

CHAIRMAN'S ADDRESS AT THE ANNUAL GENERAL MEETING OF BESTON GLOBAL FOOD COMPANY LIMITED

Held on-line on Friday, 26 November 2021 commencing at 10.30am (Adelaide time)

INTRODUCTION

Good morning Ladies and Gentlemen.

Welcome to this 2021 Annual General Meeting of the Beston Global Food Company.

I am Roger Sexton, the Chairman of the Company and will be chairing today's proceedings.

This year's AGM is being held in virtual format because of the circumstances arising from the COVID-19 pandemic, including government restrictions on travel and gatherings.

This meeting will deal with the items set out in the Notice of Meeting dated 25 October that was distributed to all Shareholders. The Company provided an Operational Update yesterday, and the presentation has been lodged with the ASX.

Shareholders are able to participate in this meeting on-line via the Online Platform provided by Link Market Services by entering the URL shown in the Notice of Meeting, into your computer browser https://meetings.linkgroup.com/BFC21.

Participating in the meeting by this method will enable our shareholders to view the meeting, ask questions and cast votes in real time poll during the meeting.

We apologise that we are not able to provide the opportunity for our shareholders to physically attend the meeting in the 'normal' manner. However, in planning for the AGM we followed the health advice of the Australian Government and took the appropriate steps to convene this year's AGM as a virtual meeting in the interests of the health and safety of our shareholders, employees and the broader community.

We certainly hope that this is the last occasion on which we need to meet in a virtual format.

We have always enjoyed the opportunity to meet with our shareholders at our Annual General Meeting each year and to provide the opportunity for shareholders to sample some of the Company's food and beverage products following the Meeting.

We look forward to getting back to that format at our AGM next year.

With that background, I would now like to introduce the Directors of the Board of the Beston Global Food Company who are in attendance today:

- Ms Joanna Andrew
- Ms Petrina Coventry
- Mr Stephen Gerlach AM
- Mr Neil Longstaff
- Mr Ian McPhee AO
- Ms Cheryl Hayman who is based in Sydney and unfortunately could not be here in person but is attending the meeting online.

Some of our Directors, including myself, come up for re-election today and I will address these re-elections later in the meeting.

I would note that online we have Brad Pollock, representing our Auditors, Ernst & Young, and our legal counsel, Andrew Corletto from Minter Ellison. We also have a number of guests on-line, including _____ representing our Company's bankers, National Australia Bank.

I thank our auditors, advisors and bankers, along with all of our shareholders for making the effort to join us in this on-line format. The Company Secretary has confirmed that we have a quorum.

No apologies have been recorded.

In the Explanatory Memorandum which accompanied the Notice for this meeting, we discussed the changes which had been made to facilitate an orderly refreshment of the Board.

Three new Independent Non-Executive Directors were appointed to the Board over the last twelve months: Mr Neil Longstaff, Ms Joanna Andrew and Ms Cheryl Hayman.

Given that these Directors filled casual vacancies on the Board, they will come up for formal election later in this meeting.

The Board has been advised by Mr Ian McPhee AO and Ms Petrina Coventry that they wish to retire from the Board, effective at the end of January next year.

After spending more time at his holiday unit on the Sunshine Coast during the COVID-19 lockdown, Ian has decided that he would like to do a lot more of that and step back from a number of his commitments which have resulted in him working full time after retiring a few years back as the Commonwealth Auditor General.

Petrina has been asked to take on an executive role to assist a leading not-for-profit organisation as well as joining the Board of the Australian Health Practitioner Regulatory Authority which requires her to retire from our Board, but I know that she does so with a heavy heart.

The Board has expressed its appreciation to Mr McPhee and Ms Coventry for their service to the Company and will do so more formally at their final Board Meeting in January. However, I would like to record thanks at this meeting, and on behalf of all shareholders, for all the hard work and significant contributions which Ian and Petrina have made during their tenure as Directors of the Company.

We are pleased to advise that Mr Kevin Reid will be joining as a Director at the January 2022 Board Meeting and will take over the role of Chair of the Audit and Risk Committee from Mr McPhee.

Kevin is a Chartered Accountant and Fellow of the Institute of Chartered Accountants in Australia and New Zealand. He is a former Partner of PwC in Adelaide and has served as Chair of the National Assurance Division of BDO Chartered Accountants, based in Sydney.

Kevin is a Graduate of the AICD Company Directors Course and has worked in Audit Partner roles across a number of food manufacturing businesses. He has served as Director of both listed and non-listed companies as well as a number of well known charitable organisations. He also has deep experience in working with companies listed on NASDAQ and London's AIM Market, particularly in the areas of finance and technology.

Kevin is well qualified to be taking over the role of Chair of the Audit and Risk Committee and we welcome him to the Board.

We are fortunate that Ms Cheryl Hayman has a very similar skill set to that of Petrina Coventry, with similar, but different, international experience in the food, beverage and health and nutrition sectors. Hence we do not have a need to recruit a replacement Director for Ms Coventry and the Board will therefore reduce in size back to the six Directors we have had for most of the period since listing.

Before going into the formalities of the meeting, I would like to spend a few minutes to address a matter which I know is top of mind for many of you, namely, the poor operating results of the Company in the 2021 financial year.

To do this, I wish to step back and look at the origins and initial objectives of Beston.

When we sat down in 2012 to look at how we could build a food company with a difference, one that could deliver protein and protein derivates to meet a growing global demand, we did so against the background of significant turmoil in the dairy industry.

Dairy farmers in South Australia, and indeed in all of the milk producing regions in Australia, were facing enormous cost-price pressures because of the decision by large supermarket chains to use milk as a loss leader and sell a litre of milk on the shelves for one dollar.

From our background and experience, the Founding Directors of Beston knew a lot about the dairy industry and the "goodness" contained in a litre of milk. Few people understand however that milk is much more than butter, cream and cheese, all of which are derived from the butter fat component (solids) in milk. Milk is also a rich source of calcium, vitamin D, vitamin B12, vitamin A, riboflavin, potassium, niacin, and phosphorous.

Moreover, milk contains numerous proteins which have significant health benefits, not only for their nutritive value but also for their biological properties. Scientific evidence gathered over the last 40 years or so has established that a number of the proteins in milk have anticarcinogenic, antimicrobial, antihypertensive and immune-boosting properties which are beneficial to human health.

Milk is also a unique source of peptides with biological activity that possess various physiological properties that stimulate immune boosting activities.

The protein derivatives from milk have always been where the real value lies in the dairy industry but have largely been ignored by milk processors over the years in Australia, notwithstanding the 40 or more years of scientific research which has proven the nutritive value and biological properties of milk.

When milk was being sold for \$1.00 a litre in supermarkets, it was obvious that its real value was being lost. Farmers were not getting paid for its intrinsic worth, and consumers were not capturing the health benefits from the nutraceutical products which can be extracted from milk. It was analogous to selling

crude oil without extracting the petrol and distillate which consumers could use to power their vehicles and homes.

We knew that to achieve the objective of realising the true value of milk and developing a food business based around protein and protein derivatives, we would need to build scale. We knew it would be a long journey and we therefore put a 10 year plan together which we have outlined to shareholders on many occasions.

We knew it could be challenging but we were not daunted by the challenge as we had taken on similar challenges and built a number of highly successful businesses from start-up in a number of other industries over the previous 20 years.

Had we had a crystal ball and been able to foresee the difficulties we have encountered such as two consecutive years of drought, the COVID-19 pandemic and disrupted supply chains, we may have had second thoughts about embarking on the journey at precisely the time we did. But every crisis brings opportunities ... which we have been able to take advantage of in getting to the point where we are at today.

Fast forward to the present day and the question I posed at the outset.

Is the Board disappointed with the financial results achieved at Beston? The answer is: yes, absolutely. Some of us have a lot of skin in the game at Beston and have been extremely disappointed with the bottom line results, the lack of dividends and the low share price.

If we ask the question: Are we disappointed with the achievements which have been made in building the business of Beston? The answer is: absolutely not.

Amongst other milestones Beston has:

- Achieved year-on-year growth in revenues of around 60% per annum on average prior to COVID
- Created more than 300 jobs directly and indirectly
- Installed and commissioned a state-of-the-art world class mozzarella production plant at Jervois, South Australia
- Won 153 Australian and international awards since 2015 for quality and innovation
- Developed a technology business for product authentication and ingredient verification which has been awarded 13 patents

Putting aside any further unexpected adverse events, we have in place a business which didn't exist 6 years ago which can now produce positive operating results and strong returns for shareholders as it evolves further into a high value, protein foods focussed business. The assets and operating systems have all been put in place in the first two stages of our business

plan for management to now deliver on the potential of the Beston business in the third stage of the business plan, which is now under implementation.

Importantly, Beston is now also in a position where it can play a highly important role in helping Australia to be self-sufficient with its bio-security in the years to come and in producing health and nutrition products which enhance the well-being of mankind.

While at one level these might sound somewhat like altruistic aims, there is no doubt that pursuit of these aims can be financially rewarding for shareholders, as can been seen for example, with the achievements of a Company like CSL Ltd over the past 20 years or so, and more particularly with the achievements of a number of specialised dairy ingredient companies in other parts of the world.

The scientific and clinical research on Lactoferrin have proven the health benefits of this protein derivative over a long period, although more recent research have demonstrated its value in treating "modern" viruses like COVID-19. A study released in the last few months for example from the University of Michigan showed that Lactoferrin was the most efficacious in treating COVID-19 in a trial of 1400 FDA approved products. Preliminary results from several other clinical trials underway in US publicly registered studies appear to have also produced extremely positive results from using Lactoferrin to treat the after-effects of COVID-19 (e.g., via improving lung function).

While I have focussed in my comments about our dairy business, it is important to remember that Beston actually consists of three significant businesses. In addition to the dairy business, we also have a meat business and a technology business.

The meat business is based in Shepparton, Victoria and as a result, was significantly impacted by the COVID-19 closures, which were imposed in Victoria. The business reported \$10 million of sales in FY21 and has the potential to grow by around 30% in FY22 if the sales opportunities in both meat and alternative meat products which are currently being pursued, are converted in a timely manner under the new leadership which has been put in place over the past six months.

Our Beston Technologies business was developed to enable our customers and consumers to verify the provenance of our products and their ingredients and provide assurance that the products are safe to eat. Over the past five years, Beston has built a proprietary technology platform which has been awarded 13 patents, including two BlockChain patents granted in the USA and Australia.

In my personal view, Beston Technologies has the potential to be a classic "unicorn" business.

Over the past twelve months, significant enhancements have been made to the technology to enable broader market deployment of the platform as a retail Software-as-a-Service (SaaS) technology. These enhancements have been achieved through a collaboration with the University of Technology Sydney (Computer Sciences), supported by the Australian Government's DIIS Entrepreneurs Programme, and a 3-year award of the prestigious CSIRO supported SIEF Ross Metcalfe Business Fellowship grant.

What we have come to realise, as a result of these enhancements, is that the technologies we have developed have much wider application than simply in food authentication and ingredient traceability. The technology has applications ranging from intelligent waste sorting, recycling of plastic packaging, food recall management, food waste minimisation and commercial paddock-to-plate transactions through to the management of on-farm carbon credits. In recent days, we have signed a Memorandum of Understanding with a Singaporean Food Importer to provide traceability and authentication of Halal food products and we are in the advanced stages of negotiation on a MOU for the verification of internationally traded, high value minerals and improved traceability and verification through the supply chain.

Obviously, the technologies which have been developed within Beston Technologies are not core business for Beston. As we have explained previously, we started developing an anti-counterfeiting and track-and-trace technology for our own products after finding that the technology that we wanted to apply did not already exist in the world. The broader applications of the technology have almost come about

"accidentally" as other companies have discovered that they also have a need for what we have developed.

Beston Technologies is 100% owned by Beston Global Food Company and, as you will understand, will have significant value once the commercialisation of its technology platforms has been completed and the technology has been deployed in the form of software-as-a-service licences and in smart contracts on our blockchain.

Obviously, it is very important that this occurs so as to realise value for Beston shareholders.

Which brings me to the next point which I wish to discuss today, namely, my own position as Chairman. I have made my personal intentions very clear in the Explanatory Memorandum for today's AGM. In that Memorandum, I indicated that if reelected today, I did not anticipate serving my full term.

As you are aware, Beston is in the process of undertaking an executive search for a new Chief Executive to replace our former CEO, Jonathan Hicks, who resigned in July this year because of serious family health reasons.

The Board considers that Jonathan was the "right person at the right time" for the Company in implementing the operational and technical aspects of the second phase of BFC's strategic business plan. We provided him with strong support in delivering on his key personal objectives of driving value, volume and velocity in the business. The Board again, conveys

our thanks to Jonathan and wishes him and his family the very best for the future.

The executive search process has been impeded by the continuation of Australia's closed international borders and lockdowns and travel restrictions between the States. The Board is committed to ensuring that the normal processes in an executive search of this nature are followed (including face-to-face interviews) and that the market is fully tested to ensure that the Company has the best leadership possible for the next stage of its growth and development. We have a strong short list of candidates and expect that this selection process will be concluded by March.

The Board has expressed the importance, in relation to this process, that there be stability in the corporate governance at Beston. It is not appropriate for the Company to be undertaking an executive search and selection process for a new Chief Executive Officer while making a change of Chairperson at the same time. It is critically important for the delivery of both the Company's strategic imperatives and financial targets, and in the interests of the Company's shareholders, that there be stability and certainty in the succession processes for both the Chief Executive Officer and the Chairman, and that these processes be undertaken in the appropriate order.

Returning again to the question I posed at the outset in relation to our FY21 performance. The simple fact is that our operating and financial performance was impacted heavily by a major break-down in our plant and equipment, at a time when we were not able to get spare parts out of Europe due to the COVID enforced closure of factories which manufacture these parts. In "normal" (pre-COVID) times, the spare parts would have been sourced and flown to Australia to achieve a 24 to 48 hour fix. The plant break-downs unfortunately all occurred when production was moved to 24/7 operations with the increase in milk supply, and when all of the plant and equipment was being put under increased stress.

All of the issues that occurred last year have now been rectified.

Regrettably, our share price suffered as a result of these plant break-downs and the consequential financial results.

While neither I nor the Board are involved in the day-to-day management of the Company, these plant break-downs occurred on our watch and we share the pain of all shareholders from the financial result of FY21.

That said, we should not lose sight of the fact that a lot of the hard work has been done in building out the business of Beston over the past six years and setting it up for future success. The Company has strong foundations in place for management to realise on the investments which have been made to date.

Clearly, what is needed now is for shareholders to be able to reap the benefits of their patience and support for the Company during its start up and growth phases and be able to capitalise on the forward trajectory that is now achievable.

There are at least three ways in which this can be done:

- the <u>first</u> is to continue to improve our operating and financial performance, which is well underway as explained in the presentation made by management to the market yesterday
- the <u>second</u> is to explain to the market the value of what we have created at Beston. We have a good story to tell and we need to get out and tell it.

This has been very difficult to do with the restrictions which have been in place on cross border travel for much of the past 18 months. With these restrictions now being lifted in most States, the management team will be embarking on a program of road shows and investor briefings around Australia in the 1st quarter of 2022.

If there are any shareholders or investors on-line who would like to receive a visit for one of these presentations, please let us know.

• the <u>third</u> is by completing the commercialisation of our Beston Technologies business and divesting the business via a trade sale or even possibly a separate IPO.

I believe that the broader market deployment of the Beston Technologies Software-as-a-Service technology (which is now extremely agile, interoperable and accessible worldwide) will realise significant value for Beston shareholders which is not currently reflected in the market valuations of Beston.

I will now move on to the General Business section of today's meeting.

GENERAL BUSINESS

The Company Secretary has advised me that a quorum is present and that 209 proxies representing 425 million shares or 49.2% of the shares on issue have been received.

You have all received the Notice of Adjourned AGM as published on 25 October 2021, detailing the business to be dealt with today. If there are no objections and, in an effort to expedite proceedings, I ask that the Notice of Adjourned AGM be taken as read. Thank you.

As each item of business is considered, I will invite written questions to be submitted.

After any questions, consistent with virtual meeting procedures a poll will be conducted on each resolution as we deal with them. So as not to hold up the rest of the meeting, we will conclude the poll at the conclusion of all other business of the meeting.

If you wish to raise a question, please type your questions into the portal with your name and send the question to our Company Secretary. In the

interest of giving all shareholders an opportunity to ask questions if you wish, I ask that any questions be kept to no more than 2 or 3 parts. Not all questions are guaranteed to be answered during the Meeting, but we will do our best to address your concerns.

Financial Statements and Reports

The first item of business is to receive and consider the Company's financial statements and independent audit report for the year ended 30 June 2021.

The Annual Report containing these reports was distributed to shareholders and announced to the ASX on 25 October 2021.

I hope everyone has found time to read it.

As you know a large part of the document is mandated by Law and by Accounting Standards. However, we do try to ensure it is useful as well as compliant.

For now, I am happy to take questions on the Financial Statements and Reports.

If there are any questions or comments on the financial report of the Company can you please submit them on-line to the Company Secretary? Shareholders are also welcome to ask questions of the Company's Auditor, Mr Brad Pollock, who is present today.

I will also ask the Company Secretary to read out any questions received prior to the AGM.

We will now move to the Resolutions to be considered at this meeting.

As mentioned, we will conduct a poll on all eight Resolutions.

Our share register provider, Link Market Services, will conduct the voting by way of poll and a representative of Link, Vanessa Baghdasraf, will act as Returning Officer. Votes will be counted after the end of the meeting and results published on the ASX and Beston's website.

Shareholders can cast their vote using the electronic voting card received after validating on-line registration. To validate registration, you'll be asked to enter your Security-holder Reference Number or Holder Identification Number (SRN/HIN), plus postcode if you're in Australia or country if you're outside Australia. To then cast your vote, click the "Get Voting Card" button.

If you are intending to vote, you'll be able to finalise and submit votes up until five minutes after the meeting ends. I'll remind you at the end of the meeting.

So as to facilitate on-line voting, the proxy votes that have been submitted will be set out on the slides shown for each resolution. To provide some context, the current number of Beston shares on issue is approximately 864 million.

A number of shareholders have appointed myself as the Chair of today's meeting – voting either for, against or with discretion for all resolutions. My intention as Chair is to vote all discretionary or undirected proxies held by me as indicated on the proxy form and in the Notice of Meeting.

If there is any person present who believes they are entitled to vote but has not registered to vote, please click the "Get Voting Card" button and follow the instructions. The persons entitled to vote on this poll are all shareholders, representatives and attorneys of shareholders, and proxyholders who have been registered with Link Market Services.

The Virtual Meeting Online Guide was distributed to shareholders with the Notice of Meeting.

SLIDE 2

Resolution 1 – Adoption of the Remuneration Report for the year ended 30 June 2021

The first item of business today is to consider the Remuneration Report and if thought fit, pass the following resolution as an ordinary resolution:

"That, for the purpose of Section 250R(2) of the Corporations Act, the Company adopt the Remuneration Report for the period ended 30 June 2021 as set out in the Directors' Report in the 2021 Annual Report."

I now formally move the motion that Resolution 1 be put to the meeting in the form set out in the Notice of Meeting.

I ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

The Proxy Votes received are shown on the screen.

I would now ask you to submit your vote on this Resolution in the manner set out in the Virtual Meeting Online Guide.

SLIDE 3

Resolution 2 — Election of Mr Neil Longstaff as a Director

I now move on to the election of Mr Neil Longstaff.

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

"That Mr Neil Longstaff, having offered himself for election in accordance with clause 58 of the Company's Constitution and being eligible, be elected as a Director of the Company."

The Board has unanimously recommended the re-election of Neil.

A summary of Neil's skills and experience is contained in the Explanatory Memorandum.

I now formally move the motion that Resolution 2 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

SLIDE 4

Resolution 3 — Election of Ms Joanna Andrew as a Director

I now move on to the election of Ms Joanna Andrew.

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

"That Ms Joanna Andrew, having offered herself for election in accordance with clause 58 of the Company's Constitution and being eligible, be elected as a Director of the Company."

The Board has unanimously recommended the re-election of Joanna.

A summary of Joanna's skills and experience is contained in the Explanatory Memorandum.

I now formally move the motion that Resolution 3 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

SLIDE 5

Resolution 4 — Election of Ms Cheryl Hayman as a Director

I now move on to the election of Ms Cheryl Hayman.

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

"That Ms Cheryl Hayman, having offered herself for election in accordance with clause 58 of the Company's Constitution and being eligible, be elected as a Director of the Company."

The Board has unanimously recommended the re-election of Cheryl.

A summary of Cheryl's skills and experience is contained in the Explanatory Memorandum.

I now formally move the motion that Resolution 4 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

The next Resolution deals with my re-election, so I will hand the Chair to Mr Stephen Gerlach

SLIDE 6

Resolution 5 — Re-election of Dr Roger Sexton as a Director

I will now consider the re-election of Dr Roger Sexton.

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

"That Dr Roger Sexton, having retired by rotation in accordance with clause 59 of the Company's Constitution and being eligible and having offered himself for re-election, be re-elected as a Director of the Company."

The Board has unanimously recommended the re-election of Roger.

I now formally move the motion that Resolution 5 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

Thank you. I will now hand the Chair back to Roger.

SLIDE 7

Resolution 6 — Approval of 7.1A additional 10% placement capacity

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

"That pursuant to and in accordance with Listing Rule 7.1A and for all other purposes, approval is given for the Company to issue equity securities up to 10% of the issued capital of the Company (at the time of issue) calculated in accordance with the formula prescribed in Listing Rule 7.1A.2 over a 12 month period on the terms and conditions set out in the explanatory memorandum."

The Board has unanimously recommended that Shareholders vote in favour of this resolution.

I now formally move the motion that Resolution 6 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

SLIDE 8

Resolution 7 — Renewal of Provisional Takeover Clause

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

"That clause 25 of the Company's Constitution setting out the existing proportional takeover provisions be renewed for a period of three years commencing on the day the resolution is passed".

The Board has unanimously recommended that Shareholders vote in favour of this resolution. The purpose of the Clause is to prohibit a proportional takeover of the Company unless specifically approved by shareholders.

I now formally move the motion that Resolution 7 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

SLIDE 9

Resolution 8 — Approval of the Beston Global Food Company Limited Employee Incentive Plan (BFCEIP)

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

"That, for the purposes of ASX Listing Rule 7.2 (exception 13) and sections 259A, 260A and 257B of the Corporations Act and for all other purposes, the Shareholders of the Company approve the adoption of the BFC Employee Incentive Plan", including approval to issue equity securities under that plan, on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting".

At the Extraordinary General Meeting (EGM) on 28 May 2021, the Company advised shareholders that the Remuneration and Nomination Committee (RemCo) of the Board would give consideration to the establishment of an Employee Incentive Plan following the termination of the Investment Management Agreement (IMA). Under the terms of the IMA, the key members of the senior executive team were remunerated by the Investment Manager, Beston Pacific Asset Management Pty Ltd (BPAM) and were entitled to receive bonuses and other pecuniary rewards on an annual basis from BPAM.

Following the EGM, the RemCo invited proposals from several independent remuneration consultants to provide professional advice on the establishment of an Employee Incentive Plan and resolved to appoint the Godfrey Remuneration Group (GRG) for this purpose. The key objective in establishing an Incentive Plan is to ensure that the Company has a market competitive remuneration structure in place that can attract, motivate and retain individuals of the highest ability to its management team.

The Beston Global Food Company Limited Employee Incentive Plan ("BFCEIP", "Incentive Plan" or the "Plan") designed by GRG and recommended for approval by the Board at this AGM is intended to be simple, easily understandable and fair and equitable for all stakeholders (that is, for both for management and shareholders).

The Incentive Plan will be restricted initially to members of the senior management team (i.e., up to 10 people) although the Plan does allow for a wider range of participation over time to increase employee engagement.

It is not open for participation by Non-Executive Directors.

The performance targets set annually under the Plan will be continually reviewed by the Board to ensure that they are aligned with the interests of shareholders, are consistent with market best practice and are appropriately stretching (i.e., based on "outperformance" over and above key performance targets). The Board will receive independent expert advice from time to

time to support its ongoing reviews of the Plan to ensure that it remains relevant to the objectives of shareholders and in line with market-best practice.

The Board has unanimously recommended that Shareholders vote in favour of this resolution to introduce an Employee Incentive Plan.

I now formally move the motion that Resolution 8 be put to the meeting in the form set out in the Notice of Meeting.

I will open the floor to questions and ask that any comments or questions from shareholders are submitted, and ask the Company Secretary to read out any questions received.

I would now ask you to submit your vote on this resolution.

CLOSE

I would now like to take the time to address any general questions that have been asked by our shareholders, of the Board or Beston's management team.

Before doing so, I would like to thank all of our shareholders, on behalf of the Board, for your support, loyalty and patience.

As I acknowledged at the start of today's meeting, it has taken longer to achieve our objectives at Beston than what we envisaged at the outset. However, we have never sought to run away from the challenges or hang up our hat and say, "it is all too hard"! We are continuing to move systematically and purposefully forward with the implementation of our ten year plan. We have grown from the seed of an idea in 2012 and an ASX listing in 2015 to a Company which today has revenues in excess of \$140 million and has achieved many milestones along the way (notwithstanding the various set-backs of the past few years).

As I made the point last year, in business, if you wish to be innovative and build a company which is robust and viable in the long term, you have to be prepared to get a few things wrong in the short term. We have made a few mistakes along the way in the past five years, and when we have, we have called them out.

There is no playbook for building a globally focussed company from the ground up ... it takes experience ... and it takes time.

At Board level, our core purpose and our passion remain unchanged. That is, to continue to build the business to achieve our earnings and dividend objectives so as to create wealth for our shareholders.

We appreciate the patience, and the loyalty, of our core shareholders. Along with management, we will continue our focus on advancing the Company forward to achieve our financial objectives as soon as possible, and in a way that meets the expectations of our shareholders.

With these comments, I will now ask the Company Secretary to read out any general questions that have been asked by our shareholders.

I would like to thank all of our shareholders for the questions put forward today.

That brings us to the end of Beston's 2021 Annual General Meeting. In a moment I will formally close the meeting.

If you are intending to vote on the formal business of the meeting and have not already voted, you should now finalise and submit your votes as voting will close in five minutes time.

As mentioned earlier, the results of the voting will be released on the ASX once the votes have been counted after this meeting.

I now close the meeting and thank you all for taking the time to attend this virtual AGM.