

Annual General Meeting

Kemao Industries Limited (“KEM” or “the Company”) wishes to advise KEM’s 2025 Annual General Meeting (“the Meeting”) will be held at 10:00 am (WST) on 21 July 2025 at its principal business address No 5 Songwentou Road, Yunting Town, Jiangyin City in Jiangsu Province, China. Shareholders outside China who wish to attend the Meeting may contact the Company to receive phone connection details.

In accordance with section 110D of the Corporations Act 2001 (Cth) (as inserted by the Corporations Amendment (Meeting and Documents) Act 2022 (Cth)), the Company will not be dispatching physical copies of the Notice of Meeting (“Notice”), unless a Shareholder has elected to receive documents in hard copy in accordance with the timeframe specified in section 110E(8) of the Corporations Amendment (Meetings and Documents) Act 2022 (Cth).

Instead, the Notice can be viewed and downloaded via:

<https://www.nsx.com.au/marketdata/company-directory/announcements/KEM/>.

If you have nominated an email address and have elected to receive electronic communications from the Company, the Notice will be sent to your nominated email address.

All resolutions at the Meeting will be voted by poll and Shareholders who are entitled to vote may vote either prior to the Meeting by proxy or by poll during the Meeting. To vote by proxy, please complete and sign the Proxy Form enclosed with the Notice of the Meeting and return by the time and in accordance with the instructions set out on the Proxy Form.

Shareholders’ votes are important. Shareholders are strongly encouraged to either vote prior to the Meeting or to appoint the Chair of the Meeting as their proxy. Shareholders can complete the proxy form to provide specific instructions on how a Shareholder’s vote is to be exercised on each item of business, and the Chair of the AGM must follow shareholders’ instructions. Your proxy form must be received by 10.00am (WST) on Saturday, 19 July 2025, being not less than 48 hours before the commencement of the Meeting. Any proxy forms received after that time will not be valid for the Meeting.

The Notice of Meeting is important and should be read in its entirety. If you are in doubt as to the course of action you should follow, you should consult your financial adviser, lawyer, accountant or other professional adviser. If you have any difficulties obtaining a copy of the Notice, please contact Automatic Share Registry on 1300 288 664 (within Australia) or +61 2 9658 5414 (overseas).

Yours sincerely



Xuekun Li
Company Secretary
17 June 2025

Notice of Annual General Meeting

KEMAO INDUSTRIES LIMITED
ACN 625 928 216

Notice is given that the Annual General Meeting will be held:

Time: at 10:00 am (WST)

Date: on Monday, 21 July 2025

Place: No 5 Songwentou Road, Yunting Town, Jiangyin City in Jiangsu Province,
China

This Notice of Annual General Meeting and Explanatory Statement should be read in its entirety. If Shareholders in doubt as to how they should vote, they should seek advice from their professional advisers prior to voting. Should you wish to discuss the matters in this Notice of Meeting please do not hesitate to contact the Company.

KEMAO INDUSTRIES LIMITED
ACN 625 928 216

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that Kemao Industries Limited will hold its Annual General Meeting at 10:00 am (Western Standard Time) on Monday, 21 July 2025 at the Board Room, No. 5 Songwentou Road, Yunting Town, Jiangyin City, Jiangsu Province, China.

The Explanatory Statement to this Notice of Annual General Meeting provides additional information on matters to be considered at the Annual General Meeting. The Explanatory Statement and the enclosed proxy form are part of this Notice of Annual General Meeting.

AGENDA

Financial Report

To receive and consider the annual financial report, directors' report and auditor's report for the financial year ended 31 December 2024.

Resolution 1 – Adoption of Remuneration Report

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

"That, for the purpose of and in accordance with section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company's annual financial report for the year ended 31 December 2024."

Voting exclusion statement:

A vote on the resolution must not be cast (in any capacity) by or on behalf of either of:

- a member of the key management personnel details of whose remuneration are included in the remuneration report; or
- a closely related party of such a member,

("Prohibited Voter").

However, a Prohibited Voter may cast a vote on the resolution if a Prohibited Voter does so as a proxy appointed by writing that specifies how the proxy is to vote on the proposed resolution and the vote is not cast on behalf of a Prohibited Voter.

If a Prohibited Voter is appointed but not directed how to vote on Resolution 1, they will not vote your proxy on this resolution.

Resolution 2 – Re-election of Ms Xuekun Li as a Director

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

"That Ms Xuekun Li, who retires in accordance with Listing Rule 14.4 and clause 20.2 of the Company's Constitution and, being eligible and offering herself for re-election, be re-elected as a Director of the Company."

Resolution 3 – Re-election of Ms Fang Chen as a Director

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

"That Ms Fang Chen, who retires in accordance with Listing Rule 14.4 and clause 20.2 of the Company's Constitution and, being eligible and offering herself for re-election, be re-elected as a Director of the Company."

Other Business

To transact any other business which may be properly brought before the meeting in accordance with the Company's Constitution and the Corporations Act.



By Order of the Board

XUEKUN LI
Company Secretary
Kemao Industries Limited

17 June 2025

Entitlement to Vote

In accordance with Regulation 7.11.37 of the Corporations Regulations, the Directors have determined that the persons eligible to vote at the AGM are those who are registered Shareholders of the Company at 5:00 pm (Western Standard Time) on 19 July 2025. Accordingly, transactions registered after that time will be disregarded in determining entitlements to attend and vote at the AGM.

Voting in Person

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

Voting by Proxy

A Shareholder entitled to attend and vote at the AGM is entitled to appoint not more than two proxies. If the Shareholder is entitled to two or more votes, the Shareholder may appoint two proxies and if this occurs the appointment may specify the proportion or number of votes that each proxy may exercise. If the appointment does not specify a proportion or number, each proxy may exercise half of the votes in which case any fraction of votes will be disregarded.

Pursuant to sections 250BB and 250BC of the Corporations Act, a proxy must cast all directed proxies as directed. Any directed proxies which are not voted will automatically default to the Chair, who will vote the proxies as directed.

A proxy need not be a Shareholder of the Company. If you sign the enclosed proxy form and do not write the name of a person or a body corporate in the proxy form, you will have appointed the Chair of the AGM as your proxy.

The Chair of the AGM will vote undirected proxies on, and in favour of, all of the proposed resolutions, except for Resolution 1 where the Chair will only vote if expressly directed to do so.

Please refer to the enclosed proxy form and the accompanying instructions for appointment of a proxy and lodging proxy forms.

If a shareholder appoints a body corporate as its proxy and the body corporate wishes to appoint an individual as its representative, the certificate of appointment of corporate representative should be completed and lodged in the manner specified.

To be effective, the proxy must be completed, signed and received by the Company no later than 48 hours before the AGM, that is **10am (Western Standard Time) on 21 July 2025**. Proxy forms received later than the above mentioned time will be invalid.

The enclosed Proxy Form provides further details on appointing proxies and returning Proxy Forms.

Corporate Representative

If a representative of the corporation is to attend the Meeting the appropriate "Appointment of Corporate Representative" should be produced prior to admission. A form may be obtained from the Company's share registry online at <https://automic.com.au>.

KEMAO INDUSTRIES LIMITED
ACN 625 928 216

EXPLANATORY STATEMENT

This Explanatory Statement is intended to provide shareholders with sufficient information to assess the merits of the resolutions contained in the accompanying Notice.

Shareholders are specifically referred to the Glossary in the Explanatory Statement which contains definitions of capitalised terms used in the Notice and this Explanatory Statement.

The Directors recommend Shareholders read this Explanatory Statement in full before making any decision in relation to the resolutions.

The following information should be noted in respect of the various matters contained in the accompanying Notice.

Financial Statements and Reports

The Corporations Act requires the Company's financial report, the directors' report and the auditor's report for the year ended 31 December 2024 to be laid before the AGM. Shareholders will be provided with a reasonable opportunity to ask questions about the reports. There is no requirement either in the Corporations Act or the Company's Constitution that the Shareholders vote on or approve the reports.

Shareholders can access a copy of the Company's financial report, the directors' report and the auditor's report for the year ended 31 December 2024 on the NSX website.

1. Resolution 1 – Adoption of Remuneration Report

The Corporations Act requires the Company to include in the directors' report for the year ended 31 December 2024 a detailed remuneration report setting out certain prescribed information relating to the remuneration of the Directors ("**Remuneration Report**") and to submit this Remuneration Report for adoption by resolution of the shareholders at the annual general meeting of the Company.

The Remuneration Report:

- outlines the Board's policy for determining the nature and amount of remuneration of Directors of the Company;
- sets out remuneration details for each Director of the Company;
- summarises the key terms of any contract of any Director of the Company for the financial year ended 31 December 2024.

The Chair of the AGM will allow a reasonable opportunity for Shareholders as a whole to ask about, or make comments on the Remuneration Report.

The Corporations Act requires that a resolution in relation to the Remuneration Report be put to the vote at the Company's AGM. The vote on the resolution is advisory only and does not bind the Directors or the Company.

Voting consequences

A company is required to put to its shareholders a resolution proposing the calling of another meeting of shareholders to consider the appointment of directors of the company (Spill resolution), if, at consecutive annual general meetings, at least 25% of the votes cast on a remuneration report resolution are voted against adoption of the remuneration report and at the first of those annual general meetings a Spill Resolution was not put to vote, if required, the Spill Resolution must be put to vote at the second of those annual general meetings.

If more than 50% of votes cast are in favour of the Spill Resolution, the company must convene a shareholder meeting (Spill Meeting) within 90 days of the second annual general meeting.

All of the directors of the company who were in office when the directors' report (as included in the company's annual financial report for the most recent financial year) was approved, other than the managing director of the company, will cease to hold office immediately before the end of the Spill Meeting but may stand for re-election at the Spill Meeting.

Following the Spill Meeting those persons whose election or re-election as directors of the company is approved will be the directors of the company.

Previous voting results

At the Company's previous annual general meeting held in 2024, the votes cast against the remuneration report considered at that annual general meeting were less than 25%. Accordingly, the Spill Resolution is not relevant for this Annual General Meeting.

2. Resolution 2 – Re-election of Ms Xuekun Li as a Director

Resolution 2 seeks approval for the re-election of Ms Li as a Director with effect from the end of the AGM.

Ms Li was appointed a Director on 2 March 2021 and was re-elected in the AGM of 2021 and 2023 and 2024. Ms Li is required to retire under the rotation of directors rule in clause 20.2 of the Company's Constitution.

Clause 20.2 provides unless otherwise determined by a Resolution of the Company:

- one-third of the Directors (other than the Managing Director) for the time being; or
 - if the number of Directors is not a multiple of three, then the whole number nearest one third,
- must retire from office. A retiring Director is eligible for re-election.

Ms Li retires from office in accordance with this requirement and, being eligible, has offered herself for re-election as a Director of the Company.

Ms Li has been the Company Secretary of Kemao since 28 May 2018 and was appointed a Non-executive Director on 2 March 2021. She has over 20 years' experience in corporate governance and corporate accounting and finance. She is a qualified accountant and a member of Governance Institute of Australia. Ms Li started her career with a big-four accounting firm and has developed herself further in corporate management and governance in Australia. She holds senior positions in a number of listed and private companies.

INP Perth Pty Ltd, a company controlled by Ms Li, provides accounting and company secretarial services to the Company. The service agreement is an arm's length transaction and the total annual service fee is disclosed in the Remuneration Report and is considered not material. The Board considers Ms Li as an independent director because her position with INP Perth Pty Ltd does not materially interfere with her ability to exercise independence in any decision making and judgement. Ms Li's financial experience and corporate governance knowledge is a valuable part of the Board's existing skills and experience. The Directors, other than Ms Li, recommend that Shareholders vote in favour of this resolution.

Having received an acknowledgement from Ms Li that she has sufficient time available to carry out the duties of a Director of the Company and considered Ms Li's industry knowledge and experience is a valuable part of the Board's existing skills and experience, the Directors, other than Ms Li, recommend that Shareholders vote in favour of this resolution.

3. Resolution 3 – Re-election of Ms Fang Chen as a Director

Resolution 3 seeks approval for the re-election of Ms Chen as a Director with effect from the end of the AGM.

Ms Chen was appointed a Director on 28 May 2018 and was elected in the AGM of 2019, 2021 and 2023 and 2024. Ms Chen is required to retire under the rotation of directors rule in clause 20.2 of the Company's Constitution.

Clause 20.2 provides unless otherwise determined by a Resolution of the Company:

- one-third of the Directors (other than the Managing Director) for the time being; or
- if the number of Directors is not a multiple of three, then the whole number nearest one third,

must retire from office. A retiring Director is eligible for re-election.

Ms Chen retires from office in accordance with this requirement and, being eligible, has offered herself for re-election as a Director of the Company.

Ms Chen joined Kemao China in 2011 and is currently the Chief Business Development Officer of Kemao China. She started as a management trainee in the company and was responsible for managing the manufacturing operations. She is now responsible for the company's overall marketing, raw material procurement and day-to-day management of sales activities. She plans and implements marketing strategies for the purposes of identifying and developing new customers and business opportunities internationally. She was a recipient of Wuxi City's Development and Innovation Talents Award.

As Ms Fang Chen is a substantial shareholder of the Company, the Board considers Ms Chen is not an independent director. The Board considers Ms Chen's management experience and enterprise skills are essential to the Company's business. The Directors, other than Ms Chen, recommend that Shareholders vote in favour of this resolution.

Having received an acknowledgement from Ms Chen that she has sufficient time available to carry out the duties of a Director of the Company and considered Ms Chen's industry knowledge and experience is a valuable part of the Board's existing skills and experience, the Directors, other than Ms Chen, recommend that Shareholders vote in favour of this resolution.

GLOSSARY

The following terms have the following meanings in this Notice and Explanatory Statement:

"**AGM**" means the annual general meeting of the Company;

"**Board**" means the Directors acting as the board of directors of the Company or a committee appointed by such board of directors;

"**Company**" or "**Kemao**" means Kemao Industries Limited ACN 625 928 216;

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

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

"**Director**" means a Director of the Company;

"**Explanatory Statement**" means this explanatory statement attached to the Notice, which provides information to Shareholders about the resolutions contained in the Notice;

"**Kemao China**" means Jiangsu Kemao New Materials Technology Co., Ltd, the Company's operating subsidiary in China.

"**Managing Director**" means the Managing Director of the Company;

"**Notice**" means the notice of AGM accompanying this Explanatory Statement;

"**Share**" means a fully paid ordinary share issued in the capital of the Company; and

"**Shareholder**" means a holder of Shares.

PROXY FORM

Kemao Industries Limited
ACN 625 928 216

ANNUAL GENERAL MEETING

Name:

Address:

Contact No:

APPOINT A PROXY

I/We being a Member/s of Kemao Industries Limited entitle to attend and vote hereby appoint

☐

Chair of the Meeting

OR

Or failing the person named, or if no person is named, the Chair of the Meeting, as my/our proxy to attend and act generally at the Meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, as the proxy sees fit) at the Annual General Meeting of Kemao Industries Limited to be held at No 5 Songwentou Road, Yunting Town, Jiangyin City in Jiangsu Province, China at 10am **(Australia Western Standard Time) on 21 July 2025** and at any adjournment of that meeting.

If no directions are given, the Chair will vote in favour of all the Resolutions in which the Chair is entitled to vote undirected proxies.

VOTING DIRECTIONS

Ordinary Resolutions

Resolution 1	Re-Election of Ms Xuekun Li as a Director
Resolution 2	Re-Election of Ms Fang Chen as a Director

For

Against

Abstain

☐☐☐☐☐☐

Please note: If you mark the abstain box for a particular Resolution, you are directing your proxy not to vote on that Resolution on a show of hands or on a poll and your votes will not be counted in computing the required majority on a poll.

If two proxies are being appointed, the proportion of voting rights this proxy represent is _____%.

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Individual or Member 1

Member 2

Member 3

Sole Director and Sole Company
Secretary

Director

Director/Company Secretary

INSTRUCTIONS FOR APPOINTMENT OF PROXY

1. A shareholder entitled to attend and vote is entitled to appoint no more than two proxies to attend and vote at this Annual General Meeting as the shareholder's proxy. A proxy need not be a shareholder of the Company.
2. Where more than one proxy is appointed, each proxy must be appointed to represent a specific proportion of the shareholder's voting rights. If such appointment is not made then each proxy may exercise half of the shareholder's voting rights. Fractions shall be disregarded.
3. If a representative of a nominated corporation is to attend the Meeting the appropriate "Certificate of Appointment of Corporate Representative" should be produced prior to admission in accordance with the Notice of Meeting. A Corporate Representative Form may be obtained from the Share Registry.
4. Signing Instructions:
 - (a) (Individual) Where the holding is in one name, the security holder must sign.
 - (b) (Joint Holding) Where the holding is in more than one name, all of the security holders should sign.
 - (c) (Power of Attorney) If you have not already lodged the Power of Attorney with the Share Registry, please attach the original or certified photocopy of the Power of Attorney to this form when you return it.
 - (d) (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* (Cth)) does not have a company secretary, a sole director can sign alone. Otherwise this form must be signed by a director jointly with either another director or a company secretary. Please sign in the appropriate place to indicate the office held.
5. Forms to appoint proxies must be received by the Company **no later than 48 hours before** the time appointed for the holding of this Annual General Meeting, **that is by 10am (Australian Western Standard Time) on 19 July 2025** by email to xuekun@inpgroup.com.au.
6. You may direct your proxy on how to vote by placing a mark in one of the boxes opposite each resolution 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 resolution 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 a given resolution, your proxy may vote as they choose to the extent they are permitted by law. If you mark more than one box on a resolution, your vote on that resolution will be invalid.
7. If the proxy form specifies a way in which the proxy is to vote on any of the resolutions stated above, then the following applies:
 - (a) the proxy need not vote on a show of hands, but if the proxy does so, the proxy must vote that way; and
 - (b) if the proxy has 2 or more appointments that specify different ways to vote on the resolution, the proxy must not vote on a show of hands; and
 - (c) if the proxy is the Chair, the proxy must vote on a poll and must vote that way; and
 - (d) if the proxy is not the Chair, the proxy need not vote on a poll, but if the proxy does so, the proxy must vote that way.

If a proxy is also a shareholder, the proxy can cast any votes the proxy holds as a shareholder in any way that the proxy sees fit.