

**EUREKA GROUP HOLDINGS LIMITED  
ACN 097 241 159**

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**NOTICE OF ANNUAL GENERAL MEETING  
AND  
EXPLANATORY MEMORANDUM**

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Date of Meeting: Thursday 31 October 2019  
Time of Meeting: 11:00am (Brisbane time)  
Place of Meeting: The Brisbane Club  
241 Adelaide Street  
Brisbane QLD 4000

This Notice of Annual General Meeting should be read in its entirety. If Shareholders are in doubt as to how they should vote, they should seek advice from their accountant, solicitor or other professional advisor prior to voting.

## **NOTICE OF ANNUAL GENERAL MEETING**

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Notice is given that the Annual General Meeting of Shareholders of Eureka Group Holdings Limited ACN 097 241 159 (**Company**) will be held at The Brisbane Club, 241 Adelaide Street, Brisbane QLD 4000 on Thursday 31 October 2019 at 11:00am (Brisbane time).

### **ITEMS OF BUSINESS**

#### **ORDINARY BUSINESS**

##### **1. 2019 ANNUAL REPORT**

To receive and consider the Company's 2019 Annual Report comprising the Directors' Report, Financial Statements and Auditor's Report for the financial year ended 30 June 2019.

Note: There is no requirement for Shareholders to approve these reports.

##### **2. REMUNERATION REPORT**

To consider and, if thought fit, pass the following as a non-binding ordinary Resolution in accordance with section 250R(2) of the Corporations Act:

*"That the Remuneration Report (which forms part of the Directors' Report) of the Company for the year ended 30 June 2019 be adopted."*

Note: This Resolution is advisory only and does not bind the Company. The Directors will consider the outcome of the vote, and any comments made by Shareholders about the Remuneration Report at the Meeting, when reviewing the Company's remuneration policies. A voting exclusion statement applies to the Resolution for Item 2. Further details of this exclusion are set out in the accompanying Notes.

##### **3. ELECTION OF RUSSELL BANHAM AS A DIRECTOR**

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

*"That Mr Russell Banham who retires as a Director of the Company in accordance with ASX Listing Rule 14.4 and clause 13.2 of the Constitution and, being eligible, be elected as a Director."*

Note: Information about the candidate appears in the accompanying Explanatory Memorandum.

##### **4. RE-ELECTION OF SUE RENKIN AS A DIRECTOR**

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

*"That Ms Sue Renkin who retires as a Director of the Company in accordance with clause 16.1 of the Constitution and, being eligible, be re-elected as a Director."*

Note: Information about the candidate appears in the accompanying Explanatory Memorandum.

## **NOTICE OF ANNUAL GENERAL MEETING**

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### **GENERAL BUSINESS**

To transact any business that may be properly brought before the Meeting.

For further information, please refer to the Explanatory Memorandum which forms part of this Notice of Meeting.

### **BY ORDER OF THE BOARD**

A handwritten signature in black ink, appearing to be 'L. Fanning', written in a cursive style.

Laura Fanning  
Company Secretary

27 September 2019

## NOTES

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These Notes and the accompanying Explanatory Memorandum form part of this Notice of Meeting.

### Voting Exclusion Statements

- Item 2            The Corporations Act prohibits, and the Company will disregard, any votes being cast on this Resolution by or on behalf of a person who is a member of the key management personnel of the Company details of whose remuneration are included in the Remuneration Report or a closely related party of the key management personnel. However, such a person may cast a vote on this Resolution as a proxy for a person who is permitted to vote if:
- 1) the appointment of the proxy specifies the way the proxy is to vote on the Resolution; or
  - 2) the proxy is the chairperson of the Meeting and the appointment of the chairperson as proxy does not specify the way the proxy is to vote and expressly authorises the chair to exercise the proxy even if the Resolution is connected directly or indirectly with the remuneration of a member of the key management personnel of the Company.

### Appointing a proxy

A Shareholder who is entitled to attend and vote at the Meeting has the right to appoint a proxy to attend and vote at the Meeting on their behalf. There is a Proxy Form included with this Notice. A proxy need not be a member of the Company. A proxy may be an individual or a body corporate.

A Shareholder entitled to cast two or more votes may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If proportions or number are not specified, each proxy can exercise half the available votes. If you require a second Proxy Form please contact the Share Registry on 1300 554 474 or from overseas +61 1300 554 474.

For an appointment of a proxy to be effective, the proxy's appointment (and, if the appointment is signed by an attorney, the authority under which it was signed or a certified copy of the authority) must be received by the Company by 11:00am Brisbane time on 29 October 2019.

A proxy can be appointed:

Online:        Visit [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au) using the holding details shown on the Proxy Form. Select 'Voting' and follow the prompts to lodge your vote.

Alternatively, please complete and sign the Proxy Form enclosed with this Notice of Meeting and return it by:

By fax:        + 61 2 9287 0309

By hand:      Link Market Services Limited  
1A Homebush Bay Drive, Rhodes, NSW 2138; or  
Level 12, 680 George Street, Sydney, NSW 2000

By mail:      Link Market Services Limited  
Locked Bag A14, Sydney South NSW 1235

A reply envelope is enclosed for the return of your Proxy Form.

### Corporate Shareholders

Corporate Shareholders wishing to appoint a representative to attend the Meeting on their behalf must provide that person with a properly executed letter confirming that they are authorised to act as the company's representative. The authorisation may be effective either for this Meeting only or for all meetings of the Company.

## NOTES

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### **Eligibility to vote at the Meeting**

The Company has determined, for the purposes of voting at the Meeting, that the Company's shares will be taken to be held by those persons recorded on the Company's register of Shareholders at 7:00pm (Sydney time) on 29 October 2019.

### **Registration**

If you are attending the Meeting, please bring your personalised Proxy Form with you. If you do not bring your form, you will still be able to attend the Meeting, but upon registration, representatives from the Company will need to verify your identity.

### **How undirected proxies held by the Chairman of the Meeting will be voted**

The Chairman of the Company will chair the Meeting and at the date of this Notice of Meeting, intends to vote all undirected proxies in favour of all of the Resolutions.

Unless amended, the Proxy Form expressly authorises the Chair to exercise undirected proxies in his/her discretion in relation to all Resolutions even where such Resolutions are connected directly or indirectly with financial benefits to be given and shares to be issued to entities associated with certain directors of the Company.

The Company encourages all Shareholders who submit proxies to direct their proxy how to vote on each Resolution.

## **EXPLANATORY MEMORANDUM**

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This Explanatory Memorandum is provided to Shareholders of the Company to explain the Resolutions to be put to Shareholders at the Annual General Meeting to be held at The Brisbane Club, 241 Adelaide Street, Brisbane QLD 4000 on Thursday 31 October 2019 at 11:00am (Brisbane time).

The Directors recommend Shareholders read the accompanying Notice of Meeting and this Explanatory Memorandum in full before making any decision in relation to the Resolutions.

### **ITEM 1 – 2019 ANNUAL REPORT**

The Company's 2019 Annual Report comprising the Directors' Report, Financial Statements and the Auditor's Report for the financial year ended 30 June 2019 was released to ASX on 30 August 2019 and is available on the Company's website ([www.eurekagroupholdings.com.au/investors/financial-reports/](http://www.eurekagroupholdings.com.au/investors/financial-reports/)). A copy has also been sent to those Shareholders who requested a copy.

The Company will take Shareholders' questions and comments about the management of the Company. The auditor of the Company will be available to take Shareholders' questions and comments about the conduct of the audit and the preparation and content of the auditor's report. The 2019 Annual Report will be laid before the Meeting in accordance with the Corporations Act. No voting is required for this Item.

### **ITEM 2 – REMUNERATION REPORT**

The Board has submitted its Remuneration Report to Shareholders for consideration and adoption by way of a non-binding ordinary Resolution.

The Remuneration Report is set out in the Directors' Report section of the 2019 Annual Report. The report:

- explains the Board's policy for determining the nature and amount of remuneration of Directors and senior executives of the Company;
- explains the relationship between the Board's remuneration policy and the Company's performance;
- sets out remuneration details for each Director and other key management personnel; and
- details and explains any performance conditions applicable to the remuneration of the executive Directors and senior executives of the Company.

A reasonable opportunity will be provided for discussion of the Remuneration Report at the Meeting.

The Board unanimously recommends that Shareholders vote in favour of adopting the Remuneration Report. A vote on this Resolution is advisory only and does not bind the Directors or the Company.

However, if at least 25% of the votes cast are against the adoption of the Remuneration Report, the Company's next Remuneration Report must explain the Board's proposed action in response or explain why no action has been taken.

In the following year, if at least 25% of the votes cast on the resolution are, once again, against the adoption of the Remuneration Report, Shareholders will then vote to determine whether the Directors will need to stand for re-election. If more than 50% of the votes cast on this Resolution are in favour, a separate re-election meeting must be held within 90 days.

At the Company's last annual general meeting, the votes cast against the Remuneration Report represented less than 25% of the total votes cast.

### **Directors' recommendation**

The Directors recommend that Shareholders vote in favour of adopting the Remuneration Report.

## **EXPLANATORY MEMORANDUM**

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### **ITEMS 3 AND 4 – ELECTION OF DIRECTORS**

The ASX Listing Rules and the Company's Constitution prescribe a process by which Directors regularly retire from office. Retiring Directors may offer themselves for election or re-election.

#### **ITEM 3 – ELECTION OF RUSSELL BANHAM AS A DIRECTOR**

In accordance with ASX Listing Rule 14.4 and clause 13.2 of the Constitution, Mr Russell Banham, having been appointed by the Directors as an addition to the Board, retires at the conclusion of the Meeting, and being eligible, offers himself for election as a Director of the Company.

Mr Banham was appointed to the Board on 21 November 2018 as a non-executive Director and is the Chair of the Company's Audit & Risk Committee.

He has a Bachelor of Commerce degree, is a Graduate Member of the Australian Institute of Company Directors and is a fellow of Chartered Accountants Australia and New Zealand.

Mr Banham is an experienced company director with a demonstrated history of working in various industries including mining & metals, property development and management, manufacturing and gaming and hospitality. He is skilled in financial management, risk management and corporate governance. He was an audit partner and had functional leadership responsibilities at Deloitte, Ernst & Young and Andersen.

He currently serves as an independent non-executive director of HKSE listed MGM China Holdings Limited, LSE listed National Atomic Company Kazatomprom and Wiggins Island Coal Export Terminal Pty Ltd. He is also a member of the Audit and Risk Management Committee of the Queensland Audit Office.

#### **Directors' recommendation**

The Directors (with Mr Banham abstaining) recommend that Shareholders vote in favour of this Resolution.

#### **ITEM 4 – RE-ELECTION OF SUE RENKIN AS A DIRECTOR**

In accordance with clause 16.1 of the Constitution, Ms Sue Renkin retires at the conclusion of the Meeting and, being eligible, offers herself for re-election as a Director of the Company.

Ms Renkin was appointed to the Board on 24 November 2017 as a non-executive Director and was last elected by Shareholders on 21 November 2018. Ms Renkin is the Chair of the Company's Nomination & Remuneration Committee and is a member of the Company's Audit & Risk Committee.

She holds a Master of Business Administration from Monash University, a Graduate Diploma in Corporate Governance from UNE and attended Harvard Business School for a course on Competition and Strategy.

Ms Renkin has enjoyed almost thirty years as CEO for private hospitals, emergency services and not for profit entities. She now operates a portfolio career as a non-executive director, executive coach and mentor and is a past National Telstra Business Woman of the year.

She is the current chairman of Southern Metropolitan Cemeteries Trust, a director of GMHBA Limited, a member of the Global Leadership Board International Women's Forum and Director of the National Imaging Facility's Governing Board.

#### **Directors' recommendation**

The Directors (with Ms Renkin abstaining) recommend that Shareholders vote in favour of this Resolution.

## GLOSSARY

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The following definitions are used in the Notice of Annual General Meeting and the Explanatory Memorandum:

**2019 Annual Report** means the Annual Report for the Company for the financial year ended 30 June 2019;

**Annual General Meeting** or Meeting means the general meeting of the Company to be held on Thursday 31 October 2019 pursuant to the Notice of Annual General Meeting;

**ASX** means ASX Limited ACN 008 624 691 or the securities exchange market operated by the ASX, as the context requires;

**ASX Listing Rule** means the official listing rules of the ASX;

**Board** or **Board of Directors** means the board of Directors of the Company;

**Chairman** means the chairman of the Company, who is currently Mr Murray Boyte;

**Company** means Eureka Group Holdings Limited ACN 097 241 159;

**Constitution** means the constitution of the Company, as amended from time to time;

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

**Directors** means the directors of the Company;

**Explanatory Memorandum** means the explanatory memorandum set out in the body of this document;

**Notice of Annual General Meeting** or **Notice** means the notice of Annual General Meeting set out in the body of this document;

**Remuneration Report** means the section of the 2019 Annual Report that is included under section 300A(1) of the Corporations Act;

**Resolution** means a resolution set out in the Notice, to be passed by the requisite majority of Shareholders of the Company on a show of hands or by the requisite majority of votes given on a poll;

**Share** means a fully paid ordinary share in the issued capital of the Company and **Shares** means any two or more of them; and

**Shareholder** means a holder of a Share.





**eureka**  
GROUP HOLDINGS


ABN 15 097 241 159


## LODGE YOUR VOTE

 **ONLINE**  
www.linkmarketservices.com.au

 **BY MAIL**  
Eureka Group Holdings Limited  
C/- Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235 Australia

 **BY FAX**  
+61 2 9287 0309

 **BY HAND**  
Link Market Services Limited  
1A Homebush Bay Drive, Rhodes NSW 2138; or  
Level 12, 680 George Street, Sydney NSW 2000

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



**X99999999999**

## PROXY FORM

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

### APPOINT A PROXY

**the Chairman of the Meeting (mark box)**

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

STEP 1

or failing the person or body corporate named, or if no person or body corporate is named, the Chairman of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at **11:00am (AEST) on Thursday, 31 October 2019 at The Brisbane Club, 241 Adelaide Street, Brisbane QLD 4000 (the Meeting)** and at any postponement or adjournment of the Meeting.

**Important for Resolution 2:** If the Chairman 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 Chairman of the Meeting to exercise the proxy in respect of Resolution 2, even though the Resolution is 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 Resolutions.**

### 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

|  | For                      | Against                  | Abstain*                 |
|--|--------------------------|--------------------------|--------------------------|
| 2 Remuneration Report                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3 Election of Russell Banham as a Director | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4 Re-election of Sue Renkin as a Director  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

STEP 2



\* 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)

Joint Shareholder 2 (Individual)

Joint Shareholder 3 (Individual)

Sole Director and Sole Company Secretary

Director/Company Secretary (Delete one)

Director

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

STEP 3

**EGH PRX1901C**



## 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 Chairman of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chairman 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 CHAIRMAN OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chairman of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chairman of the Meeting will be voted according to the instructions set out in this Proxy Form, including where the Resolution is 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 produced prior to admission in accordance with the Notice of Meeting. A form of the certificate may be obtained from the Company's share registry or online at [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au).

### 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 **11:00am (AEST) on Tuesday, 29 October 2019**, 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

[www.linkmarketservices.com.au](http://www.linkmarketservices.com.au)

Login to the Link website using the holding details as shown on the 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 MAIL

Eureka Group Holdings Limited  
C/- Link Market Services Limited  
Locked Bag A14  
Sydney South NSW 1235  
Australia



#### BY FAX

+61 2 9287 0309



#### BY HAND

delivering it to Link Market Services Limited\*  
1A Homebush Bay Drive  
Rhodes NSW 2138  
or  
Level 12  
680 George Street  
Sydney NSW 2000

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

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