	936,679	\$6.9238 per share
13 May 2024	632,433	\$9.4842 per share

*Publication of details of Shares issued under the Loan Funded Share Plan*

Details of any Shares issued to Mr Wharton under the Loan Funded Share Plan will be published in the Company's annual report relating to the period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

*Other persons covered by ASX Listing Rule 10.14*

Any additional persons covered by Listing Rule 10.14 who become entitled to participate in an issue of securities under the Loan Funded Share Plan after Resolution 5 is passed and who were not named in this Notice of Meeting will not participate until approval is obtained under that Listing Rule.

Non-executive Directors are excluded from the operation of the Loan Funded Share Plan. Therefore, as at the date of this Notice of Meeting, Mr Wharton is the only Director entitled to participate in the Loan Funded Share Plan.

**Other considerations**

*ASX Listing Rules 7.1 and 10.11*

Listing Rule 7.1 prohibits a listed entity from issuing or agreeing to issue equity securities if the number to be issued, when aggregated with all other equity securities the entity issued or agreed to issue in the previous 12 months, exceeds 15% of the number of fully paid ordinary shares that were on issue 12 months before the date of issue or agreement to issue the new equity securities.

Listing Rule 7.2 sets out a number of exceptions to Listing Rule 7.1. Exception 14 in Listing Rule 7.2 provides that, if an issue of shares is made with the approval of the holders of the entity's ordinary securities under Listing Rule 10.14 then approval is not required under Listing Rule 7.1.

Listing Rule 10.11 provides that, without the approval of the holders of ordinary securities, an entity must not issue or agree to issue equity securities to, among others, a related party of the entity. However, Listing Rule 10.12 sets out a number of exceptions to Listing Rule 10.11. Exception 8 in Listing Rule 10.12 provides an exception for an issue of equity securities made with the approval of the holders of the entity's ordinary securities under Listing Rule 10.14.

#### *Outcome of Resolution 5*

Shareholder approval is sought under Listing Rule 10.14 for Resolution 5. If Resolution 5 is passed, the issue of the LFSP Shares to Mr Wharton will fall under an exception to, and is not included in the calculation of, the Company's 15% annual placement capacity pursuant to Listing Rule 7.1, and a separate approval for the purposes of Listing Rule 10.11 will not be required. If Resolution 5 is not passed, the Company will not be able to issue the LFSP Shares to Mr Wharton as currently proposed and will need to use another method of adequately remunerating him for his services to the Company.

#### *Corporations Act – treatment of remuneration matters*

Pursuant to Chapter 2E of the Corporations Act, a public company cannot give a financial benefit to a related party unless one of the exceptions to the relevant provisions in Chapter 2E of the Corporations Act apply or shareholders have in a general meeting approved the giving of that financial benefit to the related party.

Section 211 of the Corporations Act provides an exception to the provisions of Chapter 2E of the Corporations Act where the financial benefit is given to the related party as an officer or employee of the company and to give the remuneration would be reasonable given the circumstances of the company and the related party's circumstances (including the responsibilities involved in the office or employment).

The Company considers the proposed issue of the LFSP Shares to Mr Wharton to be reasonable remuneration for a company of the size and nature of the Company and, as such, falls within the exception set out in section 211 of the Corporations Act.

#### ***Directors' interest in the outcome of this Resolution***

No Director other than Mr Wharton has an interest in the outcome of Resolution 5.

#### ***Directors' recommendation***

*The Directors, with Mr Scott Wharton abstaining, unanimously recommend that Shareholders vote in favour of Resolution 5.*

### **Resolution 6 – Issue of Performance Rights to Mr Scott Wharton under the Short Term Incentive Plan**

#### ***Background***

Resolution 6 seeks Shareholder approval pursuant to ASX Listing Rule 10.14 for the issue of Performance Rights to Mr Scott Wharton, the Company's Managing Director and Chief Executive Officer, under the Short Term Incentive Plan as described in this Notice.

#### ***ASX Listing Rule 10.14***

Listing Rules 10.14.1 and 10.14.2 provide that an entity must not permit a director of the entity, or an associate of a director of the entity, to acquire equity securities under an employee incentive scheme without the approval of Shareholders.

The Short Term Incentive Plan (**STIP**) is an employee incentive scheme for the purposes of the ASX Listing Rules. Mr Wharton is a Director and, accordingly, Shareholder approval is required under Listing Rule 10.14 for Mr Wharton to acquire those Performance Rights.

In accordance with Listing Rule 10.15.9, a summary of the material terms of the STIP is set out in Appendix B to these Explanatory Notes.

***Details of Performance Rights to be issued to Mr Wharton under the Short Term Incentive Plan***

If Shareholders pass Resolution 6 then:

- Mr Wharton will be issued a total of 48,338 Performance Rights under the STIP (the **STIP Performance Rights**);
- the Board has resolved to issue the STIP Performance Rights to Mr Wharton within 2 business days after the AGM, and the STIP Performance Rights will in any event be issued to Mr Wharton by no later than 4 months after the AGM; and
- no monetary consideration is payable by Mr Wharton on issue or vesting of any STIP Performance Rights.

Under the STIP, each Performance Right confers on the holder an entitlement to acquire by way of issue or transfer or both (as determined by the Board in its sole and absolute discretion) one Share subject to the satisfaction of any vesting conditions, performance hurdles and exercise conditions, with no exercise or strike price payable by the holder. A summary of the material terms of the STIP Performance Rights is set out below and in Appendix B.

Any Shares acquired by Mr Wharton on the exercise of the STIP Performance Rights will be subject to a holding lock which will restrict Mr Wharton from disposing of those Shares until 31 December 2026.

The Board believes that Performance Rights are an appropriate form of instrument to use for part of Mr Wharton's Short Term Incentive because:

- payment of part of Mr Wharton's Short Term Incentive in the form of an equity-based instrument aligns the interests of Mr Wharton with those of shareholders (and this alignment is supported by the disposal restrictions attached to Shares that may be acquired by Mr Wharton on the exercise of the STIP Performance Rights); and
- the issue of non-cash remuneration such as Performance Rights is cost effective for the Company, but the performance rights are unquoted so their grant has no immediate dilutionary impact on shareholders.

***Other terms on which the STIP Performance Rights will be issued to Mr Wharton***

The STIP Performance Rights will be subject to performance hurdles relating to the annual KPIs for Mr Wharton set by the Board as part of his short-term incentive arrangements. The achievement of these performance hurdles will be assessed by the Board at the end of the year. The details of the KPIs and the assessed achievement of each will then be reported in the Company's Remuneration Report. No other performance hurdles or exercise conditions apply to the Performance Rights.

***Grant value of the STIP Performance Rights***

The Board has determined that Mr Wharton should be issued Performance Rights having a value of \$381,000. This amount represents 50% of the maximum total STI payment to which Mr Wharton may become entitled in respect of 2025 of \$762,000 (being the aggregate of the target full year

payment of \$635,000 and the maximum potential further outperformance payment of \$127,000 referred to on page 19 above).

The number of Performance Rights to be issued to Mr Wharton was determined by calculating the 10 day volume weighted average market price (as that term is defined in the Listing Rules) of Shares over the 10 Trading Day period commencing on 27 February 2025 (being the Trading Day immediately after the date on which the Company released its 2024 full year results to ASX) and then dividing \$381,000 by this VWAP number.

#### ***Other information required under ASX Listing Rule 10.15***

In addition to the information set out above and elsewhere in this document, the following information is provided to Shareholders for the purposes of Listing Rule 10.15.

##### *Total remuneration package*

Refer to pages 18 to 19 of this document for details of Mr Wharton's remuneration package.

##### *Securities previously issued to Mr Wharton under the STIP*

The following Performance Rights have previously been issued to Mr Wharton under the STIP:

<b>Issue date</b>	<b>Number of Rights</b>	<b>Acquisition price</b>
19 July 2023	17,981	Nil
13 May 2024	29,176	Nil

##### *Publication of details of securities issued under the STIP*

Details of any Performance Rights or other securities issued to Mr Wharton under the STIP will be published in the Company's annual report relating to the period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

##### *Other persons covered by ASX Listing Rule 10.14*

Any additional persons covered by Listing Rule 10.14 who become entitled to participate in an issue of securities under the STIP after Resolution 6 is passed and who were not named in this Notice of Meeting will not participate until approval is obtained under that Listing Rule.

#### ***Other considerations***

##### *Outcome of Resolution 6*

Shareholder approval is sought under Listing Rule 10.14 for this Resolution 6. If Resolution 6 is passed, the issue of the STIP Performance Rights to Mr Wharton will fall under an exception to, and is not included in the calculation of, the Company's 15% annual placement capacity pursuant to Listing Rule 7.1, and a separate approval for the purposes of Listing Rule 10.11 will not be required.<sup>1</sup> If Resolution 6 is not passed, the Company will not be able to issue the STIP Performance Rights to Mr Wharton as currently proposed and will need to use another method of adequately remunerating him for his services to the Company.

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<sup>1</sup> Further information in relation to Listing Rules 7.1 and 10.11 is set out elsewhere in this document.

*Corporations Act – treatment of remuneration matters*

The Company considers the proposed issue of the Performance Rights to Mr Wharton to be reasonable remuneration for a company of the size and nature of the Company and, as such, falls within the exception set out in section 211 of the Corporations Act.<sup>2</sup>

***Directors' interest in the outcome of this Resolution***

No Director other than Mr Wharton has an interest in the outcome of Resolution 6.

***Directors' recommendation***

*The Directors, with Mr Scott Wharton abstaining, unanimously recommend that Shareholders vote in favour of Resolution 6.*

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<sup>2</sup> Further information in relation to section 211 of the Corporations Act is set out elsewhere in this document.



## Glossary

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**2024 Annual Report** means the financial report of the Company and its controlled entities for the financial year ended 31 December 2024.

**AGM** means the 2025 annual general meeting of Shareholders.

**ASX Listing Rules** or **Listing Rules** means the official listing rules of ASX.

**Auditor** means the auditor of the Company holding office under Part 2M.4 of the Corporations Act.

**Auditor's Report** means the report of KPMG as Auditor dated 25 February 2025 regarding its audit of the Company and its controlled entities which accompanies the 2024 Annual Report.

**Australian Securities Exchange** or **ASX** means ASX Limited ACN 008 624 691 or, as the context requires, the Australian Securities Exchange, being a financial market operated by it.

**Awards** has the meaning given to that term in Appendix B.

**Board** means the board of Directors.

**Chair** means the chair of the Meeting.

**Closely Related Party** means, in relation to a member of the KMP, any of the following:

- a spouse, child or dependant of the member;
- a child or dependant of the member's spouse;
- anyone else who is one of the member's family and may be expected to influence, or be influenced by, the member in the member's dealings with the Company;
- a company the member controls; or
- a person prescribed by regulations (as at the date of this Notice of Meeting, no additional persons have been prescribed by regulation).

**Company** means Smartgroup Corporation Limited ACN 126 266 831.

**Constitution** means the constitution of the Company.

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

**Directors** mean the directors of the Company and **Director** means any of them.

**Directors' Report** means the report of the Directors which forms part of the 2024 Annual Report.

**Explanatory Notes** means these explanatory notes that accompany, and are incorporated as part of, this Notice of Meeting.

**Key Management Personnel** or **KMP** means those persons having authority and responsibility for planning, directing and controlling the activities of the consolidated entity of which the Company forms part, directly or indirectly, including the Directors and certain senior executives.

**LFSP Forfeiture Conditions** means the forfeiture conditions applicable to the LFSP Shares.

**LFSP Shares** means the 834,189 Shares proposed to be issued to Mr Scott Wharton in accordance with the Loan Funded Share Plan, and for which Shareholder approval is sought under Resolution 5.

**LFSP Share Vesting Conditions** means the vesting conditions applicable to the LFSP Shares.

**LFSP Share Vesting Period** means the period of 3 calendar years ending 31 December 2027 (or such other date on which the Board makes a determination as to whether the LFSP Vesting Conditions have been met).

**Loan Funded Share Plan** means the Company's Loan Funded Share Plan, pursuant to which Shares in the Company may be acquired by eligible employees using loans made to them by the Company, and a summary of the key terms of which are set out in Appendix A.

**Notice of Meeting** or **Notice** means this notice of meeting relating to the AGM.

**Options** has the meaning given to that term in Appendix B.

**Performance Rights** has the meaning given to that term in Appendix B.

**Remuneration Report** means the remuneration report of the Company that forms part of the Directors' Report.

**Resolution** means a resolution set out in this Notice of Meeting.

**Share** has the meaning given to that term in Appendix B.

**Share Appreciation Rights** has the meaning given to that term in Appendix B.

**Shareholder** means a holder of Shares as shown on the register of members of the Company as at 7.00pm on Monday, 12 May 2025.

**Short Term Incentive Plan** means the Company's short term incentive plan pursuant to which eligible participants may be issued Options, Performance Rights and Share Appreciation Rights, and a summary of the key terms of which are set out in Appendix B.

**Trading Day** has the meaning given to that term in the ASX Listing Rules.

**Trading Window** has the meaning given in the Company's Trading Policy, a copy of which is available on the Company's website at <https://ir.smartgroup.com.au/Investors> under the Corporate Governance tab.

**Voting Form** means the voting form enclosed with the letter dated the same date as this Notice of Meeting advising Shareholders of the time and date of the AGM and how to access the Notice of Meeting via the Company's website, which permits Shareholders either to exercise a direct vote on the Resolutions, or to appoint a proxy to vote on behalf of the Shareholder on the Resolutions in accordance with the directions on the Voting Form.

## Appendix A – Summary of terms of the Loan Funded Share Plan

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### Eligibility

Full-time and part-time employees and executives of the Company or any of its subsidiaries (**Participants**), who are selected by the Board, will be eligible to participate in the Smartgroup Limited Loan Funded Share Plan (**Plan**). For the avoidance of doubt this does not extend to associates.

### Invitation

Participants may acquire a specified number of Shares which are subject to restrictions to be determined by the Board. An invitation may only be made if approved by the Board. It must be in writing and must be made in accordance with the Plan rules. Offers of Shares under the Plan are economically equivalent to an award of options.

### Transaction costs

The Company may, but is not required to, bear all brokerage, commission or other transaction costs payable by a Participant in relation to acquisition of Shares under the Plan.

### Conditions

The Board may determine that Shares to be granted to Participants will be subject to:

- Vesting Conditions; and
- Forfeiture Conditions,

which must be detailed in the invitations made to Participants.

The nature and content of the Vesting Conditions are determined by the Board and may include conditions relating to any or all of:

- continuing employment;
- performance of the Participant;
- performance of the Company; or
- the occurrence of specific events.

Unless determined otherwise by the Board, while Shares are held by a Participant under the Plan, they are subject to forfeiture if any of the following Forfeiture Conditions are satisfied:

- if the Participant breaches any term of the loan agreement between the Participant and the Company;
- if the Participant ceases employment, but only in certain circumstances set out in the rules of the Plan; or
- if, in the opinion of the Board, any of the Vesting Conditions have not been or cannot be satisfied for any reason.

If the applicable Vesting Conditions are satisfied, the Participant will be permitted to retain those Shares which have vested provided they repay the loan owing on those Shares. The Board may waive any or all of the Forfeiture Conditions.

On cessation of employment, the Board will have absolute discretion to determine whether the Participant is a Bad Leaver, a Good Leaver or Leaver. Together with the Vesting Conditions and

Forfeiture Conditions, each of these classifications will have differing implications on whether, for example, a Participant retains any unvested Plan Shares or vested Plan Shares and the terms of the Loan which applies to the Plan Shares.

### **Loan terms**

Participants will be invited to acquire Shares using loan funds under the loan agreement with the Company (**Loan**).

The Board may determine the value of the Loan that will be provided to Participant to facilitate the acquisition of the Plan Shares, or the means by which that value will be calculated and shall state the value or means of calculation of the Loan value in the invitation from the Board.

A Participant who accepts a Loan irrevocably authorises the Company to apply the Loan funds on behalf of the Participant in payment of the total cost of the Plan Shares to be acquired.

The Loan must always be repaid if the Participant wishes to benefit from the Shares. Participants only benefit from growth in the Company's share price.

The Loans to be made under the Plan will be:

- limited recourse in nature, meaning that if the market value of the Shares is less than the loan value at the end of the term of the Loan, the Participant cannot be forced to repay the remaining Loan balance out of their own funds;
- interest-free and fee free; and
- repayable in full on the earlier of the termination date of the Loan (5 years from the date it is made) and the date on which the Shares are sold in accordance with the terms of the rules of the Plan.

If the Vesting Conditions are not met, or Shares do not vest for any other reason, the Shares may be bought-back by the Company and the proceeds used to repay the Loan, such that the Participant receives no gain from the Plan.

### **Dividends and voting rights**

A Participant is entitled to any rights which accrue (including voting rights and dividends) to Plan Shares held by the Participant and may deal with those rights in accordance with the terms of the Plan rules and the invitation from the Board in relation to those Plan Shares.

If the Company pays dividends or make capital distributions, the after-tax value of any dividends paid or distributions made to a Participant will be applied to repay the Loan. The balance (that is, the estimated value of the tax payable by the Participant on the dividend or distribution) is paid to the Participant to allow them to fund their tax liability on the dividend or distribution.

### **Transferability and dealings**

A Participant must not sell, transfer, encumber or otherwise deal with a Plan Shares unless otherwise permitted under the Plan or determined by the Board.

At the end of the vesting period and subject to continuous employment, Participants can dispose of their Shares on repayment of any outstanding Loan balance.

### **Capital reconstruction**

In the event of a capital reconstruction, subject to any provisions in the Listing Rules, the Board may adjust the number of Plan Shares held by a Participant.

The Board may determine that Plan Shares held by a Participant may be bought-back (in accordance with the requirements of the Constitution and the Corporations Act) in certain circumstances.

### **Administration and Board discretion**

The Board administers the Plan, and it may delegate some or all of its powers and functions under the Plan to a person or to a committee of two or more persons.

The Board may add to, repeal, amend, alter or vary any or all of the provisions of the Plan rules (including with retrospective effect) in writing in any respect whatsoever, including the rights or obligations of the Participant, provided that no addition, repeal, amendment, alteration or variation of the Plan terms will:

- without the Participant's consent in writing, materially reduce the Participant's accrued benefits or entitlements as they existed before the date of the amendment;
- without the Participant's consent in writing, impose additional obligations on the Participant in respect of his or her Plan Shares;
- repeal, amend, alter or vary these protections,

unless the addition, repeal, amendment, alteration or variation is introduced primarily:

- for the purpose of complying with or conforming to present or future laws or regulating the maintenance or operation of the Plan or like plans, including any relevant tax legislation;
- to correct any manifest error or mistake; or
- to enable the Plan or the Company to comply with the Corporations Act, the Listing Rules or its Constitution.

## Appendix B – Summary of terms of the Short Term Incentive Plan

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### Overview of the Short Term Incentive Plans

Under the Short Term Incentive Plan, the Board may offer eligible participants awards (**Awards**) comprising:

- Options, being options to acquire Shares, subject to the satisfaction of any vesting conditions, performance hurdles and exercise conditions and payment of the relevant exercise price (if any) (**Options**);
- Performance Rights, being rights to acquire Shares, subject to the satisfaction of any vesting conditions, performance hurdles and exercise conditions, with no exercise or strike price payable (**Performance Rights**); and
- Share Appreciation Rights being, in relation to a Share, a right to receive a future payment equal to the positive difference between the initial market value of the Share and the subsequent market value of the Share, where such amount may be settled in cash or Shares (**Share Appreciation Rights**).

### Eligibility and grant

The Board may, from time to time, in its sole and absolute discretion determine that an Eligible Employee may participate in the Short Term Incentive Plan. Under the terms of the Short Term Incentive Plan, an Eligible Employee means:

- any Director or any full-time or part-time employee of the Company or any of its subsidiaries who is determined by the Board in its sole and absolute discretion to be eligible to receive grants of Awards under the Short Term Incentive Plan; or
- any other person who is determined by the Board in its sole and absolute discretion to be eligible to receive grants of Awards under the Short Term Incentive Plan.

Unless the Board otherwise determines in its sole and absolute discretion, the number of Awards which may be granted under the Short Term Incentive Plan which upon exercise may vest Plan Shares (as defined below) must not, when aggregated with offers under employee incentive schemes made over the previous three years in reliance on the former ASIC class order relief or similar individual relief, exceed five percent (5%) of the total issued capital of the Company at the time of the grant of any particular Award.

If a recipient of an Award under the Short Term Incentive Plan (**Participant**) is a Director (or is, in general terms, an associated entity of a Director) then, except where the grant of the Award has been approved by Shareholders under ASX Listing Rule 10.11 or 10.14, any Plan Shares (as defined below) to be acquired by the Participant following the exercise or vesting and automatic exercise of the Award must be Shares that have been purchased on-market.

### Terms of the Awards

The terms and conditions of Awards offered or granted under the Short Term Incentive Plan will be determined by the Board, in its sole and absolute discretion. In this context, the Board may determine, among other things:

- the number of Awards;
- the grant date, issue price, term, expiry date, vesting conditions, performance hurdles and exercise conditions in respect of any Award;

- the exercise price in respect of an Option;
- the Initial Market Value in respect of a Share Appreciation Right;
- the exercise period in respect of Option and Share Appreciation Right; and
- the applicable disposal restrictions attaching to Awards or Plan Shares, being any Shares held by a participant: (a) in respect of which the participant exercised an Option; (b) upon automatic exercise of a Performance Right; or (c) as a result of the exercise of a Share Appreciation Right (**Plan Shares**).

Prior to making an invitation to an Eligible Employee to apply for a grant of an Award, the Board will determine, and specify in the relevant invitation letter, any vesting conditions, performance hurdles and exercise conditions attaching to the relevant Award.

For the avoidance of doubt, Awards will only vest if any applicable vesting conditions and/or performance hurdles have been satisfied, waived by the Board, or are deemed to have been satisfied. Any Awards that have vested will only be exercisable when any applicable exercise conditions have been satisfied, waived by the Board, or are deemed to have been satisfied.

### **Participant rights**

Unless determined otherwise by the Board in its sole and absolute discretion, Awards will not be quoted on the ASX or any other financial market. A Participant who holds Awards is not entitled to:

- notice of, or to vote or attend at, a meeting of the Shareholders; or
- receive any dividends declared by the Company,

unless and until:

- any Options or Performance Rights held by the Participant are exercised or vest and the Participant holds Plan Shares; or
- any Share Appreciation Rights are exercised, and then only if the Share Appreciation Rights are equity settled and the Participant holds Plan Shares.

Any Plan Shares allotted and issued, or caused to be transferred, by the Company to a Participant will rank equally with all existing Shares on and from the date of issue or transfer.

### **No transfer of Awards (or Plan Shares)**

Other than in certain very limited circumstances, Awards may not be assigned, transferred, encumbered or otherwise disposed of by a Participant, unless:

- the prior consent of the Board is obtained; or
- such assignment or transfer occurs by force of law upon the death of a Participant to the Participant's legal personal representative.

Subject to any contrary determination by the Board, Plan Shares may not be transferred, encumbered or otherwise disposed of by a Participant unless all restrictions on the transfer, encumbrance or disposal of the Plan Shares have been met, the Board has waived any such restrictions, or the prior consent of the Board is obtained. The Company may do everything necessary to enforce any transfer restrictions in respect of Plan Shares, including imposing an ASX holding lock on the Plan Shares or using an employee share trust to hold the Plan Shares during the relevant restriction period.

### **Ceasing employment/ceasing to hold office**

Where a Participant ceases his or her employment or to hold office (as applicable) and is a Good Leaver or a Leaver, all vested Awards that have not been exercised will continue in force and remain exercisable (subject to their conditions) until their expiry date, unless the Board determines otherwise; and any unvested Awards will vest where, in the Board's sole and absolute discretion, any vesting conditions and performance hurdles applicable to those Awards have been satisfied, with that vesting to be on a pro rata basis over the relevant period, unless the Board determines otherwise.

Where a Participant ceases his or her employment or to hold office (as applicable) and is a Bad Leaver (e.g. he or she has engaged in grave misconduct, committed a serious or persistent breach of his or her employment agreement etc.), all vested Awards that have not been exercised will continue in force and remain exercisable (subject to their conditions), until their expiry date, unless the Board determines otherwise; and all unvested Awards will automatically be forfeited by the Participant for the payment by the Company to the Participant of nominal consideration, unless the Board determines otherwise.

### **Fraudulent or dishonest actions**

Where, in the opinion of the Board, a Participant:

- acts fraudulently or dishonestly; or
- wilfully breaches his or her duties to the Company or any of its subsidiaries,

then the Board may deem all unvested Awards of the Participant to have lapsed.

### **Change of Control Event**

On the occurrence of a Change of Control Event (e.g. a person makes an offer for Shares under a takeover bid and the person has voting power in the Company exceeding 50%) the Board will determine, in its sole and absolute discretion, the manner in which all unvested and vested Awards will be dealt with.

### **Buy-back**

The Company may buy back Awards or Plan Shares in accordance with the Short Term Incentive Plan.

### **Administration and Board discretion**

The Board administers the Short Term Incentive Plan, and it may delegate some or all of its powers and functions under the Short Term Incentive Plan to a person or to a committee of the Board.

The Board may amend the Short Term Incentive Plan and the terms on which any Award has been granted (including with retrospective effect), provided that, if the amendment materially reduces the rights of any Participant in respect of Awards granted to them prior to the date of the amendment, then, no such amendment may be made without the consent of a Participant, other than in certain limited circumstances, including, where the amendment is introduced primarily:

- for the purpose of complying with or conforming to present or future legislation governing or regulating the Short Term Incentive Plan or like plans; or
- to correct any manifest error or mistake.





Smartgroup Corporation Ltd  
ABN 48 126 266 831

## LODGE YOUR VOTE

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

**BY MAIL**  
Smartgroup Corporation Ltd  
C/- MUG Corporate Markets (AU) Limited  
Locked Bag A14  
Sydney South NSW 1235 Australia

**BY FAX**  
+61 2 9287 0309

**BY HAND**  
MUG Corporate Markets (AU) Limited  
Parramatta Square, Level 22, Tower 6,  
10 Darcy Street, Parramatta NSW 2150

**ALL ENQUIRIES TO**  
Telephone: +61 1300 554 474



X99999999999

## VOTING FORM

I/We being a member(s) of Smartgroup Corporation Ltd and entitled to attend and vote hereby appoint:

STEP 1 Please mark either A or B

### A VOTE DIRECTLY

elect to lodge my/our vote(s) directly (mark box)

in relation to the Annual General Meeting of the Company to be held at **11:00am (AEST) on Wednesday, 14 May 2025**, and at any adjournment or postponement of the Meeting.

You should mark either "for" or "against" for each item. Do not mark the "abstain" box.

OR

### B APPOINT A PROXY

the Chair of the Meeting (mark box)

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

Name

Email

or failing the person or body corporate named, or if no person or body corporate is named, the Chair of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at **11:00am (AEST) on Wednesday, 14 May 2025 (the Meeting)** and at any postponement or adjournment of the Meeting.

The Meeting will be conducted as a physical meeting. You can participate by attending in person at the **Smith Room, Wesley Conference Centre, 220 Pitt Street, Sydney, NSW 2000**.

**Important for Resolutions 1, 4, 5 and 6:** If the Chair of the Meeting is your proxy, either by appointment or by default, and you have not indicated your voting intention below, you expressly authorise the Chair of the Meeting to exercise the proxy in respect of Resolutions 1, 4, 5 and 6, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (KMP).

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

## VOTING DIRECTIONS

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

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

STEP 2

### Resolutions

1 Adoption of Remuneration Report

For Against Abstain\*

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

5 Approval of issue of Shares to Mr Scott Wharton under the Loan Funded Share Plan

For Against Abstain\*

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

2 Re-election of Director – Ms Carolyn Colley

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

6 Approval of issue of Performance Rights to Mr Scott Wharton under the Short Term Incentive Plan

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

3 Re-election of Director – Ms Anne McDonald

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

4 Approval of future issues of securities under the Short Term Incentive Plan

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

\* If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf on a show of hands or on a poll and your votes will not be counted in computing the required majority on a poll.

STEP 3

## SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual)

Joint Shareholder 2 (Individual)

Joint Shareholder 3 (Individual)




Sole Director and Sole Company Secretary

Director/Company Secretary (Delete one)

Director

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

SIQ PRX2501N



## HOW TO COMPLETE THIS SHAREHOLDER VOTING FORM

### YOUR NAME AND ADDRESS

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

### VOTING UNDER BOX A – VOTE DIRECTLY

If you ticked the box under Box A you are indicating that you wish to vote directly. Please only mark either **“for”** or **“against”** for each item. Do not mark the **“abstain”** box. If you mark the **“abstain”** box for an item, your vote for that item will be invalid.

If no direction is given on all of the items, or if you complete both Box A and Box B, your vote may be passed to the Chair of the Meeting as your proxy.

Custodians and nominees may identify on the Voting Form the total number of votes in each of the categories **“for”** and **“against”** and their votes will be valid.

The Chair's decision as to whether a direct vote is valid is conclusive.

### VOTING UNDER BOX B – APPOINTMENT OF PROXY

If you wish to appoint the Chair of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name and email address of that individual or body corporate in Step 1. If you leave this section blank, the Chair of the Meeting will be your proxy. A proxy need not be a shareholder of the Company.

### PROXY VOTING BY THE CHAIR OF THE MEETING

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

### VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item. 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 item, your proxy may vote as he or she chooses subject to any voting restrictions that apply to the proxy. If you mark more than one box on a item your vote on that item will be invalid.

### APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Voting Form may be obtained by telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

- on each of the first Voting Form and the second Voting Form state the percentage of your voting rights or number of shares applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded; and
- return both forms together.

### PROXY VOTING BY KMP

The KMP of the Company (which includes each of the Directors) and their closely related parties will not be able to vote as your proxy on Resolutions 1, 4, 5 or 6 unless you direct them how to vote or the Chair of the Meeting is your proxy. If you intend to appoint a member of the KMP or one of their closely related parties as your proxy, you can direct them how to vote by following the instructions in this Voting Form.

### SIGNING INSTRUCTIONS

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

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

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

**Power of Attorney:** to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, please attach a certified photocopy of the Power of Attorney to this form when you return it.

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

### CORPORATE REPRESENTATIVES

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

### LODGEMENT OF A VOTING FORM

This Voting Form (and any Power of Attorney under which it is signed) must be received at an address given below by **11:00am (AEST) on Monday, 12 May 2025**, being not later than 48 hours before the commencement of the Meeting. Any Voting Form received after that time will not be valid for the scheduled Meeting.

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



#### ONLINE

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

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



#### BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your vote by scanning the QR code adjacent or enter the voting link

<https://au.investorcentre.mpms.mufg.com> into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

#### QR Code



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



#### BY MAIL

Smartgroup Corporation Ltd  
C/- MUG Corporate Markets (AU) Limited  
Locked Bag A14  
Sydney South NSW 1235  
Australia



#### BY FAX

+61 2 9287 0309



#### BY HAND

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

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

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