

27 March 2024

Companies Announcements Office
Australian Securities Exchange
20 Bridge Street
SYDNEY NSW 2000

**Helia Group Limited (ASX:HLI)
Notice of 2024 Annual General Meeting**

We attach a copy of the Notice of 2024 Annual General Meeting (AGM) of Helia Group Limited.

The AGM will be held on Thursday, 9 May 2024 at 11.00am (Sydney time) as a hybrid meeting. Shareholders can attend the AGM virtually using the online platform available at <https://meetings.linkgroup.com/HLI24>, or in person at the offices of Ashurst Lawyers, at Level 11, 5 Martin Place, Sydney.

Further information on how to participate is set out in the Notice of Meeting and in the *Virtual AGM – Online Guide*, a copy of which is attached to this announcement and also available on our website, at <https://investor.helia.com.au/Investor-Centre/>.

The release of this announcement was authorised by the Board.

Yours faithfully

A handwritten signature in black ink that reads "Brady Weissel". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Brady Weissel
General Counsel and Company Secretary

For more information, analysts, investors and other interested parties should contact:

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Notice of Annual General Meeting 2024

The 2024 Annual General Meeting (AGM) of Helia Group Limited (Helia or the Company) will be held on Thursday, 9 May 2024 at 11.00 am (Sydney time).

Join in person at the offices of Ashurst Lawyers, at Level 11, 5 Martin Place, Sydney.

You can also join online at <https://meetings.linkgroup.com/HLI24> starting at 11.00am (Sydney time) as a virtual meeting.

Through the online platform shareholders will be able to observe, vote, make comments and ask questions at the AGM. Further information on how to participate is set out in this Notice of Meeting and the Virtual AGM Online Guide available on our website.

A replay version will also be placed on Helia's website to enable the AGM to be viewed at a later time.

Information about Helia

You can read about Helia's performance for the 2023 financial year in its Annual Report, available by contacting our share registry or by visiting investor.helia.com.au.

Further information about the AGM

If you would like any further information regarding the AGM, please contact the Company's share registry on 1300 554 474 if calling from within Australia, or +61 1300 554 474 if calling from outside Australia, or visit the Helia website at investor.helia.com.au.

Items of business

Consideration of reports

To receive and consider the Company's Annual Financial Report, Directors' Report and Auditor's Report for the financial year ended 31 December 2023.

Note: there is no requirement for shareholders to approve these reports.

Resolution 1

Remuneration Report

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

"That the Company's Remuneration Report for the financial year ended 31 December 2023 be adopted."

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

Voting exclusion: The Company will disregard any votes cast on this resolution:

- by, or on behalf of, a member of the Key Management Personnel of Helia (KMP) details of whose remuneration are set out in the Remuneration Report for the year ended 31 December 2023 or their closely related parties (regardless of the capacity in which the vote is cast); or
- as proxy by a person who is a member of the KMP on the date of the AGM and their closely related parties, unless the vote is cast as a proxy for a person who is entitled to vote on this resolution:
 - in accordance with the directions on the voting form; or
 - by the Chairman of the AGM (Chairman) pursuant to an express authorisation in the voting form to vote as he decides, even though it is connected with the remuneration of KMP.

The Chairman intends to vote all available proxies in favour of this resolution.

Resolution 2

Grant of Share Rights to Chief Executive Officer and Managing Director

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

"That approval is given, for all purposes, including for the purpose of ASX Listing Rule 10.14, for the grant to Helia's Chief Executive Officer and Managing Director, Pauline Blight-Johnston, of 348,645 Share Rights under the Company's Share Rights Plan, and any additional Share Rights representing notional dividend equivalents for each of the following plans:

- (a) Deferred STI-23;
- (b) LTI-21;
- (c) LTI-22; and
- (d) LTI-23,

each in accordance with the Share Right Plan Rules, and as described in the Explanatory Notes accompanying the Notice of 2024 Annual General Meeting."

Voting exclusion: The Company will disregard any votes cast in favour of the resolution by or on behalf of Ms Blight-Johnston or any of her associates.

However, this does not apply to a vote cast in favour this resolution by:

- 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
- the Chairman as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chairman to vote on the resolution as he decides; or
- 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.

Note: No directors of the Company other than Ms Blight-Johnston are currently eligible to participate in the Company's Share Rights Plan.

Resolution 3

Approval of further possible on-market share buy-back¹

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

"That, for the purposes of section 257C of the Corporations Act 2001(Cth) and for all other purposes, approval is given for the Company to buy back up to 60,000,000 of the Company's issued ordinary shares (representing approximately 20% of the Company's issued shares as at 22 March 2024, in the form of one or more on-market share buy-backs, to be conducted over a period of up to 12 months from the date of the 2024 Annual General Meeting."

This approval is in addition to any shares that have been (or may in the future be) bought back by the Company prior to the date of the 2024 AGM under the on-market buy-back announced to ASX on 22 August 2023 (and which was extended by notice on ASX on 29 January 2024), which is being conducted in accordance with the Shareholder approval provided at the 2023 AGM.

Resolution 4

Re-election of Duncan West as Director

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

"That Duncan West be re-elected as a Director of the Company."

Duncan West will retire in accordance with the Company's Constitution and the ASX Listing Rules and, being eligible, offer himself for re-election.

By Order of the Board



Brady Weissel
General Counsel & Company Secretary

27 March 2024

¹ Shareholders should refer to the Explanatory Notes for information about the regulatory and other approvals required before the Company would be permitted to conduct a further on-market share buy-back.

Important voting information

Who is eligible to vote?

You are eligible to vote at the AGM if you are a registered holder of ordinary shares in the Company as at 7.00pm (Sydney time) on Tuesday, 7 May 2024.

How to vote

Shareholders can vote, either:

- by attending the AGM and voting, either in person (or by attorney), or in the case of corporate shareholders, by corporate representative;
- by lodging a direct vote;
- by validly appointing a proxy to attend the AGM and vote on their behalf; or
- by attending the AGM and voting using the online platform (see details below under the heading 'Voting using the online platform').

Proxy

A shareholder who is entitled to attend and cast a vote at the AGM has a right to appoint a proxy to attend and vote instead of the shareholder. The proxy need not be a shareholder of the Company and may be a corporation (and any corporation so appointed may then nominate an individual to exercise its powers at the meeting). A shareholder who is entitled to cast two or more votes may appoint two proxies and may specify the proportion or number of votes which each proxy is appointed to exercise.

If the proxy appointments do not specify the proportion or number of the shareholder's votes that each proxy may exercise, each proxy may exercise up to half of the shareholder's votes.

Shareholders can direct their proxy how to vote by following the instructions on the voting form and are encouraged to do so.

Undirected proxies

The Chairman intends to vote any undirected proxies given to him on Resolutions 1 and 2 by a shareholder entitled to vote on those resolutions in favour of those resolutions and the shareholder will be taken to have expressly authorised the Chairman to exercise the proxy as he decides.

Any undirected proxy given to a director (other than the Chairman) or other member of KMP, or their closely related parties, on Resolutions 1 and 2 by a shareholder entitled to vote on these resolutions will not be voted unless shareholders specify how the proxy should vote by ticking 'For' or 'Against' opposite that resolution on the voting form.

The Chairman intends to vote any undirected proxies given to him on any other resolution in favour of the resolution and the shareholder will be taken to have expressly authorised the Chairman to exercise the proxy as he decides.

How to lodge your voting form

If shareholders wish to lodge a direct vote or appoint a proxy, they can do so by:

- completing a voting form online at investorcentre.linkmarketservices.com.au (to do this, shareholders will need their Securityholder Reference Number (SRN) or Holder Identification Number (HIN)); or
- completing the voting form that accompanies this Notice of Meeting and returning it to the Company through the Company's share registry, Link Market Services (Link) either:
 - by post at Locked Bag A14, Sydney South NSW 1235;
 - by fax to +61 2 9287 0309; or
 - by hand delivery to Parramatta Square, Level 22, Tower 6, 10 Darcy Street, Parramatta NSW 2150 (Monday to Friday, 9.00am – 5.00pm).

To be valid, voting forms must be received by 11.00am (Sydney time) on Tuesday, 7 May 2024 (being 48 hours before the commencement of the AGM).

Voting using the online platform

If you wish to vote during the AGM using the online platform, we recommend logging in at least 15 minutes prior to the scheduled start time for the AGM using the instructions below:

- enter <https://meetings.linkgroup.com/HLI24> into a web browser on your computer or online device;
- shareholders wishing to vote using the online platform will need their SRN or HIN (printed at the top of your voting form);
- proxyholders wishing to vote using the online platform will need their proxy code, which Link will provide to you by email no later than 48 hours prior to the AGM.

Online voting will be open between the commencement of the AGM at 11.00am (Sydney time) on 9 May 2024, and the time at which the Chairman announces that voting has closed.

More information about online participation in the AGM is available in the Virtual AGM Online Guide available on our website at investor.helia.com.au.

Corporate representatives

A corporate shareholder wishing to appoint a person to act as its representative at the AGM may do so by providing that person with:

- a letter, certificate or form authorising him or her as the corporate shareholder's representative, executed in accordance with the corporate shareholder's constitution; or
- a copy of the resolution appointing the representative, certified by a secretary or director of the corporate shareholder.

A "Certificate of Appointment of Corporate Representative" may be obtained from the Company's share registry or online at linkmarketservices.com.au.

Evidence of the appointment must be received by Link:

- by 11.00am (Sydney time) on Tuesday, 7 May 2024 (being 48 hours before the commencement of the AGM); or
- in another way approved by the Chairman.

Important voting information continued

Power of attorney

If a shareholder has appointed an attorney to attend and vote at the AGM, or if the proxy form is signed by an attorney, the power of attorney (or a certified copy of the power of attorney) must be received by Link by 11.00am (Sydney time) on Tuesday, 7 May 2024 (being 48 hours before the commencement of the AGM), unless this document has been previously lodged with the Company's share registry for notation.

Powers of attorney may be submitted by post or by hand delivery to Link at the addresses shown under 'How to lodge your voting form' on page 3.

For further instructions on voting, please refer to the voting form that accompanies this Notice of Meeting.

Shareholder questions

Shareholders can submit a written question to the Company and the auditor, in relation to the AGM or any of the proposed resolutions as follows:

Prior to the AGM

1. Using the form supplied with this Notice of Meeting

Forms should be returned to the Company with the personalised voting form in the pre-addressed envelope provided or by fax to +61 2 9287 0309. Questions submitted with the personalised voting form should be submitted before 5:00 pm on 2 May 2024.

2. Online

Shareholders may also submit questions online at investorcentre.linkmarketservices.com.au.

To use the online lodgement facility, go to the 'Investor Login' section.

To log in, shareholders will need to enter their "Holder Identifier" – Securityholder Reference Number (SRN) or Holder Identification Number (HIN). Questions should be submitted online by 11:00 am (Sydney time) on Tuesday 7 May 2024 (being 48 hours before the commencement of the AGM).

During the AGM

3. Using the Online Platform

Shareholders and proxyholders using the online platform to attend the meeting will be able to submit written questions during the AGM. The online platform can be accessed at <https://meetings.linkgroup.com/HLI24>

Information regarding how to submit a written question at the AGM using the online platform is included in the Virtual AGM Online Guide.

4. Via Phone

Shareholders and proxyholders will also be given an opportunity to ask questions at the AGM in real-time by calling 1800 497 114 (or +612 9189 1123 from outside Australia).

For verification purposes, a personalised PIN is needed to ask questions by telephone. To receive your personalised PIN, please contact Link Market Services before the AGM on 1800 990 363.

Dial-in details for the AGM and contact details for Link Market Services are included in the Virtual AGM Online Guide. If you plan to ask question by telephone, you will still need to log into the online platform if you wish to vote during the meeting.

During the course of the AGM, the Company intends to answer as many of the frequently asked questions as practicable but may not be able to respond to all questions submitted.

Explanatory notes

These explanatory notes accompany and form part of the Notice of Meeting for the Company's AGM to be held on Thursday, 9 May 2024 at 11.00am (Sydney time). The explanatory notes have been prepared to assist shareholders with their consideration of the items of business proposed for the AGM and are set out in the order of the items of business in the Notice of Meeting. Shareholders should read these explanatory notes with the Notice.

Consideration of Reports

This item provides shareholders with an opportunity to ask questions concerning the Company's Annual Financial Report, Directors' Report and Auditor's Report for the financial year ended 31 December 2023 (which are contained in the 2023 Annual Report), and the Company's performance generally.

It is a requirement under the *Corporations Act 2001* (Cth) (**Corporations Act**) to present the Company's Annual Financial Report, Directors' Report, and Auditor's Report at the AGM. However, there is no requirement for shareholders to approve these reports.

For those shareholders who did not elect to receive a printed copy, the 2023 Annual Report is published on the Helia website at investor.helia.com.au. For shareholders who wish to obtain a copy, one can be posted (free of charge) by contacting Link on 1300 554 474 (+61 1300 554 474 from outside Australia).

Questions for the auditor

The Auditor (**KPMG**) will be present to answer questions from shareholders relevant to:

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

The auditor will also respond to written questions that are relevant to the content of the Auditor's Report or the conduct of the audit, provided these are submitted to the Company no later than five business days prior to the AGM.

Resolution 1

Remuneration Report

The Remuneration Report, as contained in the 2023 Annual Report has been submitted to shareholders for consideration and adoption (by way of an ordinary resolution).

Shareholders will be given an opportunity at the AGM to ask questions about, or comment on, the Remuneration Report.

The Remuneration Report provides shareholders with an overview of the Company's remuneration governance, strategy, programmes and outcomes for KMPs.

The Board believes the Company's remuneration policy, strategy and governance, as outlined in the Remuneration Report, are appropriate having regard to the Company's business objectives and achieving an appropriate balance of stakeholder interests.

Shareholders should note that the vote will be advisory only and does not bind the Company or Directors.

However, the Board will consider the outcome of the vote and comments made by shareholders on the Remuneration Report at the AGM when reviewing the Company's remuneration policy.

What do the Directors recommend?

The Directors recommend that shareholders vote **FOR** the Resolution. The Chairman intends to vote available proxies given to him **FOR** the adoption of the Remuneration Report.

Resolution 2

Grant of Share Rights to Chief Executive Officer and Managing Director

Shareholder approval is being sought for all purposes, including the purpose of ASX Listing Rule 10.14, to grant to the Company's Chief Executive Officer and Managing Director, Pauline Blight-Johnston, 348,645 Share Rights and any additional Share Rights representing notional dividend equivalents for each of the following plans:

- Deferred STI-23;
- LTI-21;
- LTI-22; and
- LTI-23,

(together, the **Grant**) made under the Helia Share Rights Plan (**Plan**).

Helia provides the following relevant information in relation to the Grant and the Plan, as required by ASX Listing Rule 10.15.

Explanatory notes

Terms and conditions of the grant of Share Rights and the Plan

2024 Long-term Incentive (LTI-24) Share Rights

Number of LTI-24 Share Rights	<p>240,474 Share Rights</p> <p>The number of Share Rights has been calculated by dividing Ms Blight-Johnston's LTI-24 grant value of \$1,030,000 by \$4.2832, being the 10-trading day Volume Weighted Average Price (VWAP) of ordinary shares in the Company to 31 December 2023.</p> <p>Additional Share Rights will be granted on or around the Vesting Date to reflect notional dividend equivalents accrued through the Vesting Period as set out below. Shareholder approval will separately be sought for the grant of those Share Rights, if required.</p> <p>Each Share Right will, on or around the Vesting Date and subject to satisfaction of the Vesting Conditions, automatically convert to one ordinary share in the Company for nil additional consideration.</p>
Issue price	The Share Rights will be issued to Ms Blight-Johnston for nil consideration.
Performance period	1 January 2024 – 31 December 2027.
Vesting Date	31 December 2027.
Vesting Period	1 January 2024 – 31 December 2027.
Performance-based vesting conditions	<p>Each performance measure is assessed independently from the other.</p> <p>Underlying Return on Equity (ROE) – 25% of the grant (60,119 Share Rights)</p> <p>Calculated as the average of four-year Underlying Net profit after tax (NPAT) divided by the four-year average equity (excluding mark-to-market value of investments) measured against regulatory capital (based on the lesser of actual capital or the upper end of the Board's targeted range, being 1.60 x the Prescribed Capital Amount (PCA). Underlying ROE is a strategically important internal measure of the financial performance for Helia. It captures the Company's ability to convert equity into returns (profit) and supports a number of Helia's strategic priorities.</p> <p>Relative Total Shareholder Return (TSR) – 75% of the grant (180,355 Share Rights)</p> <p>Calculated as the total return to shareholders (share price movement plus value of dividends) over the Performance period, expressed as a percentage of the share price at the start of the Performance period. Dividends are notionally reinvested on the ex-dividend date closing price and franking credits are excluded.</p> <p>The comparator group is ASX 200 Financial Services Companies excluding Real Estate Investment Trusts (REITs) and has been chosen because outperformance against this group represents an important part of Helia's value proposition to shareholders. During the Performance period:</p> <ul style="list-style-type: none"> no companies will be added to the comparator group; where entities within the comparator group experience events such as de-listings, mergers, acquisitions and/or liquidations, they will be removed from the comparator group; and where a comparator group entity is removed from the ASX 200 Financial Services Companies excluding REITs group, but still listed on the ASX the entity will remain in the comparator group. <p>The base and end average share prices are calculated using a one-month price period.</p>
Other vesting conditions	<ul style="list-style-type: none"> Continuous employment until the Vesting Date or employment ending prior to the Vesting Date as a result of Special Circumstances (as defined in the Plan Rules and summarised below); and Board and the Remuneration and Nominations Committee (Committee) being satisfied that adverse outcomes have not arisen that were not apparent when performance was assessed, and satisfaction that there was not excessive risk taking in the achievement of results.
Award determination	<p>At the end of the Performance period, final vesting percentages are determined via a Board and Committee review, recommendation and approval process.</p> <p>The Board and the Committee have authority and discretion to adjust LTI vesting % and individual outcomes (including to 0% of grant if appropriate).</p>
Treatment of dividends	Notional dividend equivalents accrue during the Vesting Period and are delivered through an adjustment to the number of vested Share Rights on or around the relevant Vesting Date.

2024 Long-term Incentive (LTI-24) Share Rights continued

Calculation of notional dividend	Dividends, or the value of any dividends, are not received on unvested Share Rights. Notional dividend equivalents are delivered through an adjustment to the number of vested Share Rights at the end of the relevant Vesting Period. This is calculated by taking the value of dividends distributed during the Vesting Period and dividing by a 10-trading day VWAP as at the relevant Vesting Date, in whole Share Rights.
Treatment of voting rights	No voting rights are provided on unvested Share Rights.
Treatment of Share Rights on cessation of employment	In accordance with the Plan Rules, summarised on page 9 under the heading 'Lapse of Share Rights on cessation of employment'.

2023 Deferred Short-term Incentive (STI-23) Share Rights

Number of Deferred STI-23 Share Rights	108,171 Share Rights and any additional Share Rights representing notional dividend equivalents. The number of Share Rights has been calculated by dividing Ms Blight-Johnston's 2023 Deferred STI award (half of the total STI award for 2023) of \$463,320 by \$4.2832, being the 10-trading day Volume Weighted Average Price (VWAP) of ordinary shares in the Company at the end of the 2023 performance period (31 December 2023). Additional Share Rights will be granted on or around the Vesting Date to reflect notional dividend equivalents accrued through the Vesting Period as set out below. Calculation of notional dividends is set out below. Each Share Right will, on the Vesting Date and subject to satisfaction of the Vesting Conditions, automatically convert to one ordinary share in the Company for nil additional consideration.
Issue Price	The Share Rights will be issued to Ms Blight-Johnston for nil consideration.
Vesting Date	Vesting will occur in two tranches: <ul style="list-style-type: none"> • 50% will vest 1 March 2025; • 50% will vest 1 March 2026.
Vesting Period	The Vesting Period is from 1 March 2024 to the relevant Vesting Date.
Vesting Conditions	<ul style="list-style-type: none"> • Continuous active employment until Vesting Date or employment ending prior to Vesting Date as a result of Special Circumstances (as defined in the Plan Rules); and • Board and Committee satisfaction that adverse outcomes have not arisen that were not apparent when performance was assessed, and satisfaction that there was not excessive risk taking in achievement of results.
Treatment of dividends	Notional dividend equivalents accrue during the Vesting Period and are delivered through an adjustment to the number of vested Share Rights on or around the Vesting Date.
Calculation of notional dividend	Dividends, or the value of any dividends, are not received on unvested Share Rights. Notional dividend equivalents are delivered through an adjustment to the number of vested Share Rights at the end of the relevant Vesting Period. This is calculated by taking the value of dividends distributed during the Vesting Period and dividing by a 10-trading day VWAP as at the relevant Vesting Date, in whole Share Rights.
Treatment of voting rights	No voting rights are provided on unvested Share Rights.
Treatment of Share Rights on cessation of employment	In accordance with the Plan Rules, summarised on page 9 under the heading 'Lapse of Share Rights on cessation of employment'.

Explanatory notes continued

2021 Long-Term Incentive (LTI-21) additional Share Rights representing notional dividend equivalents¹

Number of LTI-21 Share Rights representing notional dividend equivalents	<p>Notional dividend equivalents are delivered through an adjustment to the number of vested Share Rights at the end of the Vesting Period set out below.</p> <p>The number of Share Rights will be calculated by dividing the value of dividends distributed during the Vesting Period (1 January 2021 to 31 December 2024) by the 10-trading day Volume Weighted Average Price (VWAP) of ordinary shares in the Company to 31 December 2024.</p> <p>Each Share Right will automatically and immediately convert to one ordinary share in the Company for nil consideration.</p>
Issue Price	The Share Rights will be issued to Ms Blight-Johnston for nil consideration.

2022 Long-Term Incentive (LTI-22) additional Share Rights representing notional dividend equivalents¹

Number of LTI-22 Share Rights representing notional dividend equivalents	<p>Notional dividend equivalents are delivered through an adjustment to the number of vested Share Rights at the end of the Vesting Period set out below.</p> <p>The number of Share Rights will be calculated by dividing the value of dividends distributed during the Vesting Period (1 January 2022 to 31 December 2025) by the 10-trading day Volume Weighted Average Price (VWAP) of ordinary shares in the Company to 31 December 2025.</p> <p>Each Share Right will automatically and immediately convert to one ordinary share in the Company for nil consideration.</p>
Issue Price	The Share Rights will be issued to Ms Blight-Johnston for nil consideration.

2023 Long-Term Incentive (LTI-23) additional Share Rights representing notional dividend equivalents¹

Number of LTI-23 Share Rights representing notional dividend equivalents	<p>Notional dividend equivalents are delivered through an adjustment to the number of vested Share Rights at the end of the Vesting Period set out below.</p> <p>The number of Share Rights will be calculated by dividing the value of dividends distributed during the Vesting Period (1 January 2023 to 31 December 2026) by the 10-trading day Volume Weighted Average Price (VWAP) of ordinary shares in the Company to 31 December 2026.</p> <p>Each Share Right will automatically and immediately convert to one ordinary share in the Company for nil consideration.</p>
Issue Price	The Share Rights will be issued to Ms Blight-Johnston for nil consideration.

On vesting of the Share Rights, shares may be issued or acquired on market, or the Company may determine to pay in cash the market value of the Share Right in accordance with the Plan Rules.

¹ Shareholders approved the Share Rights granted under each of the LTI-21, LTI-22 and LTI-23 Plans at each of the 2021, 2022 and 2023 AGMs respectively. However, this additional approval for Share Rights issued as notional dividend equivalents awarded in respect of each of these Plans is required in accordance with ASX Listing Rule 10.15.7, as any Share Rights for notional dividend equivalents will be issued after the relevant 4-year vesting period which is more than 3 years after the relevant AGM date, when shareholders' approval was initially provided.

Lapse of Share Rights on cessation of employment

Generally, any unvested Share Rights lapse upon cessation of employment unless employment has ended in Special Circumstances. **Special Circumstances**, in respect of (as the case may be) an Eligible Employee who is a Participant or a Nominating Employee of a Controlled Entity which is a Participant, means:

- (a) Total and Permanent Disablement;
- (b) Redundancy;
- (c) Retirement;
- (d) the death of the Eligible Employee or Nominating Employee;
- (e) Agreed Separation;
- (f) any other circumstances stated to constitute "Special Circumstances" in the terms of the relevant Offer made to and accepted by the Participant; and
- (g) any other circumstances determined by the Remuneration and Nominations Committee at any time (whether before or after the Offer) and notified to the relevant Participant, which circumstances may relate to the Participant or Nominating Employee, a class of Participants or Nominating Employees including the Participant or Nominating Employee, or particular circumstances or a class of circumstances applying to the Participant or Nominating Employee.

No hedging

Participants under the Plan are not permitted to enter into any hedging arrangements in relation to any Share Rights (including any arrangement with anyone that has the effect of limiting the Participant's exposure to risk relating to Share Rights).

CEO and Managing Director remuneration

Ms Blight-Johnston's 2024 remuneration arrangements as CEO and Managing Director are summarised below:

Ms Blight-Johnston's remuneration as CEO and Managing Director comprises Total Fixed Remuneration (TFR) of \$973,350 per annum including superannuation, a target short-term incentive of \$834,300 and a maximum long-term incentive of \$1,030,000.

Summary of ASX Listing Rule 10.14 and implications of giving or not giving approval

ASX Listing Rule 10.14 provides that a listed company must not permit any of the following persons to acquire equity securities under an employee incentive scheme:

- 10.14.1 a director of the company;
- 10.14.2 an associate of a director of the company; or
- 10.14.3 a person whose relationship with the company or a person referred to in Listing Rule 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by its shareholders,

unless it obtains the approval of its shareholders.

The Grant falls within ASX Listing Rule 10.14.1 above and therefore requires the approval of Helia's shareholders under ASX Listing Rule 10.14.

Resolution 2 seeks the required shareholder approval to the Grant under and for the purposes of ASX Listing Rule 10.14.

If Resolution 2 is passed, Helia will be able to proceed with the Grant and the Share Rights will be issued to Ms Blight-Johnston as soon as practicable following the AGM (or in the case of notional dividend equivalents, as soon as practicable after the relevant number of Share Rights is known), and in any event within 3 years of the date of the AGM. The Grant will, subject to the terms and conditions described above, allow Ms Blight-Johnston to obtain ordinary shares in the Company.

If Resolution 2 is not passed, Helia will not be able to proceed with the Grant and Helia will need to consider what alternative arrangements to put in place to meet Ms Blight-Johnston's contractual entitlements and appropriately remunerate and incentivise Ms Blight-Johnston.

Other information in relation to the Plan and the grant of Share Rights

- No funds will be raised by the issue of Share Rights or by the issue of shares to satisfy the vesting of the Share Rights proposed to be granted to Ms Blight-Johnston.

- No Director of the Company other than Ms Blight-Johnston is currently eligible to participate in the Plan.
- There is no loan scheme in relation to the Share Rights.
- Shares allocated on vesting of the Share Rights will be subject to the Company's Trading Policy and Minimum Shareholding Policy.
- 1,558,141 Share Rights have previously been issued to Ms Blight-Johnston under the Plan for nil consideration.
- The Plan Rules address the impact of rights issues and bonus issues on the Share Rights, among other matters, and are available on request from the Company Secretary.
- The Company uses Share Rights because they create alignment between executives and shareholders but do not provide the executive with the full benefits of share ownership (such as dividend and voting rights) unless and until the Share Rights vest.
- The value the Company attributes to Share Rights is based on a Monte Carlo valuation methodology and amortised across the vesting period.
- If shareholder approval is given under ASX Listing Rule 10.14, approval is not required under ASX Listing Rule 7.1.
- Details of any securities issued under the Plan will be published in Helia's Annual Report relating to the period in which they are issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.
- Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in the Plan after the resolution is approved and who were not named in the notice of meeting will not participate until approval is obtained under that rule.

What do the Directors recommend?

The Directors (with Ms Blight-Johnston abstaining) recommend that shareholders vote **FOR** the Resolution. The Chairman intends to vote available proxies given to him **FOR** the resolution.

Explanatory notes continued

Resolution 3

Approval of further possible on-market share buy-back

At the 2023 AGM, shareholders approved the Company buying back up to 80,000,000 ordinary shares, in the form of one or more on-market share buy-backs, to be conducted over a period of up to 12 months from the date of the 2023 Annual General Meeting (**Existing Buy-Back Program**).

Shareholders are now being asked to approve the Company buying back up to 60,000,000 ordinary shares, in the form of one or more on-market share buy-backs, to be conducted over a period of up to 12 months from the date of the 2024 Annual General Meeting (**the Buy-Back Program**). If provided, this approval would apply following the Existing Buy-Back Program.

As at 22 March 2024, the maximum number of shares for which approval is being sought to be bought back under the Buy-Back Program would represent 20% of the Company's issued share capital (of 295,503,377).

Given that the Company's regulatory solvency ratio is above the target range and is expected to remain so, the Company is seeking the flexibility to continue optimising its capital structure through the Buy-Back Program.

Requirements for an on-market share buy-back

Consistent with the Company's Constitution, under the Corporations Act, the Company may buy-back its own shares if:

- the buy-back does not materially prejudice the Company's ability to pay its creditors; and
- the Company follows the procedures set out in the Corporations Act.

Shareholder approval is required for an on-market share buy-back if all of the voting shares bought back during the last 12 months and the voting shares proposed to be bought back exceed 10% of the smallest number, at any time during the last 12 months, of votes attaching to voting shares of the Company (**10/12 limit**).

Future buy-backs under the Buy-Back Program may exceed the 10/12 limit (taking into account shares that have been (or may in the future be) bought back by the Company under the Existing Buy-Back Program). Shareholder approval by way of ordinary resolution is required. If this Resolution is not approved, the Company will be prohibited from buying back shares in excess of the 10/12 limit, and the Company's entitlement to buy back shares on-market would be capped at 10% of the lowest number of shares on issue in the last 12 months.

The Company is also required to comply with the ASX Listing Rules in relation to the conduct of any on-market share buy-back(s), if approved by shareholders and if the Board decides to buy back shares.

A copy of this Notice of Annual General Meeting, including the Explanatory Notes, has been lodged with the Australian Securities and Investments Commission.

Other requirements

Buy-backs under the Buy-Back Program will require approval from Australian Prudential Regulation Authority (APRA). If shareholders approve Resolution 3 (Approval of further possible on-market share buy-back) and the Board of the Company decides to buy back shares, then the Company would seek APRA approval, if required, before undertaking the buy-back(s).

There is no guarantee that the Company will buy back the full number of shares for which approval is sought and the Company reserves the right to suspend or terminate the buy-back at any time, and to buy back fewer than 60,000,000 ordinary shares, or no shares at all. The implementation and timing of the Buy-Back Program and the actual number of shares acquired will depend on market conditions.

Other information

Number of ordinary shares currently on issue	295,503,377 as at 22 March 2024.													
Number of ordinary shares and percentage of shares to be bought back	<p>The maximum number of shares to be bought back under the Buy-Back Program is 60,000,000 Shares (representing approximately 20% of the issued capital of the Company as at 22 March 2024).</p> <p>If the Buy-Back Program proceeds, the number and percentage of shares to be bought back will be determined based on market conditions and the factors described above.</p>													
Particulars of the terms of the buy-back	On-market.													
The offer price	The offer price will be determined on-market based on market conditions and will be subject to ASX Listing Rules requirements.													
Reasons for the buy-back	<p>To return excess capital to shareholders. Excess capital may also be deployed to:</p> <ul style="list-style-type: none"> • enhance the return profile of the business; • pay dividends in excess of profits earned; • undertake a capital reduction or an off-market share buy-back; • reduce Tier 2 capital; or • reduce reinsurance. <p>These alternatives will continue to be evaluated.</p> <p>Any excess dividends or a capital reduction would likely be unfranked in light of the Company's franking account balance at 31 December 2023.</p>													
Interests of Directors who may participate	<p>As at 22 March 2024, the following Directors had the following interests in ordinary shares of the Company (directly and indirectly):</p> <p>Ian MacDonald¹ – 131,823 shares</p> <p>Gai McGrath – 71,150 shares</p> <p>Alistair Muir – Nil shares</p> <p>Leona Murphy – 33,210 shares</p> <p>Gerd Schenkel² – Nil shares</p> <p>Andrea Waters – 60,000 shares</p> <p>Duncan West – 60,318 shares</p> <p>Pauline Blight-Johnston – 173,259 shares</p> <p>Directors' notifiable interests in ordinary shares of the Company and changes to their notifiable interests are released on ASX (Appendix 3X and Appendix 3Y).</p>													
The financial effect of the buy-back on the Company	<p>See above.</p> <p>Any on-market share buy-back will be funded by the Company's surplus cash and will reduce the Company's cash balance by the aggregate amount paid to buy back shares on-market. No adverse tax consequences are expected to arise for the Company and the level of the Company's franking credits will remain unchanged.</p>													
Source of funds	The Company's cash and investments balances.													
Advantages and disadvantages	<p>The Directors consider that the only significant disadvantage of the possible on-market share buy-back is that it will reduce the Company's shareholder equity by the aggregate cost of the shares bought back. However, the Directors consider that the amount of capital remaining will be sufficient and appropriate for the Company's requirements.</p> <p>The main advantage of the possible on-market share buy-back is that it is expected to increase the return on equity of the Company and promote a more efficient capital structure.</p>													
The date the offer will start and close	To be announced subsequently if necessary approvals are obtained and the Board determines to proceed with an on-market share buy-back. Any buy-back(s) under the Buy-Back Program will be completed within 12 months from the date of the 2024 Annual General Meeting.													
Information about the current share price	<p>To provide an indication of the recent market price of the Company's shares, the closing price on 22 March 2024 was \$3.69. The highest and lowest market sale prices for the Company's shares on the ASX during the previous 3 months were as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>LOW</th> <th>HIGH</th> </tr> </thead> <tbody> <tr> <td>December 2023</td> <td>\$4.11</td> <td>\$4.46</td> </tr> <tr> <td>January 2024</td> <td>\$4.31</td> <td>\$4.94</td> </tr> <tr> <td>February 2024</td> <td>\$4.00</td> <td>\$4.89</td> </tr> </tbody> </table>			LOW	HIGH	December 2023	\$4.11	\$4.46	January 2024	\$4.31	\$4.94	February 2024	\$4.00	\$4.89
	LOW	HIGH												
December 2023	\$4.11	\$4.46												
January 2024	\$4.31	\$4.94												
February 2024	\$4.00	\$4.89												

¹ Ian MacDonald will retire as director after the AGM on 9 May 2024.

² Gerd Schenkel will retire as director effective on 30 April 2024.

Explanatory notes continued

No other material information

Other than as set out in this Notice of Annual General Meeting, including the Explanatory Notes, and any other information previously disclosed to shareholders, there is no other information that the Directors consider is material to the decision on how to vote on Resolution 3 (Approval of further possible on-market share buy-back).

What do the Directors recommend?

The Directors recommend that shareholders vote **FOR** the Resolution. The Chairman intends to vote available proxies given to him **FOR** the resolution.

Resolution 4

Re-election of Duncan West as Director

It is a requirement under the ASX Listing Rules and the Company's Constitution that an election of directors be held at each AGM. In addition, each Director will automatically retire from office at the third AGM after the Director was last elected or re-elected.

At the 2024 AGM, Duncan West will retire and offer himself for re-election.

Duncan was appointed to the Board on 1 September 2018 and last re-elected at the 2022 AGM.

Qualifications, skills and experience:

Duncan has more than 30 years of insurance industry experience having held senior executive positions at Royal Sun Alliance Group PLC, Promina Group Limited, CGU Limited and MLC Limited.

Duncan is a Graduate of the Australian Institute of Company Directors, a Fellow of the Chartered Insurance Institute and a Senior Associate of the Australia and New Zealand Institute of Insurance and Finance. He holds a Bachelor of Science (Economics) from the University of Hull, UK.

ASX listed board appointments:

Chairman of Challenger Limited since October 2022 (and a Director since 10 September 2018) and Director of Suncorp Group Limited (since 23 September 2021).

Other appointments: Chairman of Habitat for Humanity Australia and Director of Avant Mutual Group Limited.

Special responsibilities (including Committee memberships): Risk Committee – Member.

If re-elected, the Board considers that Duncan West will continue to be an independent director.

What do the Directors recommend?

Given Mr West's qualifications, skills and experience, and his ability to contribute valuable insights, the Board supports the re-election of Duncan West.

The Directors (other than Duncan West who does not make a recommendation) recommend that shareholders vote **FOR** the Resolution. The Chairman intends to vote available proxies given to him **FOR** the resolution.



Duncan West, Director, Independent

Virtual Meeting Online Guide

Before you begin

Ensure your browser is compatible. Check your current browser by going to the website: **whatismybrowser.com**

Supported browsers are:

- Chrome – Version 44 & 45 and after
- Firefox – 40.0.2 and after
- Safari – OS X v10.9 & OS X v10.10 and after
- Internet Explorer – 11 and up
- Microsoft Edge – 92.0 and after

To attend and vote you must have your securityholder number and postcode.

Appointed Proxy: Your proxy number will be provided by Link before the meeting.

Please make sure you have this information before proceeding.

Virtual Meeting Online Guide

Step 1

Open your web browser and go to <https://meetings.linkgroup.com/HLI24>

Step 2

Log in to the portal using your full name, mobile number, email address, and participant type.

Please read and accept the terms and conditions before clicking on the blue **'Register and Watch Meeting'** button.

- On the left – a live webcast of the Meeting starts automatically once the meeting has commenced. If the webcast does not start automatically please press the play button and ensure the audio on your computer or device is turned on.
- On the right – the presentation slides that will be addressed during the Meeting
- At the bottom – buttons for 'Get a Voting Card', 'Ask a Question' and a list of company documents to download

Note: If you close your browser, your session will expire and you will need to re-register. If using the same email address, you can request a link to be emailed to you to log back in.

1. Get a Voting Card

To register to vote – click on the 'Get a Voting Card' button.

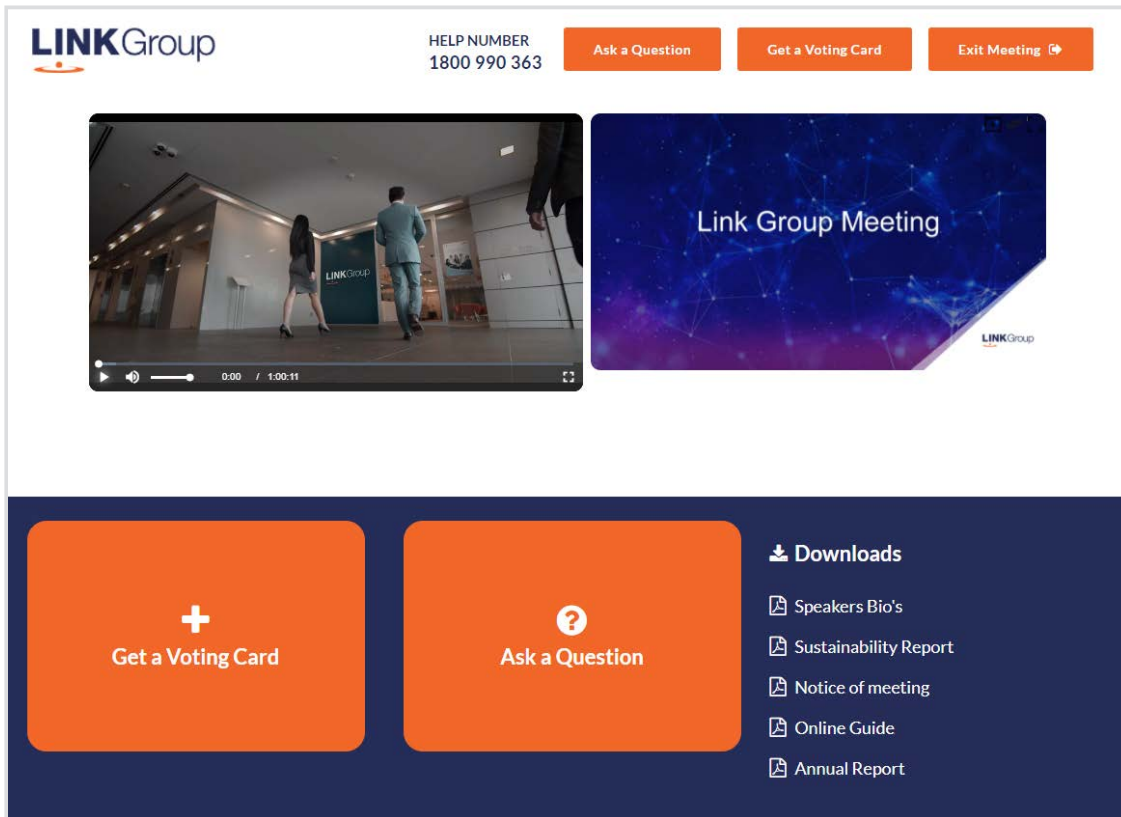
This will bring up a box which looks like this.

If you are an individual or joint securityholder you will need to register and provide validation by entering your securityholder number and postcode.

If you are an appointed Proxy, please enter the Proxy Number issued by Link in the PROXY DETAILS section. Then click the **'SUBMIT DETAILS AND VOTE'** button.

Once you have registered, your voting card will appear with all of the resolutions to be voted on by securityholders at the Meeting (as set out in the Notice of Meeting). You may need to use the scroll bar on the right hand side of the voting card to view all resolutions.

Securityholders and proxies can either submit a Full Vote or Partial Vote.



Full Votes

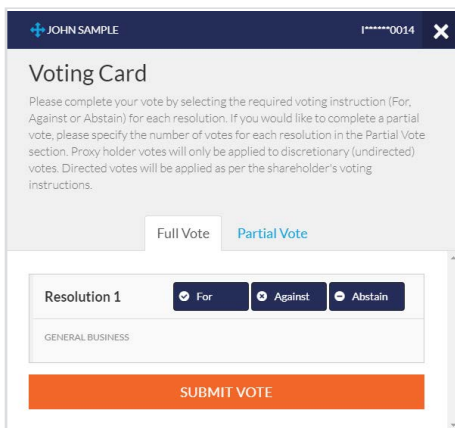
To submit a full vote on a resolution ensure you are in the **'Full Vote'** tab. Place your vote by clicking on the **'For'**, **'Against'**, or **'Abstain'** voting buttons.

Partial Votes

To submit a partial vote on a resolution ensure you are in the **'Partial Vote'** tab. You can enter the number of votes (for any or all) resolution/s. The total amount of votes that you are entitled to vote for will be listed under each resolution. When you enter the number of votes it will automatically tally how many votes you have left.

Note: If you are submitting a partial vote and do not use all of your entitled votes, the un-voted portion will be submitted as No Instruction and therefore will not be counted.

Once you have finished voting on the resolutions scroll down to the bottom of the box and click on the **'Submit Vote'** or **'Submit Partial Vote'** button.



Note: You can close your voting card without submitting your vote at any time while voting remains open. Any votes you have already made will be saved for the next time you open up the voting card. The voting card will appear on the bottom left corner of the webpage. The message **'Not yet submitted'** will appear at the bottom of the page.

You can edit your voting card at any point while voting is open by clicking on **'Edit Card'**. This will reopen the voting card with any previous votes made.

At the conclusion of the Meeting a red bar with a countdown timer will appear at the top of the Webcast and Slide windows advising the remaining voting time. Please make any changes and submit your voting cards.

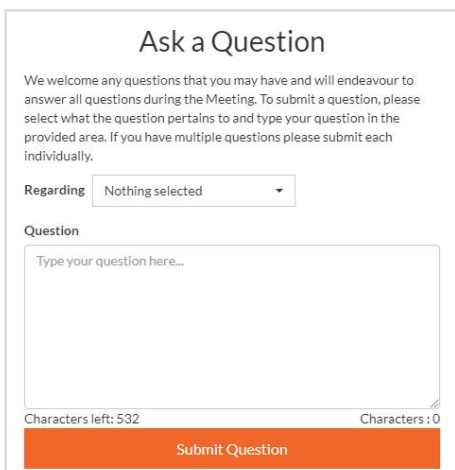
Once voting has been closed all submitted voting cards cannot be changed.

2. How to ask a question

Note: Only verified Securityholders, Proxyholders and Company Representatives are eligible to ask questions.

If you have yet to obtain a voting card, you will be prompted to enter your securityholder number or proxy details before you can ask a question. To ask a question, click on the 'Ask a Question' button either at the top or bottom of the webpage.

The 'Ask a Question' box will then pop up with two sections for completion.



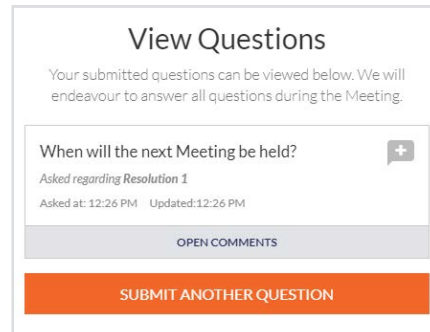
In the 'Regarding' section click on the drop down arrow and select the category/resolution for your question.

Click in the 'Question' section and type your question and click on 'Submit'.

A 'View Questions' box will appear where you can view your questions at any point. Only you can see the questions you have asked.

If your question has been answered and you would like to exercise your right of reply, you can submit another question.

Note that not all questions are guaranteed to be answered during the Meeting, but we will do our best to address your concerns.



3. Downloads

View relevant documentation in the Downloads section.

4. Voting closing

Voting will end 5 minutes after the close of the Meeting.

At the conclusion of the Meeting a red bar with a countdown timer will appear at the top of the Webcast and Slide screens advising the remaining voting time. If you have not submitted your vote, you should do so now.

5. Phone Participation

What you will need

- a) Land line or mobile phone
- b) The name and securityholder number of your holding/s
- c) To obtain your unique PIN, please contact Link Market Services on +61 1800 990 363

Joining the Meeting via Phone

Step 1

From your land line or mobile device, call: +61 1800 497 114

Step 2

You will be greeted with a welcome message and provided with instructions on how to participate in the Meeting. Please listen to the instructions carefully.

At the end of the welcome message you will be asked to provide your PIN by the moderator. This will verify you as a securityholder and allow you to ask a question on the resolutions at the Meeting.

Step 3

Once the moderator has verified your details you will be placed into a waiting room where you will hear music playing.

Note: If your holding cannot be verified by the moderator, you will attend the Meeting as a visitor and will not be able to ask a question.

Step 4

At the commencement of the Meeting, you will be admitted to the Meeting where you will be able to listen to proceedings.

Asking a Question

Step 1

When the Chairman calls for questions or comments on each item of business, **press *1** on your keypad for the item of business that your questions or comments relates to. If at any time you no longer wish to ask a question or make a comment, you can lower your hand by **pressing *2** on your keypad.

Step 2

When it is time to ask your question or make your comment, the moderator will introduce you to the meeting. Your line will be unmuted and you will be prompted to speak. If you have also joined the Meeting online, please mute your laptop, desktop, tablet or mobile device before you speak to avoid technical difficulties for you and other shareholders.

Step 3

Your line will be muted once your question or comment has been asked / responded to

Contact us

Australia

T +61 1800 990 363


E info@linkmarketservices.com.au

LODGE YOUR VOTE

 **ONLINE**
<https://investorcentre.linkgroup.com>

 **BY MAIL**
 Helia Group 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
 Parramatta Square, Level 22, Tower 6,
 10 Darcy Street, Parramatta NSW 2150

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



X999999999999


VOTING/PROXY FORM

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

STEP 1 Please mark either A or B

A VOTE DIRECTLY

elect to lodge my/our vote(s) directly (mark box)

 in relation to the Annual General Meeting of the Company to be held at **11:00am (Sydney time) on Thursday, 9 May 2024**, and at any adjournment or postponement of the Meeting.

You should mark either “for” or “against” for each item. Do not mark the “abstain” box.

OR

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

Name

Email

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 (Sydney time) on Thursday, 9 May 2024** (the Meeting) and at any postponement or adjournment of the Meeting.

The Meeting will be conducted as a hybrid event. You can participate by attending in person at **Ashurst Lawyers’ office, at Level 11, 5 Martin Place, Sydney** or logging in online at <https://meetings.linkgroup.com/HLI24> (refer to details in the Virtual Annual General Meeting Online Guide).

Important for Items 1 & 2: If the Chairperson 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 Chairperson of the Meeting to exercise the proxy in respect of Items 1 & 2, even though the Items are connected directly or indirectly with the remuneration of a member of the Company’s Key Management Personnel (KMP).

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

VOTING DIRECTIONS

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting.

Please read the voting instructions overleaf before marking any boxes with an

STEP 2

Items

- 1 That the Company’s remuneration report for the financial year ended 31 December 2023 be adopted.
- 2 Grant of Share Rights to Chief Executive Officer and Managing Director
- 3 Approval of further possible on-market share buy-back


For Against Abstain*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 4 Re-election of Duncan West as Director

For Against Abstain*

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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 * If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf and your votes will not be counted in computing the required majority.

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



HOW TO COMPLETE THIS SHAREHOLDER VOTING/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.**

VOTING UNDER BOX A

If you ticked the box under Box A you are indicating that you wish to vote directly. Please only mark either "for" or "against" for each item. Do not mark the "abstain" box. If you mark the "abstain" box for an item, your vote for that item will be invalid.

If no direction is given on all of the items, or if you complete both Box A and Box B, your vote may be passed to the Chairman of the Meeting as your proxy.

Custodians and nominees may, with the Share Registrar's consent, identify on the Voting/Proxy Form the total number of votes in each of the categories "for" and "against" and their votes will be valid.

If you have lodged a direct vote, and then you attend the Meeting, your attendance will cancel your direct vote.

The Chairman's decision as to whether a direct vote is valid is conclusive.

VOTING UNDER BOX B – 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 and email 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 Voting/Proxy Form, including where the Items are connected directly or indirectly with the remuneration of KMP.

VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. All your shares will be voted in accordance with such a direction unless you indicate only a portion of voting rights are to be voted on any item by inserting the percentage or number of shares you wish to vote in the appropriate box or boxes. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Voting/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:

- on each of the first Voting/Proxy Form and the second Voting/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
- 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 virtually the appropriate "Certificate of Appointment of Corporate Representative" must be received at registrars@linkmarketservices.com.au prior to admission in accordance with the Notice of Annual General Meeting. A form of the certificate may be obtained from the Company's share registry or online at www.linkmarketservices.com.au.

LODGEMENT OF A VOTING/PROXY FORM

This Voting/Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **11:00am (Sydney time) on Tuesday, 7 May 2024**, being not later than 48 hours before the commencement of the Meeting. Any Voting/Proxy Form received after that time will not be valid for the scheduled Meeting.

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



ONLINE

<https://investorcentre.linkgroup.com>

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" - Shareholder Reference Number (SRN) or Holder Identification Number (HIN).



BY MOBILE DEVICE

Our voting website is designed specifically for voting online. You can now lodge your proxy by scanning the QR code adjacent or enter the voting link <https://investorcentre.linkgroup.com> into your mobile device. Log in using the Holder Identifier and postcode for your shareholding.

QR Code



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



BY MAIL

Helia Group 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*
Parramatta Square
Level 22, Tower 6
10 Darcy Street
Parramatta NSW 2150

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

