endeavour group

ASX Announcement

Notice of Annual General Meeting

Sydney: Monday, 28 September 2026

Endeavour Group Limited (ASX:EDV) will hold its 2026 Annual General Meeting on Friday, 30 October 2026 commencing at 10.00am (AEDT) at the NSW Teachers Federation Conference Centre, 37 Reservoir Street, Surrey Hills, New South Wales. Shareholders can also attend the meeting online.

Attached is the 2026 Notice of Annual General Meeting and meeting-related documents.

Shareholders can visit https://www.endeavourgroup.com.au/investor-relations#agm for important information about the meeting and to access and download the Notice of Annual General Meeting and Virtual Meeting Online Guide.

The release of this announcement was authorised by the Board.

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2026

Notice of Annual General Meeting

ENDEAVOUR GROUP LIMITED
ACN 159 767 843

Chair's Message

Dear Shareholder

On behalf of the Board, I am pleased to invite you to the 2026 Annual General Meeting (AGM or Meeting) of Endeavour Group Limited (Endeavour or the Company) to be held on Friday, 30 October 2026 commencing at 10.00am (AEDT), at the NSW Teachers Federation Conference Centre. Those shareholders who are unable to attend the AGM in person will be able to participate in the AGM online in real time at meetings.openbriefing.com/EDV26.

The AGM provides us with the opportunity to update you on our business and strategy. All shareholders will have the opportunity to interact and ask questions of Directors, Management and our Auditor, whether attending in person or virtually.

For those unable to attend, we encourage you to submit your vote, along with your questions, ahead of the meeting. Alternatively, you can appoint a proxy to attend on your behalf on the day. The Notice of Meeting is accompanied by our Voting/Proxy Form and Shareholder Question Form. The dates and times by which those forms must be provided to us, if you wish to do so, are detailed on page 4.

The Notice of Meeting for the AGM outlines the items of business we will consider and procedures for your attendance and voting. Background information on these items is contained in the Explanatory Notes on pages 10 to 16, which form part of the Notice of Meeting. The Board recommends that shareholders vote in favour of all resolutions.

My fellow Directors and I look forward to welcoming you to our AGM and appreciate your ongoing support.

Yours sincerely

Tim Poole
Chair

Directions for the AGM

The 2026 AGM of Endeavour will be held as a hybrid meeting at 10:00am (AEDT) on Friday, 30 October 2026.

In person at:

NSW Teachers Federation Conference Centre
37 Reservoir St
Surry Hills NSW 2010

Online at:

meetings.openbriefing.com/EDV26
See page 4 for further information

The NSW Teachers Federation Conference Centre (**Conference Centre**) is centrally located in Surry Hills. It can be accessed by the main entrance on Reservoir Street.

Mobility impaired access

There is level access to the entrance of the Conference Centre on Reservoir Street. The auditorium can be accessed by the entrance on Reservoir Street via the lift to the right of the entrance doors.

By public transport or car

By train, metro and light rail

Central station is the most convenient train, metro and light rail station to the Conference Centre and is approximately a 5 minute walk away.

By car

Passengers may be dropped off at the Reservoir Street entrance. Parking for a fee is available at Goulburn Street, Sydney Car Park located at 101 Goulburn Street and Elizabeth Street.

Endeavour confirms that this document complies with the notice of meeting content requirements set out in the ASX Listing Rules. On the basis of this confirmation, ASX has not objected to this document under ASX Listing Rule 15.1.4.

How to participate in the AGM

Before the AGM

Notice of Meeting

- Access the Notice of Meeting online at endeavourgroup.com.au/investor-relations#agm.
- Request a hard copy of the Notice of Meeting, Voting/Proxy Form or Shareholder Question Form by phoning +61 1300 420 545 or emailing endeavour@cm.mpms.mufg.com.

Direct vote or appoint proxy

- Return your completed personalised Voting/Proxy Form or complete the Voting/Proxy Form online by logging on to au.investorcentre.mpms.mufg.com (or via the link emailed to you).
- If you appoint a proxy other than the Chair of the Meeting, you must provide your intended proxy's email address.
- If you have more than one shareholding, we encourage you to vote your holdings prior to the AGM.

To be valid, your direct vote or proxy appointment must be received by MUFG Corporate Markets (AU) Limited (**MUFG**) by 10.00am (AEDT) on Wednesday, 28 October 2026.

Ask a question

- Shareholders are encouraged to submit questions in advance of the AGM online by logging on to au.investorcentre.mpms.mufg.com (or via the link emailed to you) or by returning the hard copy Shareholder Question Form.

Questions submitted in advance of the AGM must be received by 10.00am (AEDT) on Friday, 23 October 2026.

At the AGM

Attend, ask questions and vote in person

- Join us at the NSW Teachers Federation Conference Centre. The location is shown on the map on page 3.
- Registration will commence at 9.00am (AEDT) on Friday, 30 October 2026. Endeavour's share registry, MUFG, will be present to assist shareholders (and other attendees) with registration.
- Details on how to vote in person at the AGM will be provided to you upon registration.

Watch online

- Enter meetings.openbriefing.com/EDV26 into a web browser.
- Enter your name, mobile number, email address and participant type: 'Shareholder' (including body corporate representatives and attorneys), 'Proxy' or 'Guest' (including media).
- Select 'Register and Watch Meeting'.
- The portal will display a split screen of the live webcast and the AGM presentation slides.

Ask a written question online

- Shareholders (including proxies, attorneys and body corporate representatives) can ask questions online during the AGM.
- You can access the question screen by clicking on the 'Ask a Question' button at the bottom of the screen in the online portal and typing in the question.
- Questions will be read aloud at the AGM.

Ask an audio question

- You can access the audio question screen by clicking on the "Go to Web Phone" button in the 'Audio Question' box.
- Once you are able to hear the meeting, you can press *1 on the keypad on your screen to ask a question. The moderator will introduce you and your line will be unmuted.
- If you no longer wish to ask a question you can press *2 on the keypad.

Vote online

- Shareholders (including proxies, attorneys and body corporate representatives) can vote online during the AGM.
- You can access a voting card by clicking on the 'Get a Voting Card' button at the bottom of the screen in the online portal.
- Voting will open at the start of the AGM, unless the Chair of the Meeting determines otherwise.

To vote or ask a question online, you will need to provide your securityholder number and postcode (i.e. your SRN/HIN) or proxy number. MUFG will email proxy numbers to proxies 24 hours before the commencement of the AGM.

Visit endeavourgroup.com.au/investor-relations#agm and refer to the Virtual Meeting Online Guide for further details about attending the AGM via the online portal or using the webphone. If you require assistance, please call **+61 1800 990 363**.

Guests and media

Guests are not required to provide a PIN. They may join the AGM by dialling 1800 941 125 or +61 2 9189 8865 for those dialling internationally.

Notice of Meeting

The 2026 AGM of Endeavour will take place on Friday, 30 October 2026 commencing at 10.00am (AEDT) in the NSW Teachers Federation Conference Centre, 37 Reservoir St, Surry Hills, New South Wales and online at meetings.openbriefing.com/EDV26.

Shareholders should monitor the Company's website and ASX announcements where updates will be provided if it becomes necessary or appropriate to make alternative arrangements for the holding or conduct of the Meeting.

Items of Business

The Items of Business should be read in conjunction with the Explanatory Notes on pages 10 to 16. The Explanatory Notes form part of this Notice of Meeting.

1. Consideration of Financial and Other Reports

To consider the Financial Report, Directors' Report, Sustainability Report and Auditor's Report of Endeavour Group Limited and its controlled entities for the financial year ended 28 June 2026 (F26).

Note: *No resolution is required for this Item of Business.*

2. Election of Directors

a. To elect Tim Poole as a Director.

b. To elect Mike Ihlein as a Director.

Note: *Each election will be conducted as a separate resolution.*

3. Adoption of the Remuneration Report

To adopt the Remuneration Report of Endeavour for F26 as set out in the Annual Report.

Note: *This resolution is advisory only and does not bind Endeavour or its Directors.*

4. Approval of Long-Term Incentive (LTI) grants to the Managing Director & Chief Executive Officer (CEO)

a. To approve for all purposes, including ASX Listing Rule 10.14, the grant of Performance Rights to Jayne Hrdlicka, CEO, under the F26 LTI Plan on the terms described in the Explanatory Notes.

b. To approve for all purposes, including ASX Listing Rule 10.14, the grant of Performance Rights to Jayne Hrdlicka, CEO, under the F27 LTI Plan on the terms described in the Explanatory Notes.

Note: *Each approval will be conducted as a separate resolution.*

5. Proportional Takeover Provisions

To approve as a special resolution, the renewal of the proportional takeover provisions in Articles 6.9 to 6.13 of Endeavour's Constitution for a period of three years with effect from the date of the AGM.

By order of the Board

Claire Hannon
Company Secretary

28 September 2026

Voting information

The voting information below forms part of the Notice of Meeting. A reference to an Item is any Item of Business referred to on page 5.

Voting Exclusion Statements

Item 3 – Adoption of the Remuneration Report

Endeavour will disregard any votes cast on Item 3:

- by or on behalf of a member of the Company's key management personnel (KMP) whose remuneration details are included in the Remuneration Report for F26, or their closely related parties (i.e. any spouse, child, certain other close family members, or controlled company) regardless of the capacity in which the votes are cast; or
- as a proxy by a member of KMP as at the date of the Meeting or their closely related parties,

unless the votes are cast as a proxy for a person entitled to vote on the resolution:

- in accordance with a direction as to how to vote in the Voting/Proxy Form; or
- by the Chair of the Meeting pursuant to an express authorisation on the Voting/Proxy Form to vote undirected proxies as the Chair of the Meeting sees fit.

Item 4 – Approval of LTI grants to the CEO

Endeavour will disregard any votes cast:

- in favour of Items 4(a) or (b) by or on behalf of Jayne Hrdlicka or any of her associates in any capacity; and
- on Item 4(a) or (b) as a proxy by a member of the Company's KMP as at the date of the AGM or their closely related parties.

However, this does not apply to a vote cast on Item 4(a) or (b) by:

- a proxy or attorney for a person entitled to vote on the resolution and the vote is cast in accordance with a direction as to how to vote in the Voting/Proxy Form; or
- the Chair of the Meeting as a proxy for a person entitled to vote on the resolution pursuant to an express authorisation on the Voting/Proxy Form to vote undirected proxies as the Chair of the Meeting sees fit; or
- a shareholder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary, provided that the following conditions are met:
  - the beneficiary provides written confirmation to the shareholder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
  - the shareholder votes on the resolution in accordance with the directions given by the beneficiary.

Eligibility to vote at the AGM

The Board has determined that a person's entitlement to vote at the AGM will be the entitlement of that person set out in Endeavour's register of shareholders as at 7.00pm (AEDT) on Wednesday, 28 October 2026. Share transfers registered after this time will be disregarded in determining voting entitlements.

Registration and attendance

The online portal at meetings.openbriefing.com/EDV26 will be available from 9.00am (AEDT) on the day of the AGM (Friday, 30 October 2026).

You can register your attendance as a shareholder (including body corporate representatives and attorneys) or as a proxy before the start of the AGM.

Guests can attend the AGM in person or via the online portal and watch or listen to the webcast, but only shareholders, attorneys, body corporate representatives or proxies can vote or ask questions.

Further details can be found in the Virtual Meeting Online Guide available at endeavourgroup.com.au/investor-relations#agm.

Voting

Voting by poll

Voting on each AGM resolution will be conducted by poll.

Direct voting prior to the AGM

If you are entitled to attend and vote at the AGM, you are entitled to vote your shares directly prior to the AGM. You may do so by completing and returning a hard copy Voting/Proxy Form to MUFG in accordance with the instructions on the Voting/Proxy Form or by completing the Voting/Proxy Form online by logging on to au.investorcentre.mpms.mufg.com (or via the link emailed to you).

By marking 'X' in the box at option A on the Voting/Proxy Form you are electing to vote your shares directly. You should then complete your voting directions by selecting 'For' or 'Against' for each Item. If you mark the 'Abstain' box for any Item or do not mark any box (other than as set out below), your vote will not be counted on computing the required majority. If you vote on at least one Item but leave other Item(s) blank, the vote on the Item(s) marked will be valid, but no vote will be counted for the Item(s) left blank.

If you submit a Voting/Proxy Form but do not mark option A or option B on the Voting/Proxy Form and you leave the voting boxes blank for all Items, you will be taken to have appointed the person named in the Voting/Proxy Form as proxy and if no person is named, the Chair of the Meeting as proxy.

If you have cast a direct vote, you are entitled to attend and/or participate in the AGM (assuming that you remain a shareholder at the voting entitlement cut-off date and time set out under the 'Eligibility to vote at the AGM' heading on page 6). Your attendance and/or participation will not cancel your direct vote unless you instruct Endeavour or MUFG otherwise. Where you attend the AGM and do not cancel your direct vote, you will not be entitled to vote at the AGM but may otherwise exercise your rights as a shareholder.

However, if a Voting/Proxy Form contains instructions for both direct voting and appointment of a proxy, you will be taken to have appointed the person named in the Voting/Proxy Form as proxy and if no person is named, the Chair of the Meeting as proxy. Any direct votes will not be counted.

Direct Voting Rules are available at endeavourgroup.com.au/investor-relations#agm. By submitting a direct vote, you agree to be bound by the rules.

Voting in person during the AGM

If you are present in person at the AGM (or by proxy) and entitled to vote, you will be provided a voting card on registration and will be invited to submit this card at any time during the AGM while the poll is open.

Voting online during the AGM

If you attend the AGM via the online portal, you can vote in real time at any time while the poll is open, by accessing your voting card in the online portal. You will need to provide your securityholder number and postcode or the proxy number that MUFG will email to your proxy 24 hours before the AGM. Your securityholder number is your SRN/HIN, which appears on your Voting/Proxy Form or Holding Statement.

Voting by proxy

If you are a shareholder who is unable to attend the AGM and you choose not to lodge a direct vote prior to the AGM, you can appoint a proxy to attend the AGM and vote on your behalf. A proxy does not need to be a shareholder. They may be an individual or a body corporate.

You can appoint a proxy by returning a hard copy Voting/Proxy Form to MUFG in accordance with the directions on the Voting/Proxy Form or by completing the Voting/Proxy Form online by logging on to au.investorcentre.mpms.mufg.com (or via the link emailed to you). You should mark 'X' in the box at option B on the Voting/Proxy Form if you wish to appoint the Chair of the Meeting as your proxy, or alternatively insert the name and email address of your nominated proxy in the space provided in option B.

If you appoint someone other than the Chair of the Meeting as your proxy, you must provide their email address. Your proxy will be sent a proxy number via email no later than 24 hours prior to the AGM, which they will need in order to enter the online portal and vote on your behalf. If you do not provide an email address, or if you lodge the Voting/Proxy Form and do not appoint someone else, the Chair of the Meeting will act as your proxy by default.

We encourage you to direct your proxy on how to vote. You can do this by marking the appropriate 'For', 'Against' or 'Abstain' boxes on the Voting/Proxy Form. Subject to the 'Voting Exclusion Statements' detailed on page 6 in relation to voting of members of Endeavour's KMP, if no voting directions are given for an Item the proxy may vote as they see fit.

If you are entitled to cast two or more votes at the AGM, you may appoint up to two proxies. If you do so, you should specify the proportion or number of votes for each proxy. If not specified, each proxy will exercise half of the votes.

If you intend to appoint a body corporate as your proxy, the body corporate must appoint an individual as its corporate representative to exercise its powers at the AGM.

If you appoint a proxy, you may still attend the AGM. However, your proxy's right to speak will be suspended while you are present in person or via the online portal and your proxy's vote will not be counted if you cast a vote as well. If you would prefer that the rights of your proxy were not suspended, consider registering at the venue as a non-voting shareholder, or watching the webcast as a guest, rather than registering as a shareholder.
If your proxy does not attend the AGM in person or online (or attends, but does not vote), then the Chair of the Meeting will become your proxy by default.

Voting information (continued)

Submitting your direct vote or proxy appointment

Your direct vote or proxy appointment must be received by the share registry no later than 10.00am (AEDT) on Wednesday, 28 October 2026. If it is received after this time, it will not be valid.

You can submit your Voting/Proxy Form:

- **Online**, by following the link emailed to you or by logging on to au.investorcentre.mpms.mufg.com and following the prompts and instructions. You will need your SRN/HIN which appears on your Voting/Proxy Form or Holding Statement.
- **By mobile device**, by scanning the QR code on the Proxy/Voting Form and following the prompts. You will need your SRN/HIN and postcode.
- **By post** to MUFG Corporate Markets (AU) Limited, Locked Bag A14, Sydney South NSW 1235.
- **By fax** on +61 2 9287 0309.
- **By hand**, delivering it to MUFG*:
  Parramatta Square
  Level 22, Tower 6
  10 Darcy Street
  Parramatta NSW 2150

* During business hours Monday to Friday (9.00am-5.00pm)

Voting by attorney

You can appoint an attorney to attend the AGM and vote on your behalf under a power of attorney. A copy of the power of attorney must be received by MUFG no later than 10.00am (AEDT) on Wednesday, 28 October 2026, unless it has been previously provided. Your attorney will need your SRN/HIN and postcode to register on your behalf.

However, if you appoint an attorney to attend the AGM and vote on your behalf under a power of attorney and you attend the AGM, your attorney's right to speak will be suspended while you are present in person or via the online portal and your attorney's vote will not be counted if you cast a vote as well. If you would prefer that the rights of your attorney were not suspended, consider registering at the venue as a non-voting shareholder, or watching the webcast as a guest, rather than registering as a shareholder.

Voting by body corporate representative

In order for a body corporate shareholder to attend and vote at the AGM, an individual must be appointed to represent the body corporate. Appointed corporate representatives will need to provide a signed 'Certificate of Appointment of Corporate Representative' form to MUFG at or prior to the AGM, unless it has been previously provided. The form can be obtained online at au.investorcentre.mpms.mufg.com or by calling MUFG on +61 1300 420 545. Body corporate representatives will require the SRN/HIN and postcode for the holding to register as a shareholder at the AGM.

Chair's Voting Intentions

If you appoint the Chair of the Meeting as your proxy (or the Chair of the Meeting becomes your proxy by default) and you do not direct him how to vote, you are expressly authorising the Chair of the Meeting to cast your undirected vote on all Items as the Chair of the Meeting sees fit (even though Items 3 and 4 concern the remuneration of members of the KMP of Endeavour).

If you appoint any other member of Endeavour's KMP or their closely related parties as your proxy, they will not be able to vote your proxy on Item 3 or 4 unless you direct them how to vote.

The Chair of the Meeting intends to vote undirected proxies able to be voted in favour of all Items contained in this Notice of Meeting. To the extent the AGM considers other items of business, the Chair of the Meeting intends to vote as he sees fit.

The Chair of the Meeting's decision on the validity of a direct vote, vote cast by a proxy or vote cast by a shareholder (including by body corporate representative or attorney) is conclusive.

Questions

Submitting questions before the AGM

You may submit written questions before the AGM by returning the Shareholder Question Form sent to you or logging on to au.investorcentre.mpms.mufg.com and following the prompts and instructions.

You may also submit written questions to Endeavour's Auditor, Deloitte Touche Tomatsu (Deloitte), in advance of the AGM if the questions are relevant to the content of Deloitte's Auditor's Report or the conduct of its audit of the F26 financial statements.

Written questions must be submitted by 10.00am (AEDT) on Friday, 23 October 2026.

The Chair of the Meeting and CEO will address the key themes from the questions submitted before the AGM in their addresses.

Asking questions during the AGM

During the AGM, shareholders (including attorneys and body corporate representatives) and proxies can ask questions in person, via the online portal or by using the webphone. Questions should relate to the operations and management of Endeavour and the Items of Business of the AGM.

Endeavour's Auditor, Deloitte, will attend the AGM and there will be an opportunity for shareholders and proxyholders to ask questions relevant to the content of Deloitte's Auditor's Report or the conduct of its audit of the F26 financial statements.

Questions received online will be read aloud at the AGM by a moderator. Shareholders on the webphone will be able to ask their questions directly.

To allow as many shareholders as possible to raise their questions, please state your question clearly (whether you submit it in person, via the online portal or by using the webphone), only ask questions relevant to the business of the AGM or to the performance, business or management of Endeavour, and ask one question at a time.

The Chair of the Meeting reserves the right to determine that questions on a certain topic should no longer be asked once he has determined that shareholders have had a reasonable opportunity to ask questions on that matter.

Questions about issues you are experiencing as an Endeavour customer

If you have specific questions about your experience as an Endeavour customer, please raise those questions through our Customer Service team, who will be able to assist with any concerns.

Contact details for each of our businesses can be found online at endeavourgroup.com.au/contact.

Technical difficulties

Technical difficulties may arise during the course of the AGM. The Chair of the Meeting has discretion as to whether and how the AGM should proceed in the event that a technical difficulty arises. In exercising their discretion, the Chair of the Meeting will have regard to the number of shareholders impacted and the extent to which participation in the business of the meeting is affected. Where they consider it appropriate, the Chair of the Meeting may continue to hold the AGM and transact business, including conducting a poll and voting in accordance with valid proxy instructions. For this reason, shareholders are encouraged to lodge a direct vote or directed proxy by 10.00am (AEDT) on Wednesday, 28 October 2026, even if they plan to attend the AGM online or in person.

Explanatory notes

Item 1 – Consideration of Financial and Other Reports

As required by the *Corporations Act 2001* (Cth) (Corporations Act), the Financial Report, Directors' Report, Sustainability Report and Auditor's Report of Endeavour and its controlled entities for F26 (collectively, the Reports) will be put before the AGM.

The Reports are contained in Endeavour's 2026 Annual Report which can be accessed at endeavourgroup.com.au/investor-relations#results-and-presentations.

While no vote is required on the Reports, shareholders will be given a reasonable opportunity to raise questions and make comments on the Reports.

Shareholders will also be provided a reasonable opportunity to ask questions of Deloitte, Endeavour's Auditor, which are relevant to the conduct of the audit, the preparation and content of the Auditor's Report, the accounting and/or other policies adopted by Endeavour in relation to the preparation of the financial statements and the Sustainability Report, and the independence of the Auditor in relation to the conduct of the audit.

Item 2 – Election of Directors

Tim Poole and Mike Ihlein were appointed as Directors of Endeavour on 14 May 2026 and 18 February 2026 respectively and offer themselves for election in accordance with Article 10.7 of the Endeavour Constitution. The experience and qualifications of Tim Poole and Mike Ihlein are summarised on pages 10 to 11.

Joanne Pollard and Rod van Onselen will retire at the conclusion of the AGM and will not offer themselves for re-election at the AGM.

The Board has in place criteria and processes for the selection, appointment, election and re-election of Directors. These include:

- ensuring that there is an appropriate mix of skills, experience, independence and diversity in its membership to address the business and governance needs of Endeavour;
- assessing prospective director candidates against the skills and experience identified by the Board and undertaking relevant probity enquiries; and
- at least annually, considering the independence and performance of each Director.

The Board undertook a comprehensive process to identify suitably qualified candidates, and undertook extensive background checks, before appointing Tim Poole and Mike Ihlein as Directors. The Board, with the assistance of the Nominations Committee, has considered each of Tim Poole and Mike Ihlein and given due consideration to their performance during their time in office, their other commitments and responsibilities and the Board's independence requirements.

Further information in relation to each Director standing for election at the AGM is set out below.

Tim Poole

BCom

Chair and Independent Non-Executive Director

Appointed: 14 May 2026

Board Committees: Nominations Committee (Chair)

Tim began his executive career in 1990 at PricewaterhouseCoopers (then Price Waterhouse) before joining Hastings Fund Management in 1995. He helped to build Hastings into a global investor in private market assets and was the Managing Director from 2005 to 2007.

Since retiring from Hastings, Tim has been an investor and non-executive director of a range of public and private companies in sectors including infrastructure, transport, property, financial services and mining. Until recently, Tim was non-executive Chair of Aurizon Holdings Limited and is currently a non-executive director of The Lottery Corporation Limited.

The Board believes that Tim's experience as an investor and company director and Chair across a range of sectors will enable him to lead the Board and support Management through a period of significant strategic transformation.

The Board considers Tim to be an independent Non-Executive Director.

The Board (with Tim Poole abstaining) unanimously recommends that shareholders vote **FOR** Tim Poole's election.

Mike Ihlein

BBus (Acct), FCPA, FAICD, FCISI

Independent Non-Executive Director

Appointed: 18 February 2026

Board Committees: Audit, Risk & Compliance Committee (Chair), People Committee and Nominations Committee

Mike's executive career began with Coca-Cola Amatil. His roles there included seven years as Executive Director and Chief Financial Officer, as well as Managing Director, Coca-Cola Amatil Poland, Treasurer and Business Development Director.

He served as Chief Executive Officer of Brambles Limited until 2009, having previously been its Executive Director and Chief Financial Officer from 2004. Mike was previously a non-executive director of Scentre Group Limited, Scentre Management Limited (responsible entity for

Carindale Property Trust), Westfield Retail Trust, CSR Limited, Snowy Hydro Limited and Murray Goulburn Co-operative Co. Limited.

He is currently a non-executive director of Ampol Limited, Inghams Group Limited and Kilfinan Australia, a not-for-profit organisation providing mentoring to social purpose leaders.

The Board believes that Mike's broad operational and governance experience and financial acumen strengthens the depth of experience on the Board.

The Board considers Mike to be an independent Non-Executive Director.

The Board (with Mike Ihlein abstaining) unanimously recommends that shareholders vote **FOR** Mike Ihlein's election.

Item 3 – Adoption of the Remuneration Report

The Remuneration Report on pages 64 to 89 of Endeavour's 2026 Annual Report sets out Endeavour's remuneration framework and reports on the remuneration in place for Endeavour's KMP for the year ended 28 June 2026.

Endeavour's remuneration framework has been designed to enable the achievement of Endeavour's purpose and strategy, which are underpinned by the company's values and ways of working. The framework aims to align executive and shareholder interests, attract and retain talented team members and support long and short-term value creation, by providing team members with competitive remuneration and reward for responsible and sustainable long-term performance.

The vote on this Item is advisory only and does not bind the Directors of Endeavour. The Directors will consider the outcome of the vote and feedback from shareholders at the AGM when considering Endeavour's remuneration framework.

Shareholders, as a whole, will have a reasonable opportunity to ask questions about or make comments on the Remuneration Report.

A voting exclusion statement applies to this Item, which is set out on page 6.

The Board unanimously recommends that shareholders vote **FOR** the adoption of the Remuneration Report.

Item 4 – Approval of LTI grants to the CEO

Jayne Hrdlicka was appointed to the CEO role in January 2026. Accordingly, subject to shareholder approval, Jayne is being offered a pro rata grant of securities under Endeavour's F26 LTI plan pro-rated for the portion of the performance period Jayne will serve, and a full grant of securities under Endeavour's F27 LTI plan.

Item 4(a) – Approval of a grant of Performance Rights to the CEO under the F26 LTI Plan

ASX Listing Rule 10.14 requires that shareholder approval be obtained for the acquisition of securities by a director under an employee incentive scheme.

Pursuant to ASX Listing Rule 10.14, the Company is seeking shareholder approval for the grant of 829,620 Performance Rights to Jayne Hrdlicka, CEO, as her F26 LTI award, as well as for the issue of any shares on vesting of the Performance Rights. The Board believes it is in shareholders' interests to provide Jayne with an equity-based incentive to ensure there is alignment between returns for shareholders and her reward.

Subject to shareholder approval, the Performance Rights will be granted under the Equity Incentive Plan Rules (Plan) shortly after the 2026 AGM and, in any event, no later than 12 months from the date of the 2026 AGM. If shareholder approval is not obtained, subject to the achievement of the performance conditions described in this Notice of Meeting, the Board will consider alternative arrangements, which may include the CEO receiving either shares purchased on-market or a cash payment at the end of the performance period, in each case equivalent in value to the F26 LTI Jayne would have received had shareholder approval been obtained.

Key Terms of the Performance Rights

Entitlement under the LTI offer

Jayne will be offered a maximum number of 829,620 Performance Rights as her F26 LTI.

Each Performance Right will give Jayne a right to acquire one fully paid ordinary share at nil cost if the applicable performance conditions are satisfied and the Performance Right vests.

The number of Performance Rights has been calculated by dividing Jayne's LTI opportunity of $3,333,333 (being 200% of her Total Fixed Remuneration (TFR), pro-rated for service during the performance period) by the volume-weighted average price of Endeavour shares sold on the Australian Securities Exchange (ASX) over the five-day period up to and including 1 July 2025, being $4.0179 per share.

Explanatory notes (continued)

Performance period and vesting

Each Performance Right will vest and be tested against the relevant performance conditions following a three-year performance period, from 1 July 2025 to 1 July 2028.

Any Performance Rights which do not vest following testing at the end of the performance period will lapse. No amount will be payable by Jayne upon the grant or vesting of the Performance Rights, or the allocation of shares.

Vesting of the Performance Rights will be subject to the following three performance conditions:

- 40% of the Performance Rights will be subject to a performance condition relating to Endeavour's Relative Total Shareholder Return (rTSR);
- 40% of the Performance Rights will be subject to a performance condition relating to growth in Endeavour's Return on Funds Employed (ROFE); and
- 20% of the Performance Rights will be subject to a performance condition relating to growth in Endeavour's Earnings Per Share (EPS).

Performance conditions

rTSR (40%)

Measured by taking into account the change in Endeavour's share price over the relevant performance period as well as the dividends received (which are assumed to be reinvested into Endeavour's shares). The comparator group is the ASX 100. This measure was chosen because it provides alignment with long-term shareholder value creation.

Vesting of the rTSR performance condition will be determined as follows:

Achievement against rTSR condition	Portion of Performance Rights that vest
Below the 50th percentile	0% vesting
Equal to the 50th percentile	50% vesting
Between the 50th and 75th percentile	Straight-line pro rata vesting between 50% and 100%
Equal to the 75th percentile or above	100% vesting

ROFE (40%)

Measured by dividing Endeavour's Earnings before Interest and Taxes (EBIT) for the previous 12 months as a percentage of the previous 13 months' average funds employed (net assets excluding net debts, lease liabilities, other financing-related assets and liabilities, and net tax balance). The measure is chosen as it encourages sustainable and responsible investment over time. ROFE improvements can be delivered through earnings growth and the disciplined allocation of capital, management of assets and working capital.

EPS (20%)

Measured by dividing Endeavour's Net Profit After Tax attributable to Endeavour's shareholders by the weighted average number of shares on issue. This measure is chosen as it directly links Executive KMP reward to the bottom line profitability, ensuring Management is incentivised to drive sustainable growth in shareholder returns.

Inclusion or exclusion of Significant Items in the ROFE and EPS measures will be assessed and determined by the Board based on Management's level of control, influence and accountability.

The ROFE and EPS Threshold, Target and Maximum will be published following the end of the performance period given the commercial sensitivity of this information.

Vesting of the ROFE and EPS performance conditions will be determined as follows:

Achievement against the condition	Portion of Performance Rights that vest
Below Threshold	0% vesting
Threshold	25% vesting
Between Threshold and Target	Straight-line pro rata vesting between 25% and 50%
Target	50% vesting
Between Target and Maximum	Straight-line pro rata vesting between 50% and 100%
Maximum and above	100% vesting

Each performance measure operates independently and will be tested separately.

Other Key Terms of the Performance Rights

Cessation of employment

Unless the Board determines otherwise, where employment ceases due to:

- Resignation or termination for cause, gross misconduct and/or poor performance: the unvested Performance Rights will lapse.
- Death, illness and incapacity: a pro-rata portion of the unvested Performance Rights based on time elapsed during the vesting period will remain on-foot until the end of the vesting period, subject to the performance hurdles.
- Genuine retirement: all unvested Performance Rights will remain on-foot until the end of the vesting period, subject to the performance hurdles.
- Mutual separation, redundancy, or other reasons as determined by the Board: subject to considering the circumstances of the cessation, the Board will determine that a pro-rata portion of the unvested Performance Rights based on time elapsed during the vesting period, will remain on-foot until the end of the vesting period, subject to the performance hurdles.

Malus and clawback

The LTI award is subject to malus provisions that enable the Board to adjust unvested awards (including reducing to zero) where it is appropriate to do so. The Board may determine that any unvested LTI award will be forfeited in the event of wilful misconduct, dishonesty or severe breach of our Code of Conduct. The Board may also adjust the award in cases of unexpected or unforeseen events impacting performance outcomes, performance with regard to non-financial risk, an outcome which would cause significant reputational damage to the Group brands, or a broader assessment of performance indicating there should be an adjustment.

The Board may also seek to clawback previously paid incentives, in part or full, should the severity of the circumstances warrant.

Additional information in relation to this Item is provided below.

Item 4(b) – Approval of a grant of Performance Rights to the CEO under the F27 LTI Plan

ASX Listing Rule 10.14 requires that shareholder approval be obtained for the acquisition of securities by a director under an employee incentive scheme.

Pursuant to ASX Listing Rule 10.14, the Company is seeking shareholder approval for the grant of 1,272,062 Performance Rights to Jayne as her F27 LTI award, as well as for the issue of any shares on vesting of the Performance Rights. The Board believes it is in shareholders' interests to provide Jayne with an equity-based incentive to ensure there is alignment between returns for shareholders and her reward.

Subject to shareholder approval, the Performance Rights will be granted under the Plan shortly after the 2026 AGM and, in any event, no later than 12 months from the date of the 2026 AGM. If shareholder approval is not obtained, subject to the achievement of the performance conditions described in this Notice of Meeting, the Board will consider alternative arrangements, which may include the CEO receiving either shares purchased on-market or a cash payment at the end of the performance period, in each case equivalent in value to the F27 LTI Jayne would have received had shareholder approval been obtained.

Key Terms of the Performance Rights

Entitlement under the LTI offer

Jayne will be offered a maximum number of 1,272,062 Performance Rights as her F27 LTI.

Each Performance Right will give Jayne a right to acquire one fully paid ordinary share at nil cost if the applicable performance conditions are satisfied and the Performance Right vests.

The number of Performance Rights has been calculated by dividing Jayne's LTI opportunity of $4,000,000 (being 200% of her TFR) by the volume-weighted average price of Endeavour shares sold on the ASX over the 10-day period from and including 25 August 2026, being $3.1445 per share.

Performance period and vesting

Each Performance Right will vest and be tested against the relevant performance conditions following a three-year performance period, from 1 July 2026 to 30 June 2029 for the rTSR condition and from 29 June 2026 to 24 June 2029 for the ROFE condition.

Any Performance Rights which do not vest following testing at the end of the performance period will lapse. No amount will be payable by Jayne upon the grant or vesting of the Performance Rights, or the allocation of shares.

Vesting of the Performance Rights will be subject to the following two performance conditions:

- 40% of the Performance Rights will be subject to a performance condition relating to Endeavour's rTSR; and
- 60% of the Performance Rights will be subject to a performance condition relating to growth in Endeavour's Underlying ROFE on a Pre-AASB 16 basis.

Performance conditions

rTSR (40%)

Measured by taking into account the change in Endeavour's share price over the relevant performance period as well as the dividends received (which are assumed to be reinvested into Endeavour's shares). The comparator group is ASX 200 companies in the Consumer Staples and Consumer Discretionary Sectors. This measure was chosen because it provides alignment with long-term shareholder value creation.

Vesting of the rTSR performance condition will be determined as follows:

Achievement against rTSR condition	Portion of Performance Rights that vest
Below the 50th percentile	0% vesting
Equal to the 50th percentile	50% vesting
Between the 50th and 75th percentile	Straight-line pro rata vesting between 50% and 100%
Equal to the 75th percentile or above	100% vesting

Explanatory notes (continued)

Underlying ROFE (60%)

Measured by dividing Endeavour's EBIT for the previous 12 months as a percentage of the previous 13 months' average funds employed (net assets excluding net debts, lease liabilities, other financing-related assets and liabilities, and net tax balance).

Measuring Underlying ROFE on a Pre-AASB 16 basis adjusts EBIT to remove lease costs measured for accounting purposes, using the actual lease cash costs, and also removes the associated leased asset from funds employed.

The measure is chosen as it encourages sustainable and responsible investment over time. ROFE improvements can be delivered through earnings growth and the disciplined allocation of capital, management of assets and working capital.

Inclusion or exclusion of Significant Items in the Underlying ROFE measure will be assessed and determined by the Board based on Management's level of control, influence and accountability.

The Underlying ROFE Threshold and Maximum will be published following the end of the performance period given the commercial sensitivity of this information.

Vesting of the Underlying ROFE performance condition will be determined as follows:

Achievement against Underlying ROFE condition	Portion of Performance Rights that vest
Below Threshold	0% vesting
Threshold	50% vesting
Between Threshold and Maximum	Straight-line pro rata vesting between 50% and 100%
Maximum	100% vesting

Each performance measure operates independently and will be tested separately.

Other Key Terms of the Performance Rights

Cessation of employment

Unless the Board determines otherwise, where employment ceases due to:

- Resignation or termination for cause, gross misconduct and/or poor performance: the unvested Performance Rights will lapse.
- Genuine retirement: all unvested Performance Rights will remain on-foot until the end of the vesting period, subject to the performance hurdles.
- In all other circumstances, including redundancy, death, illness and incapacity and mutual separation: a pro-rata portion of the unvested Performance Rights based on time elapsed during the vesting period will remain on-foot until the end of the vesting period, subject to the performance hurdles.

Malus and clawback

The terms of the award will be subject to the revised Board approved Malus and Clawback Policy. This policy enables the clawback or adjustment of any LTI award which vest (or may vest) as a result of fraud, dishonesty, risk management outcomes, violation of any material law or regulation, material misstatement, omission or error in the financial statements, material violation of Endeavour's Code of Conduct or any other policy governing the conduct of employees or serious and wilful misconduct.

Additional information in relation to this Item is provided below.

Items 4(a) and (b) – Additional information, including information provided in accordance with ASX Listing Rule 10.15

Jayne's remuneration package at the date of this Notice of Meeting is as follows:

TFR - base salary and superannuation	$2,000,000
Short-term incentive	120% of TFR at target and 150% at maximum
Long-term incentive	200% of TFR at maximum

Shareholders are referred to the 2026 Remuneration Report for full details of Jayne's remuneration arrangements.

Discretion

LTI outcomes are assessed holistically by the Board before approval. The Board considers whether there are any circumstances warranting the application of discretion, including under the Malus and Clawback policy, considering Endeavour's performance, management of risk, reputation, customer and shareholder experience and unforeseen circumstances.

The Board has the discretion to adjust LTI outcomes downwards, including to zero. The Board retains discretion to adjust the performance measures (including the measurement approach, targets, vesting schedules and vesting outcomes) in defined circumstances e.g., significant acquisitions or disposals or one-off non-recurring items, to ensure participants are not materially advantaged or disadvantaged by matters outside their control.

Change of control

If there is an actual change in the control of Endeavour, which results in Endeavour no longer being listed on the ASX and there is a substantial diminution in Jayne's duties and responsibilities, or Jayne ceases to be the most senior executive of the company, all unvested Performance Rights will immediately vest or cease to be subject to restrictions (as applicable) and will be settled in cash, with the cash value to be determined in accordance with the provisions for payments of cash equivalents as set out in the Plan Rules.

Restrictions on dealing

Jayne must not sell, transfer, encumber, hedge or otherwise deal with Performance Rights. Jayne will be free to deal with the shares allocated on vesting of the Performance Rights, subject to the requirements of Endeavour's Securities Trading Policy and Minimum Shareholding Requirement.

Dividends and voting rights

No dividends or dividend equivalent payments will be made on unvested Performance Rights. Executive KMP are only eligible for dividends once shares have been allocated following the vesting of Performance Rights. Performance Rights do not carry any voting rights prior to vesting and allocation of shares.

Changes to the Plan

The Board may, in its absolute discretion, amend or add to the Plan, or amend the terms or conditions of any incentive security granted under the Plan, or suspend or terminate the operation of the Plan, provided that (except in specified circumstances) such amendment would not reduce the rights of a participant in respect of any incentive security or share already granted. Any such amendments would be subject to applicable regulatory requirements and the Board's overarching consideration of alignment to shareholder expectations.

Other information

- Jayne is the only Director entitled to participate in and receive LTI Performance Rights under the Plan.
- These will be the first grants of securities to Jayne under the Plan. No previous grants of securities have been awarded to Jayne under the Plan.
- No loan will be made by the Company in relation to the acquisition of Performance Rights or allocation to Jayne of any shares on vesting of those Performance Rights.
- Details of any Performance Rights issued under the Plan will be published in Endeavour's Annual Report relating to the period in which they were issued, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.
- Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in an issue of Performance Rights under the Plan after these resolutions are approved and who are not named in this Notice of Meeting will not participate until approval is obtained under that rule unless an exception under Listing Rule 10.16 applies.

A voting exclusion statement applies to Items 4(a) and (b), which is set out on page 6.

The Board (with Jayne Hrdlicka abstaining) unanimously recommends that shareholders vote **FOR** the grant of Performance Rights to the CEO under both the F26 LTI Plan and the F27 LTI Plan.

Item 5 – Proportional Takeover Provisions

Articles 6.9 to 6.13 (the Proportional Takeover Articles) of Endeavour's Constitution contain provisions dealing with proportional takeover bids for Endeavour's shares in accordance with the Corporations Act.

The provisions:

- assist shareholders to receive proper value for their shares if a proportional takeover bid is made for Endeavour; and
- prohibit the transfer of shares under a proportional takeover bid unless a takeover bid resolution is passed by shareholders at a general meeting or by postal ballot, approving the bid.

Under the Corporations Act, the Proportional Takeover Articles will cease to have effect at the end of three years, unless renewed by shareholders' approval. The Proportional Takeover Articles were adopted on 21 June 2021 at the time of Endeavour's listing on ASX and renewed at the 2023 AGM. They will expire on 31 October 2026.

Item 5 is proposed as a special resolution to renew the Proportional Takeover Articles in the Constitution to operate for three years from the date of the AGM (unless renewed earlier).

A copy of the Constitution is available on our website at endeavourgroup.com.au/investor-relations#corporate-governance.

Explanatory notes (continued)

Effect of the Proportional Takeover Articles

A proportional takeover bid is a takeover bid where the offer is made to each shareholder to acquire a proportion of that shareholder's shares.

If a proportional takeover bid is made to shareholders, the Directors must hold a general meeting or a postal ballot to seek shareholder approval for that bid more than 14 days before the bid period closes.

The resolution is decided on a simple majority. Each shareholder who, as at the end of the day on which the first offer under the bid was made, held bid class shares is entitled to vote. The bidder and its associates are not allowed to vote on the resolution.

If the resolution is not passed, transfers which would have resulted from the acceptance of a bid will not be registered and the bid will be taken to have been withdrawn. If the resolution is approved (or taken to have been approved), the transfers must be registered if they comply with the Corporations Act and the Constitution.

Reasons for proposing the resolution

Without renewal of the Proportional Takeover Articles in the Constitution, a takeover bid may enable control of Endeavour to pass without shareholders having the opportunity to sell all their shares to the bidder. Shareholders may be exposed to the risk of being left as a minority in Endeavour and the risk of the bidder being able to acquire control of Endeavour without payment of an adequate control premium for their shares. The Proportional Takeover Articles lessen this risk because they allow shareholders to decide whether a proportional takeover bid is acceptable and should be permitted to proceed.

Review of the advantages and disadvantages of the Proportional Takeover Articles

There were no full or proportional takeover bids for Endeavour while the provisions were in operation. Therefore, there are no actual examples against which to assess the advantages or disadvantages of the Proportional Takeover Articles for the Directors and shareholders of Endeavour.

The Board therefore considers that there have been no advantages or disadvantages for either the Directors or the shareholders during the period while the Proportional Takeover Articles have been in effect.

Potential advantages and disadvantages of renewing the Proportional Takeover Articles

The renewal of the Proportional Takeover Articles will allow the Directors to ascertain shareholders' views on a proportional takeover bid. It does not otherwise offer any advantage or disadvantage to the Directors who remain free to make their own recommendation as to whether the bid should be approved.

The potential advantages of the Proportional Takeover Articles for shareholders include:

- shareholders have the opportunity to consider a proportional takeover bid and vote on the resolution at a general meeting or by postal ballot;
- assists shareholders in not being locked in as a minority interest;
- increases shareholders' bargaining power and may assist in ensuring that any proportional takeover bid is appropriately priced; and
- knowing the view of the majority of shareholders assists each individual shareholder in assessing the likely outcome of the proportional takeover bid and whether to approve or reject the offer.

The potential disadvantages of the Proportional Takeover Articles for shareholders include that the provisions:

- may discourage proportional takeover bids in Endeavour;
- may reduce any speculative element in the market price of Endeavour's shares arising from the possibility of a proportional takeover bid being made;
- may reduce the likelihood of a proportional takeover being successful; and
- may be considered to constitute an unwarranted additional restriction of the ability of shareholders to freely deal with their shares.

The Board considers that the potential advantages for shareholders of the Proportional Takeover Articles outweigh the potential disadvantages.

No knowledge of any proposal

As at the date of this Notice of Meeting, no Director is aware of any proposal by a person to acquire, or to increase the extent of, a substantial interest in Endeavour.

The Board unanimously recommends that shareholders vote **FOR** renewal of the Proportional Takeover Articles in the Constitution.

endeavour group

ABN 77 159 767 843

LODGE YOUR VOTE

ONLINE
https://au.investorcentre.mpms.mufg.com

BY MAIL
Endeavour 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 420 545 Overseas: +61 1300 420 545

X99999999999

VOTING/PROXY FORM

I/We being a member(s) of Endeavour Group Limited (the **Company**) and entitled to attend and vote hereby:

STEP 1 Please mark either A or B

A VOTE DIRECTLY

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

in relation to the Annual General Meeting of the Company to be held at **10:00am (AEDT) on Friday, 30 October 2026,** and at any adjournment or postponement of the Meeting.

You should mark either "For" or "Against" for each Item. Do not mark the "Abstain" box unless you do not want your vote to be counted.

OR

B APPOINT A PROXY

appoint the Chair of the Meeting (mark box)

OR if you are **NOT** appointing the Chair of the Meeting as your proxy, please write the name and email of the person or body corporate you are appointing as your proxy

Name

Email

or failing the person or body corporate named, or if no person or body corporate is named, the Chair 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 (AEDT) on Friday, 30 October 2026** (the **Meeting**) and at any adjournment or postponement of the Meeting.

The Meeting will be conducted as a hybrid event. You can participate by attending in person at the **NSW Teachers Federation Conference Centre, 37 Reservoir Street, Surry Hills NSW 2010** or by logging in online at **https://meetings.openbriefing.com/EDV26** (refer to details in the Online Meeting Guide). The **Notice of Annual General Meeting** can be accessed and downloaded at the Company's website at **www.endeavourgroup.com.au/investor-relations/annual-general-meetings**.

Important for Items 3 and 4: 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 as he sees fit in respect of Items 3 and 4, even though the Items 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 all Items. To the extent other Items are considered by the Meeting, the Chair of the Meeting intends to vote all proxies as he sees fit.

STEP 2

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 a ☒

Items of Business

Item	For	Against	Abstain*
2a Election of Tim Poole as a Director			
2b Election of Michael Ihlein as a Director			
3 Adoption of Remuneration Report			
4a Approval of F26 Long Term Incentive (LTI) grant to the Managing Director & Chief Executive Officer			
4b Approval of F27 LTI grant to the Managing Director & Chief Executive Officer			
5 Renewal of Proportional Takeover Provisions			

* The Abstain option is for use by shareholders who have appointed a proxy under Box B. If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf and your votes will not be counted.

STEP 3

SIGNATURE OF SHAREHOLDERS – THIS MUST BE COMPLETED

Shareholder 1 (Individual)	Joint Shareholder 2 (Individual)	Joint Shareholder 3 (Individual)
Sole Director and Sole Company Secretary	Director/Company Secretary (Delete one)	Director

This form should be signed by the shareholder. If a joint holding, either shareholder may sign. If signed by the shareholder's attorney, the power of attorney must have been previously noted by the registry or a certified copy attached to this form. If executed by a company, the form must be executed in accordance with the company's constitution and the *Corporations Act 2001* (Cth).

HOW TO COMPLETE THIS SHAREHOLDER VOTING/PROXY FORM

YOUR NAME AND ADDRESS

This is your name and address as it appears on the Company's share register. If this information is incorrect, please make the correction on the form. Shareholders sponsored by a broker should advise their broker of any changes. **Please note: you cannot change ownership of your shares using this form.**

VOTING UNDER BOX A - DIRECT VOTING

If you wish to submit a direct vote, cross Box A in Step 1. Please only mark either **"For"** or **"Against"** for each Item. Do not mark the **"Abstain"** box. If you mark the **"Abstain"** box for an Item or do not mark any box (other than as set out below), your vote for that Item will not be counted.

If you submit a Voting/Proxy Form but do not mark Box A or Box B on the Voting/Proxy Form and you leave the voting boxes blank for all Items, you will be taken to have appointed the person named in the form as proxy and if no person is named, the Chair of the Meeting as proxy.

Custodians and nominees may, with the share registry's consent, identify on the Voting/Proxy Form the total number of votes in each of the categories **"For"** and **"Against"** and their votes will be valid.

If you have lodged a direct vote on an Item, you are entitled to attend and/or participate in the Meeting. Your attendance and/or participation will not cancel your direct vote unless you instruct the Company or the Company's share registry otherwise. Where you attend the meeting and do not cancel your direct vote, you will not be entitled to vote at the Meeting but may otherwise exercise your rights as a shareholder.

If a Voting/Proxy Form contains instructions for both direct voting and appointment of a proxy, you will be taken to have appointed the person named in the Voting/Proxy Form as proxy and if no person is named, the Chair of the Meeting as proxy. Any direct votes will not be counted.

The decision of the Chair of the Meeting as to whether a direct vote is valid is conclusive.

VOTING UNDER BOX B – APPOINTMENT OF PROXY

If you wish to appoint the Chair of the Meeting as your proxy, cross Box B in Step 1. If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name and email of that individual or body corporate in Step 1. If you do not provide your proxy's email address for them to receive details to attend the Meeting virtually, your proxy appointment will revert to the Chair of the Meeting. If your proxy does not attend the Meeting (or attends the Meeting but does not vote) the Chair of the Meeting is appointed your proxy. A proxy need not be a shareholder of the Company.

If you submit a Voting/Proxy Form but do not mark Box A or Box B on the Voting/Proxy Form and you leave the voting boxes blank for all Items, you will be taken to have appointed the person named in the form as proxy and if no person is named, the Chair of the Meeting as proxy.

DEFAULT TO CHAIR OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chair of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chair of the Meeting will be voted according to the instructions set out in this Voting/Proxy Form, including where the Items are connected directly or indirectly with the remuneration of KMP.

VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a cross 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 cross more than one box on an Item your vote on that Item will be invalid.

APPOINTMENT OF A SECOND PROXY

You are entitled to appoint up to two persons as proxies to attend the Meeting and vote on a poll. If you wish to appoint a second proxy, an additional Voting/Proxy Form may be obtained by phoning 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 Voting/Proxy Form and the second Voting/Proxy Form state the percentage of your voting rights or number of shares applicable to that form. If the appointments do not specify the percentage or number of votes that each proxy may exercise, each proxy may exercise half your votes. Fractions of votes will be disregarded; and

(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 share 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 sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please indicate the office held by signing in the appropriate place.

CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting virtually the appropriate "Certificate of Appointment of Corporate Representative" must be received at 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 https://au.investorcentre.mpms.mufg.com.

LODGEMENT OF A VOTING/PROXY FORM

This Voting/Proxy Form (and any Power of Attorney under which it is signed) must be received at an address given below by **10:00am (AEDT) on Wednesday, 28 October 2026,** being not later than 48 hours before the commencement of the Meeting. Any Voting/Proxy Form received after that time will not be valid for the scheduled Meeting.

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

ONLINE
https://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

QR Code

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.

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

BY MAIL
Endeavour Group Limited
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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)