



Aurizon Holdings Limited
ABN 14 146 335 622

ASX Market Announcements
ASX Limited
20 Bridge Street
Sydney NSW 2000

BY ELECTRONIC LODGEMENT

12 October 2023

2023 Annual General Meeting Addresses

Please find attached the addresses by the Company's Chairman Mr Tim Poole and Managing Director & CEO, Mr Andrew Harding to be presented at today's Annual General Meeting commencing at 2.00pm (Brisbane time).

Kind regards

A handwritten signature in blue ink, appearing to read "nicole", is positioned above the typed name.

Nicole Alder
Company Secretary

Authorised for lodgement by the Aurizon Holdings Limited Board of Directors



Aurizon Annual General Meeting

Date: 12 October 2023

Chairman's Address

The last 12 months has seen the Aurizon team deliver several important initiatives.

Many shareholders joined the webcast for the Investor Day in July and also our FY2023 results presentation in August, where we shared detailed information on our business strategy and progress with these initiatives.

SLIDE: Strategic initiatives delivered

Here's a brief recap:

- We successfully integrated the \$1.4 billion One Rail acquisition into our business;
- We sold East Coast Rail for \$425 million, fulfilling a commitment we gave as part of the One Rail transaction. This sale also saw the purchaser assume all debt obligations;
- We established a new Containerised Freight business unit after securing a long-term contract with Team Global Express. This is the largest non-coal contract in Aurizon's history; and
- We built a business case – and a new growth opportunity - for the land-bridging of freight by rail from the Port of Darwin to southern capitals. We will take a staged, low-risk approach in developing this business.

These initiatives have been delivered by the business, despite a very challenging operational year for Aurizon.

SLIDE: Financial, Operational and Safety Performance

From an operational standpoint, prolonged wet weather affected many parts of our business during FY2023, particularly on the east coast of Australia. This was compounded by mine production issues for some customers, a major third-party derailment and labour shortages for critical roles such as train drivers. Collectively, these factors significantly reduced tonnes hauled by our trains and across our networks compared to the previous year.

As a result, Underlying Earnings Before Interest, Tax, Depreciation and Amortisation (EBITDA) for FY2023 of \$1,428 million was at the lower end of our revised guidance range.

The Board declared a final dividend of 8.0 cents per share, 60% franked, which was paid to shareholders on 27 September. This took total dividends for FY2023 to 15 cents, representing a dividend payout ratio of 75% - at the lower end of our payout range. The dividend payout ratio is consistent with our commitment to maintain strong investment grade credit ratings during the current growth investment stage of our Bulk and Containerised Freight businesses. As a reminder, since FY2016 Aurizon has returned over \$5 billion to shareholders through dividends and share buybacks.

The Board is pleased with continuing improvements in the safety performance of the Company, particularly in relation to potential incidents that may have serious consequences.

There is also a significant program of work underway across Aurizon to support the health and well-being of our employees. This is important in continuing to build a healthy and resilient workforce, and appropriately supporting them in times of need. Andrew will provide more detail on safety and other initiatives in his address.

SLIDE: Strategic re-positioning

Returning now to the longer-term re-positioning of Aurizon. As mentioned, it has been a very productive 12 months as we have executed several key initiatives.

We see significant opportunity for growth in our Bulk and Containerised Freight businesses, and for continued high performance from our highly cash-generative Coal and Network businesses.

With the acquisitions we have made in recent years, Aurizon now has a national footprint with assets in every mainland state and the Northern Territory. We have more than 5,000 kilometres of rail infrastructure, Australia's largest fleet of rollingstock and a growing number of port and terminal assets.

Together with our highly-capable team, the Company is well-positioned to execute on our growth strategy. As we capitalise on growth opportunities in existing and emerging markets for the Australian economy, you will see new investments being made and contracts being secured with new customers in new geographies. Andrew will share some more detail in his address.

We all know this is a time of change for the global economy. The energy transition is driving demand for critical minerals such as copper, bauxite, nickel, lithium and rare earths. These are vital inputs for batteries and electric vehicles, solar panels and wind turbines, and telecommunications infrastructure.

Australia is rich in many of these resources and has the opportunity to become a leading global supplier of these commodities, in the same way we have developed world-class sectors in coal, gas and iron ore.

Likewise, we are seeing increasing demand for high-quality Australia food and agricultural products for export such as grain and phosphates. These growth dynamics are underpinned by Australia's proximity to the rapidly-growing economies and rising living standards in Asia.

SLIDE: Integrated rail-port supply chain through Darwin

Aurizon's operational footprint means we are well located to support the transport needs of these products moving to markets here in Australia and offshore.

This includes our newly-acquired rail corridor from South Australia to Darwin in the Northern Territory, which sits adjacent to more than 250 resource projects from exploration through to pre-production. Our railway goes right to the wharf at the port where we have a lease and a stevedoring licence.

This integrated rail-port supply chain opens up further opportunities for import and export traffic through Darwin, Australia's closest port for our Asian trading partners.

SLIDE: Regional visits

During the year, our non-executive Directors – including new Directors Tim Longstaff and Samantha Tough – have continued to get out into the business to meet our regional teams. We find this incredibly valuable in seeing operations first-hand and in being able to understand more about the business from employees.

We discussed and learned more from employees about that pipeline of opportunity for the new Bulk Central business in South Australia and the Northern Territory. Likewise in regional Western Australia, where our business is expanding to support growing exports such as grain and magnetite. While there, we travelled to the Karara Mine, east of Geraldton, to mark rail haulage milestones with our valued customer KML. Karara is the largest mining operation and the first major magnetite mine in WA's Mid-West. It produces a premium, high-grade concentrate which is less carbon-intensive during the steelmaking process and therefore is in high demand.

In recent weeks, we have been to Queensland's North and North-West – to Townsville, Cloncurry, and Mount Isa where Aurizon has a strong local presence. This is the corridor serving the Carpentaria Minerals Province – home to not only great reserves of copper, lead and zinc but also emerging new-economy commodities such as vanadium and high-grade phosphate.

Getting out to the frontline also re-affirms to me the high-level capability and assets we have in our Company; as well as the economic strength and significant opportunity that continues to exist in regional Australia. This is where more than 80% of our 5,000-strong employees live and work.

SLIDE: Closing remarks and acknowledgements

In closing, I would like to acknowledge the ongoing efforts and commitment of Aurizon employees in delivering safe and reliable services to our customers. The Company is fortunate to have such a dedicated and skilled workforce. I also thank Andrew and his senior leadership team for their work during the year, in leading strong operational performance in challenging conditions, while delivering on our strategic initiatives.

During the year, we announced changes to the Aurizon Board as we continue to renew and add diversity to our Board composition. Tim Longstaff, a chartered accountant with a 25-year career in investment banking, joined as a non-executive director on 1 June 2023. Samantha Tough, a lawyer with extensive experience in executive and director roles, joined as a non-executive director on 1 September 2023.

I would like to acknowledge two outstanding Directors for their contribution to the Company over many years:

- Kate Vidgen who retired as a non-executive director on 31 May 2023 after seven years, and
- Sam Lewis, here with us today for her last AGM before retiring after nine years on the Aurizon Board.

I thank Kate and Sam for their dedication, hard work and immense contribution over their many years of service to the Company and wish them all the very best for the future.

To you our shareholders, thank you for your continued support through a significant period of change and transformation. The strategic re-positioning of the business, supported by targeted investment, is providing Aurizon a solid platform for growth and success. The Board is excited about the pathway ahead and is committed to deliver on the opportunities before us.

Thank you. I will now pass to Andrew.



Aurizon Annual General Meeting

Date: 12 October 2023

Managing Director & CEO's Address

SLIDE: Introduction

Thank you Tim, and good afternoon ladies and gentlemen

I would like to build on the Chairman's comments and to share more detail on the work underway across Aurizon to grow and improve our business. This includes investments made to support growth in emerging markets; new contracts won by the business; and the significant work underway to decarbonise our operations.

SLIDE: Operational and safety performance

Firstly to operational and safety performance.

As the Chairman has detailed, our frontline teams experienced a challenging year with prolonged wet weather impacting our business and also our financial results. While we are disappointed with the reductions in tonnages and revenue during the year, our teams maintained their operating discipline and their focus on safety.

Safety is absolutely paramount for Aurizon, in protecting our people, our customers and the local communities in which we operate.

During FY2023, we saw a 2% improvement in the Total Recordable Injury Frequency Rate; a one percent improvement in the equivalent Lost Time measure; and a significant 56 percent improvement in the Potential Serious Injury and Fatality Frequency Rate.

Level crossing risk is one key area of focus for us at Aurizon, and the rail industry more broadly, with a range of measures in place and more initiatives underway. We are stepping up education and awareness activity in the communities where we operate, as well as advocacy and engagement with key stakeholders.

We are also extending our work to support health and well-being for our employees, including mental health initiatives. This recognises the benefit of investing in a healthy workforce and healthy local communities.

For example, we have supported the establishment of a network of volunteers qualified in providing mental health first aid. This network is now 160-strong in depots and offices across our national footprint. In times of need, you know you can reach out to a colleague, to have them listen and to help you access professional support.

Aurizon remains committed to supporting communities through the Community Giving Fund. This fund has provided more than 570 charities with grants since it opened in 2011.

We support grassroots organisations in the areas of education, community safety, environment and health and wellbeing. During the year, we were pleased to provide a number of grants into our new operating areas in South Australia and the Northern Territory.

SLIDE: Investments to support growth

In July - together with our senior leadership team - I was pleased to host an Investor Day in Darwin.

This was a great opportunity to provide a deep-dive into our business strategy and demonstrate how we are tapping into emerging markets.

We also showed investors some of the great assets we acquired in central Australia, including rail infrastructure, freight facilities and a terminal at the Port of Darwin. We see the 2200-kilometre Tarcoola to Darwin railway as a nationally-significant corridor, feeding into the closest port to Australia's largest trading partners in Asia.

These assets are absolutely key to the future growth of our Bulk and Containerised Freight businesses. We are supporting them with targeted and disciplined investments in locomotives, wagons and port equipment.

In FY2023, investments totalled \$212 million. In FY2024, we expect to invest a further \$250 to \$300 million, with investment beyond that contingent on new contracts and growth of the business.

Key investments include:

- More than 30 new heavy-haul locomotives,
- More than 500 container wagons, and
- Mobile harbour cranes and reach stackers for the movement of containers.

Aurizon will leverage these new assets as we look to develop land-bridging solutions for customers. We shared the concept of land-bridging at the Investor Day in July, and I'm pleased to report we continue to have positive engagement with the market.

The cranes we are installing at Darwin Port represent a significant milestone in realising our stage one aspirations with land-bridging and provide confidence in our capability to deliver the new supply chain offering to potential customers.

Our target for stage one is one hundred thousand TEUs – twenty-foot equivalent containers - per year. That's within a market of some eight million TEUs of throughput at major Australian ports annually. And we estimate that our supply chain for land-bridging will be up to 40% quicker when compared to key shipping routes into Australian ports. In this context we believe our aspirations are very achievable.

We are taking a staged approach to land-bridging to effectively manage business and investment risk. Limited additional rollingstock is required for stage one, and it is the exact same rollingstock that we currently use across Bulk and Containerised Freight.

SLIDE: Contract wins for the business

I will now speak to the major contract wins for each of our three above-rail businesses during the year. You can see a summary of these wins on the screen. Just a couple of call outs here:

The new national linehaul service we are providing for Team Global Express is the largest ever non-coal contract secured by Aurizon. We are currently ramping up to a full service profile for TGE for east-west Melbourne-Perth services and the north-south services for the Melbourne-Sydney-Brisbane corridor. With TGE as the cornerstone customer, we are building volumes with other customers along these corridors.

You can see the spread of products and geographies for the Bulk business, including contracts for those future-facing commodities that the Chairman mentioned in his address.

This includes the transport of phosphate from North West Queensland to Townsville Port for Centrex, with Aurizon providing a full pit to port solution; and the raiing of copper concentrate from the Northparkes mine in central New South Wales to the Port of Newcastle. After year end, in August, we announced a contract with Northern Iron for the transport of magnetite from Tennant Creek to the Port of Darwin. There's also been some great work in securing contract extensions and renewals across our portfolio.

In Coal, we secured some valuable long-term haulage contracts including Malabar and SIMEC in New South Wales and New Wilkie in Queensland. We were also pleased to win an important contract for rollingstock maintenance work with the BMA Rail fleet in central Queensland. This is an excellent demonstration of leveraging our considerable capability and assets to create new revenue opportunities.

I would also like to reinforce the Chairman's comments about the inherent value of our Coal and Network businesses which serve Australia's coal sector. They are high-performing, cash-generative businesses for Aurizon.

SLIDE: Sustainability

The last 12 months has been an exciting time for Aurizon in the sustainability space.

In May, we launched our project to build an emissions-free capable freight locomotive. This is an Australian-first initiative: constructing a home-grown battery-powered locomotive that is suitable for Australian conditions.

The prototype project is now well underway in a workshop in south-east Queensland with our technology partners Progress Rail. When completed, we plan to trial the prototype locomotive on freight hauls for a key customer, which we expect to start in early 2025.

If we are successful with developing a new battery-powered freight locomotive, it will deliver major benefits for our customers and Australian supply chains, as well as the environment and local communities. This is an exciting and potentially transformational project.

You can read more about this project and the extensive work with other initiatives in our Climate Strategy and Action Plan and our 2023 Sustainability Report, available on our [website](#).

SLIDE: Outlook

Before closing, a brief update on performance so far this financial year.

We maintain the guidance range provided in August at full year results for FY2024 Earnings Before Interest, Tax, Depreciation and Amortisation of between \$1.59 billion to \$1.68 billion.

At the mid-point, this is an uplift of just over \$200 million compared to the prior year and is supported by:

- an uplift in Maximum Allowable Revenue for the Network business; and
- an expected recovery in volumes from existing and new customers for Coal and Bulk.

The results seen in the first quarter of the financial year align to this outlook.

SLIDE: Acknowledgements

Finally, I extend my thanks to our teams right across Australia for their efforts and dedication over the past year. It has been an extremely challenging time for many, with prolonged wet weather impacting both our business operations and the local communities in which our people live and work. To deliver safely and reliably for customers, day after day, requires commitment and focus. Thank you to all the Aurizon teams across the country.

I am also delighted with the progress we have made in recent times with re-positioning the business so we can tap into emerging opportunities across our national footprint. We have a strong, resilient business and a team excited and energised about the next phase of growth for Aurizon.

Thank you.



AURIZON[®]

Annual General
Meeting 2023

Acknowledgement of Country

Caitlyn Gallagher





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Annual General
Meeting 2023

Agenda

- / Chairman's address
- / Managing Director & CEO address
- / Formal business



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Annual General
Meeting 2023

Chairman's address

Strategic initiatives delivered

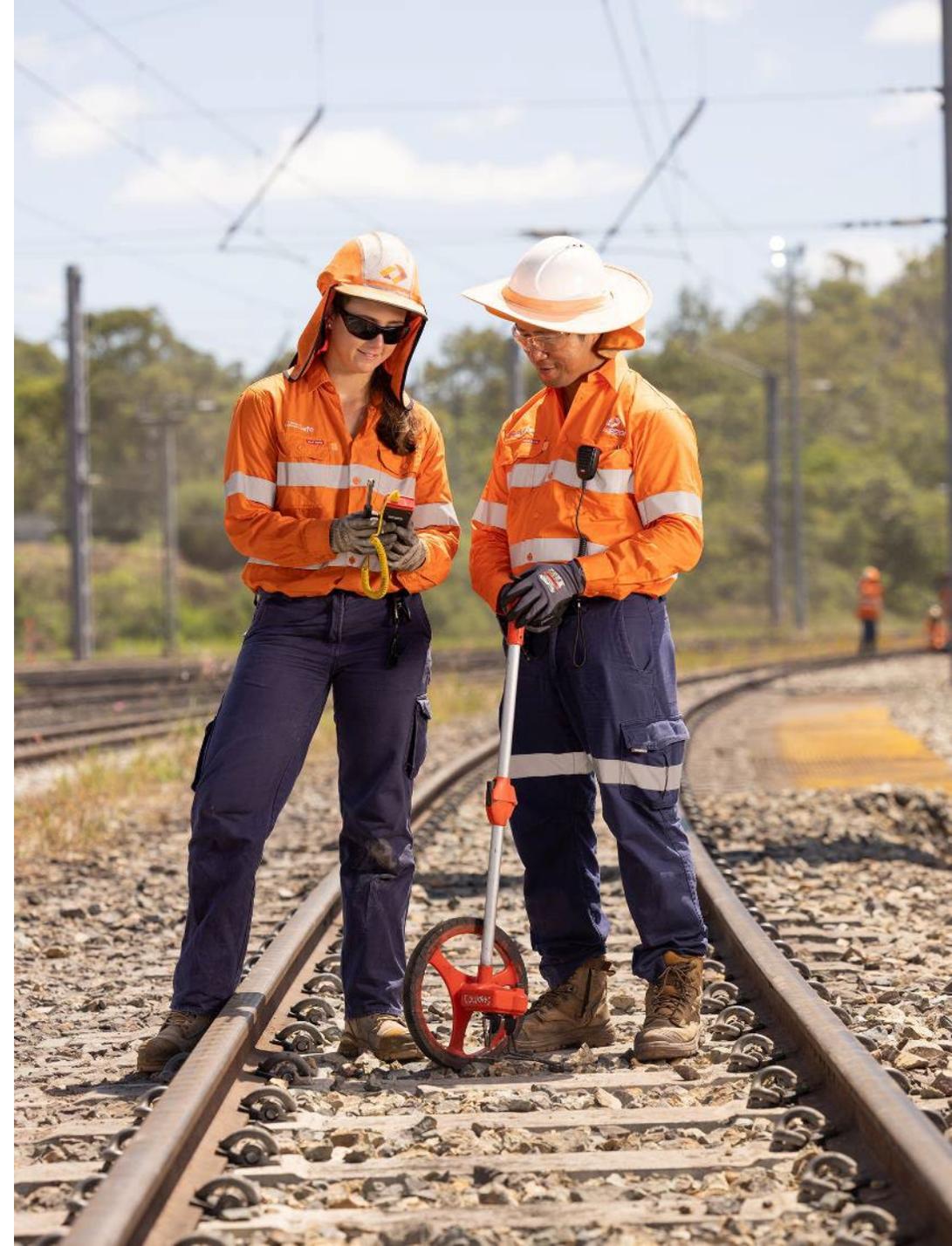
- Integration of \$1.4 billion One Rail acquisition into business
- East Coast Rail divested for \$425 million
- Containerised Freight business established
- Built business case for land-bridging



Financial, Operational & Safety

- EBITDA in guidance \$1,428 million
- Dividends of 15 cents
- Shareholder distributions of over \$5 billion since FY2016¹
- Safety performance improvements

¹ includes dividends and buybacks (FY16 -FY23)





Strategic re-positioning



Integrated rail-port supply chain through Darwin



Mount Isa, QLD



Dry Creek, SA



Hermidale, NSW

Regional visits

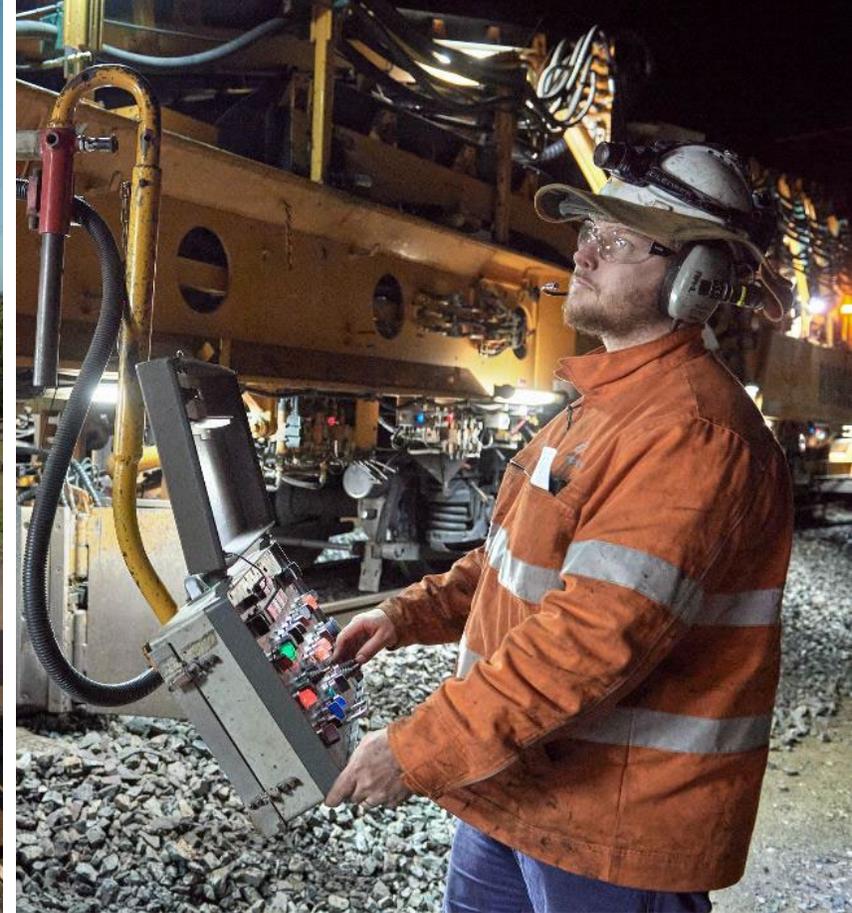




Closing remarks and acknowledgements



Managing Director & CEO address



Introduction





Operational safety performance



Investment to support growth



Contract wins for the business

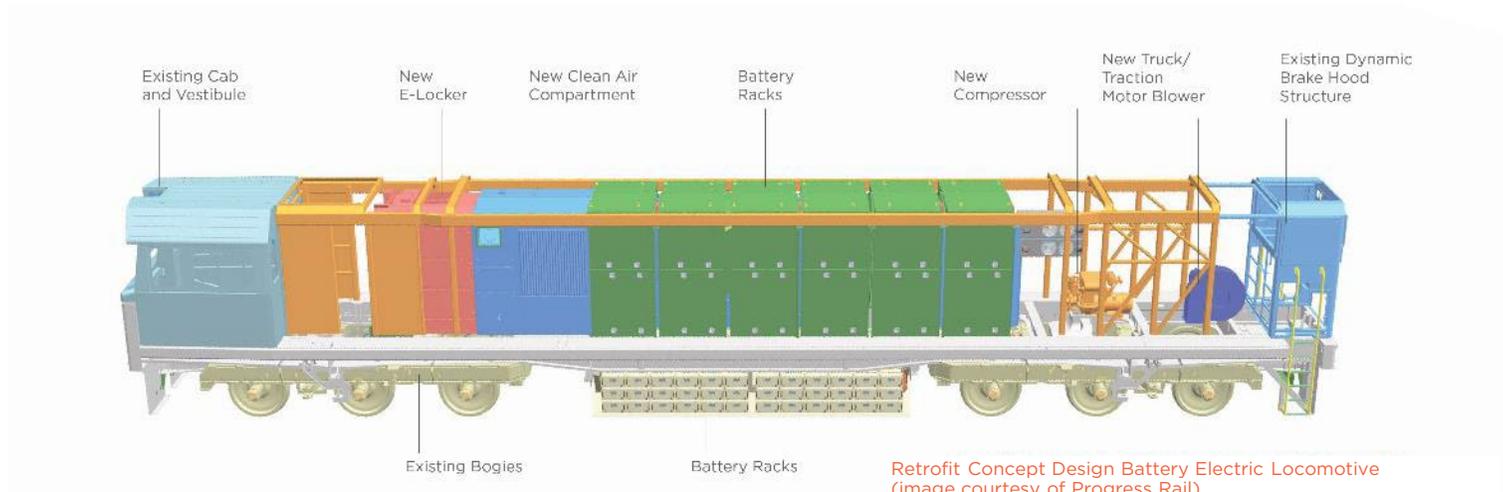
Company	Service	Product	Location
Northparkes	Rail services	Copper conc	NSW
Aurelia Peak	Road, rail & stevedoring	Base metals	NSW
IPL	Road, rail & stevedoring	Sulphur	NSW
Chinova	Road, rail & stevedoring	Copper conc	QLD
Seaway	Rail	Grain & Cotton	QLD
Centrex	Road, rail & stevedoring	Phosphate rock	QLD
Aeris Resources	Road, rail & stevedoring	Base metals	QLD

Company	Service	Contract
TGE	C Freight	11-year national linehaul service

Company	Product	Location
Graincorp	Grain	QLD
Thallon	Grain	QLD
Cargill	Grain	QLD
BHP	Copper	SA
SIMEC	Iron ore	SA
AOL	Iron ore	SA
Woolworths	C Freight	SA/NT
BP	Fuel	WA

-  Bulk
-  Coal
-  Containerised Freight
-  Contract Extensions

Company	Mine	Location
Malabar	Maxwell Underground	NSW
New Wilkie Energy	New Wilkie	QLD
SIMEC Mining	Tahmoor	NSW
BMA Rail	Rail rollingstock maintenance	QLD



Retrofit Concept Design Battery Electric Locomotive (image courtesy of Progress Rail)



Sustainability





Outlook





Acknowledgements

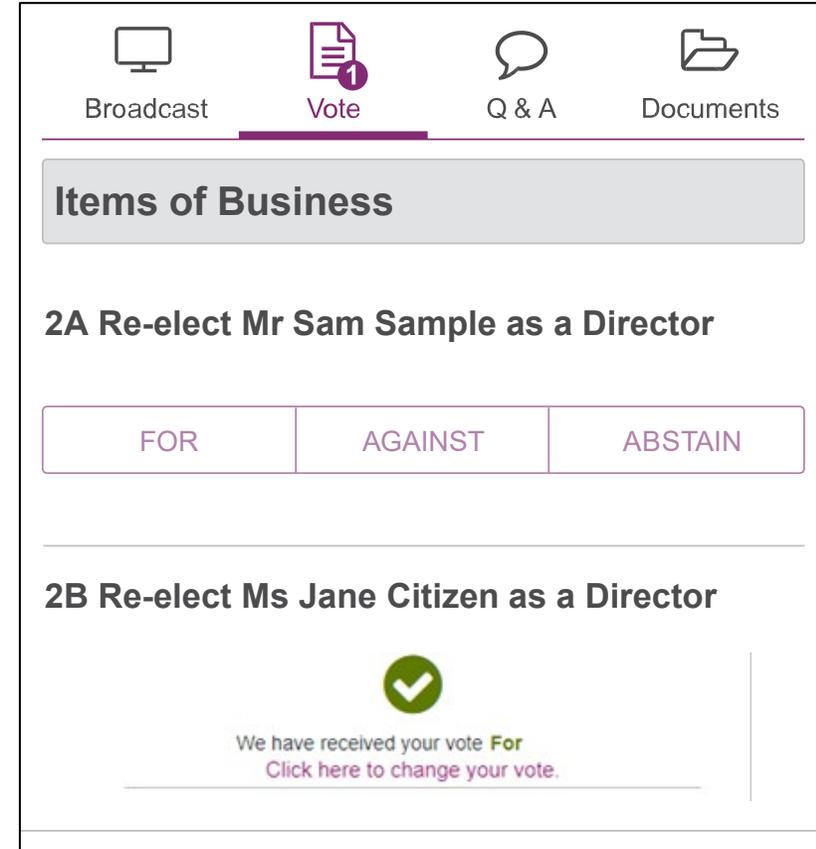


Formal business

Online attendees - how to vote



- When the poll is open, select the vote icon at the top of the screen
- To vote, select either For, Against or Abstain
- You will see a vote confirmation
- To change or cancel your vote “click here to change your vote” at any time until the poll is closed



In person attendees - how to vote

Mark your voting card

SHAREHOLDER VOTING INSTRUCTIONS

If you wish to cast all your votes for or against a motion, place a mark in the appropriate FOR box or AGAINST box for that motion.



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If you wish to cast some of your votes for a motion and some of your votes against the motion write in the FOR box the actual number or percentage of votes you are casting for the motion and write in the AGAINST box the actual number or percentage of votes you are casting against the motion. The sum of the votes cast or the percentages FOR and AGAINST a motion must not exceed your voting entitlement or 100%.

PROXYHOLDER VOTING INSTRUCTIONS

Please refer to Summary of Proxy Votes Form attached to this card for instructions.

		For	Against	Abstain
Item 2 (a)	Re-election of Director - Dr Sarah Ryan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2 (b)	Re-election of Director - Mr Lyell Strambi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2 (c)	Election of Director - Mr Timothy Longstaff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2 (d)	Election of Director - Ms Samantha Tough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3	Approval of a Grant of Performance Rights to the Managing Director & CEO, Mr Andrew Harding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4	Approval of Potential Termination Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 5	Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Name of Shareholder/Proxyholder

Signature

Item 1 — Financial Statements and Reports

To receive and consider the Financial Statements, Directors' Report and independent Auditor's Report of the Company and its controlled entities for the financial year ended 30 June 2023.

Note: There is no vote on this item.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

A screenshot of a meeting application's Q & A interface. At the top, there is a navigation bar with four icons: a monitor for 'Broadcast', a document for 'Vote', a speech bubble for 'Q & A' (which is highlighted with a purple underline), and a folder for 'Documents'. Below the navigation bar is a large text input area with the placeholder text 'Your question(s)'. Underneath this is a smaller text box with the instruction 'You may enter a question using the field below.' followed by a dropdown menu labeled 'Select Topic'. Below the dropdown is a character count 'Questions are limited to 2000 characters.' and a smaller text input field with a character count '0 character(s)'. To the right of this field is a 'Send' button.

Item 2 — Election and re-election of Directors

To consider and, if thought fit, to pass the following as separate ordinary resolutions:

- a) the “That Dr Sarah Ryan, who retires by rotation and being eligible, be re-elected as a Director of the Company.”
- b) “That Mr Lyell Strambi, who retires by rotation and being eligible, be re-elected as a Director of the Company.”
- c) “That Mr Timothy Longstaff, being eligible, be elected as a Director of the Company.”
- d) “That Ms Samantha Tough, being eligible, be elected as a Director of the Company.”

Item 2(a) — Re-Election of Dr Sarah Ryan

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

That Dr Sarah Ryan, who retires by rotation and being eligible, be re-elected as a Director of the Company.

Online attendees - how to ask a question



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Item 2(a) — Re-Election of Dr Sarah Ryan

Item 2(a) — Re-Election of Sarah Ryan	Proxies received	%
In favour	1,272,302,660	96.87%
Against	38,751,278	2.95%
Proxy's discretion	2,391,602	0.18%
Abstain	292,423	N/A

Item 2(b) — Re-Election of Mr Lyell Strambi

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

That Mr Lyell Strambi, who retires by rotation and being eligible, be re-elected as a Director of the Company.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

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Item 2(b) — Re-Election of Mr Lyell Strambi

Item 2(b) — Re-Election of Mr Lyell Strambi	Proxies received	%
In favour	1,299,638,769	98.96%
Against	11,351,292	0.86%
Proxy's discretion	2,395,722	0.18%
Abstain	352,183	N/A

Item 2(c) — Election of Mr Timothy Longstaff

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

That Mr Timothy Longstaff, being eligible, be elected as a Director of the Company.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
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Item 2(c) — Election of Mr Timothy Longstaff

Item 2(c) — Election of Mr Timothy Longstaff	Proxies received	%
In favour	1,289,495,113	98.20%
Against	21,356,859	1.62%
Proxy's discretion	2,432,317	0.18%
Abstain	426,178	N/A

Item 2(d) — Election of Ms Samantha Tough

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

That Ms Samantha Tough, being eligible, be elected as a Director of the Company.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

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Item 2(d) — Election of Ms Samantha Tough

Item 2(d) — Election of Ms Samantha Tough	Proxies received	%
In favour	1,309,659,226	99.73%
Against	1,254,734	0.09%
Proxy's discretion	2,472,657	0.18%
Abstain	351,347	N/A

Item 3 — Approval of a Grant of Performance Rights to the Managing Director & CEO, Mr Andrew Harding

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

That approval be given for all purposes under the *Corporations Act 2001* (Cth) (Corporations Act) and the ASX Listing Rules, including ASX Listing Rule 10.14, to issue to the Managing Director & CEO, Mr Andrew Harding, 750,409 Performance Rights (2023 Award), pursuant to the Company's Long Term Incentive Award on the terms summarised in the Explanatory Notes in the Notice of Meeting.

Voting Note: A voting exclusion applies to this resolution.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

A screenshot of a meeting software interface showing the Q & A section. At the top, there are four icons: a monitor for 'Broadcast', a document for 'Vote', a speech bubble for 'Q & A' (which is highlighted with a purple underline), and a folder for 'Documents'. Below the icons is a large text area with the placeholder text 'Your question(s)'. Underneath this is a smaller text box with the instruction 'You may enter a question using the field below.' followed by a dropdown menu labeled 'Select Topic'. Below the dropdown is a text box with the placeholder '0 character(s)' and a 'Send' button. A note above the text box states 'Questions are limited to 2000 characters.'

Item 3 — Approval of a Grant of Performance Rights to the Managing Director & CEO, Mr Andrew Harding

Item 3 — Approval of a Grant of Performance Rights to the Managing Director & CEO, Mr Andrew Harding

	Proxies received	%
In favour	1,300,361,983	99.12%
Against	9,275,115	0.70%
Proxy's discretion	2,347,040	0.18%
Abstain	1,371,855	N/A



Proxy details are compiled by Computershare, the Company's share register manager.
Final proxy results are subject to Returning Officer's audit.

Item 4 — Approval of Potential Termination Benefits

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

That in accordance with the terms of sections 200B and 200E of the Corporations Act, approval is given for all purposes for the provision of benefits under the Company's Long Term Incentive Plan where all of the following conditions are met.

- a) the person receiving the benefit is currently or, in the future, an employee of the Company or a related body corporate of the Company;
- b) the person holds a managerial or executive office (as defined in the Corporations Act);
- c) the benefit is paid or provided on the person ceasing to hold a managerial or executive office, or position of employment, in the Company or a related body corporate of the Company; and
- d) the benefit is paid or provided on the terms set out in the Explanatory Notes in the Notice of Meeting.

Voting Note: A voting exclusion applies to this resolution.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

A screenshot of a meeting application's Q & A interface. At the top, there is a navigation bar with four icons: a monitor for 'Broadcast', a document for 'Vote', a speech bubble for 'Q & A' (which is highlighted with a purple underline), and a folder for 'Documents'. Below the navigation bar is a large text input area with the placeholder text 'Your question(s)'. Underneath this is a smaller text box with the instruction 'You may enter a question using the field below.' To the left of this smaller box is a dropdown menu labeled 'Select Topic' with a downward arrow. Below the dropdown is a character count '0 character(s)' and a 'Send' button. A note above the character count states 'Questions are limited to 2000 characters.'

Item 4 — Approval of Potential Termination Benefits

Item 4 — Approval of Potential Termination Benefits	Proxies received	%
In favour	1,303,767,414	99.38%
Against	5,865,949	0.45%
Proxy's discretion	2,272,105	0.17%
Abstain	1,450,528	N/A



Proxy details are compiled by Computershare, the Company's share register manager.
Final proxy results are subject to Returning Officer's audit.

Item 5 — Adoption of Remuneration Report

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

That the Remuneration Report for the financial year ended 30 June 2023, be adopted.

Note: This resolution is advisory only and does not bind the Directors or the Company.

Voting Note: A voting exclusion applies to this resolution.

Online attendees - how to ask a question



- To ask a written question select the Q & A icon
- Select the topic your question relates to from the drop-down list
- Type your question in the text box and **press** the send button
- To ask a verbal question follow the instructions below the broadcast window

A screenshot of a meeting software interface showing the Q & A section. At the top, there are four icons: a monitor for 'Broadcast', a document for 'Vote', a speech bubble for 'Q & A' (which is highlighted with a purple underline), and a folder for 'Documents'. Below the icons is a large text area with the placeholder text 'Your question(s)'. Underneath this is a smaller text box with the instruction 'You may enter a question using the field below.' followed by a dropdown menu labeled 'Select Topic'. Below the dropdown is a text box with the placeholder '0 character(s)' and a 'Send' button to its right. A note above the text box states 'Questions are limited to 2000 characters.'

Item 5 — Adoption of Remuneration Report

Item 5 — Adoption of Remuneration Report	Proxies received	%
In favour	1,293,954,320	98.65%
Against	15,487,291	1.18%
Proxy's discretion	2,330,857	0.17%
Abstain	1,582,972	N/A



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