



20 October 2025

Market Announcements Office
Australian Securities Exchange
Level 6, 20 Bridge Street
Sydney, NSW, 2000

Notice of Annual General Meeting 2025

The Company is pleased to enclose a copy of the following documents in relation to its Annual General Meeting to be held on **Wednesday, 19 November 2025 at 10.00am (Brisbane time)**:

- a) Letter to Shareholders regarding arrangement for the Annual General Meeting as despatched to shareholders who have not opted for electronic communication.
- b) Notice of Annual General Meeting
- c) Letter to Shareholders regarding printed copies of annual report despatched to shareholders who have currently elected to receive hard copies.
- d) Sample Proxy Form

This Announcement has been authorised for release by the Joint Company Secretary, Ms Jenny Lim.



20 October 2025

Dear Shareholder

2025 Annual General Meeting

On behalf of the Directors of Zicom Group Limited ("ZGL"), I am pleased to invite you to our upcoming 2025 Annual General Meeting ("AGM") which will be held at **10.00am (Brisbane time) on Wednesday, 19 November 2025**. You can attend online or in person at **our Cescio Australia office located at 38 Goodman Place, Murarrie, Queensland 4172**. Your participation, and our ability to engage with you through the AGM, is important to me and my fellow directors.

For shareholders who intend to participate virtually, pre-registration is required by **12 November 2025** so that a meeting link can be sent to you. To pre-register, please email to ir@zicomgroup.com with your name and Securityholder Reference Number (SRN) or Holder Identification Number (HIN). You can also name a proxyholder to attend on your behalf. Please note that you will not be able to lodge your votes on this meeting platform but you will be able to watch the proceedings of the AGM and ask questions.

In accordance with the *Corporations Act 2001*, the Company will not be sending out physical copies of the Notice of Meeting to shareholders unless you have requested to receive such documents in hard copy. Instead, the Notice of Meeting can be viewed and downloaded from our website (www.zicomgroup.com) and the ASX Market Announcement Platform (ASX code: ZGL).

All resolutions considered at the AGM will be decided on by poll. I encourage you to read the Notice of Meeting including the Explanatory Memorandum and consider directing your proxy how to vote in each resolution. To lodge your proxy, please follow the directions on your personalised Proxy Form which will be delivered to you by email or post depending on your communication preference. I kindly request that you complete and return your Proxy Form as early as possible, no later than **10.00am (Brisbane time) on Monday, 17 November 2025**.

We also take this opportunity to urge you to provide your email address so we can communicate with you in the fastest and most cost-effective manner possible. You can make a standing election to receive some or all of your shareholder communications such as meeting documents, dividend statements and annual reports in physical or electronic form.

To review or update your current communication preference, please visit our share registry Investor Centre website at <https://au.investorcentre.mpms.mufg.com> and login via the Portfolio login. If you do not have a portfolio login, please create one. After you have logged in, mouse over your initials at the upper-right corner and select 'Communication Preferences' and follow the prompts. If at any time you require assistance about the options available to you, please contact MUFG Corporate Markets via email to communications@cm.mpms.mufg.com.

Subject to the abstention noted in the Explanatory Memorandum, the Directors of ZGL unanimously recommend that shareholders vote in favour of all resolutions.

The Board and I look forward to your attendance at the AGM and we thank you for your continued support.

Yours faithfully
Zicom Group Limited

Sim Giok Lak
Executive Chairman



Zicom Group Limited
ACN 009 816 871
Notice of Annual General Meeting

NOTICE is given that the Annual General Meeting of **Zicom Group Limited** ACN 009 816 871 (**Company or ZGL**) will be held at **38 Goodman Place, Murarrie, Queensland 4172, Australia** on **Wednesday, 19 November 2025 at 10.00am (Brisbane time)** for the purposes of transacting the business set out in this Notice.

Ordinary business

Item 1: Financial Statements and Reports

To receive and consider the Financial Report, Directors' Report and the Independent Auditor's Report of the Company and its controlled entities (hereafter known as the Group) for the financial year ended 30 June 2025.

Item 2: Re-election of Directors

Resolution 1 – Re-election of Ms Jenny Lim as a Director

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

“That Ms Jenny Lim, who retires by rotation in accordance with Clause 13.5 of the Company's Constitution being eligible, is re-elected as a Director of the Company.”

Resolution 2 – Re-election of Mr Stewart Douglas as a Director

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

“That Mr Stewart Douglas, who retires by rotation in accordance with Clause 13.5 of the Company's Constitution being eligible, is re-elected as a Director of the Company.”

Item 3: Remuneration Report

Resolution 3 - Adoption of Remuneration Report

To consider and, if thought fit, to pass the following in accordance with Section 250R(2) of the *Corporations Act 2001* as an **ordinary resolution**:

“That the Remuneration Report included in the Directors' Report for the financial year ended 30 June 2025 be and is hereby adopted.”

- Notes:**
- (1) *The vote on this resolution is advisory only and does not bind the Company or the Directors.*
 - (2) *If 25% or more of votes that are cast are voted against the adoption of the Remuneration Report at two consecutive AGMs, shareholders will be required to vote at the second of those AGMs on a resolution (a 'spill resolution') that another meeting be held within 90 days at which all the Company's Directors (other than the Managing Director) must stand for re-election.*

Voting exclusion statement for Resolution 3

Pursuant to Section 250R(4) of the Corporations Act 2001, the Company is required to disregard any votes cast on Resolution 3 by or on behalf of a member of the Key Management Personnel of the Group or a Closely Related Party of such member. However, the Company will not disregard a vote if:

- (a) the person does so as a proxy appointed in writing that specifies how the proxy is to vote on the resolution; or
- (b) the voter is the chair of the Meeting and, provided that the Chairman is not voting as proxyholder for a member of the Key Management Personnel or their Closely Related Parties, the appointment of the Chair as proxy does not specify the way the proxy is to vote on the resolution and expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the Key Management Personnel of the Group.

Item 4: Election of Directors

Resolution 4 – Election of Mr Jonathan Lim as an Independent Director

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

“That Mr Jonathan Lim be elected as a Director of the Company with effect from the close of Meeting.”

Special business

Item 5: Partial Payment of Performance Bonus in Shares

Resolution 5 - Partial payment of performance bonus to Mr Giok Lak Sim in shares of the Company.

To consider and, if thought fit, for the purpose of Listing Rule 10.11 to pass the following as an **ordinary resolution**:

“To issue and allot ordinary shares in the Company fully paid at A\$0.087 each to Mr Giok Lak Sim as part payment of his performance bonus for the financial year ended 30 June 2025 amounting to S\$75,000 pursuant to the terms of his service agreement with the Company.”

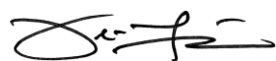
Voting Exclusion Statement

The Company will disregard any votes cast in favour of this resolution by or on behalf of the person who is to receive the securities in question and any other person who will obtain a material benefit as a result of the issue of the securities (except a benefit solely by reason of being a holder of ordinary securities in the entity), or an associate of that person or those persons.

However, the Company need not disregard a vote if:

- it is cast by a person as proxy for a person who is entitled to vote, in accordance with the directions on the proxy form; or
- it is cast by the person chairing the meeting as proxy for a person who is entitled to vote, in accordance with a direction given to the chair to vote as the chair decides; or
- a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of the 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.

By order of the Board



Company Secretary

20 October 2025

Notes

Persons entitled to vote

Under regulation 7.11.37 of the *Corporations Regulations 2001*, the Directors have determined that the shareholding of each member for the purposes of ascertaining their voting entitlements at the Annual General Meeting (“AGM”) will be as it appears in the Company’s register of members at 7.00pm (Sydney time) on 17 November 2025.

Participate at the Meeting

In order to extend reach and encourage participation, the proceedings of 2025 Annual General Meeting will be broadcast through a live stream (accessible via mobile phones, tablets or computers with internet access). Shareholders and proxyholders will be able to watch and ask questions in real time. **For shareholders who cannot attend the physical meeting, we would like to invite you to pre-register your interest to participate online by 12 November 2025 so that a meeting link can be sent to you. Please note that you cannot lodge your vote via this online platform. Please kindly refer to “Lodging your votes” section on how you can lodge your vote.**

To pre-register your interest, please email to ir@zicomgroup.com with your name and “Holder Identifier” being your Securityholder Reference Number (SRN) or Holder Identification Number (HIN). You can also name a proxyholder to attend on your behalf. If you appoint a proxy, you may still attend the virtual meeting. However, your proxy’s right to speak will be suspended while you are present.

Please kindly log in at least 10 minutes before the time of Meeting so as to give us time to verify your identity. When you log in to the online platform, please kindly provide us your name and Holder Identifier to be verified as a shareholder.

Appointing a proxy

You can appoint a proxy to attend and vote on your behalf as an alternative to attending the Meeting.

You may appoint a proxy either online at <https://au.investorcentre.mpms.mufg.com> or by completing and submitting a Proxy Form prior to the Meeting.

A proxy does not need to be a shareholder of the Company. A proxy may be an individual or a company. If you are a shareholder entitled to cast two or more votes, you may appoint up to two proxies. If you appoint two proxies, you should complete two separate Proxy Forms and specify the percentage or number of votes each proxy is appointed to exercise. If you do not specify a percentage or a number in both forms, each proxy may exercise half of the votes in which case any fraction of votes will be disregarded. You must return both Proxy Forms together. If you need an additional Proxy Form, please contact MUFG Corporate Markets at +61 1300 554 474.

Impact of your proxy appointment on your voting instructions

If the Chairman is appointed as your proxy, whether by appointment or default, and you do not direct him how to vote, you are authorising the Chairman to cast your undirected vote on all proposed resolutions.

If you appoint any other member of ZGL’s Key Management Personnel (KMP) or their closely related party as your proxy, they will not be able to vote your proxy on Resolution 3 (Remuneration Report) unless you have directed them how to vote.

Closely Related Party is defined in the *Corporations Act 2001* and includes a spouse, dependent and certain other close family members, as well as companies controlled by a KMP.

If you intend to appoint a KMP or their closely related party or the Chairman as your proxy, you are encouraged to direct them how to vote by marking “For”, “Against” or “Abstain” for each of those items of business.

The Chairman’s voting intentions

The Chairman intends to vote all undirected proxies on, and in favour of, all proposed resolutions.

Notes (cont'd)

Submitting your Proxy Form

Your completed Proxy Form must be received by no later than **10.00am (Brisbane time) on Monday, 17 November 2025**. If the Proxy Form is signed under Power of Attorney, an original or a certified copy of any power of attorney under which the form was signed must also be received by this time unless previously provided to MUFG Corporate Markets.

Lodging your votes

You can lodge your vote:

- online on <https://au.investorcentre.mpms.mufg.com> by following the instructions. You will need your "Holder Identifier" - Securityholder Reference Number (SRN) or Holder Identification Number (HIN), which is set out on your Proxy Form or
- by mobile device by scanning the QR code on the reverse side of your Proxy Form. Log in using Holder Identifier which is on your Proxy Form; or
- by completing the Proxy Form and
 - posting it to MUFG Corporate Markets (AU) Limited at Locked Bag A14, Sydney South NSW 1235 Australia
 - faxing it to + 61 2 9287 0309
 - hand delivering it to MUFG Corporate Markets (AU) Limited at Parramatta Square, Level 22, Tower 6, 10 Darcy Street, Parramatta NSW 2150

Communications with shareholders

In accordance with *Corporations Act 2001*, we have provided printed copies of its meeting documents and 2025 Annual Report only to those shareholders who have specifically requested for a copy.

We encourage you to provide your email address so that we can communicate with you in the fastest and most cost-effective manner possible. You can make a standing election to receive some or all of your shareholder communications such as meeting documents, dividend statements and annual reports in physical or electronic form.

To review or update your current communication preference, please visit our share registry Investor Centre website at <https://au.investorcentre.mpms.mufg.com> and login via the Portfolio login. If you do not have a portfolio login, please create one. After you have logged in, mouse over your initials at the upper-right corner and select Communication Preferences. If at any time you require information about the options available to you, please contact MUFG Corporate Markets via email to communications@cm.mpms.mufg.com.

Necessary information

Information relevant to each resolution is set out in the attached Explanatory Memorandum which form part of this Notice to shareholders.

Zicom Group Limited

ACN 009 816 871

Explanatory Memorandum to Notice of Annual General Meeting

This explanatory memorandum has been prepared to assist members with their consideration of the resolutions to be put to the Annual General Meeting to be held on 19 November 2025. These explanatory notes should be read with, and form part of, the accompanying Notice of Annual General Meeting.

Ordinary Business

Item 1: Financial statements and Reports

Section 317(1) of the *Corporations Act 2001* requires a public company to lay before its annual general meeting the consolidated Financial Report, the Directors' Report and the Auditor's Report for the company and its controlled entities for the financial year that ended just before the annual general meeting.

No resolution is required for this item, but shareholders will be given a reasonable opportunity to ask questions and to make comments on the reports and the management and performance of the Company. The Company's auditor, PKF Brisbane Audit, will also be present at the meeting and shareholders will be given a reasonable opportunity to ask the auditor questions about the conduct of the audit, the preparation and content of the auditor's report, the accounting policies adopted by the Company and the independence of the auditor.

Item 2: Re-election of Directors

Background

Clause 13.6 of the Company's Constitution require the Company to hold an election of directors at each annual general meeting.

Clause 13.5 of the Company's Constitution stipulates that a director (other than the Managing Director) may not hold office for a continuous period of more than three years or past the third annual general meeting following the director's appointment, whichever is the longer, without submitting for election or re-election. The retiring directors shall be eligible for re-election. There are six Directors who are subject to the rotation provisions, namely Messrs Y P Lim, G L Sim, Renny Yeo, S J Douglas, Ms Jenny Lim and Dr Dean Tai. The longest serving Directors are Mr Renny Yeo, Ms Jenny Lim and Mr Stewart Douglas.

Mr Renny Yeo

Mr Renny Yeo was appointed to the Board on 13 November 2019 and having considered his personal priorities together with the Board's renewal policy, he will not be seeking re-election. The Board records with appreciation Mr Yeo's invaluable contributions to the Board especially in the areas of corporate finance and governance as a member of both the Audit and Nomination & Remuneration Committees.

Ms Jenny Lim

Appointed to the Board on 13 November 2019, Ms Jenny Lim has been the Group's Financial Controller since 2005. She is responsible for accounting, finance, tax and corporate secretarial matters of the Group. Ms Lim also assumed the role of Joint Company Secretary since 6 June 2008. Before joining the Group, Ms Lim was with an international public accounting firm for more than 10 years specialising in audit and tax. She is a Fellow of the Association of Chartered Certified Accountants.

Ms Jenny Lim offers herself for re-election and, being eligible, seeks re-election as a Director of the Company.

The Directors (with Ms Jenny Lim abstaining) recommend that you vote in favour of this resolution.

Item 2: Re-election of Directors (cont'd)

Mr Stewart James Douglas

Appointed to the Board on 13 November 2019, Mr Douglas is an Audit Partner/Director at Bentleys Queensland, an Australian national firm of public accountants. He has over 20 years of audit and professional experience in London, Singapore and Brisbane. Mr Douglas possesses expert technical knowledge across all facets of audit and assurance and across a broad range of sectors. His experience blends technical expertise with a commercial perspective to accounting issues, allowing him to provide practical business advice. He also brings along extensive internal audit experience and has been responsible for a large number of internal audits including internal control reviews, payroll reviews and governance reviews. Mr Douglas holds a Bachelor of Business degree from Queensland University of Technology and is a member of the Chartered Accountants Australia and New Zealand and a Graduate of the Australian Institute of Company Directors. He is also the Chairman of the Bentleys National Management Board.

Mr Stewart Douglas offers himself for re-election and, being eligible, seeks re-election as a Director of the Company. If re-elected, Mr Douglas will continue to chair the Audit Committee.

The Directors (with Mr Stewart Douglas abstaining) recommend that you vote in favour of this resolution.

Item 3: Remuneration Report

Section 250R(2) of the *Corporations Act 2001* requires that a resolution be put to the shareholders that the remuneration report be adopted at the annual general meeting (“AGM”) of a listed company. A reasonable opportunity will be provided for discussion of the Remuneration Report at the Meeting. The vote on this resolution is advisory only and does not bind the Directors or the Company. The Remuneration Report sets out an overview of the remuneration framework for the Directors and senior management of the Group. The Board believes that the remuneration policies and structure, as outlined in the Remuneration Report, are appropriate relative to the Company’s size, business objectives and current market practices.

The *Corporations Act 2001* stipulates that if 25% or more of the votes cast are against the adoption of the remuneration report at two consecutive AGMs, shareholders will be required to vote at the second of those AGMs on a resolution (a ‘spill resolution’) that another meeting be held within 90 days at which all the company’s directors other than the managing director stand for re-election.

At the Company’s 2024 AGM, less than 25% of the votes cast were against the adoption of the Remuneration Report. Accordingly, the spill resolution is not relevant for this AGM.

Voting Exclusion

Please note that a voting exclusion applies to Resolution 3 as set out in the Notice of Meeting. In particular, Key Management Personnel whose remuneration details are included in the Remuneration Report may not cast a vote as proxy, unless the appointment gives a direction on how to vote or the proxy is given to the Chair and expressly authorises the Chair to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of the Key Management Personnel. The Chair intends to vote all available proxies in favour of this resolution.

Item 4: Election of Directors

In place of Mr Renny Yeo who retires from the Board with effect from the conclusion of this Meeting, the Board nominates Mr Jonathan Lim for election to the Board as an Independent Director. Mr Jonathan Lim has tabled his consent to act as a Director and offers himself for election at this Meeting.

Mr Lim Sing En, Jonathan, Age 51

Bachelor of Arts, Natural Sciences (Biochemistry) - University of Cambridge, UK

Mr Lim has over two decades of senior leadership experience in the public sector. At the Singapore Economic Development Board, he led national and international initiatives that enabled more than 600 companies to scale globally through partnerships across over 40 countries including China, Japan, Israel and Europe. He was Singapore's founding representative to the EUREKA Network – the world's largest public platform for international R&D cooperation and played a pivotal role in advancing cross-border tech collaboration. Mr Lim was also a key architect of the Global Innovation Alliance, a flagship platform for open innovation and internationalisation. With his deep understanding of the Asian markets, extensive global experience and international reach, he founded Asia Venture Partners with like-minded entrepreneurs to help enterprises innovate, scale, improve efficiency and enhance competitiveness. His expertise spans sectors such as advanced manufacturing, medical technologies, sustainability, semiconductors and AI applications in these fields.

The Board reviewed the independence of Mr Jonathan Lim in accordance with the ASX Corporate Governance Principles and Recommendations and considered him to be independent. If elected, Mr Jonathan Lim will serve as an Independent Director.

The Directors recommend that you vote in favour of this resolution.

Item 5: Partial Payment of Performance Bonus in Shares

Background

In accordance with the terms of his service agreement, Mr G L Sim is entitled to convert part of his performance bonus up to no more than 50% of the amount payable into the Company's shares at the average of the closing prices of the last 5 trading days before the end of the relevant financial year. Such entitlement must be exercised within 7 working days after the financial year-end.

Mr G L Sim has elected to convert 50% of his performance bonus amounting to S\$75,000 into fully paid ordinary shares ("Shares") in the Company. The Share will be issued at A\$0.087 which was the average closing prices of the last 5 trading days before 30 June 2025. The Shares will rank pari passu with the ordinary existing shares of the Company. No funds will be raised from the issue of these Shares as Shares are being issued in lieu of cash payment of performance bonus.

Regulatory requirements

Section 208 of the *Corporations Act 2001* provides that the Company must not give a financial benefit to a related party except under certain circumstances including, where the benefit is "reasonable remuneration" or circumstances in which the shareholders approve the giving of the financial benefit.

The Directors consider that the proposed issue of Shares is reasonable remuneration for Mr G L Sim and in accordance with the Company's remuneration policy.

Item 5: Partial payment of performance bonus in Shares (cont'd)

Regulatory requirements (cont'd)

ASX Listing Rule 10.11 provides that unless one of the exceptions in Listing Rule 10.12 applies, a listed company must not issue or agree to issue equity securities to any of the following persons without the approval of the holders of its ordinary securities:

- 10.11.1 a related party;
- 10.11.2 a person who is, or was at any time in the 6 months before the issue or agreement, a substantial (30%+) holder in the entity;
- 10.11.3 a person who is, or was at any time in the 6 months before the issue or agreement, a substantial (10%+) holder in the entity and who has nominated a director to the board of the entity pursuant to a relevant agreement which gives them a right or expectation to do so;
- 10.11.4 an associate of a person referred to in Listing Rules 10.11.1 to 10.11.3; or
- 10.11.5 a person whose relationship with the entity or a person referred to in Listing Rules 10.11.1 to 10.11.4 is such that, in ASX's opinion, the issue or agreement should be approved by security holders.

Given that Mr G L Sim is the Executive Chairman and substantial holder of the Company, the proposed issue falls within Listing Rules 10.11.1 and 10.11.2 and since it does not fall within any of the exceptions in Listing Rule 10.12, it therefore requires the approval of Zicom Group Limited's shareholders.

Accordingly, shareholder approval is sought under Resolution 5 for the proposed issue of Shares to Mr G L Sim for the purposes of Listing Rule 10.11.

Opportunity costs

i) Dilution of capital

The maximum number of Shares to be issued to Mr G L Sim will be arrived at by first converting 50% of his bonus payable into Australian dollars using the spot exchange rate ruling at the date of allotment of Shares and thereafter dividing it by A\$0.087.

If Resolution 5 is approved, based on the current A\$ to S\$ exchange rate of 0.84, the hypothetical additional Shares to be issued will approximate 1,026,273 which represents 0.48% of total shares in the Company. The capital structure of the Company will be as follows:

	Existing Capital Structure	Revised Capital Structure (if Resolution 5 is approved)
No of Ordinary Shares	214,560,008	215,586,281

If Resolution 5 is not approved, Zicom Group Limited will not be able to proceed with the issue of Shares and will pay 100% of his performance bonus amounting to S\$150,000 to Mr G L Sim in cash.

ii) Foregone capital inflow

To issue new Shares at A\$0.087 each may result in capital forgone by the Company to the extent that the market price of the Company's share exceeds the issue price of A\$0.087 on the day of allotment of the Shares by the Company.

Item 5: Partial payment of performance bonus in Shares (cont'd)

Remuneration Package

Below sets out Mr G L Sim's total remuneration package for the year ended 30 June 2025:

	S\$
Salary	120,000
Performance bonus	
- Payable in Cash	75,000
- Payable in Shares in ZGL (if approved by shareholders) If not approved, this amount will be payable in Cash	75,000
Superannuation	6,390
As disclosed in 2025 Remuneration Report	276,390

Taxation

As far as the Company is aware, there is no adverse taxation consequence to the Company arising from the proposed issue of Shares.

Proposed date of issue of shares

If the proposed Resolution is passed, the Company will issue the Shares to Mr G L Sim within 10 days after the Resolution is passed.

Other information

There is no other information known to the Company or any of its Directors that is reasonably required by shareholders in order to decide whether or not it is in the Company's interest to pass the proposed resolution that is not contained in this notice of meeting and explanatory statement.

A voting exclusion applies in relation to Resolution 5 (see accompanying Notice of Meeting).

The Directors (with Mr G L Sim abstaining) recommend that you vote in favour of this resolution.



20 October 2025

Dear Shareholder

ANNUAL REPORT

Zicom Group Limited ("ZGL") is committed to promoting positive environmental outcomes and minimising waste. We urge you to elect to receive communications via emails rather than in printed form. This not only allows the Company to keep you informed without delay but also helps to reduce print and mail costs for the Company as well as doing our little part for the environment.

With effect from next year, a printed copy of the Annual Report will only be sent to shareholders who have affirmatively elected to receive a hard copy. Our Annual Report will continue to be available electronically on the ZGL's website and the ASX market announcement platform (ASX code: ZGL).

If you wish to continue receiving a printed copy of ZGL Annual Report, please visit our share registry Investor Centre website at <https://au.investorcentre.mpms.mufg.com> and login via the Portfolio login. If you do not have a Portfolio login, please create one. After you have logged in, mouse over your initials at the upper-right corner or under 'Shortcuts' and select 'Communication Preferences':

1. select 'Show Other Options'
2. select the option 'Investor communications, Annual Report and Payment Advice by post'

Follow the on-screen prompts to complete your election.






Thank you for helping us do our part for the environment.

Yours faithfully
Zicom Group Limited

Sim Giok Lak
Executive Chairman



LODGE YOUR VOTE

-  **ONLINE**
<https://au.investorcentre.mpms.mufg.com>
-  **BY MAIL**
Zicom Group Limited
C/- MUFG Corporate Markets (AU) Limited
Locked Bag A14
Sydney South NSW 1235 Australia
-  **BY FAX**
+61 2 9287 0309
-  **BY HAND**
MUFG Corporate Markets (AU) 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



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PROXY FORM

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

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

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 **10:00am (Brisbane Time) on Wednesday, 19 November 2025 at 38 Goodman Place, Murarrie, Queensland 4172 (the Meeting)** and at any postponement or adjournment of the Meeting.

Important for Resolutions 3 & 5: If the Chair 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 Chair of the Meeting to exercise the proxy in respect of Resolutions 3 & 5, even though the Resolutions are connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (**KMP**).


The Chair 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 .

Resolutions

	For	Against	Abstain*		For	Against	Abstain*
1 Re-election of Ms Jenny Lim as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5 Partial payment of performance bonus to Mr Giok Lak Sim in shares of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Re-election of Mr Stewart Douglas as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Adoption of Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Election of Mr Jonathan Lim as an Independent Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

 * If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf on a poll and your votes will not be counted in computing the required majority on a poll.

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual) <input style="width: 100%; height: 25px;" type="text"/>	Joint Shareholder 2 (Individual) <input style="width: 100%; height: 25px;" type="text"/>	Joint Shareholder 3 (Individual) <input style="width: 100%; height: 25px;" type="text"/>
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).



HOW TO COMPLETE THIS SHAREHOLDER 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.**

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 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 Proxy Form, including where the Resolutions 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 they choose. 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 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:

- (a) on each of the first Proxy Form and the second 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
- (b) 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 the appropriate "Certificate of Appointment of Corporate Representative" must be received at support@cm.mpms.mufg.com 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.mpms.mufg.com/en/mufg-corporate-markets.

LODGEMENT OF A PROXY FORM

This Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **10:00am (Brisbane time) on Monday, 17 November 2025**, being not later than 48 hours before the commencement of the Meeting. Any Proxy Form received after that time will not be valid for the scheduled Meeting.

Proxy Forms may be lodged:



ONLINE

<https://au.investorcentre.mpms.mufg.com>

Login to the Investor Centre using the holding details as shown on the Voting/Proxy Form. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, shareholders will need their "Holder Identifier" - Securityholder 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 vote by scanning the QR code adjacent or enter the voting link

<https://au.investorcentre.mpms.mufg.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

Zicom Group Limited
C/- MUFG Corporate Markets (AU) Limited
Locked Bag A14
Sydney South NSW 1235
Australia



BY FAX

+61 2 9287 0309



BY HAND

delivering it to MUFG Corporate Markets (AU) Limited*
Parramatta Square
Level 22, Tower 6
10 Darcy Street
Parramatta NSW 2150

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

**IF YOU WOULD LIKE TO PARTICIPATE IN AND VOTE AT THE ANNUAL GENERAL MEETING, PLEASE BRING THIS FORM WITH YOU.
THIS WILL ASSIST IN REGISTERING YOUR ATTENDANCE.**