

Dawney & Co Ltd

Level 8, 1 Eagle Street
Brisbane QLD 4001
ACN: 138 270 201

<http://www.dawneyco.com.au/>

Dawney & Co Ltd

Notice of 2025 Annual General Meeting

Explanatory Statement | Proxy Form

25 November 2025

2:30pm AEST

Address

HopgoodGanim
Waterfront Place
Level 8, 1 Eagle Street
Brisbane City QLD 4000

This Notice of Meeting should be read in its entirety. If Shareholders are in doubt as to how they should vote, they should seek advice from their professional advisers prior to voting.

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Venue and Voting Information

The Annual General Meeting of the Shareholders to which this Notice of Meeting relates will be held at 2:30pm (AEST) on 25 November 2025 at HopgoodGanim Lawyers, Waterfront Place, Level 8, 1 Eagle Street Brisbane QLD 4000.

Your vote is important

The business of the Annual General Meeting affects your shareholding and your vote is important.

Voting in person

To vote in person, attend the Annual General Meeting on the date and at the place set out above.

Voting by proxy

To vote by proxy, please use one of the following methods:

Online	Lodge the Proxy Form online at https://investor.automic.com.au/#/loginsah by following the instructions: Login to the Automic website using the holding details as shown on the Proxy Form. Click on 'View Meetings' – 'Vote'. To use the online lodgement facility, Shareholders will need their holder number (Securityholder Reference Number (SRN) or Holder Identification Number (HIN) as shown on the front of the Proxy Form.
By post	Automic, GPO Box 5193, Sydney NSW 2001
By hand	Automic, Level 5, 126 Phillip Street, Sydney NSW 2000

Your Proxy instruction must be received not later than 48 hours before the commencement of the Meeting. **Proxy Forms received later than this time will be invalid.**

Power of Attorney

If the proxy form is signed under a power of attorney on behalf of a shareholder, then the attorney must make sure that either the original power of attorney or a certified copy is sent with the proxy form, unless the power of attorney has already provided it to the Share Registry.

Corporate Representatives

If a representative of a corporate shareholder or a corporate proxy will be attending the Meeting, the representative should bring to the Meeting adequate evidence of their appointment, unless this has previously been provided to the Share Registry.

Notice of Annual General Meeting

Notice is hereby given that an Annual General Meeting of Shareholders of Dawney & Co Ltd ACN 138 270 201 will be held at 2:30pm (AEST) on 25 November 2025 at HopgoodGanim Lawyers, WaterfrontPlace, Level 8, 1 Eagle Street, Brisbane City QLD 4000 (**Meeting**).

The Explanatory Statement to this Notice of Meeting provides additional information on matters to be considered at the Annual General Meeting. The Explanatory Statement, Share-In-Lieu Plan, and the Proxy Form forms part of this Notice of Meeting.

The Directors have determined pursuant to Regulation 7.11.37 of the *Corporations Regulations 2001* (Cth) that the persons eligible to vote at the Annual General Meeting are those who are registered Shareholders at 2:30pm (AEST) on 23 November 2025.

Terms and abbreviations used in this Notice of Meeting and Explanatory Statement are defined in the Glossary.

Agenda

Ordinary business

Financial statements and reports

"To receive and to consider the Annual Financial Report of the Company for the financial year ended 30 June 2025 together with the declaration of the Directors, the Directors' Report, the Remuneration Report and the Auditor's Report for that financial year."

Note: This item of ordinary business is **for discussion only and is not a resolution**.

Pursuant to the Corporations Act, Shareholders will be given a reasonable opportunity at the Meeting to ask questions about, or make comments in relation to, each of the aforementioned reports during consideration of these items.

Resolutions

Remuneration Report

1. Resolution 1 – Adoption of Remuneration Report

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

“That, for the purpose of Section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company’s Annual Financial Report for the financial year ended 30 June 2025.”

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

Voting Exclusion Statement: In accordance with the Corporations Act, the Company will disregard any votes cast on Resolution 1 by or on behalf of a member of the Company’s key management personnel (including the Directors), whose remuneration details are included in the Remuneration Report (**KMP**), or any of that person’s Closely Related Parties (such as close family members and any controlled companies of those persons) (collectively referred to as **Restricted Voter**). However, the Company need not disregard a vote if:

- (a) it is cast by a person as a proxy appointed in writing that specifies how the proxy is to vote on Resolution 1; and
- (b) it is not cast on behalf of a Restricted Voter.

If you appoint the person chairing the Meeting (**Chair**) and you are not a Restricted Voter, by submitting the Proxy Form you authorise the person chairing the Meeting to exercise the proxy even though Resolution 1 is connected directly or indirectly with the remuneration of a KMP, and you will be taken to have directed the Chair to vote in accordance with his or her stated intention to vote in favour of Resolution 1. If you do not want your vote exercised in favour of Resolution 1, you should direct the person chairing the Meeting to vote “against”, or to abstain from voting on, this Resolution.

Re-election of Director

2. Resolution 2 – Re-election of Kerry Daly as Director

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

“That Kerry Daly, a Director who retires by rotation in accordance with the clause 20.2 of the Company’s Constitution and being eligible offers himself for re-election as a Director of the Company, effective immediately.”

Issue of Equity Securities

3. Resolution 3 – Approval to Issue Additional Equity Securities under NSX Listing Rule 6.25

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

“That, for the purposes NSX Listing Rule 6.25 and for all other purposes, the Shareholders approve the issue of equity securities up to an additional 10% of the issued capital of the Company as of the date of this Notice and otherwise on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting.”

Voting Exclusion Statement: The Company will disregard any votes cast in favour of Resolution 3 by or on behalf of:

- (a) a person who is expected to participate in, or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the Company); or
- (b) an Associate of that person or those persons.

However, this does not apply to a vote cast in favour of Resolution 3 by:

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (b) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the 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:
 - 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 the Resolution; and
 - the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Special business

Directors Share-in-Lieu Plan

4. **Resolution 4 - Approval of Directors Share-In-Lieu Plan**

To consider and if thought fit to pass, with or without amendment, the following as a **Special Resolution**:

"For the purposes of NSX Listing Rule 6.44 and for all other purposes, Shareholders approve the establishment and implementation of the Directors Share-In-Lieu Plan and the issue of securities under the Directors Share-In-Lieu Plan, to be tabled by the Chairman at the meeting, in accordance with the requirements of the Corporations Act and the NSX Listing Rules (if applicable) and on the terms as described in the Explanatory Statement to this Notice of Meeting."

Voting Exclusion Statement: The Company will disregard any votes cast in favour of Resolution 4 by or on behalf of:

- (a) a person who is expected to participate in, or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the Company); or
- (b) an Associate of that person or those persons.

However, this does not apply to a vote cast in favour of Resolution 4 by:

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (b) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the 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:
- 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 the Resolution; and
 - the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting Prohibition Statement: In accordance with section 250BD of the Corporations Act, a person appointed as a proxy must not vote, on the basis of that appointment, on Resolution 4 if:

- (a) the proxy is either:
- a member of the Company's Key Management Personnel; or
 - a closely related party of a member of the Company's Key Management Personnel; and
- (b) the appointment does not specify the way the proxy is to vote on the resolution.

However, the above prohibition does not apply if:

- (a) the proxy is the Chair of the Meeting; and
- (b) the appointment expressly authorises the Chair to exercise the proxy even if the Resolution is connected directly or indirectly with remuneration of a member of the Company's Key Management Personnel.

Issue of Shares to Kerry Daly under the Directors Share-In-Lieu Plan

5. Resolution 5 – Approval of Share Issue to Kerry Daly under Directors Share-In-Lieu Plan in lieu of director's fees for year ending 30 June 2026

To consider and, if thought fit, to pass the following resolution as a **Special Resolution**:

"That, for all purposes, including the requirements of NSX Listing Rules 6.25 and 6.44 (if applicable), and subject to the passing of Resolution 4, approval is given for the Board to allot and issue up to 79,545 Shares to Kerry Daly (being a Non-Executive Director of the Company) and/or his nominees under the Directors Share-In-Lieu Plan, on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting."

Voting Exclusion Statement: The Company will disregard any votes cast in favour of Resolution 5 by or on behalf of:

- (a) a person who is expected to participate in, or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the Company); or
- (b) an Associate of that person or those persons.

However, this does not apply to a vote cast in favour of Resolution 5 by:

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (b) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the 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:
- 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 the Resolution; and
 - the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting Prohibition Statement: In accordance with section 250BD of the Corporations Act, a person appointed as a proxy must not vote, on the basis of that appointment, on Resolution 5 if:

- (a) the proxy is either:
- a member of the Company's Key Management Personnel; or
 - a closely related party of a member of the Company's Key Management Personnel; and
- (b) the appointment does not specify the way the proxy is to vote on the resolution.
- However, the above prohibition does not apply if:

- (a) the proxy is the Chair of the Meeting; and
- (b) the appointment expressly authorises the Chair to exercise the proxy even if the Resolution is connected directly or indirectly with remuneration of a member of the Company's Key Management Personnel.

Issue of Shares to Peter Johns under the Directors Share-In-Lieu Plan

6. Resolution 6 – Approval of Share Issue to Peter Johns under Directors Share-In-Lieu Plan in lieu of director's fees for year ending 30 June 2026

To consider and, if thought fit, to pass the following resolution as a **Special Resolution**:

"That, for all purposes, including the requirements of NSX Listing Rules 6.25 and 6.44 (if applicable), and subject to the passing of Resolution 4, approval is given for the Board to allot and issue up to 68,181 Shares to Peter Johns (being a Non-Executive Director of the Company) and/or his nominees under the Directors "Share-In-Lieu" Plan, on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting."

Voting Exclusion Statement: The Company will disregard any votes cast in favour of Resolution 6 by or on behalf of:

- (a) a person who is expected to participate in, or who will obtain a material benefit as a result of, the proposed issue (except a benefit solely by reason of being a holder of ordinary securities in the Company); or
- (b) an Associate of that person or those persons.

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

- (a) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (b) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the 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:
- 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 the Resolution; and
 - the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting Prohibition Statement: In accordance with section 250BD of the Corporations Act, a person appointed as a proxy must not vote, on the basis of that appointment, on Resolution 6 if:

- (a) the proxy is either:
- a member of the Company's Key Management Personnel; or
 - a closely related party of a member of the Company's Key Management Personnel; and
- (b) the appointment does not specify the way the proxy is to vote on the resolution.

However, the above prohibition does not apply if:

- (a) the proxy is the Chair of the Meeting; and
- (b) the appointment expressly authorises the Chair to exercise the proxy even if the Resolution is connected directly or indirectly with remuneration of a member of the Company's Key Management Personnel.

BY ORDER OF THE BOARD



Mitchell Dawney
Director
24 October 2025

Explanatory Statement

This Explanatory Statement has been prepared for the information of the Shareholders in connection with the business to be conducted at the Annual General Meeting to be held at 2:30pm (AEST) on 25 November 2025 at HopgoodGanim Lawyers, Waterfront Place, Level 8, 1 Eagle Street, Brisbane City QLD 4000

The purpose of this Explanatory Statement is to provide information which the Directors believe to be material to Shareholders in deciding whether or not to pass the Resolutions in the Notice of Meeting.

If you are in any doubt about what to do in relation to the Resolutions contemplated in the Notice of Meeting and this Explanatory Statement, it is recommended that you seek advice from an accountant, solicitor or other professional advisor.

Full details of the business to be considered at the Annual General Meeting are set out below.

Agenda

Ordinary business

Financial statements and reports

In accordance with the Constitution and the Corporations Act, the business of the Annual General Meeting will include receipt and consideration of the Annual Financial Report of the Company for the financial year ended 30 June 2025 together with the declaration of the Directors, the Director's Report, the Remuneration Report and the Auditor's Report.

In accordance with the amendments to the Corporations Act, the Company is no longer required to provide a hard copy of the Company's Annual Financial Report to Shareholders unless a Shareholder has specifically elected to receive a printed copy.

Whilst the Company will not provide a hard copy of the Company's Annual Financial Report unless specifically requested to do so, Shareholders may view the Company Annual Financial Report on its website at www.dawneyco.com.au.

No resolution is required for this item, but Shareholders will be given the opportunity to ask questions and to make comments on the management and performance of the Company.

The Company's auditor will be present at the Meeting. During the discussion of this item, the auditor will be available to answer questions on the:

- Conduct of the audit;
- Preparation and content of the Auditor's Report;
- Accounting policies adopted by the Company in relation to the preparation of the financial statements; and
- Independence of the auditor in relation to the conduct of the audit.

Written questions of the auditor

If you would like to submit a written question about the content of the Auditor's Report or the conduct of the audit of the Annual Financial Report of the Company's auditor, please send your question to the Company Secretary. A list of qualifying questions will be made available at the Meeting.

Please note that all written questions must be received at least five business days before the Meeting, which is by 18 November 2025.

Resolutions

Remuneration Report

Resolution 1 – Adoption of Remuneration Report

In accordance with section 250R(2) of the Corporations Act, the Company is required to present to its Shareholders the Remuneration Report as disclosed in the Company's Annual Financial Report.

The vote on the Resolution is advisory only and does not bind the Directors or the Company. The Remuneration Report is set out in the Company's Annual Financial Report and is also available on the Company's website at www.dawneyco.com.au.

However, if at least 25% of the votes cast are against the adoption of the Remuneration Report at the Meeting (subject of this Notice of Meeting), and then again at the 2026 Annual General Meeting (**2026 AGM**), the Company will be required to put to the vote a resolution (**Spill Resolution**) at the 2026 AGM to approve the calling of a further meeting (**Spill Meeting**). If more than 50% of Shareholders vote in favour of the Spill Resolution, the Company must convene the Spill Meeting within 90 days of the 2026 AGM. All of the Directors who were in office when the 2026 Directors' Report was approved, other than the Managing Director, will (if desired) need to stand for re-election at the Spill Meeting.

The Remuneration Report explains the Board's policies in relation to the nature and level of remuneration paid to KMPs (including Directors) and sets out remuneration details, service agreements and the details of any share-based compensation.

Voting

Note that a voting exclusion applies to Resolution 1 in the terms set out in the Notice of Meeting. In particular, the Directors and other Restricted Voters must not vote on this Resolution and must not cast a vote as proxy, unless the appointment gives a direction on how to vote, or the proxy is given to the Chair and you submit the Proxy Form, authorising the Chair to exercise the proxy even though Resolution 1 is connected directly or indirectly with the remuneration of a KMP and that in doing so you will be taken to have directed the Chair to vote in accordance with the Chair's stated intention to vote in favour of Resolution 1.

Shareholders are urged to read carefully the Proxy Form and to provide a direction to the proxy on how to vote on this Resolution.

Re-election of Director

Resolution 2 – Re-election of Kerry Daly as Director

The Company's Constitution requires that at the Company's annual general meeting, one third of the Directors (other than any Managing Director) or, if their number is not a multiple of three, then the number nearest to but not less than one third) must retire. In addition, a Director (other than a Managing Director) must retire from office at the conclusion of the third annual general meeting after which the Director was elected or re-elected. The Directors to retire are the Directors (or Director) longest in office since last being elected.

Mr Kerry Daly was last elected as a Director on 8 November 2023 at the Company's 2023 AGM.

A Director who retires in accordance with clause 20.2 of the Company's Constitution is eligible for re-election. Under this Resolution, Kerry Daly has elected to retire by rotation, and being eligible, seeks re-election as a Director of the Company at this AGM.

Directors' recommendation

The Directors (excluding Mr Kerry Daly) recommend that Shareholders vote for this Resolution.

Issue of Additional Equity Securities

Resolution 3 – Approval to Issue Additional Equity Securities under NSX Listing Rule 6.25

This Resolution seeks shareholder approval under NXS Listing Rule 6.25 to allow the Company to issue equity securities up to 10% of its ordinary securities on issue as at the date of this Notice, in addition to the Company's existing 15% capacity under Listing Rule 6.25.

NSX Listing Rule 6.25

Listing Rule 6.25 allows an entity to issue (or agree to issue) equity securities up to 15% of the Company's ordinary securities on issue in any 12 month period without the approval of the Shareholders of the Company. If the Company wishes to issue equity securities above its 15% capacity, the Company must obtain shareholder approval at a general meeting prior to the issue, unless an exception applies.

As at the date of this Notice, the Company has on issue 24,399,336 fully paid ordinary securities, therefore, subject to Shareholder approval being obtained under this Resolution, the Company will have the capacity to issue, 2,439,933 additional equity securities.

Details regarding the purposes for which any particular issue under this Resolution is made will be more fully detailed in an announcement to the NSX at the time the issue is made.

Offers made under this Resolution may be made to parties (excluding any related parties) including professional and sophisticated investors or any other person to whom the Company is able to make an offer of equity securities.

If this Resolution is approved, the Company will have the ability to issue up to an additional 10% of its issued capital as at the date of this Notice without further Shareholder approval and therefore allow it totake advantage of opportunities to obtain further funds if required and available in the future.

If this Resolution is not passed, the Company will not be able to access the additional 10% capacity to issue equity securities without Shareholder approval and will remain subject to the 15% limit on issuing equity securities without Shareholder approval set out in NSX Listing Rule 6.25.

The following information in relation to the issue of equity securities under this Resolution is provided to Shareholders for the purposes of Listing Rule 6.25:

- (a) The identity of the allottees of Shares under this Resolution will be determined at the time the Company decides to make an issue having regard to a number of factors.
- (b) The maximum number of equity securities to be issued is up to 10% of the Company's ordinary securities on issue as at the date of this Notice, being 2,439,933 equity securities.
- (c) The equity securities will be issued within 12 months of Shareholder approval being obtained by the Company.
- (d) The issue price of the equity securities to be issued under this Resolution will be determined at the time of issue, having regard to proximate trading prices of the Company's Shares quoted on the NSX. In some circumstances, the Company may issue equity securities under this Resolution for non-cash consideration (for example, in lieu of cash payments to consultants, suppliers or vendors).
- (e) If the equity securities are Shares, the Shares will be fully paid on issue and rank equally in all aspects with all existing fully paid ordinary shares previously issued by the Company.

- (f) If the equity securities are Shares, funds raised from the issue of the Shares will be used by the Company for working capital purposes.

Directors' recommendation

The Board of Directors recommend that Shareholders vote for this Resolution.

Directors Share-In-Lieu Plan

Resolution 4 - Approval of Directors Share-In-Lieu Plan

NSX Listing Rule 6.25 prohibits the Company issuing equity securities which, in aggregate, exceed 15% of the fully paid ordinary Share capital of the Company in any 12 month period.

NSX Listing Rule 6.25 exception 2(iv) provides that NSX Listing Rule 6.25 does not apply to the issue of securities by the Company under a Directors Share-In-Lieu Plan if the plan was established before the entity listed and a summary of the terms were included in the prospectus, or if the plan has been approved by Shareholders.

Resolution 4 seeks Shareholder approval for three years so that securities issued pursuant to the Directors Share-In-Lieu Plan (**Plan**) are not included within the 15% of issued Shares that can be issued without Shareholder approval. The Plan is included at Schedule 1 of this Notice of Meeting.

In accordance with NSX Listing Rule 6.25 exception 2(iv), a summary of the key terms of the Plan and the number of securities issued under the plan is set out below.

Overview of the Plan

The objective of the Plan is to create an initiative for creating a stronger link between Directors performance and reward and increasing Shareholder value through the provision of the plan, called the Dawney & Co Ltd "Directors Share-In-Lieu Plan".

Eligible participants in the Plan are those Directors who elect to participate in the plan, subject to the terms of the Plan.

Terms of offer under the Plan are subject to the plan rules and the terms of the specific offer from time to time.

Shares issued under the Plan will rank equally with all other existing Shares in all respects including voting rights and entitlement to participate in dividends and in future rights and bonus issues.

Subject to the NSX Listing Rules, the rules of the Plan may be amended by resolution of the Board.

The Plan shall be administered by the Board who has the power to:

- (a) determine appropriate procedures for administration of the plan consistent with its terms;
- (b) resolve conclusively all questions of fact or interpretation in connection with the plan;
- (c) delegate the exercise of any of its powers or discretions arising under the plan to any one or more persons for such period and on such conditions as the Board may determine; and
- (d) suspend or terminate the plan by giving written advice to eligible Directors.

What if this Resolution is not passed?

If Resolution 4 **is not** passed, then Special Resolutions 5 and 6 will not be put to Shareholders and directors' fees will continue to be paid in cash.

Recommendation

The Directors being interested parties, make no recommendations in respect of Resolution 4. The Chair intends to vote all available proxies in favour of Resolution 4.

Issue of Shares to Kerry Daly and Peter Johns under the Directors Share-In-Lieu Plan

Resolutions 5 & 6 - Issue of Shares to Directors under the Directors Share-In-Lieu Plan

Background

Under NSX Listing Rules the Company must seek Shareholder approval to grant securities to directors under a Directors Share-In-Lieu Plan (the **Plan**), which was approved by Shareholders at the Company's 2022 AGM to enable the Directors to elect to be paid some or all of the remuneration due and owing to them by the Company from time to time by way of an issue of ordinary Shares in the Company.

Pursuant to Resolutions 5 and 6, the Company is seeking Shareholder approval to issue ordinary Shares in the Company to the non-executive directors, Kerry Daly and Peter Johns in lieu of their annual directors fees for the year ended 30 June 2026 (as set out in the table below).

The proposed issues are in accordance with the Plan which is put forward for approval by Shareholders at this meeting, held on 25 November 2025.

The number of Shares that would be issued in relation to any period under the Plan would be calculated by dividing the value of remuneration foregone by the nominal issue price of the Shares.

Shares issued under the Plan are subject to a restriction that they may not be disposed of before the earlier of:

- the 12 month anniversary of the date of their acquisition; and
- the date that the Director ceases to be a director of the Company; and
- if a person's voting power (as defined in the Corporations Act) in the Company increases from less than 50% to more than 50% because of a takeover bid, the time when the person's voting power so increases.

Resolutions 5 and 6 seek approval of Shareholders to permit the Company to issue up to 147,726 Shares (**Director Shares**) in aggregate to Kerry Daly and Peter Johns, in lieu of each of their annual director's fees for the financial year from 1 July 2025 to 30 June 2026, to be calculated in accordance with the formula set out in clause 2 below.

At the date of the Notice, the total annual directors' fees payable to each Director and/or their nominees for the year ended 30 June 2026, which is proposed to be paid by way of the issue of Shares in the Company under the Plan, is set out in the table below:

Director	2026 Directors' fee proposed to be paid in Shares	Number of Director Shares
Kerry Daly	\$17,500	79,545
Peter Johns	\$15,000	68,181

NSX Listing Rule 6.25

NSX Listing Rule 6.25 allows an entity to issue (or agree to issue) equity securities up to 15% of the Company's ordinary securities on issue in any 12-month period without the approval of the Shareholders of the Company. If the Company wishes to issue equity securities above its 15%

capacity, the Company must obtain shareholder approval at a general meeting prior to the issue, unless an exception applies. Therefore, the effect of Resolutions 5 and 6 is to obtain shareholder approval for the issue of the Director Shares, which will allow the Company to issue the Director Shares, without using the Company's 15% capacity under Listing Rule 6.25.

NSX Listing Rule 6.44

NSX Listing Rule 6.44 provides that a Company shall obtain shareholder approval for any issue of equity securities to a related party unless an exception applies.

Information Requirements

The following information must be provided to Shareholders in respect of Special Resolutions 5 and 6:

1. the maximum number of Shares to be issued under the Plan to Kerry Daly and Peter Johns (or their respective nominees) totals 147,726 Shares.
2. The price per Share to be issued to each of the Non-Executive Directors is \$0.22 per Share based on recent unaudited net tangible asset value per share after tax.
3. All Directors are entitled to participate in the Plan; Kerry Daly and Peter Johns are the persons entitled to participate in the Plan.
4. A voting exclusion statement is included in the Notice of Meeting.
5. No loan for an acquisition of Shares will be granted under the Plan.
6. The Company may issue Shares under the Plan no later than 12 months after the upcoming meeting to be held on 25 November 2025.
7. If Resolutions 5 and 6 are not approved by Shareholders, the Directors' 2026 directors' fees will be paid in cash-based annual fees as set out in the table above.

Recommendation

Kerry Daly and Peter Johns being interested parties, make no recommendations in respect of special Resolutions 5 and 6.

The Chair intends to vote all available proxies in favour of Resolutions 5 and 6.

Schedule 1

DIRECTORS "SHARE-IN-LIEU" PLAN

Terms for Issue of Shares in Lieu of Directors' Fees

- 1 All Executive and Non-Executive Directors of the Company shall be entitled during the term of the "Directors Share-In-Lieu Plan" (**Plan**) to elect by notice in writing to the Company (**Election Notice**) to be paid some or all of the remuneration due and owing to them by the Company from time to time as fees for services (**Outstanding Remuneration**) by way of an issue of ordinary shares. (**Plan Shares**)
- 2 An Election Notice may be given by an Executive and/or Non-Executive Director (**Participating Director**) no more than four times per year, including the following:
 - The amount of any Outstanding Remuneration that a Participating Director wishes to be paid by way of Plan Shares under the Plan; and
 - Whether the Participating Director wishes to have the Plan Shares issued in his or her own name or in the name of a nominee (**Recipient**).
- 3 An Election Notice may be given to the Company in any manner permitted under the Constitution for service by the Company of notices.
- 4 Upon receipt of an Election Notice, Plan Shares may be issued to each Participating Director who elects to be issued Plan Shares in lieu of any Outstanding Remuneration.
- 5 The obligation of the Company to issue any Plan Shares is subject to obtainment of any approvals which may be required under:
 - the NSX Listing Rules; and
 - the Corporations Act 2001 (Cth).
- 6 The issue price of each Plan Share will be based on the recent unaudited Net Tangible Asset value per share after tax on the Business Day before an Election Notice is given by a Participating Director and any fractional entitlement to be issued Plan Shares shall be rounded up to the nearest whole number. If however, the Plan Shares are being issued at the same time, and as part of a capital raising involving existing shareholders or third parties, the Plan Shares shall be issued at the same price as the shares issued to those other parties.
- 7 The Company shall:
 - issue the Plan Shares to a Recipient within three (3) Business Days of receipt of an Election Notice;
 - forthwith deliver a statement of holding to the Recipient in respect of the Plan Shares; and
 - cause the Plan Shares to be listed on NSX as soon as reasonably practicable at the Company's cost and expense.
- 8 Unless otherwise approved by shareholders of the Company, the maximum number of Plan Shares which may be issued by the Company in each 12 months during the term of the Plan shall be 500,000 Plan Shares.
- 9 For the purposes of interpretation of this Plan:
 - 1 **Constitution** means the Constitution of the Company;
 - 2 **Listing Rules** means the Listing Rules of the National Stock Exchange of Australia Limited;
 - 3 **Shares** means ordinary shares in the Company; and

Terms used herein shall have the meanings ascribed to them in the NSX Listing Rules.

Enquiries

Shareholders are asked to contact the Company Secretary on mdd@dawney.com.au they have any queries in respect of the matters set out in these documents.

Glossary

AEST means Australian Eastern Standard Time.

Annual Financial Report means the 2025 Annual Report to Shareholders for the period ended 30 June 2025 as lodged by the Company with NSX on 12 September 2025.

Annual General Meeting or **AGM** or **Meeting** means an Annual General Meeting of the Company and, unless otherwise indicated, means the meeting of the Company's members convened by this Notice of Meeting.

ASIC means Australian Securities and Investment Commission.

Associate has the meaning given to it by the NSX Listing Rules.

Auditor's Report means the auditor's report of PKF Chartered Accountants as included in the Annual Financial Report.

Board means the current board of Directors of the Company.

Business Day means a day on which trading takes place on the stock market of NSX.

Chair means the person chairing the Meeting.

Closely Related Party of a member of the KMP means:

- (a) a spouse or child of the member;
- (b) a child of the member's spouse;
- (c) a dependant of the member or of 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 the member controls; or
- (f) a person prescribed by the *Corporation Regulations 2001* (Cth).

Company means Dawney & Co Ltd ACN 138 270 201.

Constitution means the Company's constitution.

Corporations Act means the *Corporations Act 2001* (Cth) as amended or replaced from time to time.

Director means a current director of the Company.

Directors' Report means the report of Directors as included in the Annual Financial Report.

Dollar or "**\$**" means Australian dollars.

Explanatory Statement means the explanatory statement accompanying this Notice of Meeting.

KMP or **Key Management Personnel** means key management personnel (including the Directors) whose remuneration details are included in the Remuneration Report.

Notice of Meeting or **Notice of Annual General Meeting** means this notice of annual general meeting dated 24 October 2025 including the Explanatory Statement.

NSX means the National Stock Exchange of Australia Limited ACN 330 894 691.

NSX Listing Rules or **Listing Rules** means the official NSX Listing Rules of the NSX and any other rules of the NSX which are applicable while the Company is admitted to the official list of the NSX, as amended or replaced from time to time, except to the extent of any express written waiver by the NSX.

Option means an option which, subject to its terms, could be exercised into a Share.

Ordinary Resolution means a resolution that can only be passed if at least 50% of the total votes cast by Shareholders entitled to vote on the resolution are voted in its favour at the meeting.

Performance Right means a performance right which, subject to its terms, could convert to a Share.

Plan means the Directors Share-In-Lieu Plan, **attached** at Schedule 1.

Proxy Form means the proxy form attached to this Notice of Meeting.

Remuneration Report means the remuneration report as set out in the Annual Financial Report.

Resolutions means the resolutions set out in this Notice of Meeting, or any one of them, as the context requires.

Restricted Voter means a member of the Company's KMP and any Closely Related Parties of those members.

Securities mean Shares and/or Options (as the context requires).

Share means a fully paid ordinary share in the capital of the Company.

Shareholder means a holder of a Share.

Share Registry means Automic Group, Level 5, 126 Phillip Street, Sydney NSW 2000.

Special Resolution means a resolution that can only be passed if at least 75% of the total votes cast by Shareholders entitled to vote on the resolution are voted in its favour at the meeting.

Spill Meeting means the meeting that will be convened within 90 days of the 2025 AGM if a threshold of votes is cast against the adoption of the Remuneration Report at the Meeting and the 2025 AGM.

Spill Resolution means the resolution required to be put to Shareholders at the 2025 AGM if a threshold of votes is cast against the adoption of the Remuneration Report at the Meeting and the 2025 AGM.