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Trajan Group Holdings Limited  
ACN 152 617 706

**ASX RELEASE**

Annual General Meeting of Trajan Group Holdings Limited to be held on  
Tuesday 28 October 2025 at 10:00 am (AEDT)

**25 September 2025** – Global analytical science and device company Trajan Group Holdings Limited (**ASX:TRJ**) (**Trajan** or **the Company**) advises, in accordance with Listing Rule 3.17, a copy of the following documents are attached:

1. Notice of Annual General Meeting;
2. Sample Proxy Form; and
3. Letter to Shareholders regarding arrangements for the 2025 Annual General Meeting that will be dispatched to the Shareholders in lieu of the Notice of Meeting.

**Authorised for ASX release by the Board of Trajan Group Holdings Limited.**

**END**

**Contact:****Investors**

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**About Trajan**

Trajan is a global developer and manufacturer of analytical and life sciences products and devices founded to enable science that benefits people by enriching personal health through scientific tools and solutions. These products and solutions are used in the analysis of biological, food, and environmental samples. Trajan has a portfolio and pipeline of new technologies which support the move towards decentralised, personalised data-based healthcare.

Trajan is a global organisation of more than 600 people, with seven manufacturing sites across the US, Australia, Europe and Malaysia, and operations in Australia, the US, Asia, and Europe.

**TRAJAN GROUP HOLDINGS LIMITED**  
**ACN 152 617 706**

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

**Date of Meeting**

Tuesday, 28 October 2025

**Time of Meeting**

10:00 am (AEDT)

**Place of Meeting**

Online at: <http://meetnow.global/M4Z5YTP>

**THIS IS AN IMPORTANT DOCUMENT AND SHOULD BE READ IN ITS ENTIRETY. PLEASE READ IT CAREFULLY**

## NOTICE OF ANNUAL GENERAL MEETING

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Notice is given that the Annual General Meeting of the Shareholders of Trajan Group Holdings Limited (the "**Company**") will be held virtually via an online platform at <http://meetnow.global/M4Z5YTP> on Tuesday, 28 October 2025 commencing at 10:00 am (AEDT) (the "**Meeting**").

By accessing the online platform, Shareholders will be able to participate, ask questions and cast direct votes at the appropriate times whilst the Meeting is in progress.

If you are unable to attend the Annual General Meeting, please complete the Proxy Form and return it in accordance with the instructions set out on that form. If you are in any doubt as to how to vote, you should contact your professional adviser as soon as possible. Should you wish to discuss a matter in the Notice of Meeting please do not hesitate to contact the Company at [companysecretary@trajanscimed.com](mailto:companysecretary@trajanscimed.com).

All Resolutions to be considered at the Meeting will be decided by a poll.

The Explanatory Memorandum that accompanies this Notice provides additional information on the matters to be considered at the Meeting. The Explanatory Memorandum and Proxy Form are part of this Notice.

Should circumstances further change between the date of this Notice and the proposed time of the Meeting, information will be lodged with the ASX at [www.asx.com.au](http://www.asx.com.au) (ASX code: TRJ) and posted on our website at <https://investor.trajanscimed.com/>.

## ORDINARY BUSINESS:

### Financial Statements and Reports

To receive and consider the Financial Report for the year ended 30 June 2025 together with the Directors' Report and Auditor's Report as set out in the Company's 2025 Annual Report.

**Note:** No vote is required on this item.

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### Resolution 1 - Adoption of Remuneration Report

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

*"That, for the purposes of Section 250R{2} of the Corporations Act and for all other purposes, the Remuneration Report as contained in the Directors' Report for the year ended 30 June 2025, be adopted."*

**Note:** The 2025 Remuneration Report is set out in the Company's 2025 Annual Report. The vote on this resolution is *advisory only* and does not bind the Directors of the Company.

### **Chair appointed as proxy**

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 1.

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### Resolution 2 - Re-election of Dr Rohit Khanna as a Director

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

*"That, Rohit Khanna, who retires in accordance with clause 12.5 of the Company's Constitution and, being eligible, offers himself for re-election, be re-elected as a Director of the Company. "*

### **Chair appointed as proxy**

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 2.

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### Resolution 3 - Grant of Options to Director - Mr John Eales

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

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of up to 95,813 Options to Mr John Eales (or his nominee), under the Plan on the basis set out in the Explanatory Memorandum."*

### **Chair appointed as proxy**

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 3.

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#### **Resolution 4 - Grant of Options to Director - Dr Rohit Khanna**

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

*"That, subject to the passing of Resolution 2, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of up to 63,875 Options to Dr Rohit Khanna (or his nominee), under the Plan on the basis set out in the Explanatory Memorandum."*

#### ***Chair appointed as proxy***

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 4.

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#### **Resolution 5 - Grant of Options to Director - Ms Tiffany Lewin**

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

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of up to 63,875 Options to Ms Tiffany Lewin (or her nominee), under the Plan on the basis set out in the Explanatory Memorandum."*

#### ***Chair appointed as proxy***

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 5.

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#### **Resolution 6 - Grant of Options to Director - Ms Sara Watts**

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

*"That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of up to 20,825 Options to Ms Sara Watts (or her nominee), under the Plan on the basis set out in the Explanatory Memorandum."*

#### ***Chair appointed as proxy***

The Chair intends to vote all undirected proxies in **FAVOUR** of Resolution 6.

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#### **OTHER BUSINESS**

To consider any other business which may properly be brought before the Meeting in accordance with the Constitution and the Corporations Act.

**BY ORDER OF THE BOARD**

A handwritten signature in black ink, appearing to read 'Mark Licciardo', with a stylized flourish extending to the right.

**Mark Licciardo**

**Joint Company Secretary**

**25 September 2025**

## Voting Exclusion Statement

### Corporations Act

Resolution 1 – The Company will disregard votes cast by 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, in contravention of section 250R or 250BD Corporations Act. Restrictions also apply to votes cast as proxy unless exceptions apply.

For the purposes of section 224 Corporations Act, the Company will not disregard a vote if:

- (a) it is cast by a person as a proxy appointed in writing that specifies how the proxy is to vote on the proposed resolution; and
- (b) it is not cast on behalf of a related party or associate of a related party of the Company to whom the resolution would permit a financial benefit to be given or an associate of such a related party.

### Listing Rules

In accordance with the Listing Rule 14.11, the Company will disregard votes cast in favour of the resolution by or on behalf of:

<b>Resolution 3 – Grant of Options to Director - Mr John Eales</b>	a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Company's Omnibus Incentive Plan, any nominee of that person and these person's associates.
<b>Resolution 4 – Grant of Options to Director - Dr Rohit Khanna</b>	a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Company's Omnibus Incentive Plan, any nominee of that person and these person's associates.
<b>Resolution 5 – Grant of Options to Director - Ms Tiffany Lewin</b>	a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Company's Omnibus Incentive Plan, any nominee of that person and these person's associates.
<b>Resolution 6 – Grant of Options to Director - Ms Sara Watts</b>	a person referred to in Listing Rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Company's Omnibus Incentive Plan, any nominee of that person and these person's associates.

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

- a. a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or
- b. the chair of the meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the chair to vote on the resolution as the chair decides; or
- c. a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - i. 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
  - ii. the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

## Online Platform details

The Meeting will be held as a fully virtual Meeting whereby Shareholders can participate via the online platform at <http://meetnow.global/M4Z5YTP>. Shareholders can join the online Meeting by following the instructions set out below.

We recommend logging into the online platform at least 15 minutes prior to the scheduled start time:

- Shareholders will need their Shareholder Reference Number (SRN) or Holder Identification Number (HIN) printed at the top of the Proxy Form; and
- Appointed Proxies must contact Computershare Investor Services on +61 3 9415 4024 to request your unique email invitation link prior to the meeting day. The online platform will allow you to listen to the proceedings, view the presentations and ask questions of the Board and vote in real-time.

For more information regarding participation in the AGM online, including browser requirements, please see the Online User Guide available at [www.computershare.com.au/virtualmeetingguide](http://www.computershare.com.au/virtualmeetingguide). Shareholders will also be given a reasonable opportunity to ask questions related to the business of the Meeting, the Company's operations or of the auditor at the end of the Meeting. Please submit your questions by emailing the Company Secretary at [companysecretary@trajanscimed.com](mailto:companysecretary@trajanscimed.com). If you would like to ask a question during the Meeting, please register as a Shareholder or Proxyholder and provide your valid HIN or SRN number when registering.

All Resolutions to be considered at the Meeting will be decided by poll based on proxy votes received prior to the commencement of the Meeting and votes cast at the Meeting via the online platform. Shareholders are encouraged to cast their vote by proxy prior to the Meeting in accordance with the instructions set out on in this Notice to ensure that their votes are counted.

## Defined Terms

Capitalised terms used in this Notice will, unless the context requires otherwise, have the meaning given to them in the Glossary in the Explanatory Memorandum attached to this Notice.

## Voting and required majority - Corporations Act

1. In accordance with section 249HA of the Corporations Act, for all resolutions to be effective, not less than 28 days written notice specifying the intention to propose the Resolution has been given.
2. For all Resolutions to be effective, the Resolution must be passed by more than 50% of all the votes cast by Shareholders entitled to vote on the Resolution (whether in person or by proxy, attorney or representative).

All Resolutions will be determined by a poll based on proxy votes received prior to the commencement of the Meeting and votes cast during the Meeting. On a poll, every Shareholder has one vote for each Ordinary Share held.



## Entire Notice

The details of the Resolutions contained in the Explanatory Memorandum accompanying this Notice should be read together with, and form part of, this Notice.

## Entitlement to vote

In accordance with Section 1074E(2)(g)(i) of the Corporations Act and Regulation 7.11.37 of the Corporations Regulations, the Company has determined that for the purposes of the Meeting all Shares will be taken to be held by the persons who held them as registered Shareholders at 7:00 pm (AEDT) on Sunday, 26 October 2025. Accordingly, share transfers registered after that time will be disregarded in determining entitlements to attend and vote at the Meeting.

## Casting Voting during the meeting

Enter <http://meetnow.global/M4Z5YTP> into a web browser on your computer or online device.

- Shareholders will need their Shareholder Reference Number (SRN) or Holder Identification Number (HIN) printed at the top of the Proxy Form; and
- Appointed Proxies must contact Computershare Investor Services on +61 3 9415 4024 to request your unique email invitation link prior to the meeting day.

## Casting a vote by proxy

Proxy instructions can be submitted prior to the Meeting electronically to the Company's share registrar by visiting [www.investorvote.com.au](http://www.investorvote.com.au) and using the 6-digit control number on the proxy form and entering your SRN/HIN and post code. Intermediary Online subscribers only (custodians) should visit [www.intermediaryonline.com](http://www.intermediaryonline.com).

Alternatively, you can complete the Proxy Form by providing voting directions for each resolution by marking "For", "Against" or "Abstain". Votes will only be valid for Resolutions marked. Unless you have appointed the Chair as your proxy, no vote will be counted for Resolutions left blank. If you appoint the Chair of the Meeting as your proxy and do not provide voting directions for each Resolution, the Chair intends to vote for all the Resolutions.

You can return your completed proxies via:

- mailing to Computershare Investor Services Pty Limited, GPO Box 242 Melbourne, Victoria 3001 Australia; or
- send by fax to 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia).

In order for a proxy appointment to be valid, the Company must receive, at least 48 hours before the AGM (being no later than 10:00 am (AEDT) on Sunday, 26 October 2025).

## Proxies and Representatives

1. All Shareholders who are entitled to attend at the Meeting may appoint a proxy for that purpose.
2. A proxy need not be a Shareholder of the Company.
3. Each Shareholder who is entitled to cast two or more votes at the Meeting, may appoint up to two proxies and may specify the proportion or number of votes that each proxy is entitled to exercise. If a Shareholder does not specify the proportion or number of that Shareholder's votes

each proxy may exercise, each proxy will be entitled to exercise half of the votes. An additional Proxy Form will be supplied by the Company on request.

4. If a proxy is given by a body corporate, a Proxy Form must be executed in writing under the common seal of the corporation or otherwise in accordance with section 127 of the Corporations Act or signed by an attorney.
5. If a proxy is given by a natural person, a Proxy Form must be executed under the hand of that person or that person's attorney.
6. To be effective, the Proxy Form and the power of attorney or other authority (if any) under which it is signed or a certified copy, must be received by the Company at least 48 hours before the time for holding the Meeting or any adjourned Meeting.
7. Any Proxy Form received after this deadline will be treated as invalid.
8. If a Shareholder appoints the Chair as the Shareholder's proxy and does not specify how the Chair is to vote, the Chair will vote, as proxy for that Shareholder, in favour of or against each Resolution as set out in the Explanatory Memorandum.
9. A Shareholder that is a body corporate may appoint an individual as its representative to exercise all or any of the powers the body corporate may exercise at the Meeting. The appointment may be a standing one.

This Explanatory Memorandum has been prepared to provide Shareholders with information to assist their assessment of the merits of the Resolutions contained in the accompanying Notice for the Annual General Meeting of the Company to be held virtually via the online platform at <http://meetnow.global/M4Z5YTP> on Tuesday, 28 October 2025 commencing at 10:00 am (AEDT).

Shareholders should read this Explanatory Memorandum and the Notice in full before deciding how to vote on the Resolutions set out in the Notice.

Capitalised terms used in this memorandum and the Notice are defined in the Glossary

### Financial Statements and Reports

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The Corporations Act requires that the Financial Report and the reports of the Directors and Auditor be laid before the Meeting. There is no requirement for Shareholders to vote on these reports. Shareholders will be given a reasonable opportunity to raise questions and make comments on these reports and on the management of the Company at the Meeting.

Representatives of the Company's Auditor will be present for discussion purposes on matters of relevance to the audit.

### Resolution 1 - Adoption of Remuneration Report (Non-binding Resolution)

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The Remuneration Report includes information on:

- (a) the remuneration policy adopted by the Board;
- (b) the relationship between that policy and the Company's performance;
- (c) the principles used to determine the nature and amount of remuneration;
- (d) the remuneration details of each Director and key management personnel; and
- (e) the performance conditions that must be met prior to an executive deriving any value from the "at risk" components of their remuneration.

As required by section 300A of the Corporations Act, the Remuneration Report is included in the Company's Annual Report, which is available on the Investor section of the Company's website at <https://investor.trajanscimed.com/>.

At the Meeting, the Chair will give Shareholders a reasonable opportunity to ask questions about or comment on the Remuneration Report.

The vote on this resolution is **advisory only** and will not bind the Directors or the Company. The vote will, however, be taken into consideration in determining future remuneration policy for Directors and executives.

The Board will consider the outcome of the vote and comments made by Shareholders on the Remuneration Report at this Meeting when reviewing the Company's remuneration policies. If 25% or more of the votes that are cast are voted against the adoption of the Remuneration Report at two consecutive Annual General Meetings, Shareholders will be required to vote at the second of those Annual General Meetings on a

resolution (a "spill resolution") that another meeting be held within 90 days at which all of the Directors other than the Managing Director must be offered up for election.

Key Management Personnel and their closely related parties must not cast a vote on the Remuneration Report, unless as holders of directed proxies for Shareholders eligible to vote on Resolution 1.

**The Board recommends that Shareholders vote in FAVOUR of Resolution 1.**

**The Chair intends to vote undirected proxies in FAVOUR of Resolution 1.**

#### **Resolution 2 - Re-election of Dr Rohit Khanna as a Director Background**

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Clause 12.5 of the Company's Constitution provides that an election of Directors, other than a Managing Director, must be held each year, and if no person is standing for election or re-election under clauses 12.4 or 12.13, the Director who has been in office the longest since last being elected is required to stand for re-election.

In accordance with Clause 12.5 of the Company's Constitution, Rohit Khanna will retire at this Meeting, and being eligible for re-election, has submitted himself for re-election at this Meeting.

Dr Khanna was appointed a Director of the Company on 23 March 2021.

Dr Khanna has over 40 years of experience in analytical science, business leadership and laboratory application software.

In 1981, Dr Khanna co-founded Dynamic Solutions, a software-engineering firm dedicated to providing computing solutions to the scientific and engineering community. Dr Khanna went on to hold various senior management roles at Waters Corporation, including Vice-President and General Manager of the Data Products Group. In 2002, Dr Khanna was appointed Vice-President, Worldwide Marketing, and most recently Dr Khanna was Senior Vice President of several key Waters Corporation businesses including Informatics, Service, and Chemistry, along with being a member of the Corporate Executive Committee.

Dr. Khanna retired from Waters in 2017 and continues to work with key industry leaders and on several industry Boards.

**The Board (with Dr Khanna abstaining) recommends that Shareholders vote in FAVOUR of Resolution 2.**

**The Chair intends to vote undirected proxies in FAVOUR of Resolution 2.**

**Background**

Subject to the passing of Resolution 2, Resolutions 3 to 6 seek Shareholder approval in accordance with Listing Rule 10.14 for the grant of Options to the following non-executive Directors (together, the **Non-Executive Directors**) under the Trajan Long Term Incentive Plan (**Plan**) as detailed below:

<b>Director</b>	<b>Resolution</b>	<b>Number of securities</b>	<b>Type of security under the Plan</b>
John Eales	3	95,813	Options
Rohit Khanna	4	63,875	Options
Tiffany Lewin	5	63,875	Options
Sara Watts	6	20,825 (Note 1)	Options

Note 1 - As announced on the ASX on 9 September 2025, Sara Watts has notified the Board of her decision to retire effective at the conclusion of the 2025 AGM and will not be seeking re-election. The Board considers it appropriate to pro rate the option grant to reflect the Non-Executive Directorship services up to the date of the AGM.

The Board considers that the grant of Options, as listed above, is a cost effective and efficient reward for the Company to make to appropriately incentivise the Non-Executive Directors' continued performance, and is consistent with the strategic goals and targets of the Company. The financial quantum of the grants is directly aligned with the benchmarked fees at the time of the IPO and, with the cash components of Director's salaries, fits within the Fee Pool Cap.

Refer to Annexure B for key terms of the options.

**Section 208 of Corporations Act**

In accordance with section 208 of the Corporations Act, to give a financial benefit to a related party, the Company must obtain Shareholder approval unless the giving of the financial benefit falls within an exception in sections 210 to 216 of the Corporations Act.

The Non-Executive Directors, as directors of the Company, are each a related party of the Company.

The Board has formed the view that Shareholder approval under section 208 of the Corporations Act is not required for the grant of the Options as the exception in section 211 of the Corporations Act applies. The grant of the Options is considered to be reasonable remuneration for the purposes of section 211 of the Corporations Act.

**Listing Rule 10.14**

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 issue of the Options to the Non-Executive Directors falls within 10.14.1 above and therefore requires the approval of the Company's Shareholders under Listing Rule 10.14.

If Resolutions 3 to 6 are passed, the Company will be able to proceed with the issue of the Options to each of the Non-Executive Directors. Approval pursuant to Listing Rule 7.1 will not be required as approval is being obtained under Listing Rule 10.14 (Exception 14 under Listing Rule 7.2). Accordingly, the issue of the Options will not be included in the Company's 15% limit on issuing equity securities without Shareholder approval under Listing Rule 7.1.

If Resolutions 3 to 6 are not passed, the Company will not be able to proceed with the issue of the Options to the Non-Executive Directors and the Company may have a reduced ability to appropriately incentivise the Non-Executive Directors' continued performance, or to attract and retain directors with appropriate skills and expertise. Further, the Company, within the bounds of the Fee Pool Cap, would substitute cash in lieu of the Options that have not been approved by the Shareholders.

**Specific information required by Listing Rule 10.15**

Information must be provided to Shareholders for the purposes of obtaining Shareholder approval as follows:

- (a) The Options will be granted to the Non-Executive Directors (and/or their nominees).
- (b) Each of the Non-Executive Directors falls within Listing Rule 10.14.1 as they are each a Director.
- (c) The maximum number of Options to be issued to the Non-Executive Directors (and/or their nominees) is as follows:
  - (i) John Eales, 95,813 Options;
  - (ii) Rohit Khanna, 63,875 Options;
  - (iii) Tiffany Lewin, 63,875 Options; and
  - (iv) Sara Watts, 20,825 Options.
- (d) Details of the current total remuneration of the Non-Executive Directors is as follows:

Current Remuneration Package				
Director	Salary and Fees	Share based payments	Super-annuation	Total
John Eales	\$62,780	\$80,901	\$7,220	\$150,901
Rohit Khanna	\$40,000	\$53,934	0	\$93,934
Tiffany Lewin	\$35,874	\$53,934	\$4,126	\$93,934
Sara Watts	\$58,296	\$53,934	\$6,704	\$118,934

- (e) Details of the number of Incentive Securities that have been previously issued to the Non-Executive Directors under the Plan is as follows:

Director	Number of Incentive Securities
John Eales	270,711
Rohit Khanna	141,257
Tiffany Lewin	141,257
Sara Watts	141,257

The Incentive Securities above were issued at nil acquisition price.

- (f) A summary of the material terms of the Options are detailed in Annexure B. The Board considers that the grant of Options to the Non-Executive Directors would be a cost effective and efficient reward for the Company to make to appropriately incentivise their continued performance
- (g) The indicative fair value of the Options to be granted to the Non-Executive Directors (or their nominees) is \$0.73 per security at the date this notice was prepared (valued using a Black & Scholes option pricing model). The fair value of the Options has been calculated with the following assumptions:
- (i) underlying share price on the valuation date (1 July 2025) of \$0.7300;
  - (ii) expected life of 5 years (to 1 July 2030);
  - (iii) a volatility of 46%;
  - (iv) a risk free rate of 3.23%;
  - (v) for the purposes of the valuation, no future dividend payments have been forecast.
- (h) The Company intends to issue the Options by 30 November 2025 and no later than 3 months after the date of the Meeting or such longer period of time as ASX allows.
- (i) The Options will be granted for nil consideration and will have a nil exercise price. Accordingly, no funds will be raised by the grant of the Options.

- (j) A summary of the material terms of the Plan is detailed in Annexure A.
- (k) No loans will be provided to the Non-Executive Directors in relation to the acquisition of the Options under the Plan.
- (l) Details of any securities issued under the Plan will be published in the annual report of the Company relating to the period in which they were issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14. Any additional persons covered by Listing Rule 10.14 who become entitled to participate in a grant of securities under the Plan after the resolution is approved and who were not named in the Notice will not participate until approval is obtained under that rule.
- (m) A voting exclusion statement is included in the Notice for each of Resolutions 3 to 6.

**The Board (with each of Mr Eales, Dr Khanna, Ms Lewin and Ms Watts abstaining in relation to their Resolution) recommends that Shareholders vote in FAVOUR of Resolutions 3, 4, 5 and 6.**

**The Chair intends to vote undirected proxies in FAVOUR of Resolutions 3, 4, 5 and 6.**



**Annual Report** means the 2025 Annual Report, a copy of which may be obtained from the Company's website at <https://investor.trajanscimed.com/>.

**AGM or Meeting** means the Annual General Meeting of the Company to be held virtually via the online platform at <http://meetnow.global/M4Z5YTP> on 28 October 2025 commencing at 10:00 am (AEDT).

**ASIC** means Australian Securities and Investments Commission.

**Associate** has the meaning given to that term in the Corporations Act.

**ASX** means ASX Limited ABN 98 008 624 691 or the market operated by it, as the context requires.

**Auditor's Report** means the report of the Auditor regarding its audit of the Company, and its controlled entities, which accompanies the Financial Report.

**Board** means the board of the Directors of the Company from time to time.

**Chair** means the person who chairs the AGM.

**Closely Related Party** means a spouse or child of the member or has the meaning given in section 9 of the Corporations Act.

**Company or Trajan** means Trajan Group Holdings Limited ACN 152 617 706.

**Constitution** means the constitution of the Company.

**Corporations Act** means the *Corporations Act 2001* (Cth).

**Director** means each of the directors of the Company, as appointed from time to time.

**Directors' Report** means the report of the Directors, which accompanies the Financial Report.

**Explanatory Memorandum** means this document.

**Financial Report** means the consolidated annual financial report of Trajan Group Holdings Limited for the year ended on 30 June 2025 that accompanies the Notice.

**Group** means the Company and its controlled entities.

**Incentive Securities** has the meaning given in section 4 of the Explanatory Memorandum.

**Key Management Personnel** has the same meaning as in the accounting standards as defined in section 9 of the Corporations Act (so the term broadly includes those persons having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including any director, whether executive or otherwise, of the Company).

**Listing Rules** means the official rules of the ASX.

**LTIP** means the Company's Long Term Incentive Plan, of which a summary of key terms are set out in Annexure A.

**Managing Director** means a Director appointed to that office under clause 16 of the Company's Constitution.

**Non-Executive Directors** has the meaning given in section 5 of the Explanatory Memorandum.

**Notice** means the notice for the Meeting accompanying this Explanatory Memorandum.

**Option** means an option to acquire a Share, subject to conditions specified by the Board, under the terms of

the Plan.

**Performance Right** means a right to acquire a Share, subject to conditions specified by the Board, under the terms of the Plan.

**Plan** means the Company's Long Term Incentive Plan, of which a summary of key terms are set out in Annexure A.

**Proportional Bid** has the meaning given in section 6 of the Explanatory Memorandum.

**Proxy Form** means the proxy form enclosed with this Explanatory Memorandum in relation to the Resolutions.

**Related Body Corporate** has the meaning given to that term in the Corporations Act.

**Remuneration Report** means the remuneration report of the Company that forms part of the Directors' Report.

**Resolution** means each of the resolutions set out in the Notice.

**Securities** has the meaning given to that term in Chapter 19 of the Listing Rules.

**Share** means a fully paid ordinary share in the Company.

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

## Annexure A

### Resolutions 3, 4, 5 and 6 – Grant of Options to Directors

#### Summary of the material terms of the Trajan Long Term Incentive Plan (Plan)

<b>Eligibility</b>	<p>The Board has the discretion to determine which employees are eligible to participate in the Plan, and the number and type of Plan Securities that they will be offered (<b>Plan Eligible Employee</b>).</p> <p>The definition of employee under the Plan rules includes any full-time or part-time employee, casual employee, officer, director, contractor, consultant or prospective employee of the Trajan Group.</p>
<b>Plan Securities</b>	<p>The Board has the discretion to set the terms and conditions on which it will offer Plan Securities under the Plan.</p> <p>The Board may determine that the Plan Securities will be subject to conditions which must be satisfied or waived before the Plan Securities will be issued (<b>Grant Conditions</b>).</p> <p>In addition, the Board may determine that the Plan Securities will be subject to performance, service, or other conditions which must be satisfied or waived before the Plan Security vests and exercised (<b>Vesting Conditions</b>) and, if so, will specify those Vesting Conditions in the invitation to each Plan Eligible Employee.</p> <p>The Board may, at its discretion, vary, reduce or waive any Grant Conditions and/or Vesting Conditions attaching to Plan Securities at any time, subject to applicable law.</p>
<b>Acquisition price</b>	<p>The grant of Plan Securities under the Plan may be subject to the payment of an acquisition price by the participant as determined by the Board, or otherwise Plan Securities may be granted at no cost to the participant.</p>
<b>Exercise price</b>	<p>The exercise of Plan Securities in the form of Options or Rights may be subject to payment of an exercise price by the participant as determined by the Board.</p>
<b>Shares as a Plan Security or on vesting of Plan Securities</b>	<p>Shares issued or transferred on the exercise of Plan Securities will rank equally in all respects, and carry the same rights and entitlements, as other issued Shares, including dividend and voting rights.</p> <p>Depending on the terms of a Plan Security, Shares may be subject to disposal restrictions, which means that they may not be disposed of or dealt with for a period of time.</p>
<b>Vesting and exercise of Plan Securities</b>	<p>Plan Securities which have not lapsed under the Plan will vest if and when any applicable Vesting Conditions have been satisfied or waived by the Board. However, vested options or rights will not become exercisable until any applicable exercise conditions have been satisfied or waived by the Board.</p> <p>Following the valid exercise of a Plan Security, the Company will issue or arrange the transfer of such number of Shares to the participant that relate to the option or right being exercised.</p> <p>Alternatively, the Board may determine to make a cash payment in lieu of the issue or transfer of Shares.</p>
<b>Expiry of options and rights</b>	<p>Options or Rights which have not been exercised by the date 5 years from the date of grant of the options or rights, or such other date determined by the Board and specified in the offer (<b>Expiry Date</b>), will lapse unless the Board determines otherwise.</p>

<b>Forfeiture/lapse of Plan Securities</b>	<p>Unless otherwise determined by the Board, a Plan Security will lapse in certain circumstances including:</p> <ul style="list-style-type: none"> <li>• where the Board determines that any Vesting Condition applicable to the Plan Securities cannot be satisfied;</li> <li>• the applicable Expiry Date;</li> <li>• in certain circumstances if the participant's employment is terminated (see 'Cessation of employment' below);</li> <li>• if the Board determines that the Plan Security is liable to clawback (see 'Clawback' below);</li> <li>• if the Board determines that the Plan Security will be forfeited or lapse in the event of a change of control in respect of the Company; and</li> <li>• where the participant has dealt with a Plan Security in breach of any rule of the Plan.</li> </ul>
<b>Dividend and voting entitlements</b>	Plan Securities do not entitle their holders to dividend or voting rights.
<b>Participation rights of Plan Securities</b>	<p>Plan Securities do not confer the right to participate in new issues of Shares or other securities in the Company.</p> <p>However, subject to the ASX Listing Rules, the Plan provides for adjustments to be made to the number of Shares to which a participant would be entitled on the exercise of a Plan Security or the exercise price (if any) of the Plan Security in the event of a bonus issue or pro-rata issue to existing holders of Shares (other than an issue in lieu or in satisfaction of dividends or by way of dividend reinvestment) or a reorganisation of capital.</p>
<b>Restrictions</b>	<p>Plan Securities may not be sold, transferred, mortgaged, pledged, charged, granted as security or otherwise disposed of, without the prior approval of the Board, or unless required by law.</p> <p>Participants must not enter into any arrangement for the purpose of hedging, or otherwise affecting their economic exposure to any unvested Plan Securities.</p>
<b>Quotation</b>	Plan Securities will not be quoted on the ASX. The Company will apply for official quotation of any Shares issued under the Plan, in accordance with the ASX Listing Rules.
<b>Cessation of employment</b>	The Board has discretion to determine, subject to compliance with applicable law, the treatment of a Plan Security if a participant ceases to be employed by a Group Company prior to the vesting or exercise of a Plan Security, or a Plan Security ceasing to be subject to any disposal restrictions as a term of the invitation or at the time of cessation.
<b>Clawback</b>	The Plan provides the Board with broad clawback powers. If, for example, the Board becomes aware that a participant has committed an act of fraud, negligence or gross misconduct or failed to comply in a material respect with any restrictive covenant or that some other event has occurred which, as a result, means that a participant's Plan Security should be reduced or extinguished, or should not vest, then the Board may clawback or adjust any such Plan Security at its discretion to ensure no unfair benefit is derived by the participant.
<b>Change of control</b>	If a change of control event occurs with respect to the Company, the Board may determine, in its discretion, the manner in which all unvested Plan Securities will be dealt with.

## Annexure B

### Resolutions 3, 4, 5 and 6 – Grant of Options to Directors

#### Key terms of the Options

<b>Grant price</b>	No amount is payable to acquire Options granted under the resolutions.
<b>Grant date</b>	1 July 2025
<b>What does an Option entitle the holder</b>	A vested and subsequently exercised Option will entitle the holder to one Share, subject to the Long Term Incentive Plan (LTIP) and the ASX Listing Rules.
<b>Vesting Date</b>	The Options will vest on 1 July 2026.
<b>Exercise of Options</b>	Vesting of any Options does not automatically result in any Shares being allocated to the holder. Prior to any Shares being allocated to the holder, the vested Options must be exercised by the holder during the Exercise Period in accordance with the LTIP.
<b>Exercise Price</b>	The Options have a nil exercise price.
<b>Exercise Period</b>	The Options can only be exercised within five years from the Grant Date ( <b>Exercise Period</b> ). Any vested Options that are not exercised by the holder pursuant to a validly completed and accepted Notice of Exercise within the Exercise Period will lapse.
<b>Exercise</b>	Options granted under the Director Option Offers may be exercised from the date on which they vest until the Expiry Date, being the date which is five years after the date on which such Options are granted.
<b>Expiry Period</b>	5 years from the Grant Date.
<b>Restrictions on dealing</b>	<p>Each Option granted under the Director Option Offers and which vests on the Listing Date will be subject to a condition that any Share issued on exercise of that Option will be subject to a disposal restriction preventing the holder from disposing of the Share on or before the date falling six months after the Listing Date.</p> <p>Participants will otherwise be free to deal with the Shares issued to them on the exercise of vested Options that are the subject of the Director Option Offers, subject to the requirements of the Company's Securities Trading Policy.</p>
<b>Quotation</b>	Options granted under the Director Option Offers will not be quoted.
<b>Cessation of engagement as a director</b>	<p>Where a Non-Executive Director's engagement with the Company ceases:</p> <ul style="list-style-type: none"><li>• all Options which have not vested at the date their engagement ceases will lapse. The Director will not be entitled to any pro-rata vesting; and</li><li>• all vested Options must be exercised on or before the date falling 90 days from the date the Director's engagement ceases. Any vested Options not exercised within this period will lapse.</li></ul>



Trajan Group Holdings Limited  
ACN 152 617 706

## Need assistance?



**Phone:**  
1300 850 505 (within Australia)  
+61 3 9415 5000 (outside Australia)



**Online:**  
[www.investorcentre.com/contact](http://www.investorcentre.com/contact)



## YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **10:00am (AEDT) on Sunday, 26 October 2025**.

# Proxy Form

## How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

### APPOINTMENT OF PROXY

**Voting 100% of your holding:** Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

**Voting a portion of your holding:** Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

**Appointing a second proxy:** You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

**A proxy need not be a securityholder of the Company.**

## SIGNING INSTRUCTIONS FOR POSTAL FORMS

**Individual:** Where the holding is in one name, the securityholder must sign.

**Joint Holding:** Where the holding is in more than one name, all of the securityholders should sign.

**Power of Attorney:** If you have not already lodged the Power of Attorney with the registry, 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 sign in the appropriate place to indicate the office held. Delete titles as applicable.

## PARTICIPATING IN THE MEETING

### Corporate Representative

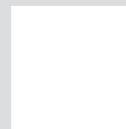
If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at [www.investorcentre.com/au](http://www.investorcentre.com/au) and select "Printable Forms".

## Lodge your Proxy Form:

### Online:

Lodge your vote online at [www.investorvote.com.au](http://www.investorvote.com.au) using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



**Control Number: 187997**  
**SRN/HIN:**

For Intermediary Online subscribers (custodians) go to [www.intermediaryonline.com](http://www.intermediaryonline.com)

### By Mail:

Computershare Investor Services Pty Limited  
GPO Box 242  
Melbourne VIC 3001  
Australia

### By Fax:

1800 783 447 within Australia or  
+61 3 9473 2555 outside Australia



**PLEASE NOTE:** For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

☐ **Change of address.** If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.

# Proxy Form

Please mark ☒ to indicate your directions

## Step 1 Appoint a Proxy to Vote on Your Behalf

I/We being a member/s of Trajan Group Holdings Limited hereby appoint

☐ the Chairman of the Meeting **OR**

**PLEASE NOTE:** Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to 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, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of Trajan Group Holdings Limited to be held as a virtual meeting on Tuesday, 28 October 2025 at 10:00am (AEDT) and at any adjournment or postponement of that meeting.

**Chairman authorised to exercise undirected proxies on remuneration related resolutions:** Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Resolutions 1 and 3 to 6 (except where I/we have indicated a different voting intention in step 2) even though Resolutions 1 and 3 to 6 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

**Important Note:** If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Resolutions 1 and 3 to 6 by marking the appropriate box in step 2.

## Step 2 Items of Business

**PLEASE NOTE:** If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

		For	Against	Abstain
Resolution 1	Adoption of Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 2	Re-election of Dr Rohit Khanna as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 3	Grant of Options to Director - Mr John Eales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 4	Grant of Options to Director - Dr Rohit Khanna	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 5	Grant of Options to Director - Ms Tiffany Lewin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 6	Grant of Options to Director - Ms Sara Watts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

## Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1

Sole Director & Sole Company Secretary

Securityholder 2

Director

Securityholder 3

Director/Company Secretary

/ /

Date

**Update your communication details** (Optional)

Mobile Number

Email Address

By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically



Trajan Group Holdings Limited  
ACN 152 617 706

## Need assistance?



**Phone:**

1300 850 505 (within Australia)  
+61 3 9415 5000 (outside Australia)



**Online:**

[www.investorcentre.com/contact](http://www.investorcentre.com/contact)

## Trajan Group Holdings Limited Annual General Meeting

The Trajan Group Holdings Limited Annual General Meeting will be held on Tuesday, 28 October 2025 at 10:00am (AEDT). You are encouraged to participate in the meeting using the following options:



### MAKE YOUR VOTE COUNT

To lodge a proxy, access the Notice of Meeting and other meeting documentation visit [www.investorvote.com.au](http://www.investorvote.com.au) and use the below information:



Control Number: 137997

For Intermediary Online subscribers (custodians) go to [www.intermediaryonline.com](http://www.intermediaryonline.com)

For your proxy appointment to be effective it must be received by 10:00am (AEDT) on Sunday, 26 October 2025.



### ATTENDING THE MEETING VIRTUALLY

To watch the webcast, ask questions and vote on the day of the meeting, please visit:  
<https://meetnow.global/M4Z5YTP>

For instructions refer to the online user guide [www.computershare.com.au/virtualmeetingguide](http://www.computershare.com.au/virtualmeetingguide)

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.