

# Shareholder Communication Policy

Symal Group Limited

Date of adoption: 19/02/2026

## 1. Shareholder meetings and communications strategy

The Company's Board of Directors (**Board**) acknowledges the need for effective two-way communications with shareholders.<sup>1</sup> To encourage participation with shareholders at shareholder meetings, the Board has adopted the following strategy:

- (a) shareholder meetings are structured (including held at a reasonable place and time) to provide effective communication to shareholders and allow reasonable opportunity for informed shareholder participation;
- (b) the external auditor attends the annual general meeting (**AGM**) of the Company and is available to respond to shareholder questions in relation to any audit related questions;
- (c) if a shareholder is unable to attend the AGM they may be able to pose questions to the Company as outlined in the Notice of AGM;
- (d) if a shareholder is unable to attend the AGM in person and/or virtual meeting technology is being used to hold the meeting, they will be given sufficient information to allow them to participate in the AGM by means of the technology;
- (e) the Company's annual report is available to be sent to each shareholder (at the shareholder's option);
- (f) in addition to the annual report, the Company issues a report with the release of the half-year and full-year financial results, which is sent to all shareholders;
- (g) the Company posts on its website all relevant announcements made to the market (including information used for analyst briefings and press releases) after they have been released to ASX Limited (**ASX**);
- (h) the Company posts on the corporate governance section of its website and keep posted for a reasonable period all of its relevant corporate governance information, including web-links to the following information:
  - (i) an overview of the Company's current business;

<sup>1</sup> Such as the dial-in details for a conference call on a results presentation and a link to the URL for a webcast of an AGM.

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- (ii) a description of how the Company is structured;
- (iii) a summary of the Company's history;
- (iv) a key events calendar showing the expected dates in the forthcoming year for:
  - (A) results presentations and other significant events for investors and analysts to ensure equality of information among investors;
  - (B) the AGM;
  - (C) books closing dates for determining entitlements to dividends or distributions; and
  - (D) ex-dividend and payment dates for dividends or distributions;
- (v) once they are known, the time, venue and other relevant details for results, presentations and the AGM;
- (vi) where applicable, a description of the difference classes of Securities and the rights attached to them;
- (vii) historical information about the market prices of the Company's securities;
- (viii) a description of the Company's dividend or distribution policy;
- (ix) information about the Company's dividend or distribution history;
- (x) copies of media releases the Company makes;
- (xi) contact details for enquiries from security holders, analysts or the media;
- (xii) contact details for its share registry;
- (xiii) links to download key security holder forms, such as transfer and transmission forms, dividend or distribution reinvestment plan;
- (xiv) the names, photographs and brief biographical information for each of its directors and senior executives;
- (xv) its constitution, its Board charter and the charters of each of its Board committees;
- (xvi) a statement of the Company's values;
- (xvii) the corporate governance policies and any other relevant corporate governance materials;
- (xviii) copies of its directors' reports, annual reports and financial statements;
- (xix) copies of its announcements to ASX;
- (xx) copies of notices of meetings of security holders and any accompanying documents;
- (xxi) if it keeps them, webcasts and/or transcripts of meetings of security holders and investor or analyst presentations and copies of any documents tabled or otherwise made available at those meetings;
- (xxii) if it keeps them, webcasts and/or transcripts of investor or analyst presentations and copies of any materials distributed at those presentations,

- (i) the Company will disclose in its corporate governance statement on its website whether it has any material exposure<sup>2</sup> to economic, environmental<sup>3</sup> and social sustainability risks,<sup>4</sup> and if it does, how it manages or intends to manage those risks, especially where those risks could affect the Company's achievement of its financial performance or outcomes disclosed. In this regard, the Company may have regard to its Environmental Policy, Modern Slavery Policy, Social Procurement Policy and Sustainable Procurement Policy;
- (j) the Company will disclose on its website whether it has any material exposure to climate change risk,<sup>5</sup> and if it does, how it manages or intends to manage those risks, especially where those risks could affect the Company's achievement of its financial performance or outcomes disclosed;
- (k) where possible, the Company will post advance notification of significant group briefings (eg results announcements) through the Company's website;
- (l) general shareholder questions may be posed to the Company or its share registry via email communication (please refer to the Company's website) or by written or telephone correspondence to the Company Secretary or its share registry, as applicable;
- (m) significant comments or concerns that are raised by shareholders will be conveyed to the Board and the Chairperson; and
- (n) the Company will provide shareholders with the option to receive communications from it or its share registry, electronically.

## 2. Voting at Shareholder Meetings

The Board acknowledges the need to ensure the true will of security holders attending and voting at a meeting, whether they attend in person, by using virtual meeting technology, or by proxy or other representative.

When calling a vote at a meeting of security holders, all substantive resolutions (eg voting for a new Board member) and all resolutions under the ASX Listing Rules must be decided by a poll rather than a show of hands.

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<sup>2</sup> In this context, "material exposure" means a real possibility that the economic, environmental or social sustainability risk in question could materially impact the Company's ability to create or preserve value for shareholders over the short, medium or longer term.

<sup>3</sup> "Environmental risks" means the potential negative consequences (including systemic risks and the risk of consequential regulatory responses) to a listed entity if its activities adversely affect the natural environment or if its activities are adversely affected by changes in the natural environment. This includes the risks associated with the entity polluting or degrading the environment, adding to the carbon levels in the atmosphere or threatening a region's biodiversity or cultural heritage. It also includes the risks for the entity associated with climate change, reduced air quality and water scarcity.

<sup>4</sup> "Social risks" means the potential negative consequences (including systemic risks and the risk of consequential regulatory responses) to a listed entity if its activities adversely affect human society or if its activities are adversely affected by changes in human society. This includes the risks associated with the entity or its suppliers engaging in modern slavery, aiding human conflict, facilitating crime or corruption, mistreating employees, customers or suppliers or harming the local community. It also includes the risks for the entity associated with large scale mass migration, pandemics or shortages of food, water or shelter.

<sup>5</sup> "Climate change" includes: 1) risks related to the transition to a lower-carbon economy, including policy and legal risks, technology risk, market risk and reputation risk; and 2) physical risks, such as changes in water availability, sourcing and quality, food security and extreme temperature changes affecting the Company's premises, operations, supply chains, transport needs and employee safety.

The Company will announce the results of each resolution put to a vote at a meeting of security holders to ASX promptly after the meeting, including the number of votes cast for, against and abstaining on each resolution.

### 3. Making public statements about the Company

As outlined in the Company's Continuous Disclosure Policy:

- (a) Personnel must not, without authority (see the Continuous Disclosure Policy for the list of authorised spokespersons), directly or indirectly communicate market sensitive information to the public.
- (b) Where authorised to comment publicly about the Company, the authorised person must do so in a matter that ensures that only public information is provided.

Further, any meeting with a Shareholder, analyst or other member of the public must be with an authorised spokesperson and undertaken in accordance with the Company's Continuous Disclosure Policy. The Company will not provide market-sensitive information to analysts, investors or other external parties unless it has first been released to ASX in accordance with the Continuous Disclosure Policy.

### 4. Review

This Shareholder Communication Policy will be periodically reviewed to ensure it continues to operate effectively and will be amended as required from time to time.