



NOTICE OF 2025 ANNUAL GENERAL MEETING

EMECO HOLDINGS LIMITED (ACN 112 188 815)

The Annual General Meeting of Emeco Holdings Limited (**Company** or **Emeco**) will be held:

Date : Thursday, 20 November 2025

Time : 12:00pm (AEDT / Sydney time)

Venue : Level 15, 1 Farrer Place, Sydney, New South Wales

Key dates:

- Date of this Notice: 21 October 2025
- Due date for lodgement of proxy forms: 12:00pm (AEDT / Sydney time)
on Tuesday, 18 November 2025
- Record date for voting at Annual General Meeting: 7:00pm (AEDT / Sydney time)
on Tuesday, 18 November 2025

Letter from the Chair

Dear Shareholders,

On behalf of the Board of Emeco Holdings Limited, I am pleased to invite you to Emeco's 2025 Annual General Meeting to be held at 12:00pm (AEDT / Sydney time) on Thursday, 20 November 2025 on Level 15, 1 Farrer Place, Sydney, New South Wales.

This Notice of Meeting describes the business that will be proposed at the meeting and sets out the procedures for attendance and voting. The Company recommends that you read this Notice of Meeting in full before voting.

If you are unable to personally attend the Annual General Meeting, I encourage you to consider:

- appointing a proxy, attorney or representative to attend the meeting and vote on your behalf; or
- submitting your vote online prior to the meeting through <https://au.investorcentre.mpms.mufig.com>.

The agenda for the meeting is outlined below and comprises two parts.

Part A relates to the receipt of the financial report, the directors' report and the auditor's report of the Company for the financial year ended 30 June 2025. These are contained in the Company's 2025 Annual Report, a copy of which is available at <https://emecogroup.com/investors>.

Part B relates to the Resolutions to be put to Shareholders for approval, being:

Resolution 1: Re-election of Mr Ian Macliver

Resolution 2: Re-election of Mr Shaun Treacy

Resolution 3: Adoption of the Remuneration Report

Resolution 4: Approval of the issue of Rights under the FY23 Emeco Long Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

Resolution 5: Approval of the issue of Rights under the FY25 CEO Short Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

The Explanatory Notes form part of this Notice of Meeting, providing further information about each of the proposed Resolutions and I encourage you to read them.

Your directors are unanimously of the opinion that all of the proposed Resolutions are in the best interests of Shareholders and the Company. Accordingly, they recommend (except where your directors have abstained from making a recommendation due to having an interest in the outcome of the resolution) that you vote in favour of all of the Resolutions.

My fellow directors and I look forward to your participation at the Annual General Meeting and thank you for your continued support of the Company.



Ian Macliver

Chair

21 October 2025

AGENDA

ORDINARY BUSINESS

A. Consideration of reports

To receive and consider the financial report, the directors' report and the auditor's report of the Company for the financial year ended 30 June 2025 as set out in the Annual Report.

B. Items for approval

1. Re-election of Mr Ian Macliver

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

"That Mr Ian Macliver, who was appointed as a Director since the last annual general meeting of the Company and retires as a Director in accordance with the Constitution, and being eligible, is elected as a Director."

2. Re-election of Mr Shaun Treacy

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

"That Mr Shaun Treacy, who was appointed as a Director since the last annual general meeting of the Company and retires as a Director in accordance with the Constitution, and being eligible, is elected as a Director."

3. Adoption of the Remuneration Report

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

"That the remuneration report as set out in the Annual Report for the financial year ended 30 June 2025 be adopted."

The vote on this Resolution is advisory only and does not bind the Directors or the Company.

4. Approval of the issue of Rights under the FY23 Emeco Long Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

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

"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the issue of 479,192 Rights to Mr Ian Testrow, the Managing Director and Chief Executive Officer of the Company, pursuant to the terms of the FY23 Emeco Long Term Incentive Plan as described in the Explanatory Notes which accompanies and forms part of the Notice of Annual General Meeting."

5. Approval of the issue of Rights under the FY25 CEO Short Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

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

“That, for the purposes of ASX Listing Rule 10.14, sections 200B and 200E of the Corporations Act and for all other purposes, approval is given for the issue of 330,994 Rights to Mr Ian Testrow, the Managing Director and Chief Executive Officer of the Company, pursuant to the terms of the FY25 CEO Short Term Incentive Plan as described in the Explanatory Notes which accompanies and forms part of the Notice of Annual General Meeting.”

By order of the Board

A handwritten signature in black ink, appearing to be 'Penelope Young', written over a grid of lines.

Penelope Young
Company Secretary
21 October 2025

VOTING EXCLUSION STATEMENTS

Resolution		Voting Restriction
1	Re-election of Mr Ian Macliver	Nil
2	Re-election of Mr Shaun Treacy	Nil
3	Adoption of the Remuneration Report	Voting restriction for Resolution 3
4	Approval of the issue of Rights under the FY23 Emeco Long Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer	Voting restriction for Resolutions 4 and 5
5	Approval of the issue of Rights under the FY25 CEO Short Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer	Voting restriction for Resolutions 4 and 5

Voting restriction for Resolution 3:

In accordance with the Corporations Act, the Company will disregard any votes cast on this Resolution by or on behalf of the following persons:

- (a) a member of the Key Management Personnel for the Company, details of whose remuneration are included in the Remuneration Report; or
- (b) a Closely Related Party of such a member; and

where the appointment does not specify the way the proxy is to vote on this Resolution.

However, the Company need not disregard a vote if it is cast:

- (a) by a person as a proxy for a person entitled to vote on this Resolution, in accordance with a direction in the proxy form; or
- (b) by the Chair as proxy where the appointment of the Chair as proxy (expressly or by default):
 - (i) does not specify the way the proxy is to vote on the Resolution; and
 - (ii) expressly authorises the Chair to exercise the proxy even if this Resolution is connected directly or indirectly with the remuneration of a member of the Key Management Personnel for the Company.

Voting restriction for Resolutions 4 and 5:

In accordance with the Corporations Act and ASX Listing Rules, the Company will disregard any votes cast in favour of this Resolution by or on behalf of Mr Testrow (being a person eligible to participate in the employee incentive scheme) and any of his associates. However, this does not apply to a vote cast in favour of a Resolution by:

- (a) a person as a proxy or attorney for a person entitled to vote on this Resolution, in accordance with a direction given to the proxy or attorney to vote on the Resolution that way; or
- (b) by the Chair as proxy or attorney for a person entitled to vote on this Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or

- (c) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - (i) the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on this Resolution; and
 - (ii) the holder votes on this Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

INFORMATION FOR SHAREHOLDERS

Availability of the Annual Report

The Annual Report is available online on the Company's website at: <https://emecogroup.com/investors>.

A printed copy of the Annual Report for the financial year ended 30 June 2025 has been sent to those Shareholders who have requested to receive a printed copy.

Written questions for the auditors

You can submit written questions to the auditor that are relevant to the content of the auditor's report or to the conduct of the audit. Written questions must be received no later than 12:00pm (AEDT / Sydney time) on Thursday, 13 November 2025, by MUFG Corporate Markets (AU) Limited (at the postal address or fax number for lodgement of proxies) or by the Company at Level 3, 133 Hasler Road, Osborne Park, Western Australia 6017.

The Chair will give the auditor a reasonable opportunity to answer any such written questions submitted by Shareholders. Any written questions submitted by Shareholders will be made available at the start of the Annual General Meeting. Any written answer tabled by the auditor at the Annual General Meeting will be made available as soon as practicable after the meeting.

Questions in relation to this Notice

Any queries or enquiries in relation to this Notice (including the Explanatory Notes) should be directed to the Company's share registry, MUFG Corporate Markets by email at support@cm.mpms.mufg.com or by telephone on +61 1800 689 300.

Recording of proceedings

Please note that the Annual General Meeting will be recorded and made available on the Company's website.

Determination of entitlement to attend and vote

You will be entitled to attend and vote at the Annual General Meeting if you are registered as a holder of Shares as at 7:00pm (AEDT / Sydney time) on Tuesday, 18 November 2025.

If more than one joint holder of Shares is present at the Annual General Meeting (whether personally, or by proxy, attorney or representative) and tenders a vote, only the vote of the joint holder whose name appears first on the register will be counted.

Shareholders should refer to the voting exclusion statements set out on pages 5 and 6.

How to vote

Shareholders can vote on the Resolutions by:

- attending the meeting;
- appointing a proxy, representative or attorney to attend the meeting and vote on their behalf; or
- lodging their vote online prior to the meeting at <https://au.investorcentre.mpms.mufg.com/>.

Body corporate representative

Any Shareholder that is a body corporate may appoint an individual to act as its representative at the Annual General Meeting. The appointment may be a standing one. Unless the appointment states otherwise, the representative may exercise all of the powers that the appointing body could exercise at a general meeting or in voting on a Resolution.

Corporate Shareholders who wish to appoint a representative to attend the Annual General Meeting on their behalf must provide that person with a properly executed letter or other document confirming that they are authorised to act as the company's representative. That formal notice of appointment must be brought to the Annual General Meeting.

Proxies

Appointing a proxy

A Shareholder who is entitled to attend and cast a vote at the Annual General Meeting may appoint not more than two other persons as that Shareholder's proxies. A proxy need not be a Shareholder.

Where two proxies are appointed, a Shareholder may specify the proportion or the number of votes each proxy may exercise, failing which, each proxy may exercise half of the Shareholder's votes.

The Constitution provides that on a show of hands, every Shareholder present and entitled to vote has one vote. If you appoint a proxy who is also a Shareholder or is also a proxy for another Shareholder, your directions may not be effective on a show of hands. Your directions will be effective if a poll is taken on the relevant Resolution.

If you sign and return a proxy form and do not nominate a person to act as your proxy, the Chair will be appointed as your proxy by default.

In respect of Resolutions 3, 4 and 5, Shareholders should also refer to the important additional information below under the heading "Important information concerning proxy votes on Resolutions 3 to 5".

Lodging your proxy form

A personalised proxy form has been sent to Shareholders. You can lodge your completed proxy form:

In person	MUFG Corporate Markets (AU) Limited, Parramatta Square, Level 22, Tower 6, 10 Darcy Street, Parramatta, NSW 2150
By post	Using the reply paid envelope or posting directly to: MUFG Corporate Markets (AU) Limited Locked Bag A14 Sydney South, NSW 1235
By facsimile	02 9287 0309 (from within Australia) or +61 2 9287 0309 (from outside Australia)
Online	https://au.investorcentre.mpms.mufg.com/

Your completed proxy form must be received by MUFG Corporate Markets as set out above by no later than 12:00pm (AEDT/Sydney time) on Tuesday, 18 November 2025, that is, at least 48 hours before the commencement of the Annual General Meeting.

If the proxy form is signed by an attorney, the original power of attorney (or a certified copy) under which the proxy form was signed must also be received by MUFG Corporate Markets as set out above by no later than 12:00pm (AEDT/Sydney time) on Tuesday, 18 November 2025 unless it has previously been provided to MUFG Corporate Markets or the Company.

Additional proxy forms will be supplied by MUFG Corporate Markets on request.

How the Chair will vote undirected proxies

The Chair will vote all undirected proxies in **favour** of the Resolutions.

If you wish, you can appoint the Chair as your proxy and direct the Chair to cast your votes contrary to the above stated voting intention or to abstain from voting on any Resolution. Simply mark your voting directions on the proxy form before you return it.

If you appoint, or are taken to have appointed, the Chair as your proxy, you will be deemed to have authorised the Chair to vote your proxy, even if the Resolution is connected directly or indirectly with the remuneration of a member of the Key Management Personnel for the Company.

Important information concerning proxy votes on Resolutions 3 to 5

The Corporations Act places certain restrictions on the ability of Key Management Personnel and their Closely Related Parties to vote on the advisory resolution to adopt the Company's Remuneration Report and resolutions connected directly or indirectly with the remuneration of the Company's Key Management Personnel.

Shareholders who intend to vote by proxy should therefore carefully consider the identity of their proxy and are encouraged to direct their proxy how to vote on all Resolutions.

The Remuneration Report identifies Emeco's Key Management Personnel for the financial year ended 30 June 2025.

If you appoint any Key Management Personnel of the Company or their Closely Related Parties as your proxy (other than the Chair):

- you can direct such a proxy to vote for or against or to abstain from voting on a Resolution by marking the appropriate box opposite the Resolution on the proxy form; or
- if you do not direct such a proxy how to vote on Resolutions 3 to 5, they will **not** be able to vote an undirected proxy and **your vote will not be counted**.

If the Chair of the meeting is appointed, or taken to be appointed, as your proxy:

- you can direct the Chair to vote for or against or to abstain from voting on a Resolution by marking the appropriate box opposite the Resolution on the proxy form; or
- If you do not direct the Chair how to vote on the proxy form, you will be deemed to have expressly authorised the Chair to vote your proxy in **favour** of Resolutions 3, 4 and 5.

EXPLANATORY NOTES

These Explanatory Notes form part of the Notice and provide additional information on the matters to be considered at the meeting.

ORDINARY BUSINESS

Consideration of reports

The financial report, directors' report and auditor's report for the financial year ended 30 June 2025 will be presented for consideration. There is no formal resolution to be voted on in relation to this item of business.

At this time, the Chair will give Shareholders a reasonable opportunity to ask questions about, or comment on, the management or audit of the Company.

Items for approval

Resolution 1 Re-election of Mr Ian Macliver

***The Board (with Mr Macliver abstaining) recommends Shareholders vote FOR Resolution 1.
The Chair intends to vote all available proxies FOR Resolution 1.***

Mr Macliver, who was appointed as a Director with effect after the last annual general meeting, retires at this Annual General Meeting and offers himself for re-election.

Appointment: Mr Ian Macliver was appointed as an independent non-executive director with effect from 1 December 2024. Mr Macliver is Chair of the Board and has been a member of both the Company's Audit and Risk Management Committee (**ARMC**) and Remuneration and Nomination Committee (**RNC**) since 1 December 2024.

Skills and experience: Mr Macliver is a highly regarded and experienced director within the mining sector. Mr Macliver's executive and director experience covers many areas of corporate activity, including acquisitions, divestments, takeovers, business and strategic planning, debt and equity structuring, operating projects and financial reviews and valuations.

Mr Macliver was chairman of MMA Offshore Limited from 2020 to 2024 (prior to its acquisition by Cyan Renewables) and non-executive chairman of Western Areas Limited from 2011 to 2022. Previously, Mr Macliver was also a non-executive director of Otto Energy Limited and Mount Gibson Iron Limited. Mr Macliver is an alternate director of Wright Prospecting Pty Ltd.

Mr Macliver holds a Bachelor of Commerce from the University of Western Australia, a Post Graduate Diploma from the Securities Institute of Australia and qualified as a Chartered Accountant.

Other public company appointments:

- Non-executive director of Sheffield Resources Limited

Comprehensive checks relating to Mr Macliver's background and experience were undertaken at the time of Mr Macliver's appointment. These checks did not reveal any information of concern.

The Board considers that Mr Macliver's background and extensive experience in the mining sector, alongside his commercial and corporate finance skills, bring welcome skills to the board and its committees. Mr Macliver has demonstrated expertise and leadership in his role as Chair of the Board.

If this Resolution is not passed, Mr Macliver will not continue in his role as a director of the Company.

Resolution 2 Re-election of Mr Shaun Treacy

***The Board (with Mr Treacy abstaining) recommends Shareholders vote FOR Resolution 2.
The Chair intends to vote all available proxies FOR Resolution 2.***

Mr Treacy, who was appointed as a Director with effect after the last annual general meeting, retires at this Annual General Meeting and offers himself for re-election.

Appointment: Mr Shaun Treacy was appointed as an independent non-executive director with effect from 1 October 2025. Mr Treacy is a member of both the Company's Audit and Risk Management Committee (**ARMC**) and Remuneration and Nomination Committee (**RNC**) and, if this Resolution is passed, will succeed Ms Adam-Gedge as chair of the ARMC following her retirement at the conclusion of the AGM.

Skills and experience: Mr Treacy is an experienced natural resources investment banker with over 30 years of global experience in corporate finance, investment banking and private equity. Mr Treacy has lived and worked in Australia, the United States, the United Kingdom and Hong Kong, holding senior roles with JPMorgan, Lehman Brothers, Nomura and UBS.

Mr Treacy is a non-executive director of Mkango Resources Limited, listed on the London and Toronto stock exchanges, where he chairs the audit and risk committee and is a member of the remuneration committee. Mr Treacy is also a non-executive director of Warpforge Pty Ltd.

Mr Treacy is active in the not-for-profit sector, holding board or chair positions with Multiple Sclerosis Queensland, Multiple Sclerosis Australia and the University of Queensland Business Economics and Law Alumni Ambassador Council in Sydney.

Mr Treacy has a Bachelor of Commerce, a Graduate Diploma of Applied Finance & Investment, is an Associate of the Institute of Chartered Accountants in Australia, a Fellow of the Financial Services Institute of Australasia and is a Member of the Australian Institute of Company Directors.

Other public company appointments:

- Non-executive director, chair of the audit and risk committee and member of the remuneration committee of Mkango Resources Limited
- Chair of Multiple Sclerosis Queensland
- Non-executive director of Multiple Sclerosis Australia

Comprehensive checks relating to Mr Treacy's background and experience have been undertaken and no information of concern revealed.

The Board considers that Mr Treacy brings highly valuable finance, mining and experience gained during his extensive career to the Company's board having previously had exposure to smaller, private equity-backed, growth-oriented ventures, as well as working with some of the largest resources companies in the world on significant transactions.

If this Resolution is not passed, Mr Treacy will not continue in his role as a director of the Company.

Resolution 3 Adoption of the Remuneration Report

***The Board (with Mr Testrow abstaining) recommends Shareholders vote FOR Resolution 3.
The Chair intends to vote all available proxies FOR Resolution 3.***

The Corporations Act requires the Shareholders at the Company's Annual General Meeting to vote on an advisory resolution that the 2025 Remuneration Report be adopted. The 2025 Remuneration Report is contained in the Directors' Report included in the 2025 Annual Report at pages 49 to 70.

The 2025 Remuneration Report details the Company's policy on remuneration and its relationship to Company performance during FY25, including incentive plans and remuneration structures for executive and non-executive Directors and other Key Management Personnel.

The Board considers that the Company's overall executive remuneration framework for FY25 was appropriate. It was comprised of fixed remuneration and variable short and long-term incentives which were subject to financial and non-financial performance measures.

Emeco reviews remuneration structures each year to ensure continued and appropriate alignment with strategy and outcomes for shareholders.

In setting the FY25 remuneration structures, the Company considered many factors including:

- feedback received from shareholders and the strikes received against the Company's remuneration reports at the 2023 and 2024 AGMs;
- the terms of the employment contract agreed with Mr Testrow, the Company's Managing Director and Chief Executive Officer, and the approval by shareholders of various resolutions relating to Mr Testrow's employment and FY24 to FY27 incentive arrangements at the 2023 and 2024 AGMs;
- the need to maintain fair and appropriate remuneration structures which reward executives for the achievement of the Company's financial, strategic and safety goals; and
- the experience, energy and leadership of Mr Testrow and the management team.

To further increase alignment of remuneration with the shareholder experience, the Board determined to increase the number of key performance indicators under the Company's long-term incentive plans (**LTI KPIs**) in FY25 to include both total shareholder return (**TSR**) and earnings per share (**EPS**) growth measures. These LTI KPIs were satisfied with increases in EPS and TSR over FY25 being 42% and 10.6% respectively.

The FY25 STI plan included financial and non-financial metrics and achievement parameters. Personal STI KPI targets included initiatives which focused executives on specific factors aligned with the Company's operational and financial objectives and focus areas. In FY25, these KPIs included renegotiation of key customer contracts, fleet deployment and right-sizing of rental fleet, completion of applicable milestones in the ERP replacement project and delivery of budgeted procurement savings. Achievement of these KPIs by Key Management Personnel is set out in the 2025 Remuneration Report, with both Mr Testrow, Managing Director and Chief Executive Officer, and Ms Mlikota, Chief Financial Officer, receiving 63.5% of their maximum STI award.

The Chair will give Shareholders the opportunity to ask questions about or make comments on the 2025 Remuneration Report.

The vote on the adoption of the 2025 Remuneration Report is advisory only. The Board will continue to take feedback from Shareholders and other stakeholders.

Resolution 4 Approval of the issue of Rights under the FY23 Emeco Long Term Incentive Plan to Mr Ian Testrow the Managing Director and Chief Executive Officer

***The Board (with Mr Testrow abstaining) recommends Shareholders vote FOR Resolution 4.
The Chair intends to vote all available proxies FOR Resolution 4.***

The Company seeks Shareholder approval for the award and issue of 479,192 Rights to Mr Ian Testrow, the Managing Director and Chief Executive Officer, under the terms of the FY23 Emeco Long Term Incentive Plan (**FY23 LTI Plan**) following testing of the FY25 LTI KPIs.

The LTI Plans, which form the long-term component of the executive's remuneration package for the relevant financial year, are equity incentive plans aimed at rewarding executives for their contribution to the achievement of specified KPIs over the relevant performance period.

Under the FY23 LTI Plan, KPIs are reviewed, and achievement is assessed, over a three-year period from FY23 to FY25, with one-third of the maximum entitlement being tested at each testing period. The Rights for each tranche are issued following KPI assessment in the relevant year. The Rights the subject of Resolution 4 are the final tranche to be assessed under the FY23 LTI Plan and form part of Mr Testrow's FY23 remuneration.

The value of Mr Testrow's maximum equity settled incentive opportunity under the FY23 LTI Plan was 120% of his fixed annual remuneration, determined using the volume weighted average share price in July 2023 of \$0.88. As such, subject to the satisfaction of the FY25 LTI KPIs, the maximum number of Rights available in respect of the final one-third tranche to be assessed over FY25 (**FY25 Testing Period**) is 479,192 Rights.

Further details of these LTI Plans and their operation are set out in the 2025 Remuneration Report. A copy of the employee incentive plan rules is available at <https://emecogroup.com/who-we-are/corporate-governance>.

Grant of Rights

As noted in the 2025 Annual Report, the Board set the same FY25 LTI KPIs to apply to each of the LTI Plans for the FY25 Testing Period. The Board approved these KPIs at the start of the FY25 Testing Period to ensure that the metrics were appropriate and targeted those areas most applicable to the Company's current strategic goals and business objectives.

There were two, equally weighted, FY25 LTI KPIs – namely, EPS and TSR growth. EPS growth is a key metric of business performance, aligning management with shareholder value creation. TSR growth reflects and aligns management to shareholders' experience through focus on the Company's share price and movements.

The FY25 LTI KPIs were set so that executives would receive the full award for the testing period if EPS growth was 5% or greater and TSR growth was 10% or greater. Under the FY25 LTI Plans, if there was no EPS growth and TSR growth was 5% or lower, the Rights assessed against the FY25 KPIs would lapse. Between these levels, there would be a pro rata award.

As detailed in the 2025 Annual Report, as EPS and TSR growth over FY25 was 42% and 10.6% respectively, the FY25 LTI KPIs were fully satisfied.

As such, under the terms of each of the LTI Plans and subject to Shareholder approval, Mr Testrow is entitled to receive the maximum award for the FY25 Testing Period being 479,192 Rights.

If shareholder approval is not obtained, the Rights the subject of Resolution 4 will not be granted and the Board may negotiate alternate arrangements with Mr Testrow in respect of the FY23 LTI Plan.

Vesting of Rights

If Resolution 4 is approved, the Rights will vest into vested performance rights (**Vested Rights**) on Shareholder approval being obtained as the three-year performance period under the FY23 LTI Plan has ended.

Vested Rights awarded under this Resolution will be held in the Emeco Employee Share Ownership Trust, a trust operated by Pacific Custodians Pty Ltd (an independent professional trustee), until they are converted into Shares in accordance with their terms.

Provided Mr Testrow remains employed by the Group, Vested Rights under the FY23 LTI Plan may be exercised into Shares at his election any time within a 5-year exercise period from the vesting date. If Mr Testrow leaves the Group, Vested Rights under the FY23 LTI Plan must be exercised into Shares within a 12-month exercise period from his departure. At the end of the applicable exercise period, any unexercised Vested Rights are converted into Shares.

Vested Rights do not carry voting rights or an entitlement to dividends until exercised into Shares.

Shareholder approval under the ASX Listing Rules

ASX Listing Rule 10.14 requires a listed company to obtain Shareholder approval by ordinary resolution prior to permitting the acquisition of securities under an employee incentive scheme by a director or an associate of a director. As Mr Testrow is the Company's Managing Director & Chief Executive Officer, the

Company is seeking approval for the acquisition of these Rights by Mr Testrow under ASX Listing Rule 10.14 and for all other purposes.

There is an exception to Listing Rule 10.14 where the securities to be acquired in satisfaction of the Rights are required by the scheme to be purchased on-market. While the Company has purchased Shares on-market to satisfy recent employee awards, the Company has not yet made any decision whether to issue Shares or acquire them on-market to satisfy any conversion of the awards the subject of Resolution 4. Seeking approval under ASX Listing Rule 10.14 allows the Company flexibility to either continue to purchase on-market or to issue new shares if it determines it is appropriate to do so at the relevant time.

As approval for the issue of the Rights is being sought under ASX Listing Rule 10.14, any issue of Shares by the Company to Mr Testrow to satisfy those Rights will be permitted pursuant to ASX Listing Rules 7.2 (Exception 14) and ASX Listing Rule 10.16(c).

Information required under ASX Listing Rule 10.15

For the purposes of ASX Listing Rule 10.15, the following information is provided to Shareholders:

- (a) Rights will be issued to Mr Ian Testrow, who is a Director of the Company.
- (b) It is proposed to issue Mr Testrow 479,192 Rights under the FY23 LTI Plan.
- (c) On exercise of the Rights, Mr Testrow will receive one Share for each Right.
- (d) Details of the current annual remuneration structure for Mr Testrow is as follows:

Total fixed remuneration (including superannuation) (TFR)	\$1,356,554
Short term incentive	Maximum of 130% of TFR
Long term incentive	Maximum of 120% of TFR

Please refer to the FY25 Remuneration Report for full details of Mr Testrow's remuneration.

- (e) Mr Testrow has previously been awarded the following Rights under the FY23 LTI Plan in respect of the FY23 and FY24 testing periods:

FY23 LTI Plan – FY23 testing period	0 ^[1]
FY23 LTI Plan – FY24 testing period	479,192 Rights
FY23 LTI Plan – FY25 Testing Period	479,192 Rights subject to approval under Resolution 4

[1] The KPI was not met, and no Rights were awarded for the FY23 testing period.

These Rights comprise part of Mr Testrow's FY23 remuneration (with no cash consideration payable by Mr Testrow).

- (f) This Notice of Annual General Meeting sets out a summary of the material terms of the Rights. The Company considers Rights are an effective mechanism to align the interests of executives with the interests of Shareholders, by assessing the achievement of Company KPIs. As each Right may be exercised into one Share, the actual value of the Rights will be the market price of the equivalent number of Shares at the time that the Rights are converted into Shares.
- (g) If approved, the Rights the subject of this Resolution 4 will be issued following this Annual General Meeting and no later than 3 years after the date of this Annual General Meeting.
- (h) The Rights would be issued as part of Mr Testrow's remuneration so there is no cash consideration payable by Mr Testrow (and accordingly no issue price). On exercise of the Rights, Mr Testrow will receive the Shares at no cost to Mr Testrow.
- (i) A summary of the material terms of the FY23 LTI Plan is set out above on pages 12 and 13.
- (j) No loans will be provided by the Company in connection with the award.

- (k) Consistent with the approach detailed in the Company's Remuneration Report, the Company has valued the Rights using a Black-Scholes and a Monte Carlo option pricing model and attributes an average value to the Rights of \$0.656595.
- (l) Details of any securities awarded under the FY23 LTI Plan has and will be published in the Company's annual report relating to the period in which they were awarded, along with a statement that approval for the award was obtained under ASX Listing Rule 10.14.
- (m) Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in an award of securities under the FY23 LTI Plan after the relevant Resolution is approved and who were not named in this Notice of Meeting will not participate until Shareholder approval is obtained under ASX Listing Rule 10.14.
- (n) A voting exclusion statement for Resolution 4 is set out in this Notice of Annual General Meeting on pages 5 and 6.

Resolution 5 Approval of the issue of Rights under the FY25 Emeco CEO Short Term Incentive Plan to Mr Ian Testrow, the Managing Director and Chief Executive Officer

***The Board (with Mr Testrow abstaining) recommends Shareholders vote FOR Resolution 5.
The Chair intends to vote all available proxies FOR Resolution 5.***

The Company seeks Shareholder approval for the award and issue of 330,994 Rights to Mr Ian Testrow, the Managing Director and Chief Executive Officer, under the terms of the FY25 CEO Short Term Incentive Plan (**FY25 CEO STI Plan**).

The FY25 CEO STI Plan aims to reward Mr Testrow for the achievement of certain Company and personal key performance indicators (**FY25 STI KPIs**) over the FY25 financial year and forms part of the variable component of Mr Testrow's FY25 remuneration package.

Pursuant to Mr Testrow's employment agreement (most recently amended in August 2023), Mr Testrow had the opportunity to receive short term incentives equivalent to 130% of his fixed remuneration. Under the FY25 CEO STI Plan, if the FY25 STI KPIs are satisfied:

- 80% of the CEO STI award is to be paid in cash; and
- 20% of the CEO STI award is to be paid in equity, determined using a share price of \$0.65 (being the Company's closing share price on 30 June 2023), subject to shareholder approval or an election by Mr Testrow to receive the whole of the STI award in cash.

Further details of the FY25 CEO STI Plan and its operation, including the FY25 STI KPIs, is set out in the 2025 Remuneration Report. A copy of the employee incentive plan rules is available at <https://emecogroup.com/who-we-are/corporate-governance>.

Grant of Rights

The FY25 CEO STI KPIs related to Company financial and safety targets, comprising up to 80% of the maximum incentive award, and personal targets comprising the remaining 20% of the maximum incentive award.

Achievement against each of the FY25 CEO STI KPIs is set out in the 2025 Remuneration Report. Based on this performance, Mr Testrow's achievement of the FY25 CEO STI KPIs was assessed at 63.5%.

As such, under the terms of the FY25 CEO STI Plan and subject to Shareholder approval, Mr Testrow is entitled to receive 330,994 Rights.

These Rights equal 20% of the total FY25 CEO STI award, determined using a share price of \$0.65, with the remaining 80% of the award being paid in cash.

If shareholder approval for the issue of Rights under this Resolution 5 is not obtained, the portion which would otherwise be payable in equity will be paid in cash.

Vesting of Rights

If Resolution 5 is approved and the Rights are awarded, they will be held in the Emeco Employee Share Ownership Trust, a trust operated by Pacific Custodians Pty Ltd (an independent professional trustee), until they vest and are converted into Shares in accordance with their terms.

Rights under the FY25 CEO STI Plan are scheduled to vest on the release of Emeco's FY27 full year results (**FY25 CEO STI Vesting Date**) unless Mr Testrow's employment ends or there is a Change of Control of the Company prior to this date, in which case the Rights will vest on the occurrence of such event. On vesting, Rights under the FY25 CEO STI Plan will be converted into Shares.

Rights awarded under the FY25 CEO STI Plan do not carry voting rights or an entitlement to dividends until converted into Shares.

Shareholder approval under the Corporations Act

Under section 200B of the Corporations Act, a company may only give a person a benefit in connection with their ceasing to hold a managerial or executive office in the company if it is approved by Shareholders under section 200E of the Corporations Act or an exception otherwise applies.

Shareholder approval is being sought for the potential future termination benefits under sections 200B and 200E of the Corporations Act that Mr Testrow would receive were his employment to end prior to the FY25 CEO STI Vesting Date.

Details of the retirement benefits

Under the terms of the FY25 CEO STI Plan, the Rights will vest prior to the FY25 CEO STI Vesting Date if Mr Testrow's employment ends or there is a Change of Control of the Company prior to the release of the Company's FY27 full year results.

Where Rights under the FY25 CEO STI Plan vest on an accelerated basis, the accelerated vesting may be considered a benefit in connection with Mr Testrow's retirement from office and, therefore, within the scope of section 200B of the Corporations Act.

These proposed benefits may fall within one of the recognised exceptions under the Corporations Act. However, in the event such a benefit does not technically fall within any of the categories of exceptions set out in the Corporations Act, Shareholders are asked to approve them in these circumstances for the purposes of section 200E of the Corporations Act.

Value of the retirement benefits

The total value of the proposed benefit to be approved by Shareholders under Resolution 5 cannot be determined in advance. If and when Rights vest to Mr Testrow on an accelerated basis, the value of the benefit can be calculated by multiplying the number of Rights that Mr Testrow receives by the market price of Shares at that vesting time.

The Company is seeking this approval to assist it to meet its obligations to Mr Testrow and to provide the Company with flexibility to continue to remunerate executive directors fairly and responsibly. The Board believes the remuneration package agreed with Mr Testrow is an effective incentive to retain the energy and valuable leadership of Mr Testrow.

It should be noted that there is no current intention for Mr Testrow to vacate his role of Managing Director and Chief Executive Officer.

Shareholders should be aware that approval is not being sought for the purposes of the related party provisions contained in Chapter 2E of the Corporations Act, because, as set out above, the Board (other than Mr Testrow who is not able to make a recommendation due to his interest in this Resolution) considers that the terms of Mr Testrow's employment contract and the incentive arrangements are appropriate and that any accelerated vesting of Rights constitutes part of Mr Testrow's reasonable remuneration (and therefore falls within the exception set out in section 211 of the Corporations Act).

In reaching this conclusion, the Board has had regard to a variety of factors including the position held by Mr Testrow in the Company, the Board's desire to appropriately incentivise Mr Testrow and the remuneration offered to persons in comparable positions at comparable companies. Further, various provisions relating to Mr Testrow's remuneration arrangements and the most recent variations to

Mr Testrow's employment contract in August 2023 were approved by shareholders at the 2023 and 2024 AGMs.

Shareholder approval under the ASX Listing Rules

ASX Listing Rule 10.14 requires a listed company to obtain Shareholder approval by ordinary resolution prior to permitting the acquisition of securities under an employee incentive scheme by a director or an associate of a director. As Mr Testrow is the Company's Managing Director, the Company is seeking approval for the acquisition of these Rights by Mr Testrow under ASX Listing Rule 10.14 and for all other purposes.

There is an exception to Listing Rule 10.14 where the securities to be acquired in satisfaction of the Rights are required by the scheme to be purchased on-market. While the Company has purchased Shares on-market to satisfy recent employee awards, the Company has not yet made any decision whether to issue Shares or acquire them on-market to satisfy any conversion of the awards the subject of Resolution 5. Seeking approval under ASX Listing Rule 10.14 allows the Company flexibility to either continue to purchase on-market or to issue new shares if it determines it is appropriate to do so at the relevant time.

As approval for the issue of the Rights is being sought under ASX Listing Rule 10.14, any issue of Shares by the Company to Mr Testrow to satisfy those Rights will be permitted pursuant to ASX Listing Rules 7.2 (Exception 14) and ASX Listing Rule 10.16(c).

Information required under ASX Listing Rule 10.15

For the purposes of ASX Listing Rule 10.15, the following information is provided to Shareholders:

- (a) Rights will be issued to Mr Ian Testrow, who is a Director of the Company.
- (b) It is proposed to issue Mr Testrow 330,994 Rights under the FY25 CEO STI Plan.
- (c) On exercise of any Rights, Mr Testrow will receive one Share for each Right.
- (d) Details of the current annual remuneration structure for Mr Testrow is as follows:

Total fixed remuneration (including superannuation) (TFR)	\$1,356,554
Short term incentive	Maximum of 130% of TFR
Long term incentive	Maximum of 120% of TFR

Please refer to the 2025 Remuneration Report for full details of Mr Testrow's remuneration. These Rights comprise part of Mr Testrow's FY25 remuneration (with no cash consideration payable by Mr Testrow).

- (e) No Rights have previously been awarded under the FY25 CEO STI Plan.
- (f) This Notice of Annual General Meeting sets out a summary of the material terms of the Rights. The Company considers Rights are an effective mechanism to align the interests of executives with the interests of Shareholders, through the testing of achievement against Company and personal KPIs. As each Right may be exercised into one Share, the actual value of the Rights will be the market price of the equivalent number of Shares at the time that the Rights are converted into Shares.
- (g) If approved, the Rights the subject of this Resolution 5 will be issued following this Annual General Meeting and no later than 3 years after the date of this Annual General Meeting.
- (h) The Rights would be issued as part of Mr Testrow's remuneration so there is no cash consideration payable by Mr Testrow (and accordingly no issue price). On exercise of the Rights, Mr Testrow will receive the Shares at no cost to Mr Testrow.
- (i) A summary of the material terms of the FY25 CEO STI Plan is set out above on pages 15 and 16.
- (j) No loans will be provided by the Company in connection with the award.

- (k) Using the closing share price on 30 June 2025 (being the closing price at the end of the financial year in respect of which the award was assessed), the Company values the Rights at \$0.83.
- (l) Details of any securities awarded under the FY25 CEO STI Plan will be published in the Company's annual report relating to the period in which they were awarded, along with a statement that approval for the award was obtained under ASX Listing Rule 10.14.
- (m) Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in an award of securities under the FY25 CEO STI Plan after this resolution is approved and who were not named in this Notice of Meeting will not participate until Shareholder approval is obtained under ASX Listing Rule 10.14.
- (n) A voting exclusion statement for this Resolution is set out in this Notice of Annual General Meeting on pages 5 and 6.

GLOSSARY OF DEFINED TERMS

The following terms and abbreviations used in these Explanatory Notes and Notice of Annual General Meeting have the following meanings:

Annual General Meeting means the annual general meeting of the Company to be held on Thursday, 20 November 2025 at 12:00pm (AEDT/Sydney time).

Annual Report means the Company's annual report comprising the financial report, the directors' report and the auditor's report for the financial year ended 30 June 2025, a copy of which is available at <https://emecogroup.com/investors>.

ASX Listing Rules means the listing rules of the Australian Securities Exchange.

Board means the current board of Directors.

Chair means the chair of the Annual General Meeting.

Change of Control means:

- (a) an absolute change of control of the Company (that is, a third party and its associates holds greater than 50% of the ordinary shares of the Company); or
- (b) effective change of control (that is, the occurrence of an event which results in a third party and its associates having the capacity to determine the outcome of decisions on the financial and operating policies of the Company).

Closely Related Party of a member of the Key Management Personnel means:

- (a) a spouse or child of the member;
- (b) a child of the member's spouse;
- (c) a dependant of the member or the member's spouse;
- (d) anyone else who is one of the member's family and may be expected to influence the member or be influenced by the member in the member's dealings with the Company;
- (e) a company that the member controls; or
- (f) a person prescribed by the Corporations Regulations 2001 (Cth).

Company or **Emeco** means Emeco Holdings Limited ABN 89 112 188 815.

Constitution means the Company's constitution, a copy of which is available at <https://emecogroup.com/who-we-are/corporate-governance>.

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

Director means a director of the Company.

Explanatory Notes means the explanatory notes accompanying the Notice.

Group means Emeco and its subsidiaries.

Key Management Personnel has the same meaning as in Accounting Standard AASB 124 Related Party Disclosures. Broadly speaking this includes those persons with the authority and responsibility for planning, directing and controlling the activities of the Company (whether directly or indirectly), and includes any Directors.

Notice or **Notice of Annual General Meeting** means this notice of annual general meeting including the Explanatory Notes and the proxy form.

Remuneration Report means the remuneration report contained in the directors' report included in the Annual Report at pages 49 to 70.

Resolutions means the resolutions set out in the Notice of Annual General Meeting, and **Resolution** means any one of them.

Right means a right to a Share.

Share means an ordinary fully paid share in the Company.

Shareholder means the holder of one or more Shares.



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Emeco Holdings Limited
ACN 112 188 815

LODGE YOUR VOTE



ONLINE

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



BY MAIL

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



BY FAX

+61 2 9287 0309



BY HAND

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



ALL ENQUIRIES TO

Telephone: +61 1800 689 300 (free call within Australia)



X99999999999

PROXY FORM

I/We being a member(s) of Emeco Holdings Limited and entitled to attend and vote hereby appoint:

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 of the person or body corporate you are appointing as your proxy

or failing the person or body corporate named, or if no person or body corporate is named, the 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 **12:00pm (AEDT/Sydney Time) on Thursday, 20 November 2025 at Level 15, 1 Farrer Place, Sydney, New South Wales** (the **Meeting**) and at any postponement or adjournment of the Meeting.

Important for Resolutions 3, 4 & 5: 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 **3, 4 & 5**, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (**KMP**).

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

VOTING DIRECTIONS

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting. Please read the voting instructions overleaf before marking any boxes with an ☒

Resolutions

1 Re-election of Mr Ian MacIver

For Against Abstain*

☐	☐	☐
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2 Re-election of Mr Shaun Treacy

☐	☐	☐
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3 Adoption of the Remuneration Report

☐	☐	☐
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4 Approval of the issue of Rights under the FY23 Emeco Long Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

☐	☐	☐
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5 Approval of the issue of Rights under the FY25 CEO Short Term Incentive Plan to Mr Ian Testrow, Managing Director and Chief Executive Officer

For Against Abstain*

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

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual)

Sole Director and Sole Company Secretary

Joint Shareholder 2 (Individual)

Director/Company Secretary (Delete one)

Joint Shareholder 3 (Individual)

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).

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HOW TO COMPLETE THIS SHAREHOLDER PROXY FORM

YOUR NAME AND ADDRESS

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

APPOINTMENT OF PROXY

If you wish to appoint the 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 of that individual or body corporate in Step 1. A proxy need not be a shareholder of the Company.

DEFAULT TO CHAIR OF THE MEETING

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

VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an 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 Proxy Form may be obtained by telephoning the Company's share registry or you may copy this form and return them both together.

To appoint a second proxy you must:

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

SIGNING INSTRUCTIONS

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

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

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

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

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

CORPORATE REPRESENTATIVES

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

LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **12:00pm (AEDT/Sydney Time) on Tuesday, 18 November 2025**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting.

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



ONLINE

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

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



BY MOBILE DEVICE

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

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

QR Code



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



BY MAIL

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



BY FAX

+61 2 9287 0309



BY HAND

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

*during business hours Monday to Friday (9:00am - 5:00pm)



COMMUNICATION PREFERENCE

We encourage you to receive all your shareholder communication via email. This communication method allows us to keep you informed without delay, is environmentally friendly and reduces print and mail costs.



ONLINE

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

Login to the Investor Centre using the holding details as shown on the Proxy Form. Select 'Communications' and click the first button to receive all communications electronically and enter your email address. To use the online facility, securityholders will need their "Holder Identifier" (Securityholder Reference Number (SRN) or Holder Identification Number (HIN) as shown on the front of the Proxy Form).

**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.**